State Civil Service Annual Workforce Report

FISCAL YEAR 2025-2026

Byron P. Decoteau, Jr., Director
Louisiana State Civil Service

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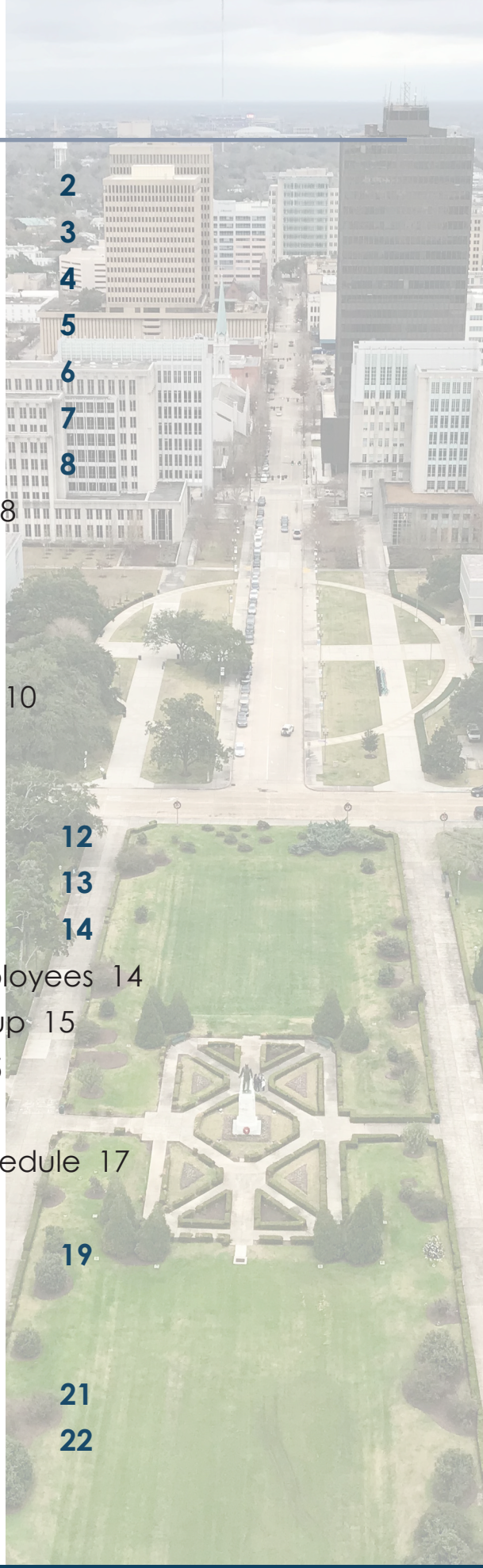


LETTER FROM THE DIRECTOR

Louisiana's greatest strength is its people, and the dedicated public servants who serve our state are essential to its continued progress. I am proud to present the Louisiana State Civil Service Fiscal Year 2025–2026 Annual Workforce Report, which highlights the people, progress, and priorities shaping our state workforce.

At State Civil Service, we are committed to building a workforce that is skilled, adaptable, and prepared to meet the evolving needs of Louisiana's citizens. Through innovative human resources strategies, we work to attract talented individuals to public service, support employee growth, and help state agencies achieve their missions. In partnership with the State Civil Service Commission, we continue to advance initiatives that strengthen our workforce and position state government for long-term success.

This report provides an overview of Louisiana's state government workforce as of June 30, 2026, including workforce demographics, trends, and departmental goals. The state workforce includes both classified and unclassified employees. Under the authority of the State Civil Service Commission, our department administers programs for classified employees. Additional information about these classifications is available in Article X of the Louisiana Constitution.

During the past fiscal year, we continued advancing SHIFT: Shaping How We Invest in Future Talent, an initiative focused on modernizing workforce practices and preparing state government for future talent needs. We also continued implementing Continuous Performance Management (CPM), which promotes meaningful performance goals, ongoing feedback, and employee development. Together, these efforts strengthen our ability to build a skilled, adaptable workforce and foster a culture of accountability and continuous improvement.

I extend my sincere appreciation to Louisiana's state employees for their dedication and professionalism. Their work is essential to delivering public services and improving the quality of life for our citizens. I also thank the State Civil Service Commission for its continued leadership and partnership in advancing an effective, accountable, and innovative human resources system.

I invite you to explore this report to learn more about Louisiana's state workforce and the work of the Department of State Civil Service. Visit **civilservice.louisiana.gov** for information about our programs and initiatives, or **louisiana.gov** to learn more about state government.

Byron P. Decoteau, Jr.
State Civil Service Director
November 4, 2026



ABOUT OUR AGENCY

State Civil Service is the central human resources agency for the classified workforce in the state of Louisiana. We promote the understanding that the most critical factor in determining the success of Louisiana state government is its workforce. Our chief responsibility is to ensure the state is equipped with innovative workforce solutions designed to meet the unique needs of each state agency's mission.

As both a regulatory and consultative agency, we provide systems and services that will enable state agencies to make merit-based, quality decisions regarding the hiring, development and retention of skilled and capable individuals.

Our policies are guided by the provisions of Article X of the Louisiana State Constitution and are implemented in a manner, which is both efficient as possible and cost effective to the citizens of Louisiana. Such policies are founded upon the principles of equal pay for equal work, equal opportunity, ability-based employment and promotion, and freedom from political influence.

Our vision at State Civil Service is to set the standard of excellence in providing strategic state government workforce solutions.



STATE CIVIL SERVICE AGENCY VALUES

INTEGRITY

We believe that there is nothing more important than our reputation. Integrity is at the core of everything we do. We are honest and ethical because trust is key to the relationships with our stakeholders.

CUSTOMER COMMITMENT

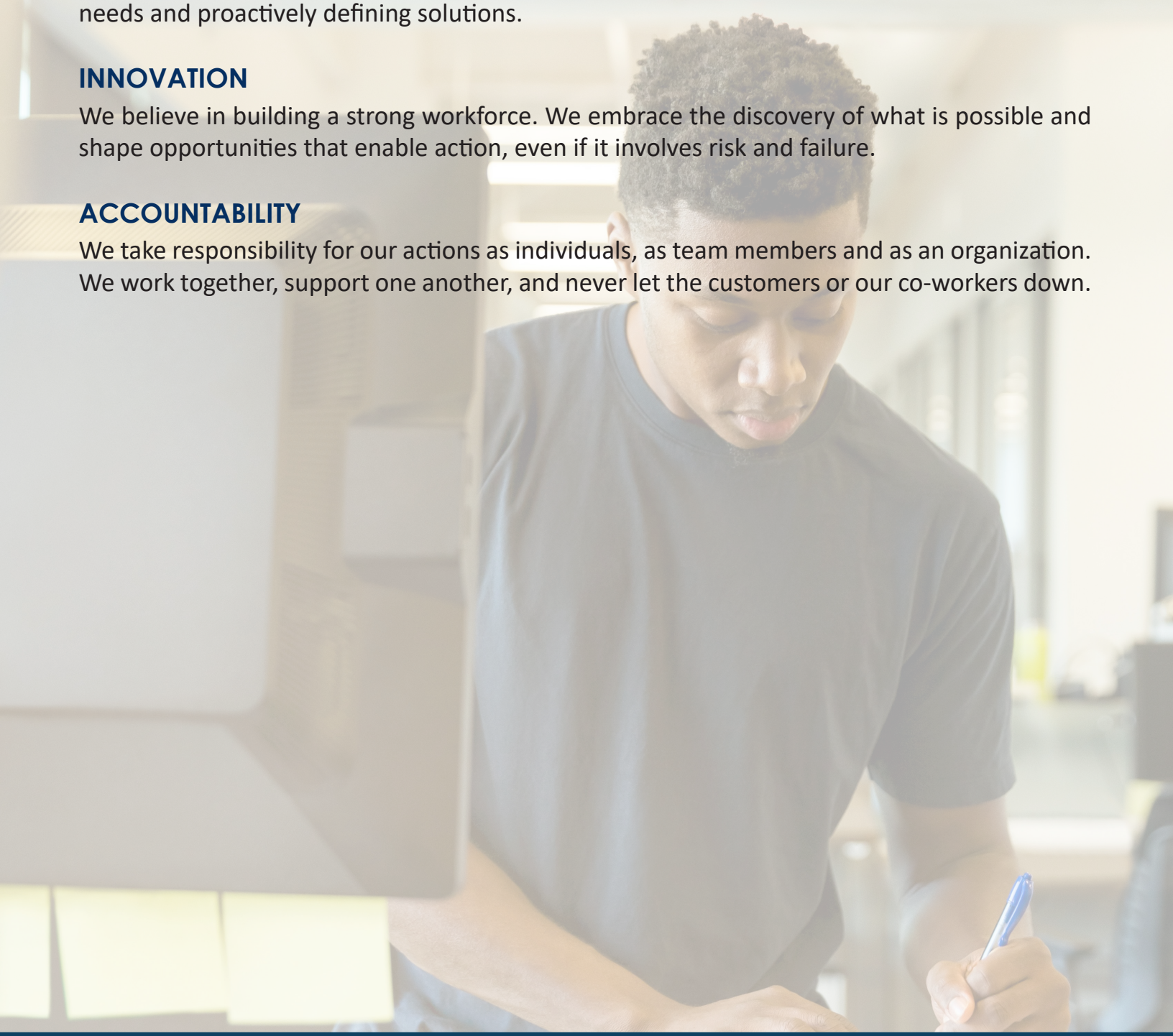
We acknowledge every stakeholder as a customer. We are committed to anticipating their needs and proactively defining solutions.

INNOVATION

We believe in building a strong workforce. We embrace the discovery of what is possible and shape opportunities that enable action, even if it involves risk and failure.

ACCOUNTABILITY

We take responsibility for our actions as individuals, as team members and as an organization. We work together, support one another, and never let the customers or our co-workers down.



STATE CIVIL SERVICE COMMISSION

The State Civil Service Commission is a seven-member body that has final authority over the administration of the State Civil Service system. The Commission serves as an impartial review board that enacts and adjudicates State Civil Service Rules to regulate state personnel activities, and hears appeals from classified state employees and agencies. Commission meetings and hearings are held monthly and are open to the public.

Six of the Commission members are appointed by the governor; the seventh is an employee representative elected by fellow state employees. Each member serves a six-year term. When choosing an appointed member, the Governor must select from a list of three people nominated by the president of one of the state's major private universities. Current members of the Commission are listed below.

To contact Commission members, call State Civil Service at (225) 342-8272 or reach out to them via email at civilservicecommission@la.gov.

To contact the Commission Chairman, call State Civil Service at (225) 342-8272 or email CivilServiceCommissionChairman@civilservice.la.gov.

STATE CIVIL SERVICE COMMISSION MEMBERS FOR FY 2025-2026

Name	Nominated By	Term Expires
J. Stewart Gentry, Chairman	Louisiana Christian College	12/10/2030
D. Scott Hughes, Vice-Chairman	Centenary College	12/10/2028
Candes C. Carter	Xavier University	12/10/2028
Dr. Thomas Grimstad	Loyola University	12/10/2030
Craig A. Netterville	Tulane University	12/10/2028
Jo Ann Nixon	Dillard University	12/10/2026
Codi Plaisance	Employee Representative	4/30/2029



DEPARTMENT GOALS

- Provide effective Human Resources (HR) leadership driven by policies that effect transparent and accountable HR practices; resulting in employers having the key tools and skills needed to ensure that employees are empowered and equipped to accomplish the organization's desired outcomes and goals.
- Provide a prompt, inexpensive system for resolving removal, discipline, rule violation, and discrimination cases that satisfies due process requirements.
- Utilize technology to improve the productivity and effectiveness of State Civil Service and its user agencies.
- Provide workforce development services and an objective evaluation of the human resource practices used by state agencies to manage their classified workforce. [Louisiana Constitution, Article X]
- Administer the classification and compensation systems by developing and implementing flexible job evaluation and pay policies and practices that can be adapted to meet agencies' unique requirements.
- Create and administer programs, rules, assistance procedures and training that promote, encourage, and enhance effectiveness, efficiency, and accountability in state agencies and their employees.
- Provide processes and policies that enable state agency managers to fill vacant positions with highly qualified applicants in a timely fashion and in accordance with legal and professional standards.

ORGANIZATIONAL STRUCTURE

The Department of State Civil Service is comprised of the following major divisions.

Administration

Includes the Director's Office, public information, and management and finance. Provides fiscal, budgeting and personnel services for the Department, and through a shared services agreement, the division also performs these functions for three other state agencies, the Division of Administrative Law, the Ethics Administration and Municipal Fire and Police. In addition, personnel services are provided for the Board of Tax Appeals.

Appeals

Serves as the clerk of court for the State Civil Service Commission by receiving employee appeals of disciplinary actions or allegations of discrimination, scheduling hearings, issuing subpoenas, and compiling the record if judicial review is sought. The Appeals Division staff attorneys also hear and decide cases for the Commission.

Applications and Data Management/Information Technology

The Applications & Data Management Division and Information Technology oversees the collection, analysis, and reporting of data in regards to the State's workforce; the development and support of applications that serve the Department, Human Resources offices statewide and the public; and the storage of the Department's records and reports. The Information Technology team provides computer support services and is responsible for all components of our technical infrastructure.

Compliance and Audit

Provides an objective evaluation of the human resource practices used by state agencies to manage the classified work force. It assesses the effectiveness of those practices and the overall adherence to merit principles and compliance with Civil Service Rules.

Learning, Performance, and Culture

Support SCS's mission by providing award-winning instructional design of web-based and instructor-led training materials delivered through the Comprehensive Public Training Program. With the statewide implementation of an electronic performance management system, SCS is committed to providing as many resources to state agencies to allow for a seamless and efficient transition to the system. LPC will be responsible for developing all resources dedicated to the new performance management system and any ongoing resource development needed.

Operations

Focuses on specific subject matters and functions to deliver effective and efficient consultation to state agencies to better serve the needs of our stakeholders: agency leaders and human resources community. In order to respond efficiently to the needs of state agencies, SCS has created four distinct divisions: Compensation, HR Program Support, Paper Agency Operations, and Talent Acquisition and Workforce Development.

Recruiting and Outreach Center

Provides a process whereby applicants for classified positions are evaluated through a validated, objective, and merit-based written examination and given scores that will assist state agencies in making effective hiring decisions.

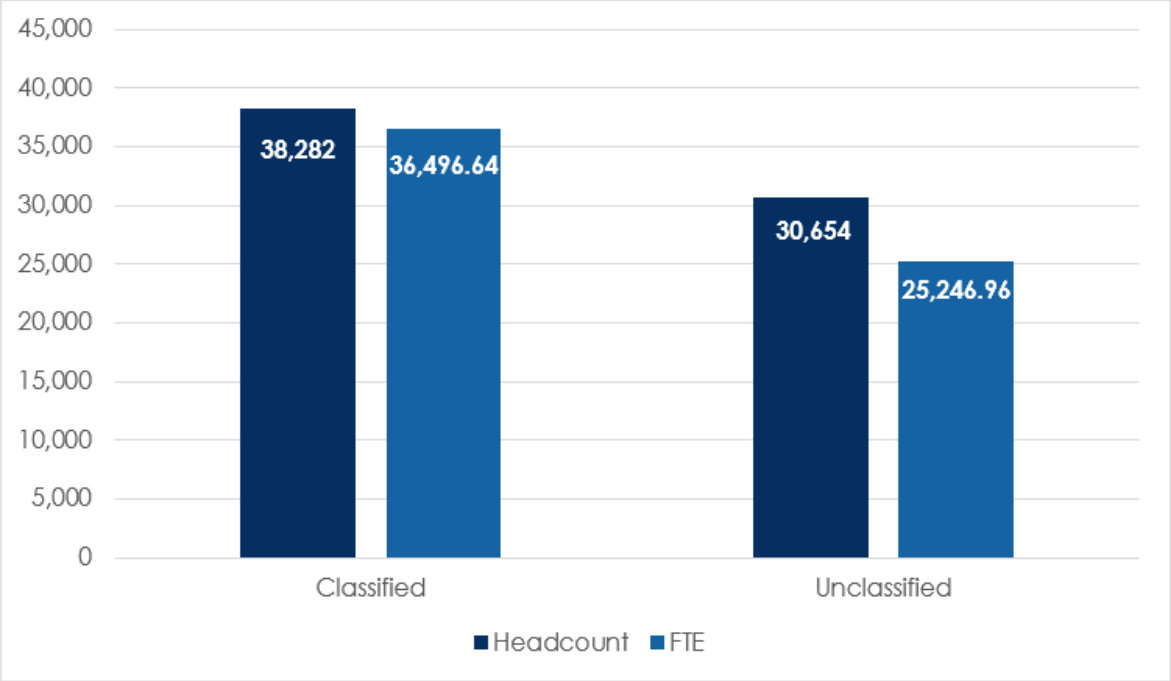
WORKFORCE DEMOGRAPHICS

STATEWIDE EMPLOYEE COUNT: CLASSIFIED vs. UNCLASSIFIED

The chart below depicts the headcount and full-time equivalence (FTE) of classified employees vs. unclassified employees in Louisiana's state government workforce in FY 25-26.

- A classified employee provides services to and for the State or any of its instrumentalities.
- Unclassified employees are specifically named in Article X of the Constitution and include, but are not limited to: elected officials, gubernatorial appointees, teaching and professional staff at universities, and members of the military.

State Civil Service has governing authority over classified employees only.



Headcount: Represents the actual number of employees.

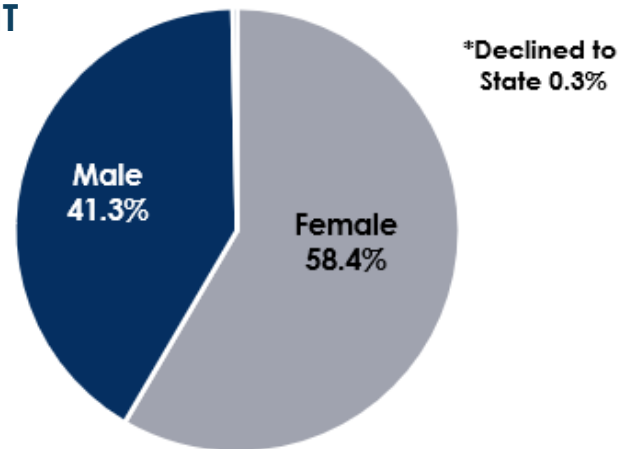
FTE: Represents the full time or part time assignment of employees. The FTE is .50 for an employee hired to work 20 hours per week. An agency with two employees (headcount) working each 20 hours per week = 1 FTE.

WORKFORCE DEMOGRAPHICS

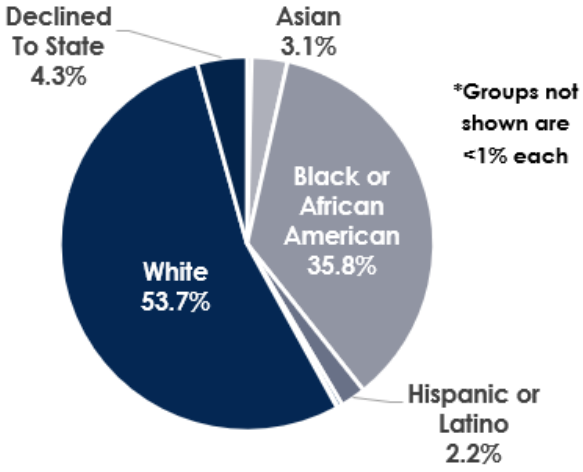
The following information reflects the demographics of the 68,927 employees of Louisiana state government at the end of Fiscal Year 2025-2026. Data includes both classified and unclassified employees.

STATEWIDE GENDER HEADCOUNT

Gender	Count
Female	40,265
Male	28,434
Declined To State*	228



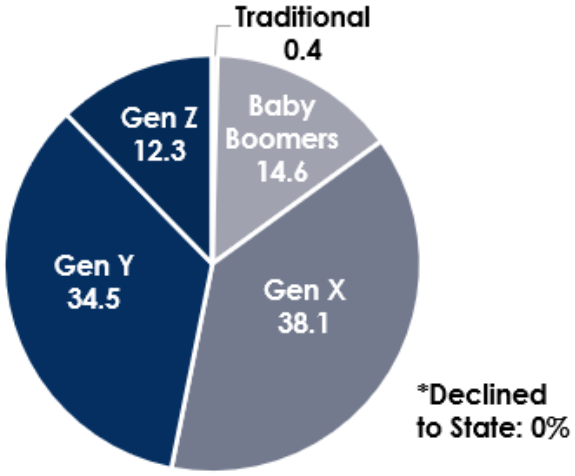
STATEWIDE RACE HEADCOUNT



Race	Count
American Indian or Alaskan Native*	287
Asian	2,143
Black or African American	24,706
Hispanic or Latino	1,497
Multi-Racial*	316
Native Hawaiian or Other Pacific Islander*	37
White	37,004
Declined To State	2,937

STATEWIDE GENERATION HEADCOUNT

Generation	Count
Traditional Workers (born before 1946)	294
Baby Boomers (1946-1964)	10,072
Generation X (1965-1980)	26,290
Millennials/Gen Y (1981-1996)	23,806
Generation Z (1997-2012)	8,461
Declined To State*	4



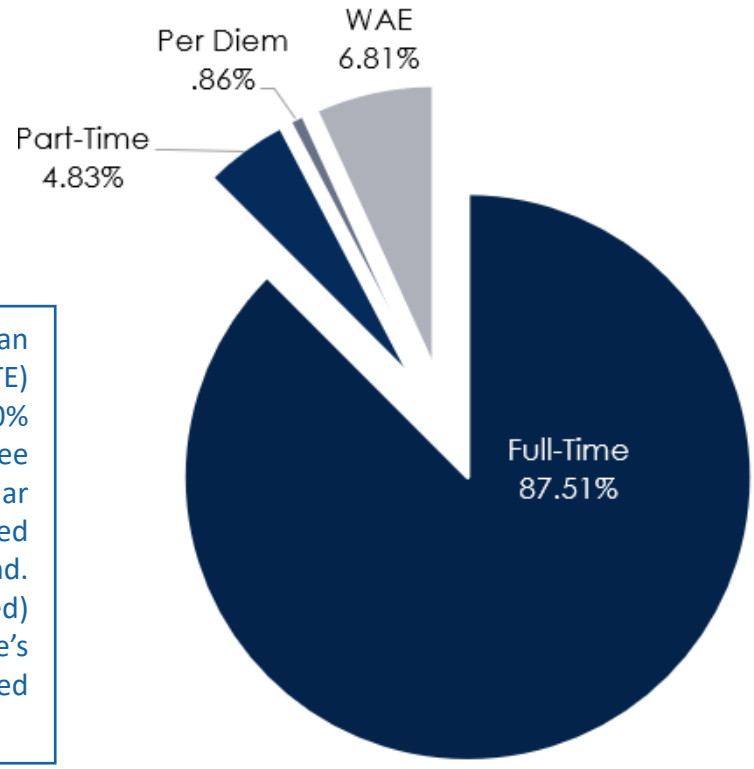
WORKFORCE DEMOGRAPHICS

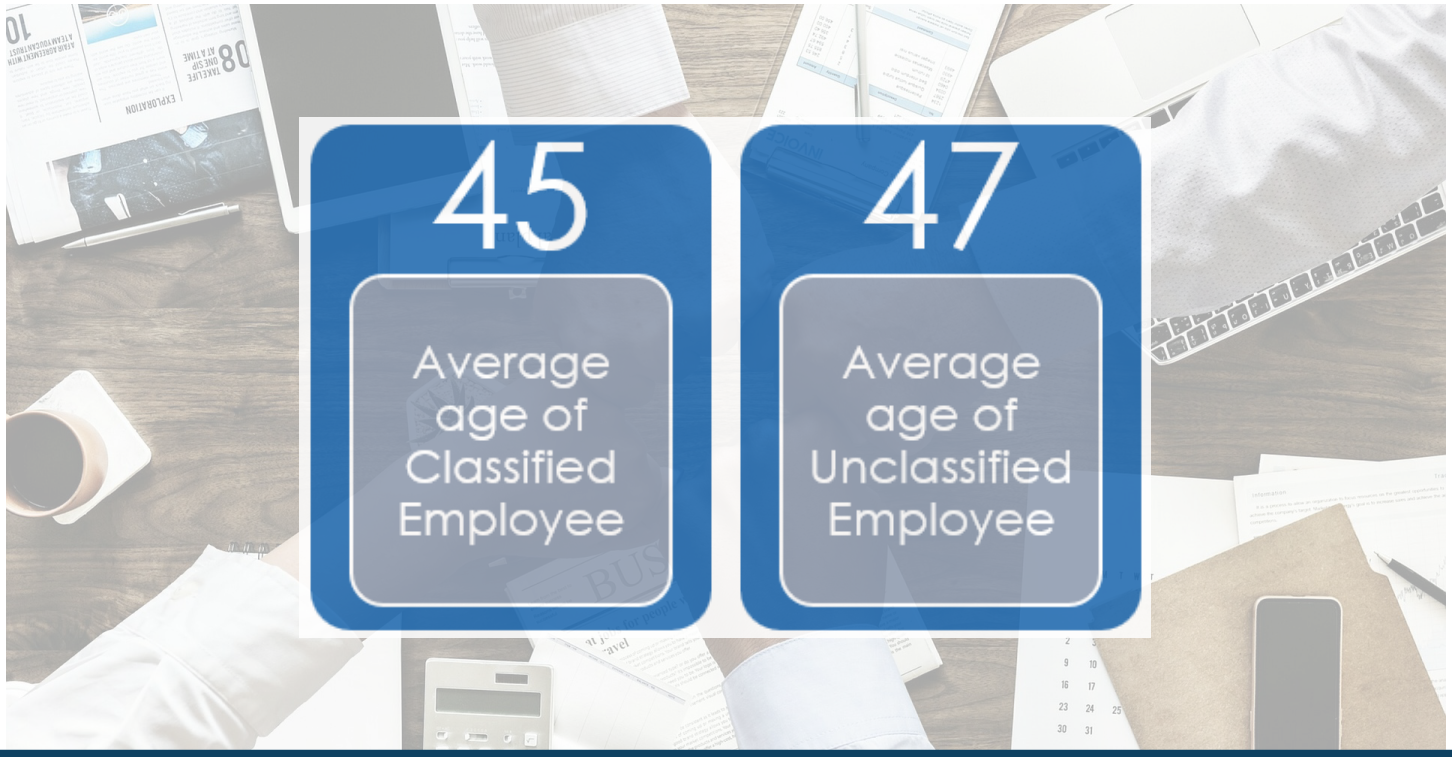
STATEWIDE EMPLOYEE HEADCOUNT BY EMPLOYEE GROUP

Includes Classified and Unclassified Employees
FY 2025-2026

Employee Group	Count
Full-Time	60,318
Part-Time	3,326
Per Diem	591
WAE	4,692

Employee group is determined by an employee's full-time equivalency (FTE) percent. A full-time employee has a 100% FTE percent while a part-time employee will have less than 100% FTE on a regular basis. A Per Diem designation is assigned to an employee paid by a daily stipend. A WAE (While Actually Employed) designation is given when an employee's position involves duties considered seasonal, temporary or intermittent.

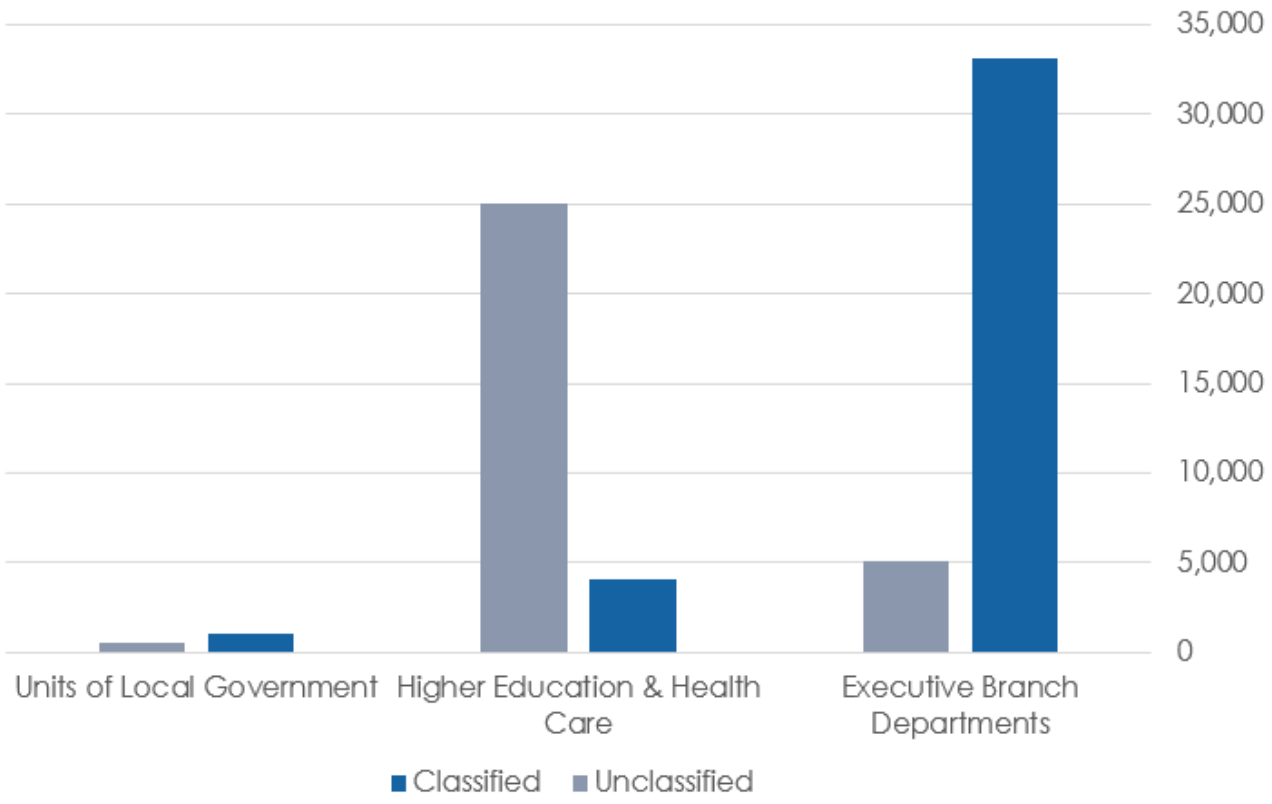




WORKFORCE DEMOGRAPHICS

STATEWIDE EMPLOYEE HEADCOUNT BY AGENCY TYPE

Includes Classified and Unclassified Employees



At the close of Fiscal Year 2025-2026, Louisiana state government employed 68,927 employees. This workforce consisted of 38,282 classified employees and 30,645 unclassified employees. Employees are categorized by agency in which they are employed. The graph above and the chart below depict the number of employees by agency type: Executive Branch Departments, Higher Education[1] and Health Care[2], and Units Local of Government[3].

Agency Type	Classified Headcount	Unclassified Headcount
Executive Branch Departments	33,140	5,035
Higher Education & Health Care	4,058	25,055
Units of Local Government	1,084	555

1. Higher Education: includes Universities, Community Colleges, Technical Colleges, and Health Care Services.
2. Health Care Services: includes Medical Centers and the Louisiana State University Health Services Division.
3. Units of Local Government: includes employees of local governments who are subject to State Civil Service Rules.

DEPARTMENT HEADCOUNTS

The following table represents the headcount (classified and unclassified) by Department at the close of FY 25-26. Headcount is considered the number of actual employees.

Category	Department or Agency Type	Employees
Executive Branch	Louisiana Department of Health	9,256
Executive Branch	Department of Public Safety & Corrections – Corrections Services	5,062
Executive Branch	Department of Transportation & Development	4,238
Executive Branch	Executive Department (including DOA, Gov's Office, National Guard, GOHSEP, OCPR, OGB, OFI, etc.)	4,101
Executive Branch	Department of Public Safety & Corrections – Public Safety Services	2,873
Executive Branch	Department of Children & Family Services	2,021
Executive Branch	Department of Education	1,293
Executive Branch	Department of Public Safety & Corrections – Office of Juvenile Justice	907
Executive Branch	Louisiana Works	903
Executive Branch	Department of Veterans' Affairs	897
Executive Branch	Department of State (includes Registrars of Voters)	863
Executive Branch	Department of Wildlife & Fisheries	826
Executive Branch	Department of Culture, Recreation & Tourism	777
Executive Branch	Department of Environmental Quality	719
Executive Branch	Department of Revenue	692
Executive Branch	Department of Justice	611
Executive Branch	Department of Agriculture	565
Executive Branch	Department of Conservation and Energy	372
Executive Branch	Retirement Systems (LASERS, Teachers, School Employees, State Police)	349
Executive Branch	Department of Insurance	233
Executive Branch	Civil Service Agencies; SCS, Ethics, Division of Administrative Law, Municipal Fire & Police	231
Executive Branch	Department of Economic Development	198
Executive Branch	Department of Treasury	85
Executive Branch	Public Service Commission	74
Executive Branch	Lieutenant Governor's Office	19
Executive Branch	Independent	10
Higher Ed & Health Care	Higher Education	28,682
Higher Ed & Health Care	Health Care Services	431
Quasi-State Agencies	Ports, Levee Boards, Fresh Water Districts	1,172
Quasi-State Agencies	Housing Authorities	443
Quasi-State Agencies	Executive Department	13
Quasi-State Agencies	Louisiana Law Institute	7
Quasi-State Agencies	Independent	4

DEPARTMENT FULL TIME EQUIVALENTS

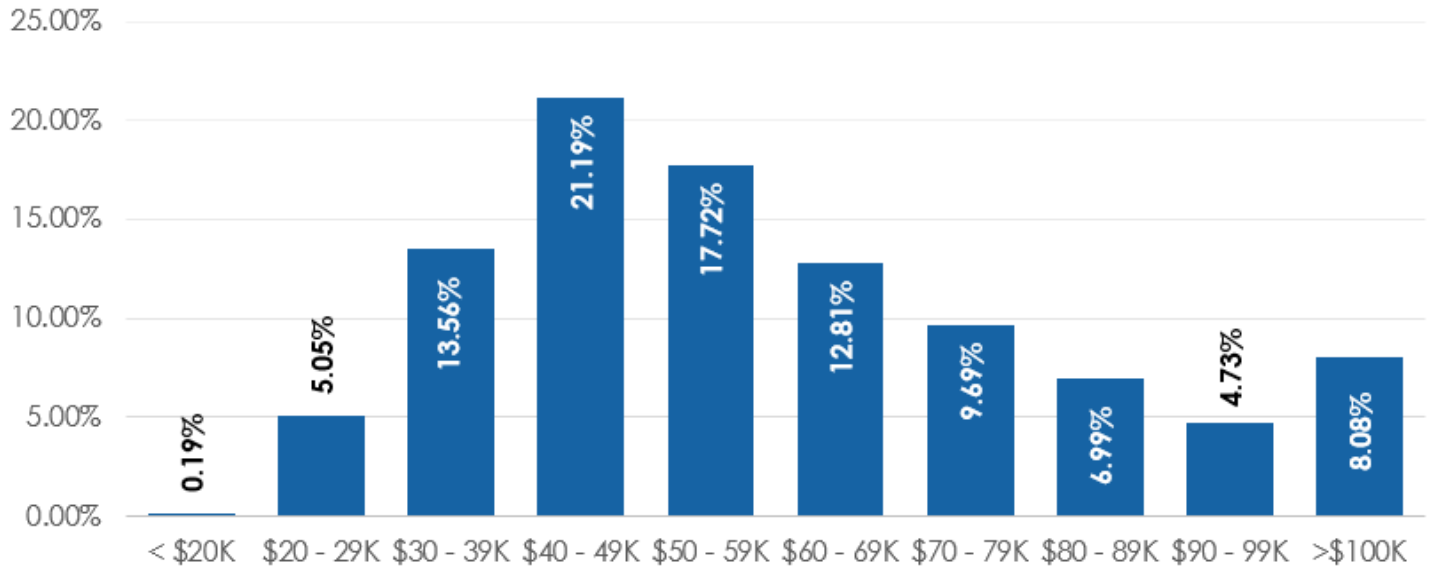
The following table represents the Full Time Equivalents (FTE) by Department (classified and unclassified) at the close of FY 25-26.

Category	Department or Agency Type	FTE Value
Executive Branch	Louisiana Department of Health	8,609.05
Executive Branch	Department of Public Safety & Corrections – Corrections Services	4,806.30
Executive Branch	Department of Transportation & Development	4,140.30
Executive Branch	Executive Department (including DOA, Gov's Office, National Guard, GOHSEP, OCPR, OGB, OFI, etc.)	3,609.18
Executive Branch	Department of Children & Family Services	2,623.55
Executive Branch	Department of Public Safety & Corrections – Public Safety Services	2,017.00
Executive Branch	Department of Education	1,090.70
Executive Branch	Department of Public Safety & Corrections – Office of Juvenile Justice	877.75
Executive Branch	Department of Veterans' Affairs	827.50
Executive Branch	Department of Wildlife & Fisheries	786.95
Executive Branch	Louisiana Works	766.50
Executive Branch	Department of Revenue	683.00
Executive Branch	Department of Environmental Quality	647.10
Executive Branch	Department of State (includes Registrars of Voters)	584.00
Executive Branch	Department of Culture, Recreation & Tourism	577.75
Executive Branch	Department of Agriculture	577.00
Executive Branch	Department of Justice	546.00
Executive Branch	Department of Conservation and Energy	346.00
Executive Branch	Retirement Systems (LASERS, Teachers, School Employees, State Police)	308.00
Executive Branch	Department of Insurance	223.50
Executive Branch	Department of Economic Development	190.50
Executive Branch	Civil Service Agencies; SCS, Ethics, Division of Administrative Law, Municipal Fire & Police	183.00
Executive Branch	Department of Treasury	73.00
Executive Branch	Public Service Commission	73.00
Executive Branch	Lieutenant Governor's Office	19.00
Executive Branch	Independent	2.00
Higher Ed & Health Care	Higher Education	24,935.74
Higher Ed & Health Care	Health Care Services	385.43
Quasi-State Agencies	Ports, Levee Boards	971.80
Quasi-State Agencies	Housing Authorities	254.00
Quasi-State Agencies	Independents	4.00
Quasi-State Agencies	Executive Department	3.00
Quasi-State Agencies	Legislative	2.00

CLASSIFIED SERVICE STATISTICS

Salary Distribution of Full-Time Classified Employees

The graph below represents the salary distribution of classified state employees. As depicted in the chart, approximately 40 percent of the classified workforce earns an annual salary of less than $50,000.

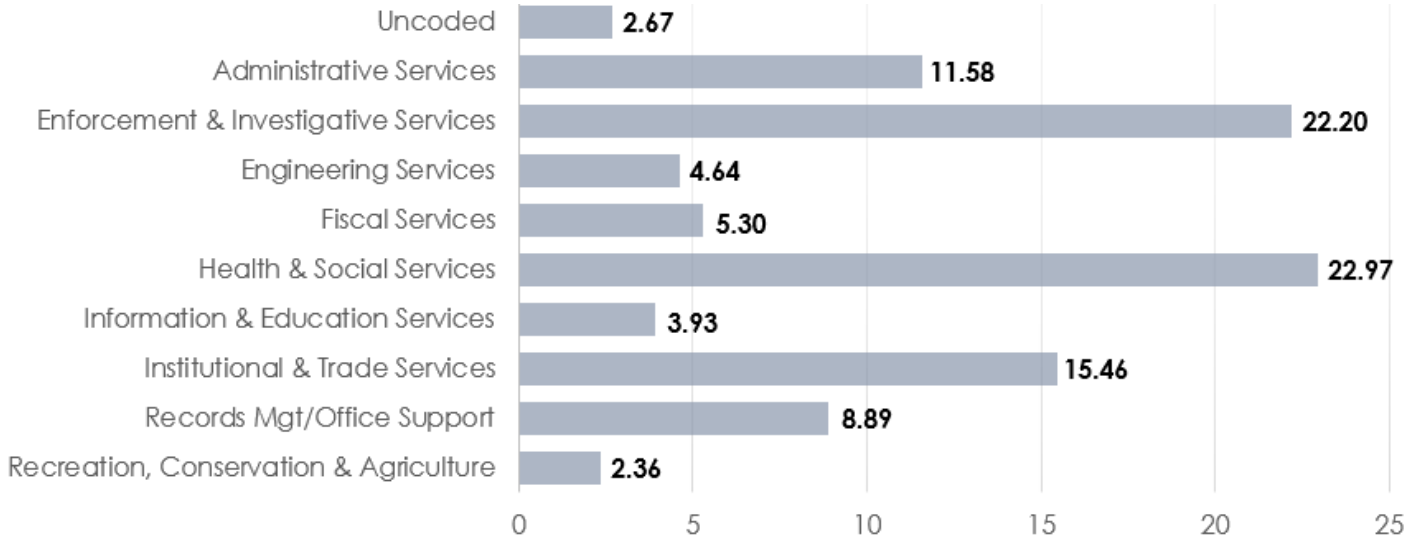




CLASSIFIED SERVICE STATISTICS

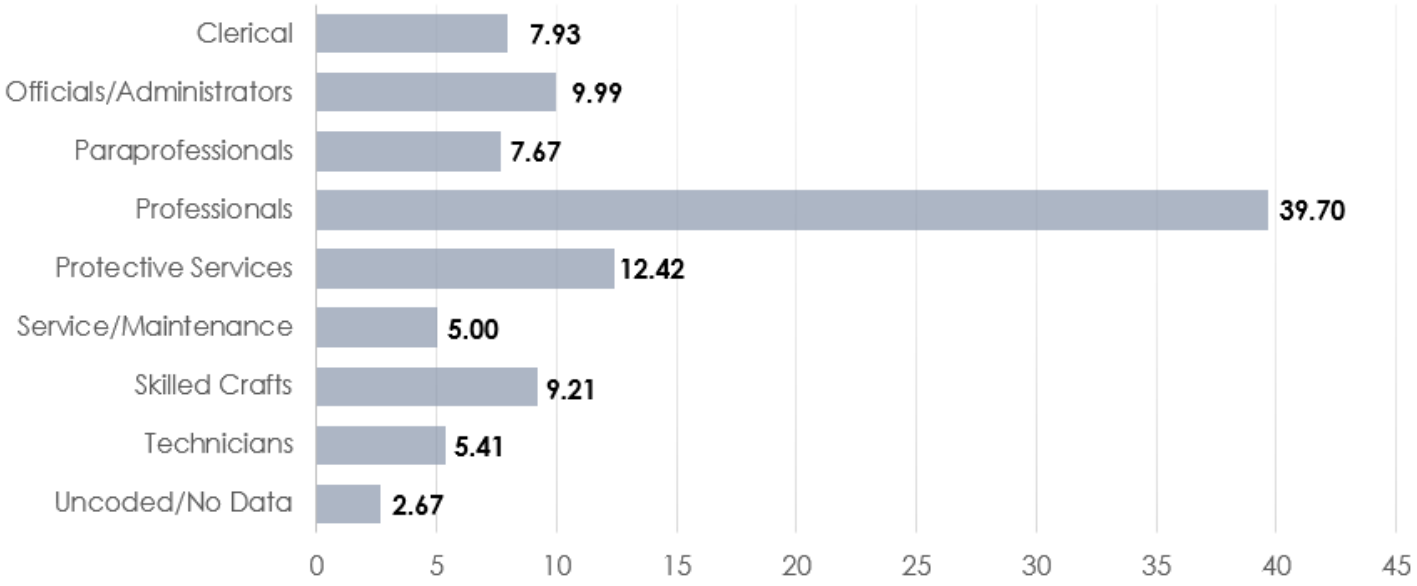
Classified Employees by Occupational Group

The graph below depicts the percentage of occupational groups of classified state employees at the close of FY 25-26.



Classified Employees by EEO-4 Category

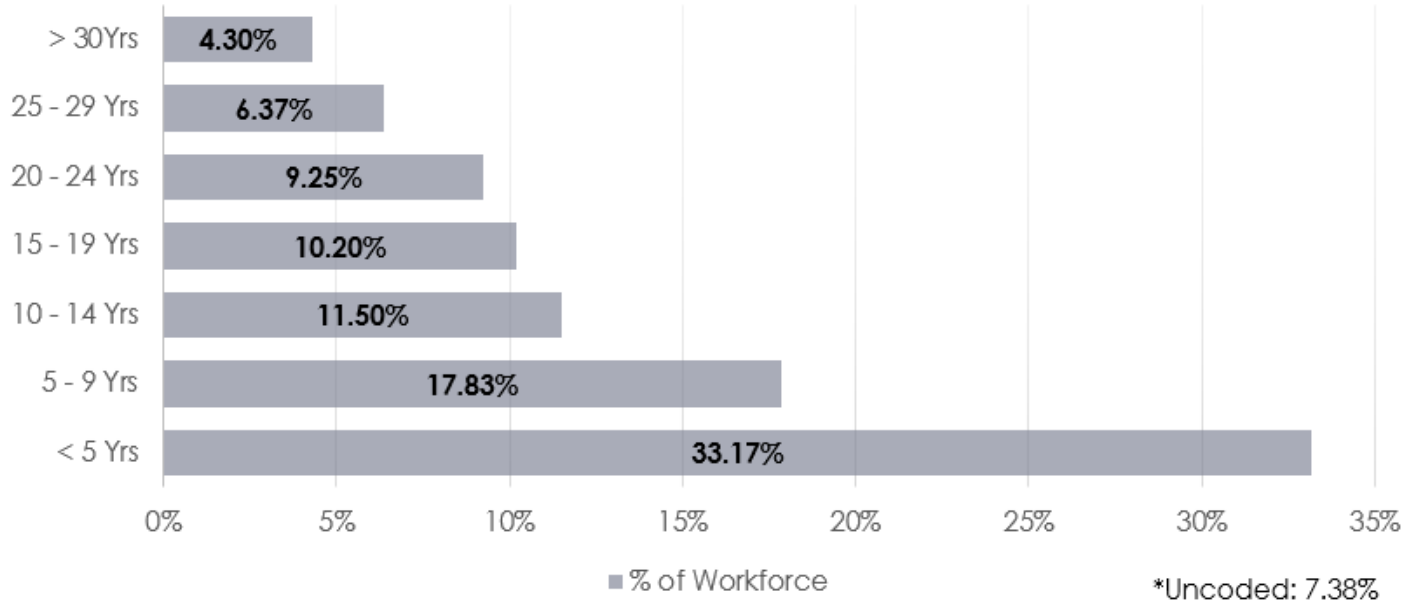
Under Public Law 88-352, Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972, all State and local governments that have 15 or more employees are required to keep records and to make such reports to the Equal Employment Opportunity Commission as are specified in the regulations of the Commission. The graph below depicts percentage of the state's classified workforce by EEO-4 category at the close of FY 25-26.



CLASSIFIED SERVICE STATISTICS

Length of Service – Classified Employees

The data represented below indicates that at the close of FY 25-26, more than 51 percent of classified employees had less than ten years of state service. Career service employees with more than twenty years of service comprise almost 20 percent of the workforce.

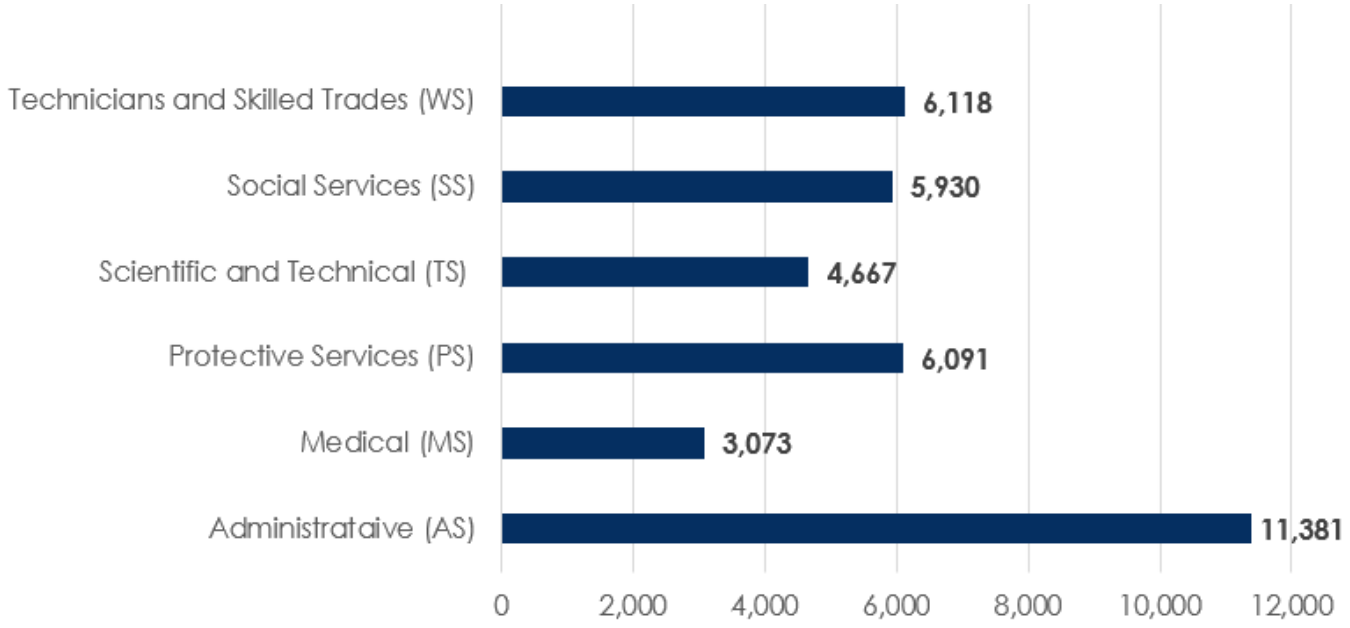




CLASSIFIED SERVICE STATISTICS

Number of Classified Employees by Pay Schedule

The graph below represents the number of classified state employees by pay schedule at the close of FY 25-26.



*Note: The number of classified employees by pay schedule does not include employees of Louisiana State Police.



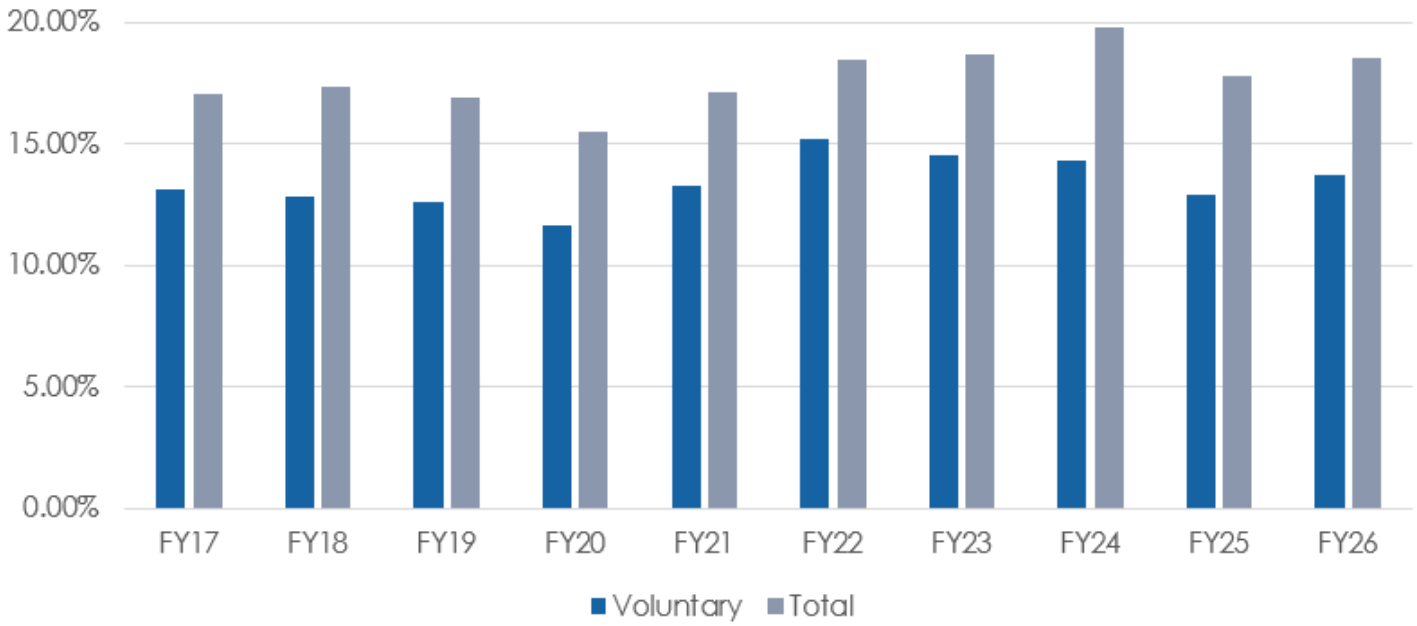
CLASSIFIED SERVICE STATISTICS

Classified Employee Turnover

The data presented in the graph below is based on an analysis of the number of classified employees serving in non-temporary positions who separated from state service during each fiscal year presented. This data does not reflect the following: separations of unclassified employees, separations of temporary classified employees, and transfers from one state agency to another.

The data represents Voluntary Turnover, (separation from state service due to resignation, retirement, or death) and Total Turnover (Voluntary Turnover plus Involuntary Turnover). Involuntary Turnover represents separation from state service through dismissal, layoff, separation during probationary period, or non-disciplinary removals.

Fiscal Year 2024-2025
Voluntary Turnover: 13.70%
Total Turnover: 18.55%

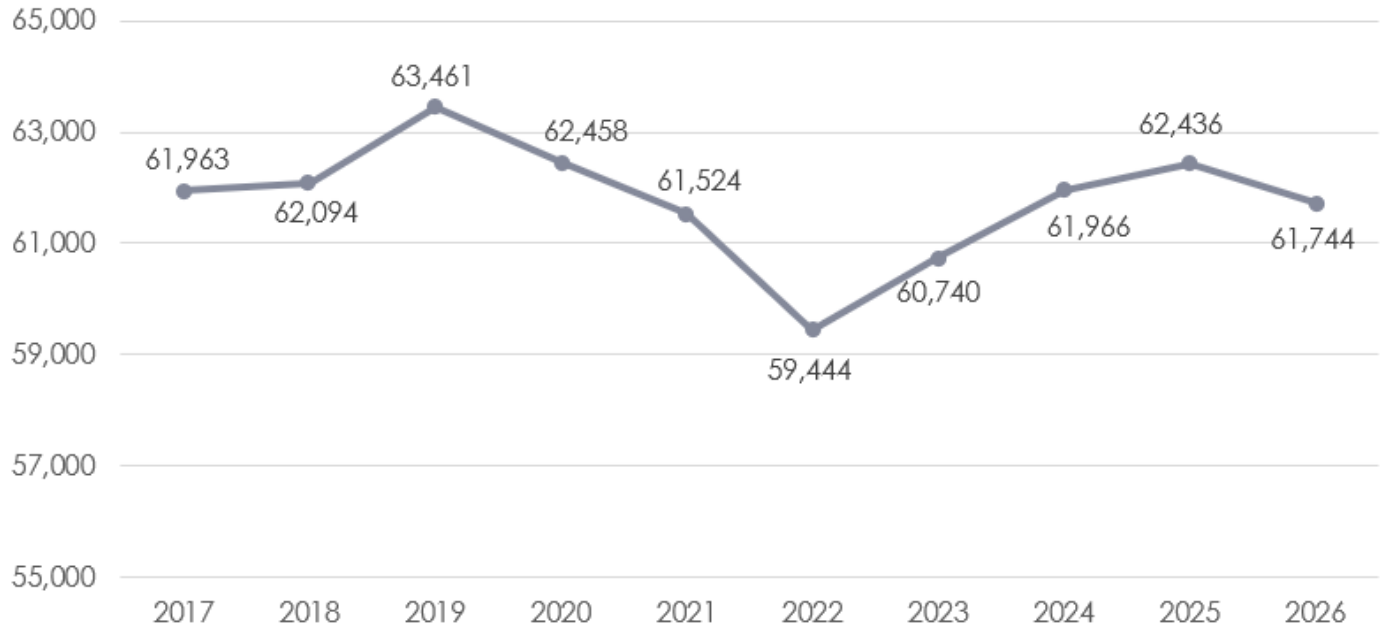


Trend of Turnover Rates for Classified Employees										
	FY16-17	FY17-18	FY18-19	FY19-20	FY20-21	FY21-22	FY22-23	FY23-24	FY24-25	FY25-26
Voluntary	13.10%	12.86%	12.59%	11.63%	13.29%	15.16%	14.54%	14.27%	12.87%	13.70%
Total	17.01%	17.35%	16.89%	15.52%	17.13%	18.42%	18.69%	19.80%	17.78%	18.55%

WORKFORCE TRENDS

FTE Employment Levels

The chart below depicts employment levels in Louisiana state government from Fiscal Year 2017 to Fiscal Year 2026. It represents the total Full-Time Equivalents for both classified and unclassified.



Trend of State Employment Levels 2017 – 2025									
(Total Full-Time Equivalents – Classified & Unclassified)									
2017	**2018**	**2019**	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**	**2026**
61,963	62,094	63,461	62,458	61,524	59,444	60,740	61,966	62,436	61,744

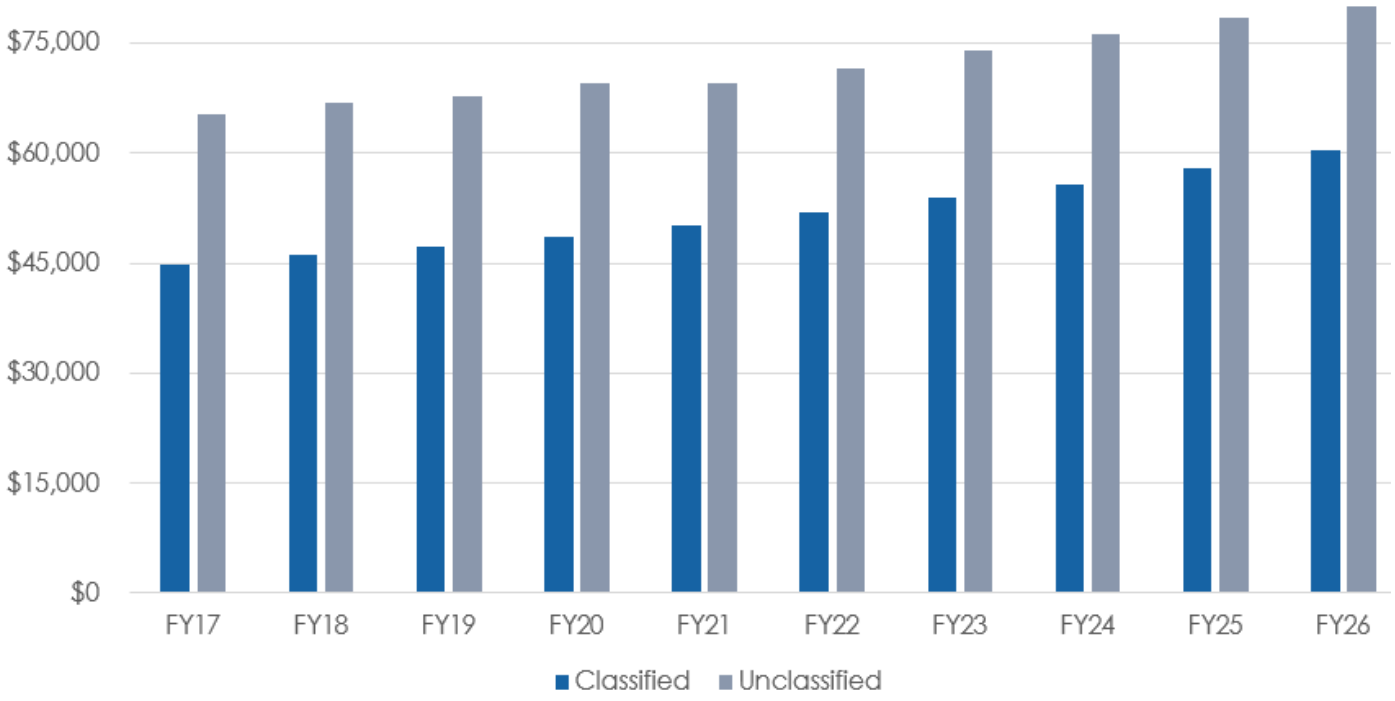
WORKFORCE TRENDS

Average Annual Pay Rate

The chart below depicts the average annual rate of base pay of for full-time classified employees compared to full-time unclassified employees.

*Note: The annual rates of pay do not include rates of pay for State Police.

Fiscal Year 2025-2026
CLASSIFIED: $60,345 vs. UNCLASSIFIED: $80,524



Trend of Average Annual Pay Rates for Full-Time Employees										
(*does not include State Police)										
	FY17	**FY18**	**FY19**	**FY20**	**FY21**	**FY22**	**FY23**	**FY24**	**FY25**	**FY26**
Classified	$44,737	$46,102	$47,237	$48,583	$50,055	$52,046	$53,684	$55,817	$57,862	$60,345
Unclassified	$65,357	$66,816	$67,724	$69,597	$69,652	$71,476	$74,044	$76,172	$78,367	$80,524

FISCAL YEAR REPORTS

The following reports are available upon request. Please contact the Public Information Office at the Department of State Civil Service at 225.219.9462 for more information.

Report on State Employment

This report is compiled by using information collected and maintained pursuant to La. R.S. 42:289 and La. R.S. 42:290. Data is collected by the Department of State Civil Service on a weekly basis and reflects actual data reported by state agencies. This report can be accessed on the Department's **website**.

Annual Pay Plan Review

State Civil Service is required by Civil Service Rule 6.2 to conduct an annual review of the compensation plan for classified state employees and to recommend appropriate changes based upon the results. The purpose of this review is to provide an analysis of the health of the SCS pay schedules as compared to the market in order to remain competitive in recruiting and retaining qualified personnel. Copies of this report are available upon request.

FY 2025-2026 Annual Payments Report

Prepared for the State Civil Service Commission, this report outlines payments by state agencies made under Civil Service Rules for Rewards and Recognition, Optional Pay, Attainment of Advance Degree and Gainsharing & Exceptional Performance Activity. Copies of this report are available by request.

FY 2025-2026 Annual Turnover Report

Prepared for the State Civil Service Commission, this report contains data classified employee turnover. Copies of this report are available upon request.

FY 2025-2026 Report on Turnover Rates

Prepared for the Joint Legislative Committee on the Budget, this report is compiled in accordance with La. R.S. 42:1601. The report outlines the turnover and turnover rate for each agency and the costs associated with the turnover, the five job classifications with the highest turnover rate and the five agencies and job classifications for which cost of turnover is the highest. Copies of this report are available upon request.

Report on State Employee Layoffs

Prepared for the Louisiana State Legislature, this report outlines the number of positions targeted for abolishment and the number of employees actually laid off from state service. Copies of this report are available upon request.

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