

State of Louisiana Annual Report on Turnover Fiscal Year 2022

PREPARED FOR THE STATE CIVIL SERVICE COMMISSION

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STATECIVILSERVICE

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Introduction

The following report has been prepared for the State Civil Service Commission. The data presented in this report is based upon an analysis of the number of classified employees serving in non-temporary positions who separated from state service during Fiscal Year 2022, as reported by the employing agencies to the Department of State Civil Service.

The information in this report does NOT reflect the following:

- Separations of unclassified employees
- Separations of temporary classified employees
- Transfers of employees from one state agency to another

Data presented throughout this report is categorized as Total Turnover and Voluntary Turnover.

- **Voluntary Turnover:** Separations from state service due to resignation, retirement or death.
- **Involuntary Turnover:** Separations from state service through dismissal, layoff, separation during probationary period, or non-disciplinary removal.
- **Total Turnover:** Voluntary Turnover + Involuntary Turnover

Turnover rates shown are calculated by comparing the number of non-temporary classified employees in state service on June 30, 2022, to the number of non-temporary classified employees who separated from state service during the previous twelve months.

Executive Summary

The State of Louisiana Annual Report on Turnover provides an overview of total and voluntary turnover for classified employees that occurred during Fiscal Year 2022. Figures are reported for categories such as turnover by pay schedule, turnover by EEO category, and turnover by major agency. Additional figures relative to separation counts by reason, top turnover jobs, and a multi-year review of retirement separations are also included.

STATEWIDE TURNOVER

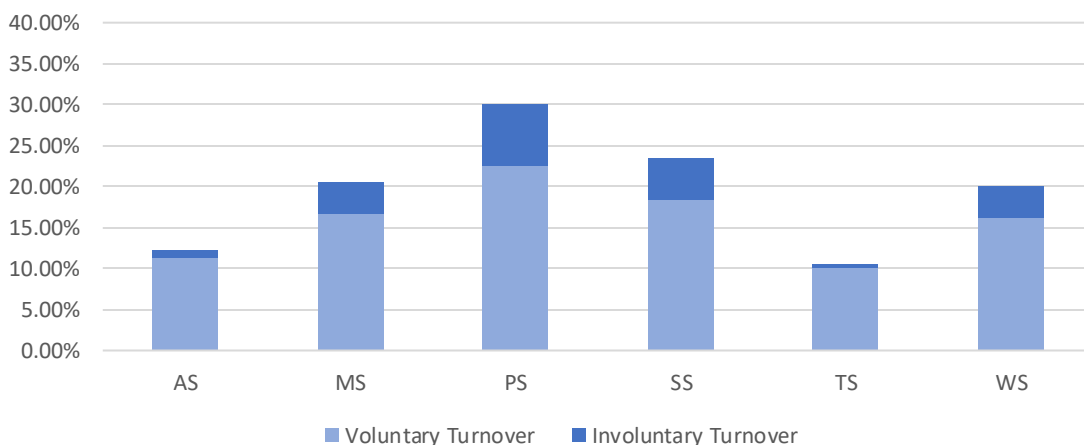
Overall, the statewide total turnover rate for FY 2022 is 18.42%. This percentage is based on 6,254 total separations for the year divided by the state’s classified workforce of 33,957 employees as of June 30, 2022. Within the total turnover number, there were 5,148 separations for voluntary reasons resulting in a statewide voluntary turnover rate of 15.16%. Total turnover has increased by 1.29 percentage points and voluntary turnover has increased by 1.87 percentage points from the percentages reported last year. These increases are a result of more separations and fewer employees in the state’s classified workforce for FY 2022.

INFORMATION	FY 2021	FY 2022	CHANGE
Classified Workforce	35,139	33,957	-1,182
Total Separations	6,019	6,254	+235
Voluntary Separations	4,669	5,148	+479
Total Turnover %	17.13%	18.42%	+1.29
Voluntary Turnover %	13.29%	15.16%	+1.87

TURNOVER BY PAY SCHEDULE

There are six pay schedules within the state classified service. These include the Administrative (AS) pay schedule, the Medical (MS) pay schedule, the Protective Services (PS) pay schedule, the Social Services pay schedule, the Scientific & Technical (TS) pay schedule, and the Technician & Skilled Trades (WS) pay schedule. Classified jobs are assigned to a pay schedule based on their job function. A review of turnover by pay schedule indicates that turnover rates are highest in the PS and SS pay schedules.

TURNOVER BY PAY SCHEDULE - FY 2022



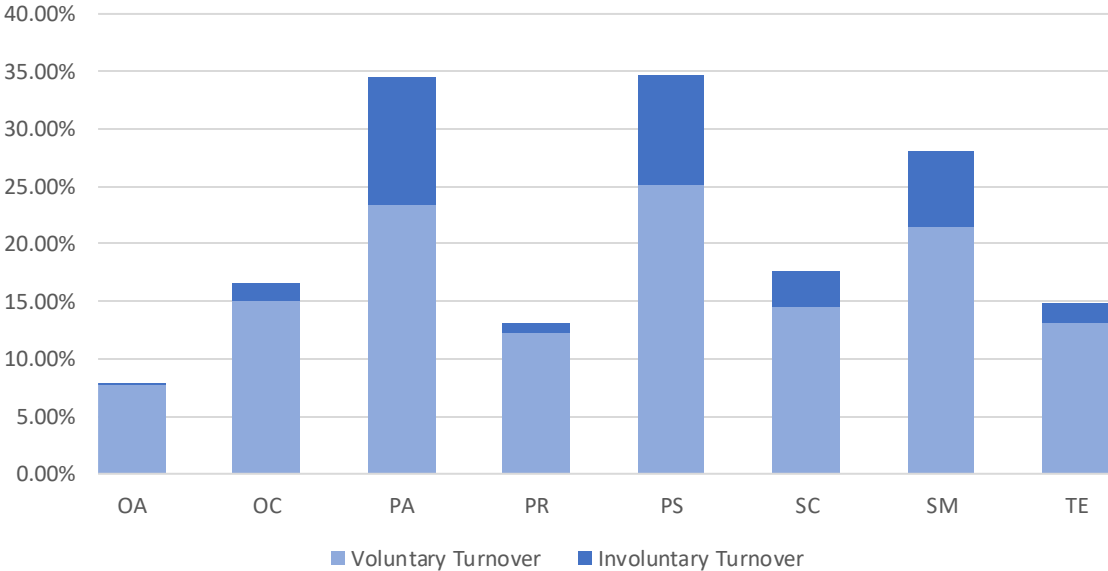
Turnover rates for the PS and MS pay schedules have decreased, but turnover rates for all other pay schedules have increased as compared to last year. Although the turnover rate remains the highest in the PS pay schedule, total turnover has decreased by 4.57 percentage points and voluntary turnover has decreased by 1.74 percentage points since last year. In contrast, the SS pay schedule saw the largest increase in turnover rates since last year, with an increase of 6.06 percentage points in total turnover and 5.19 percentage points in voluntary turnover.



TURNOVER BY EEO CATEGORY

EEO categories are another way of classifying the state’s workforce. The EEO categories are determined by the federal Equal Employment Opportunity Commission and include Officials and Administrators (OA), Administrative Support (OC), Paraprofessionals (PA), Professionals (PR), Protective Service Workers (PS), Skilled Craft Workers (SC), Service Maintenance (SM), and Technicians (TE). A review of turnover by EEO category indicates that turnover rates are highest in the PS and PA categories.

TURNOVER BY EEO CATEGORY - FY 2022



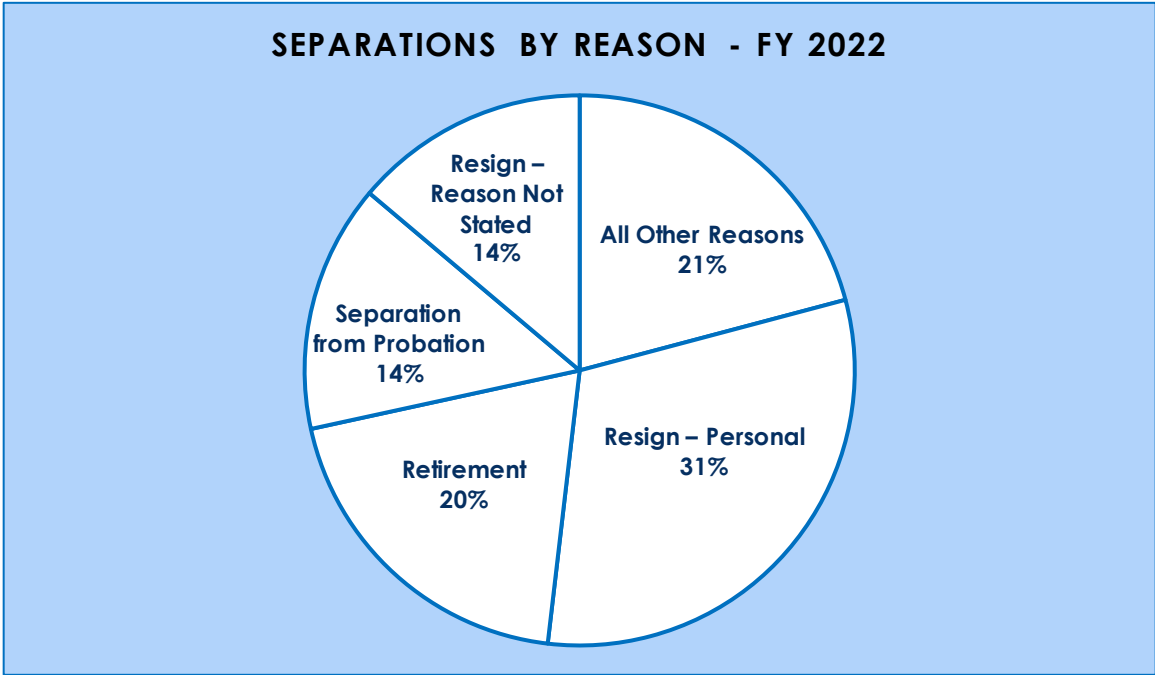
Turnover rates for the PS EEO category have decreased, but turnover rates for all other EEO categories have increased as compared to last year. Although the turnover rate remains the highest in the PS category, total turnover has decreased by 6.29 percentage points and voluntary turnover has decreased by 2.78 percentage points since last year. In contrast, the PA category

saw the largest increase in turnover rates since last year, with an increase of 7.47 percentage points in total turnover and 5.38 percentage points in voluntary turnover.



TURNOVER BY SEPARATION REASON

The following graphic provides an overview of the number of separations by separation reason for FY 2022. The largest number of separations can be attributed to Resign-Personal (31%), Retirement (20%), Separation from Probation (14%), and Resign-Reason Not Stated (14%).



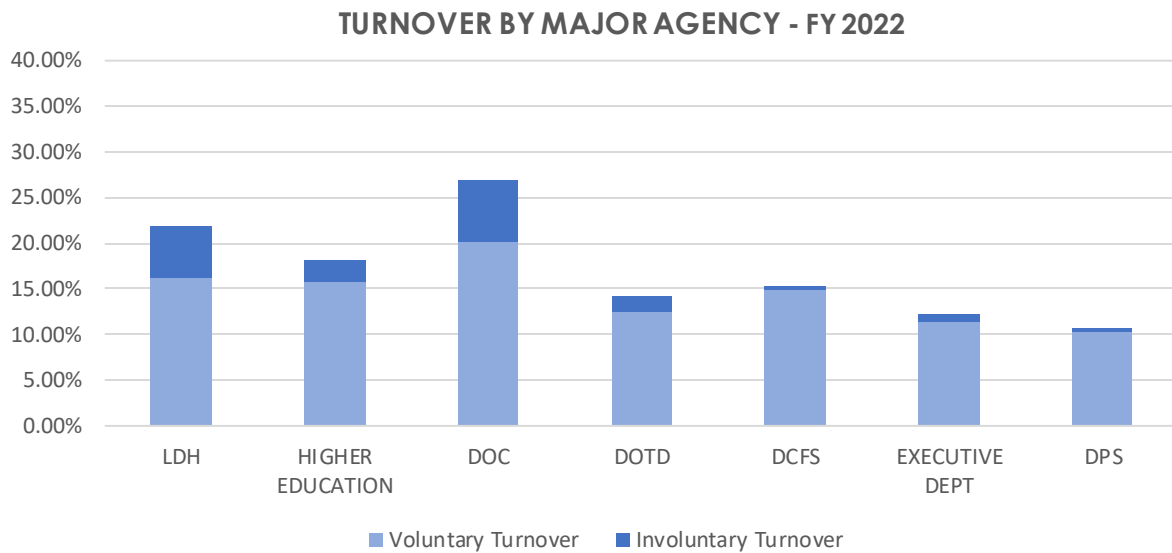
As compared to last year, the number of separations has increased for Resign-Personal (+250) and Resign-Pay Reasons (+115), while the number of separations has decreased for Separation from Probation (-217). These shifts may be representative of the current labor market, as employees may be more willing to resign for better paying jobs while agencies struggle to fill the vacancies they leave behind.

In review of Retirement separations, this number has held relatively constant over the last six fiscal years, with an average percentage point change of -0.16. Currently, 10.45% of the classified workforce is eligible to retire today and over 25% of classified employees have more than 20 years of service. These figures underscore the importance of agencies developing succession plans for the next generation of leaders in the classified workforce.

TURNOVER BY MAJOR AGENCY

High turnover rates can disrupt business operations and impact the ability of state agencies to carry out their missions. State agencies are categorized into major agencies for the purposes of this report. Major agencies may be comprised of multiple state agencies.

The following graphic provides an overview of the major agencies with over 1,000 employees for FY2022. They include the Louisiana Department of Health (LDH), Higher Education, the Department of Corrections (DOC), the Department of Transportation and Development (DOTD), the Executive Department, and the Department of Public Safety (DPS). A review of turnover by major agency indicates that turnover rates are highest at DOC and LDH.



High turnover rates at smaller agencies can be harmful as well because there are fewer employees to cover in the event of a vacancy. Other major agencies with high turnover rates include the Office of Juvenile Justice (48.25%), the Louisiana Health Care Services Division (31.56%), and Veterans Affairs (31.05%).

TOP TURNOVER JOBS

There are 141 jobs that have at least 50 incumbents in the classified service. The top 30 jobs with the highest turnover rates are included in this report. Jobs in the PS and the SS pay schedules make up the majority (60%) of the top 30 turnover jobs. Jobs with the highest turnover are the Juvenile Justice Specialist 1 and Corrections Sergeant. These jobs have turnover in excess of 100%.

JOB TITLE	PAY LEVEL	TOTAL	VOLUNTARY
JUV JUST SPEC 1	PS 105	176.47%	113.73%
CORRSGT	PS 106	156.98%	110.06%

Turnover by Pay Schedule

PAY SCHEDULE	EMPLOYEES	TOTAL TO		VOL TO	
		# SEP	TO %	# SEP	TO %
AS – Administrative	10611	1290	12.16%	1187	11.19%
MS – Medical	2318	474	20.45%	388	16.74%
PS – Protective Services	5208	1563	30.01%	1170	22.47%
SS – Social Services	5728	1340	23.39%	1053	18.38%
TS – Scientific and Technical	4661	494	10.60%	469	10.06%
WS – Technician and Skilled Trades	5431	1093	20.13%	881	16.22%
STATEWIDE TURNOVER TOTALS	33957 ¹	6254	18.42%	5148	15.16%

Turnover by EEO Category

EEO CATEGORY	EMPLOYEES	TOTAL TO		VOL TO	
		# SEP	TO %	# SEP	TO %
OA – Officials and Administrators	3480	276	7.93%	267	7.67%
OC – Administrative Support	3276	541	16.51%	494	15.08%
PA – Paraprofessionals	2712	937	34.55%	632	23.30%
PR – Professionals	13534	1769	13.07%	1646	12.16%
PS – Protective Service Workers	4014	1391	34.65%	1010	25.16%
SC – Skilled Craft Workers	3220	568	17.64%	469	14.57%
SM – Service Maintenance	1674	469	28.02%	360	21.51%
TE - Technicians	2047	303	14.80%	270	13.19%
STATEWIDE TURNOVER TOTALS	33957 ¹	6254	18.42%	5148	15.16%

The highest turnover is in the PS and SS pay schedules, as well as in the PS, PA, and SM EEO categories for FY 2022.

¹ 33,957 is the total number of classified employees as reported by state agencies.

Comparison by Pay Schedule

Fiscal Years 2021-2022

PAY SCHEDULE	FY 21		FY 22		CHANGE	
	TOTAL	VOL	TOTAL	VOL	TOTAL	VOL
AS – Administrative	10.92%	9.48%	12.16%	11.19%	+1.24	+1.71
MS – Medical	21.67%	17.21%	20.45%	16.74%	-1.22	-0.47
PS – Protective Services	34.58%	24.21%	30.01%	22.47%	-4.57	-1.74
SS – Social Services	17.33%	13.19%	23.39%	18.38%	+6.06	+5.19
TS – Scientific and Technical	7.81%	7.22%	10.60%	10.06%	+2.79	+2.84
WS – Technicians and Skilled Trades	18.20%	13.77%	20.13%	16.22%	+1.93	+2.45
STATEWIDE TURNOVER TOTALS	17.13%	13.29%	18.42%	15.16%	+1.29	+1.87

Comparison by EEO Category

Fiscal Years 2021-2022

EEO CATEGORY	FY 21		FY 22		CHANGE	
	TOTAL	VOL	TOTAL	VOL	TOTAL	VOL
OA – Officials and Administrators	7.59%	7.12%	7.93%	7.67%	+0.34	+0.55
OC – Administrative Support	14.75%	12.40%	16.51%	15.08%	+1.76	+2.68
PA – Paraprofessionals	27.08%	17.92%	34.55%	23.30%	+7.47	+5.38
PR - Professionals	10.67%	9.52%	13.07%	12.16%	+2.40	+2.64
PS – Protective Service Workers	40.94%	27.94%	34.65%	25.16%	-6.29	-2.78
SC – Skilled Craft Workers	15.00%	11.45%	17.64%	14.57%	+2.64	+3.12
SM – Service Maintenance	26.70%	19.51%	28.02%	21.51%	+1.32	+2.00
TE - Technicians	14.09%	12.17%	14.80%	13.19%	+0.71	+1.02
STATEWIDE TURNOVER TOTALS	17.13%	13.29%	18.42%	15.16%	+1.29	+1.87

Turnover has decreased in the MS and PS pay schedules, as well as in the PS EEO category for FY 2022. However, the greatest increases are in the SS pay schedule and PA EEO category.

Comparison of Separation Counts

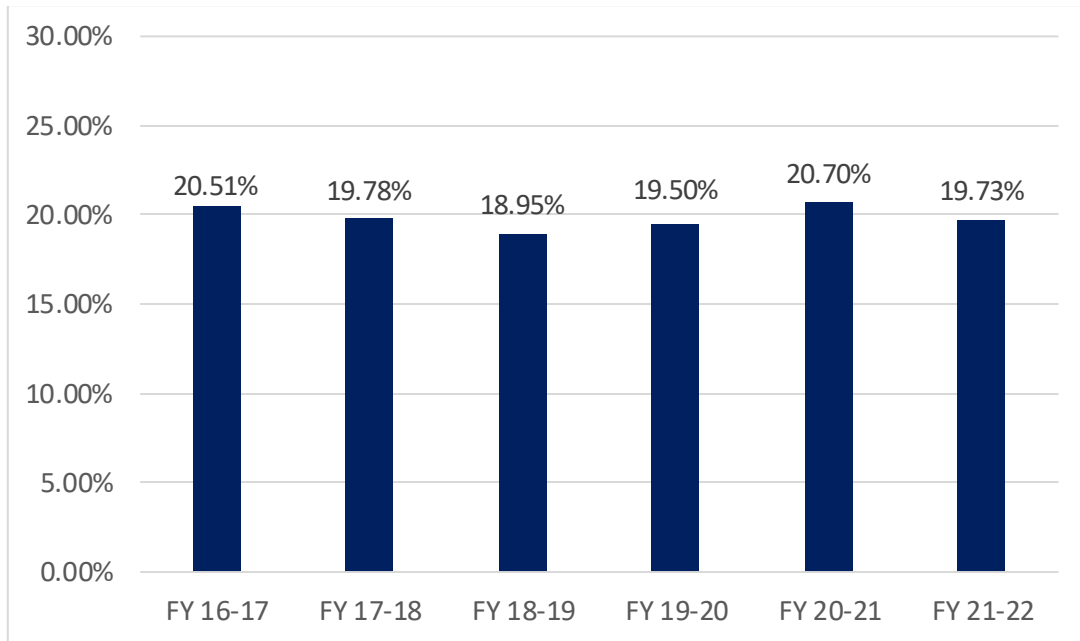
Fiscal Years 2021-2022

SEPARATION REASON	SEPARATION COUNT FY 21	SEPARATION COUNT FY 22	CHANGE
Death	84	83	-1
Dismissal	135	133	-2
Layoff – Permanent	10	9	-1
Layoff – Probational	10	0	-10
Non-Disciplinary Removal	41	39	-2
Non-Disciplinary Removal – Exhaustion of Sick Leave	24	13	-11
Non-Disciplinary Removal – Nonqualified	1	0	-1
Non-Disciplinary Removal – Unscheduled Absence	1	1	0
Resign to Avoid Dismissal	46	24	-22
Resign – Better Job Other Industry	210	284	+74
Resign – Military	8	3	-5
Resign – Pay Reasons	179	294	+115
Resign – Pending Disciplinary Action	2	0	-2
Resign – Personal	1688	1938	+250
Resign – Reason Not Stated	810	866	+56
Resign – Shift/Locale/Housing	39	52	+13
Resign – To Attend School	24	27	+3
Resign – Work Related	333	343	+10
Retirement	1246	1234	-12
Separation from Probation	1128	911	-217
STATEWIDE TOTAL SEPARATIONS	6019	6254	+235

There was an increase of 235 total separations since last fiscal year.

Percentage of Retirement Separations

Fiscal Years 2017-2022



Key Points

- Retirements as a percentage of total separations decreased slightly from last year.
- According to the current Louisiana State Civil Service Agency Workforce Profiles Report:
 - 10.45% of state employees are eligible to retire.
 - 15.06% of state employees are eligible to retire within 5 years.
 - 21.25% of employees have more than 20 years of service.

Turnover Rates by Major Agency

MAJOR AGENCY	EMPLOYEES	TOTAL		VOLUNTARY	
		# SEP	TO%	# SEP	TO %
LOUISIANA DEPARTMENT OF HEALTH	6762	1480	21.89%	1093	16.16%
HIGHER EDUCATION	4154	753	18.13%	654	15.74%
DEPARTMENT OF CORRECTIONS	4106	1107	26.96%	828	20.17%
DEPT OF TRANSPORTATION AND DEVELOPMENT	4025	569	14.14%	500	12.42%
DEPARTMENT OF CHILDREN & FAMILY SERVICES	3150	485	15.40%	469	14.89%
EXECUTIVE DEPARTMENT	2120	260	12.26%	242	11.42%
DEPARTMENT OF PUBLIC SAFETY	1335	142	10.64%	136	10.19%
PORTS, LEVEE BOARDS, FRESH WATER DISTRICTS	823	138	16.77%	107	13.00%
LOUISIANA WORKFORCE COMMISSION	764	102	13.35%	94	12.30%
DEPARTMENT OF WILDLIFE AND FISHERIES	702	77	10.97%	73	10.40%
VETERANS AFFAIRS	673	209	31.05%	155	23.03%
DEPARTMENT OF ENVIRONMENTAL QUALITY	657	73	11.11%	71	10.81%
DEPARTMENT OF REVENUE	604	63	10.43%	57	9.44%
OFFICE OF JUVENILE JUSTICE	601	290	48.25%	219	36.44%
DEPARTMENT OF AGRICULTURE AND FORESTRY	516	54	10.47%	50	9.69%
DEPT OF CULTURE, RECREATION AND TOURISM	479	99	20.67%	82	17.12%
DEPARTMENT OF EDUCATION	403	64	15.88%	59	14.64%
SECRETARY OF STATE	361	32	8.86%	32	8.86%
HOUSING AUTHORITIES	283	63	22.26%	48	16.96%
DEPARTMENT OF NATURAL RESOURCES	271	25	9.23%	25	9.23%
RETIREMENT SYSTEMS	255	28	10.98%	28	10.98%
LOUISIANA HEALTH CARE SERVICES DIVISION	244	77	31.56%	68	27.87%
DEPARTMENT OF INSURANCE	188	19	10.11%	17	9.04%
EDUCATION - OTHER	164	14	8.54%	13	7.93%
CIVIL SERVICE AGENCIES	155	16	10.32%	13	8.39%
PUBLIC SERVICE COMMISSION	59	5	8.47%	5	8.47%
DEPARTMENT OF ECONOMIC DEVELOPMENT	56	7	12.50%	7	12.50%
DEPARTMENT OF TREASURY	45	3	6.67%	3	6.67%
OFFICE OF THE LIEUTENANT GOVERNOR	2	0	0.00%	0	0.00%
STATEWIDE TURNOVER TOTALS	33957²	6254	18.42%	5148	15.16%

² 33,957 is the total number of classified employees as reported by state agencies.

Job Titles with Highest Total Turnover Rates

Includes only those job titles with 50 or more incumbents.

JOB TITLE	PAY LEVEL	TOTAL	VOLUNTARY
JUV JUST SPEC 1	PS 105	176.47%	113.73%
CORRS SGT	PS 106	156.98%	110.06%
CORRS CADET	PS 105	146.73%	80.40%
RESID SVCS SPEC 1	SS 403	120.30%	48.22%
CUSTODIAN 1	WS 202	67.43%	45.87%
NURSING ASST 2	MS 505	53.89%	33.53%
RESID SVCS SPEC 2	SS 404	53.19%	38.77%
PSYCHAIDE 2	SS 404	51.76%	32.94%
MOBILE EQUIP OPERATOR 1	WS 209	49.40%	33.86%
JUV JUST SPEC 3	PS 107	49.04%	37.50%
ENG TECH 1	TS 302	47.37%	38.60%
SOC SERV ANAL 1	SS 410	42.99%	40.19%
CHILD WELFARE SPEC 1	SS 412	42.67%	40.00%
PROB/PAR OFF 1/JUV	PS 109	39.22%	29.41%
HR ANALYST A	AS 612	36.00%	28.00%
SOC SERV ANAL 2	SS 411	34.18%	32.91%
GUARD	PS 103	31.82%	25.76%
ADMIN ASST 2	AS 607	29.85%	28.36%
MAINTENANCE REPAIR 1	WS 210	29.52%	20.95%
CHILD WELFARE SPEC 2	SS 414	29.41%	26.47%
POLICE OFFICER 2-A	PS 108	28.76%	26.14%
CORRS GUARD/THERAP	PS 106	26.29%	18.86%
ACCOUNTANT 1	AS 612	25.93%	24.07%
PROF COUNSELOR 4	SS 415	25.45%	23.64%
MEDICAID ANAL 1	SS 410	25.00%	20.00%
MOBILE EQUIP OPERATOR 2	WS 210	23.04%	19.13%
SOC SVC COUNS 3	SS 413	22.81%	21.05%
CUSTODIAN SUPERVISOR 1	WS 206	22.39%	19.40%
PRACT NURSE/LICENSED, 3	MS 511	22.37%	18.98%
ENG TECH 2	TS 304	22.35%	21.18%

Key Points

- Protective Services classifications have some of the highest turnover rates.
- These titles consistently make the list each year.

CONTACT INFORMATION

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