STATE CIVIL SERVICE ANNUAL REPORT

FY 2016-2017

Byron P. Decoteau, Jr.
Director

Louisiana SCS State Civil Service

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Letter from the Director

I am pleased to present the Louisiana State Civil Service Fiscal Year 2016-2017 Annual Report. This report includes a snapshot of Louisiana's state government workforce as of June 30, 2017. The goals and mission of State Civil Service are detailed in this report, along with a number of workforce demographics, trends and statistics. The state's workforce is made up of two groups of employees: classified and unclassified. Under the direction of the State Civil Service Commission, our Department has constitutional authority over classified employees. To learn more about classified vs. unclassified employees, readers should refer to Article X of the State's Constitution.

Top of mind for Fiscal Year 2016-2017 is our Compensation Redesign Initiative. At its onset, this initiative began with the formation of the State Civil Service Commission Study Group. This group was made up of members from the State Civil Service Commission, Department of State Civil Service, Louisiana Legislature, Office of the Governor, Division of Administration, and the Louisiana Workforce Commission. Chief among this group's objectives was to study the State's classified pay schedules, identify problems, and recommend solutions. From these problems and solutions came our Compensation Redesign Initiative.

This initiative represents a strategic shift in the manner in which classified state employees are compensated. We are striving to make a better investment in Louisiana. This investment represents a fundamental shift in the way we attract, pay, and retain classified employees. I believe we have developed an effective, fair, and defensible system of compensation for state employees. In order to accomplish this we are moving to a market-based system in which employees are paid in accordance with the market rates established for jobs they encumber. A pay structure realigned with our relevant labor market will ensure our state's ability to attract, train and retain a competent, engaged, and productive workforce proficient in providing the services to our citizens as mandated by various constitutional and legislative requirements. Market-based, annual pay increases will not be determined by an arbitrary, static number, but rather by prevailing market conditions. Our objective is to attract top candidates with a competitive entry salary, then train and grow competencies while providing tiered, responsible increases aimed at moving the employee to market value within a time frame conducive to retaining employees.

All three Legislative sessions in 2017 provided a forum for myself and others to continue the conversation surrounding classified state employee compensation. We engaged members of both chambers of the legislature in discussions about the cost of turnover and impacts to services and the citizens of our State. Ultimately, we were able to gain support and funding for the implementation phase of our new compensation system to begin January 1, 2018. We look forward to continuing the conversation with all stakeholders as

we proceed into Fiscal Year 2017-2018. Our state continues to face looming budget shortfalls and tighter budgets, but state employees must remain at the forefront of the conversation as the leaders of our state address these issues.

At State Civil Service, we recognize the value of our state employees (both classified and unclassified) and we will continue to strive to provide innovative and efficient human resources programs that enables our state agencies to build and retain qualified staff that will work toward providing services to our citizens and attracting new business to Louisiana. State employees are responsible for bringing to life the vision of Louisiana. As a leader in state government and a citizen myself, I am thankful for their service.

I would also be remiss if I did not recognize the value of the State Civil Service Commission. I commend them on their dedication and support to our Department and the classified workforce. The Commission remains committed to supporting the Department's initiatives to work closely with state agencies to provide a fast, effective, low-cost human resources system that ensures quality results and accountability to the public interest. Please take a moment to review our annual report and visit our website at www.civilservice.la.gov to learn more about our department. To learn more about Louisiana State government visit www.louisiana.gov.

Byron P. Decoteau, Jr.
State Civil Service Director
November 1, 2017

ABOUT OUR AGENCY

About our Agency

State Civil Service is the central human resources agency for 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.

SCS 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.

SCS 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 the Department of State Civil Service at (225)342-8272 or reach them via email at civilservicecommission@la.gov.

STATE CIVIL SERVICE COMMISSION MEMBERS FOR FY 2016-2017

NAME	NOMINATED BY	TERM EXPIRES	CONGRESSIONAL DISTRICT
David L. Duplantier, Chairman	Loyola University	12/10/2018	1st
D. Scott Hughes, Vice-Chairman	Centenary College	12/10/2022	4th
John McLure	Louisiana College	12/10/2018	5th
Curtis "Pete" Fremin	Employee Representative	05/01/2023	5th
G. Lee Griffin	Tulane University	12/10/2022	6th
Ronald M. Carrere Jr.	Xavier University	12/10/2022	2nd
Jo Ann Nixon	Dillard University	12/10/2020	3rd

DEPARTMENT GOALS

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 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.

Accountability: 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.

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.

Compensation: Designs and maintains the classification and pay system used to allocate agency jobs based on internal and external equity. Also analyzes labor market trends to recommend compensation strategy, organizational design and the overall classification of state employees.

Employee Relations: Provides consultation to state employees, supervisors, managers, human resources professionals and state executives regarding Civil Service Rules, State and Federal Laws, and human resources policies and procedures.

Management Information Services: Provides information, document management, and reporting services to the Department, other state agencies, the legislature, the media and the public.

Staffing: Provides agencies with recruiting, selection and workforce planning services and training, and manages the state's electronic vacancy posting and application system, "LA Careers."

Training & Workforce Development: Manages the Comprehensive Public Training Program, which provides multimodal training and performance support for all classified employees. Serves as human performance improvement consultants for state agencies. Provides organizational and workforce development services for state agencies, including competency analysis, employee selection and development activities and workforce planning assistance.

SCS NOTABLE ACCOMPLISHMENTS

SCS Notable Accomplishments

PRESS RELEASE 6.29.17
Louisiana State Civil Service announces approval of Compensation Redesign

PRESS RELEASE 6.14.17
Louisiana State Civil Service recognized by the National Association of State Personnel Executives

PRESS RELEASE 3.3.17
Curtis "Pete" Fremin reelected to the State Civil Service Commission

GENERAL CIRCULAR 2017-024
Compensation Changes for Classified Employees

GENERAL CIRCULAR 2017-022
Approved Changes to Compensation Redesign – Chapter 1, 5, 6, 19/Pay Schedules/2% General Increase

GENERAL CIRCULAR 2017-010
State Employee Recognition Week 2017

GENERAL CIRCULAR 2017-007
Election Results for the Classified Employee Member of State Civil Service Commission

GENERAL CIRCULAR 2016-046
Ban the Box – Fair Chance For Workers With Records

SCS NOTABLE ACCOMPLISHMENTS

ACCOUNTABILITY DIVISION	1,920	hires and promotions audited in LA Careers Applicant System
	19	requests for investigations received from classified employees
	11	investigations opened
APPEALS DIVISION	128	appeals received (filed and remanded)
	91	hearings conducted
COMPENSATION DIVISION	127	agency pay policies approved
	63	job studies completed
	301	requests for unclassified authority approved (CSR 4.1(d)2)
	1,883	requests for temporary unclassified authority approved (CSR 4.1(d)1)
	11,175	classified positions allocated
	100%	% of classified positions allocated within timeframe
	9	business re-organization plans approved
	145	desk audits of classified positions conducted
EMPLOYEE RELATIONS DIVISION	0	layoff avoidance plans approved*
	12	layoff plans approved
	1,551	contracts reviewed
INFORMATION SERVICES DIVISION	100%	percentage of overall systems availability
PAY PLAN INFORMATION	2,023	classified job titles at the close of FY16-17
	1100 (3.07%)	classified employees at pay range maximum at the close of FY16-17
	54 (.15%)	classified employees above pay range maximum at the close of FY16-17
STAFFING DIVISION	104,935	subscriptions to job interest cards by job seekers
	426,325	job applications received
	12,718	pre-employment tests administered
	8,524	classified vacancies announced by state agencies LA Careers site
	671	unclassified vacancies announced by state agencies LA Careers site
	74	affirmative action plans reviewed by SCS
TRAINING & WORKFORCE DEVELOPMENT DIV.	103,785	students completing online courses
	6,036	students taught through instructor-led courses
	128	agency specific courses taught by request
WEBSITE	764,793	homepage hits on www.civilservice.la.gov
	510,624	homepage hits accessed by mobile device
	6,621	average number of web visitors per day

*Performance Adjustments were suspended for FY 16-17.

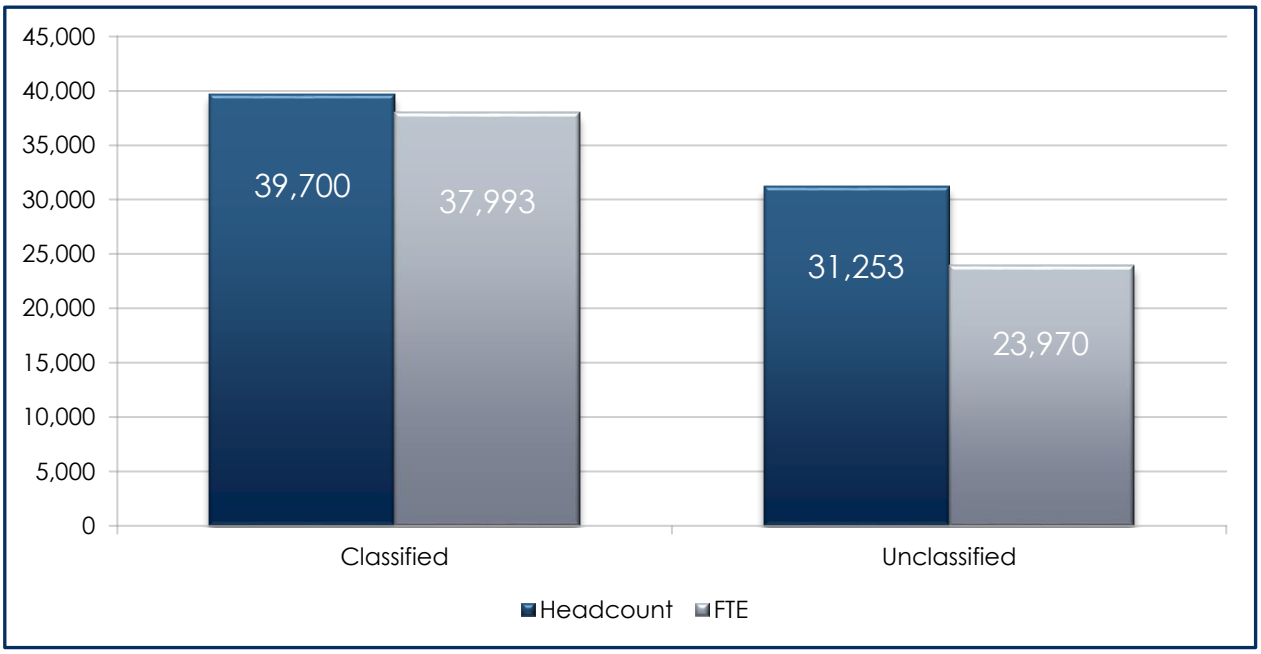
Workforce Demographics

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.

- 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.



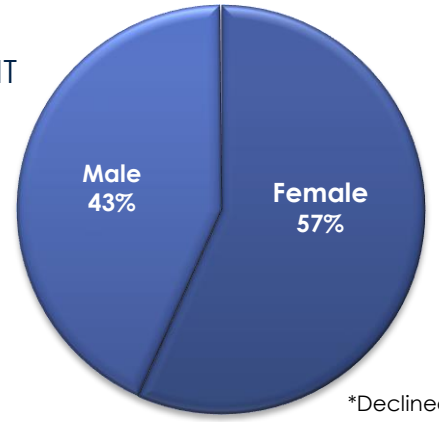
Headcount: **Represents the actual number of employees.**
FTE: **Represents the full time or part time assignment of employees. The FTE is .50 for an employee hired to work 20 hours per week. An agency with two employees (headcount) working each 20 hours per week = 1 FTE.**

WORKFORCE DEMOGRAPHICS

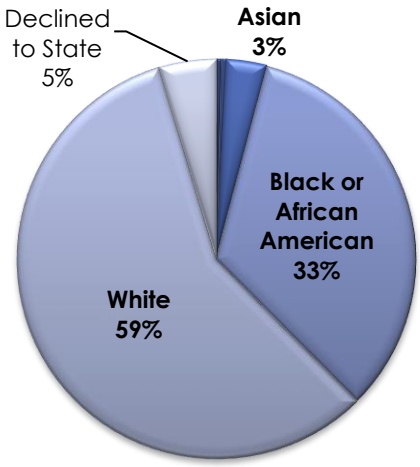
The following information reflects the demographics of the 70,953 employees of Louisiana state government at the end of Fiscal Year 2016-2017. Data includes both classified and unclassified employees.

STATEWIDE GENDER HEADCOUNT

Gender	Count
Female	40,229
Male	30,594
Declined To State	130



*Declined to State- <1%



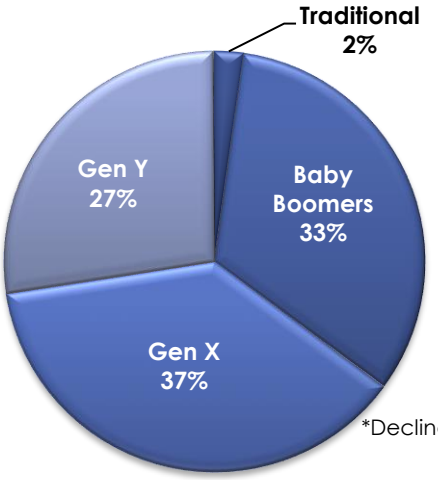
*Groups not shown are <1%

STATEWIDE RACE HEADCOUNT

Race	Count
American Indian or Alaskan Native*	293
Multi-Racial*	265
Asian	2319
Native Hawaiian*	30
Black or African American	23,744
White	41,012
Declined To State	3,290

STATEWIDE GENERATION HEADCOUNT

Generation	Count
Traditional Workers (born before 1946)	1,560
Baby Boomers (1946-1964)	23,356
Generation X (1965-1980)	26,568
Generation Y and on (born after 1980)	19,367
Declined To State	102

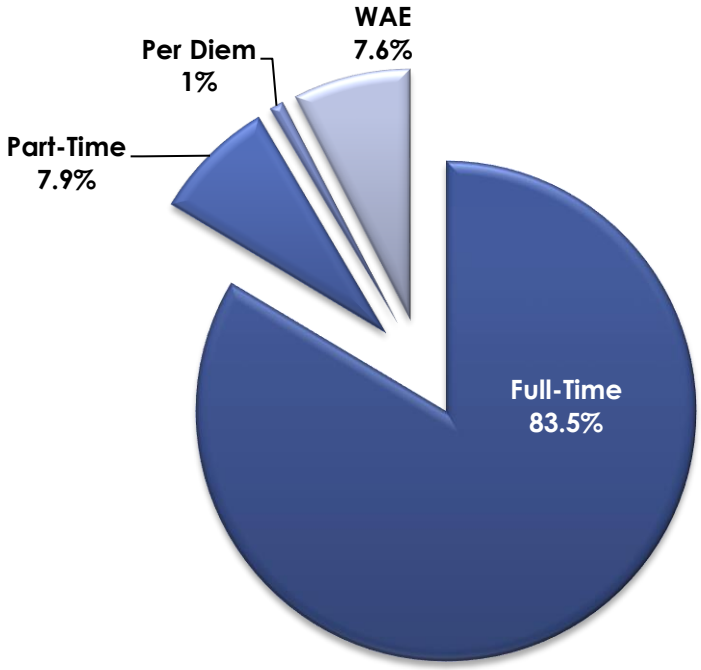


*Declined to State: <1%

WORKFORCE DEMOGRAPHICS

STATEWIDE EMPLOYEE HEADCOUNT BY EMPLOYEE GROUP

Includes Classified and Unclassified Employees



Employee Group	Count
Full-Time	59,298
Part-Time	5,626
Per Diem	660
WAE	5,369

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.

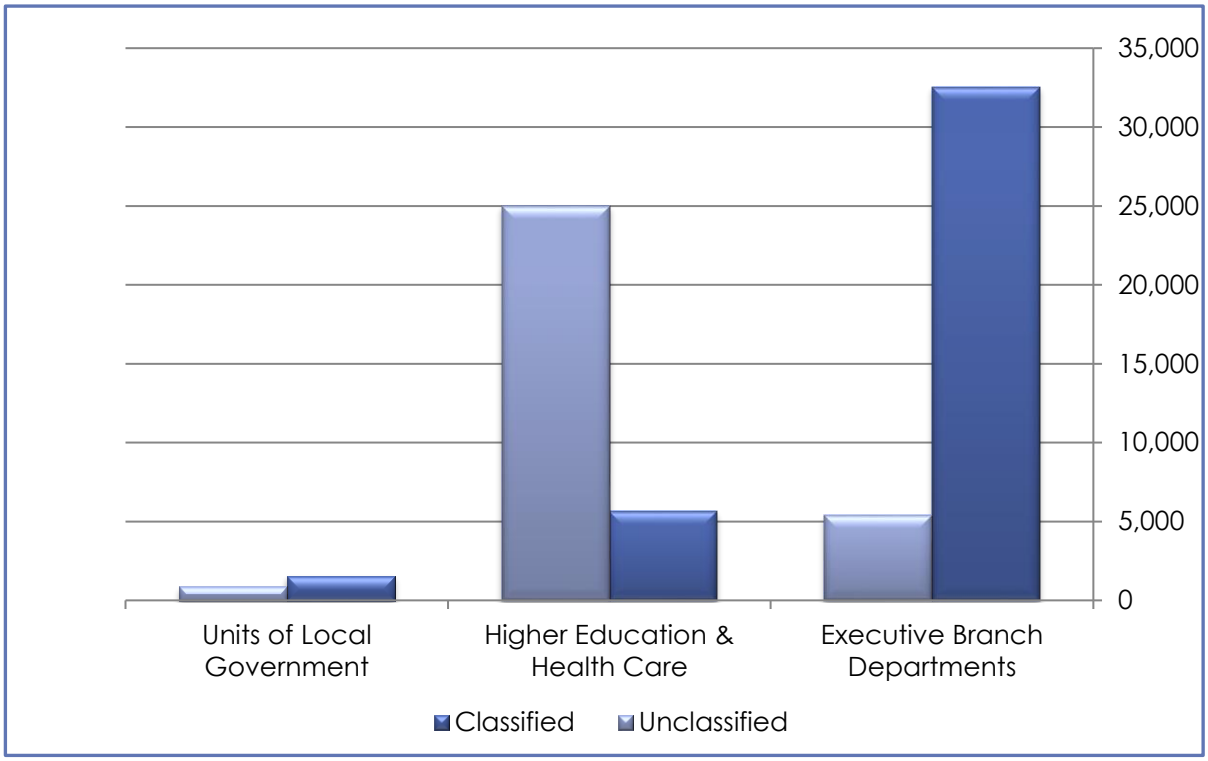
46...Average age of Classified Employee

45...Average age of Unclassified Employee

WORKFORCE DEMOGRAPHICS

STATEWIDE EMPLOYEE HEADCOUNT BY AGENCY TYPE

Includes Classified and Unclassified Employees



At the close of Fiscal Year 2016 -2017, Louisiana state government employed 70,953 employees. This workforce consisted of 39,700 classified employees and 31,253 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	32,535	5,391
Higher Education & Health Care	5,625	25,001
Units of Local Government	1,540	861

1. Higher Education: includes Universities, Community Colleges, Technical Colleges, and Health Care Services.
2. Health Care Services: includes Lallie Kemp Regional Medical Center 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 FY16-17. Headcount is considered the number of actual employees.

Category	Department or Agency Type	Employees
Executive Branch	Department of Health & Hospitals	7,708
Executive Branch	Department of Public Safety & Corrections – Corrections Services	4,831
Executive Branch	Department of Transportation & Development	4,385
Executive Branch	Executive Department (including DOA, Gov's Office, Nat'l Guard, GOHSEP, OCPR, OGB, OFI, etc.)	3,862
Executive Branch	Department of Children & Family Services	3,586
Executive Branch	Department of Public Safety & Corrections – Public Safety Services	2,707
Executive Branch	Department of Education	1,463
Executive Branch	Department of Culture, Recreation & Tourism	1,117
Executive Branch	Louisiana Workforce Commission	952
Executive Branch	Department of Veterans' Affairs	899
Executive Branch	Department of Wildlife & Fisheries	896
Executive Branch	Department of Public Safety & Corrections – Office of Juvenile Justice	814
Executive Branch	Department of State (includes Registrars of Voters)	740
Executive Branch	Department of Revenue	725
Executive Branch	Department of Environmental Quality	707
Executive Branch	Department of Agriculture	588
Executive Branch	Department of Justice	535
Executive Branch	Retirement Systems(LASERS, Teachers, School Employees, State Police)	343
Executive Branch	Department of Natural Resources	306
Executive Branch	Department of Insurance	228
Executive Branch	Civil Service Agencies; SCS, Ethics, Division of Administrative Law, Municipal Fire & Police	237
Executive Branch	Department of Economic Development	111
Executive Branch	Public Service Commission	85
Executive Branch	Department of Treasury	77
Executive Branch	Independent	18
Executive Branch	Lieutenant Governor's Office	16
Higher Ed & Health Care	Higher Education	30,143
Higher Ed & Health Care	Health Care Services	483
Quasi-State Agencies	Housing Authorities	1,210
Quasi-State Agencies	Ports, Levee Boards	1,173
Quasi-State Agencies	Louisiana Law Institute	8

DEPARTMENT FULL TIME EQUIVALENTS

Department Full Time Equivalents

The following table represents the number of Full Time Equivalents (FTE) by Department (classified and unclassified) at the close of FY16-17.

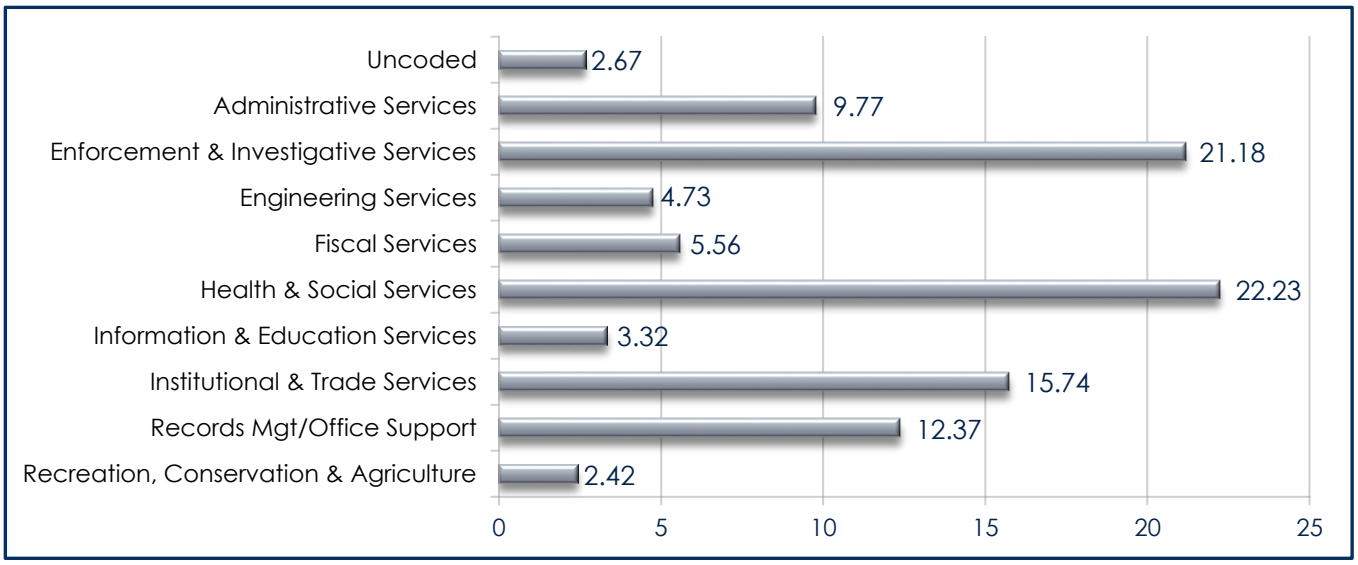
CATEGORY	DEPARTMENT OR AGENCY TYPE	FTE VALUE
Executive Branch	Department of Health & Hospitals	6,806.50
Executive Branch	Department of Public Safety & Corrections – Corrections Services	4,662.20
Executive Branch	Department of Transportation & Development	4,330.50
Executive Branch	Executive Department (including DOA, Gov's Office, Nat'l Guard, GOHSEP, OCPR, OGB, OFI, etc.)	3,466.56
Executive Branch	Department of Children & Family Services	3,440.00
Executive Branch	Department of Public Safety & Corrections – Public Safety Services	2,559.55
Executive Branch	Department of Education	1,334.87
Executive Branch	Louisiana Workforce Commission	860.19
Executive Branch	Department of Wildlife & Fisheries	844.84
Executive Branch	Department of Public Safety & Corrections – Office of Juvenile Justice	794.75
Executive Branch	Department of Veterans' Affairs	789.00
Executive Branch	Department of Culture, Recreation & Tourism	681.90
Executive Branch	Department of Environmental Quality	675.50
Executive Branch	Department of Revenue	669.70
Executive Branch	Department of Agriculture	561.38
Executive Branch	Department of State (includes Registrars of Voters)	536.10
Executive Branch	Department of Justice	510.54
Executive Branch	Retirement Systems(LASERS, Teachers, School Employees, State Police)	309.00
Executive Branch	Department of Natural Resources	286.50
Executive Branch	Department of Insurance	220.50
Executive Branch	Civil Service Agencies (SCS, Ethics, Division of Administrative Law, Municipal Fire & Police)	170.00
Executive Branch	Department of Economic Development	106.50
Executive Branch	Public Service Commission	83.00
Executive Branch	Department of Treasury	54.00
Executive Branch	Lieutenant Governor's Office	14.00
Executive Branch	Independent	3.00
Higher Ed & Health Care	Higher Education	25,041.92
Higher Ed & Health Care	Health Care Services	439.40
Quasi-State Agencies	Ports, Levee Boards	966.79
Quasi-State Agencies	Housing Authorities	738.89
Quasi-State Agencies	Independents	2.00
Quasi-State Agencies	Executive Department	1.50

CLASSIFIED SERVICE STATISTICS

Classified Service Statistics

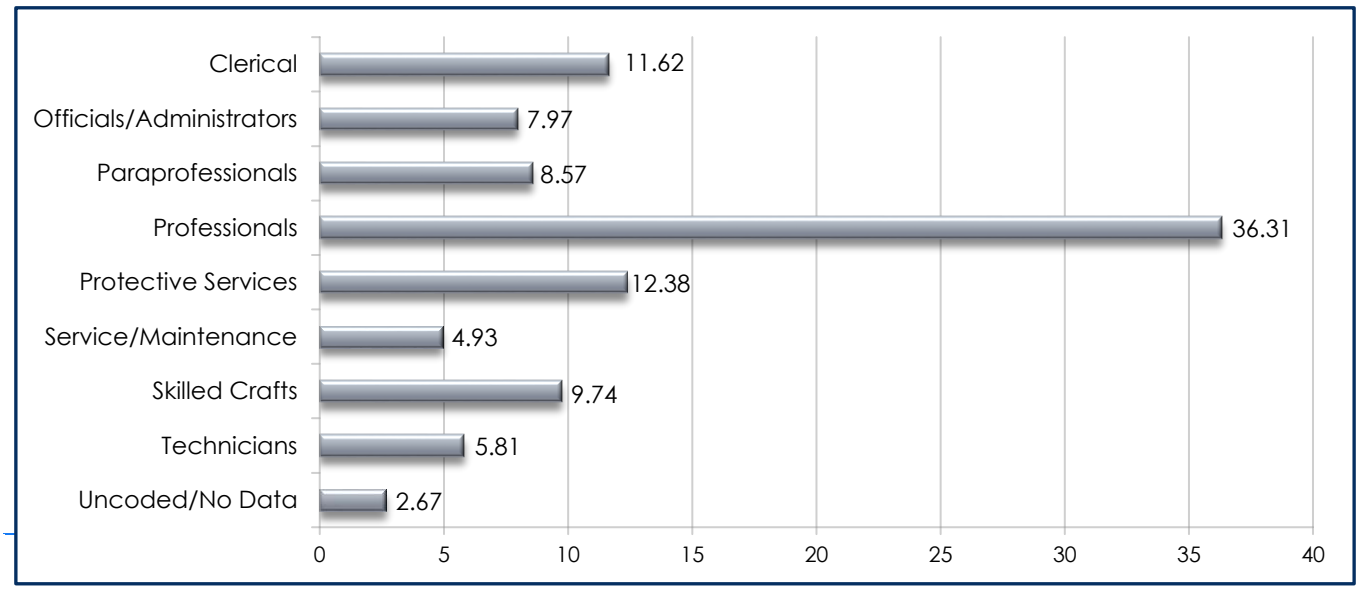
CLASSIFIED EMPLOYEES BY OCCUPATIONAL GROUP

The graph below depicts the occupational groups of classified state employees at the close of FY16-17.



CLASSIFIED EMPLOYEES BY EEO-4 CATEGORY

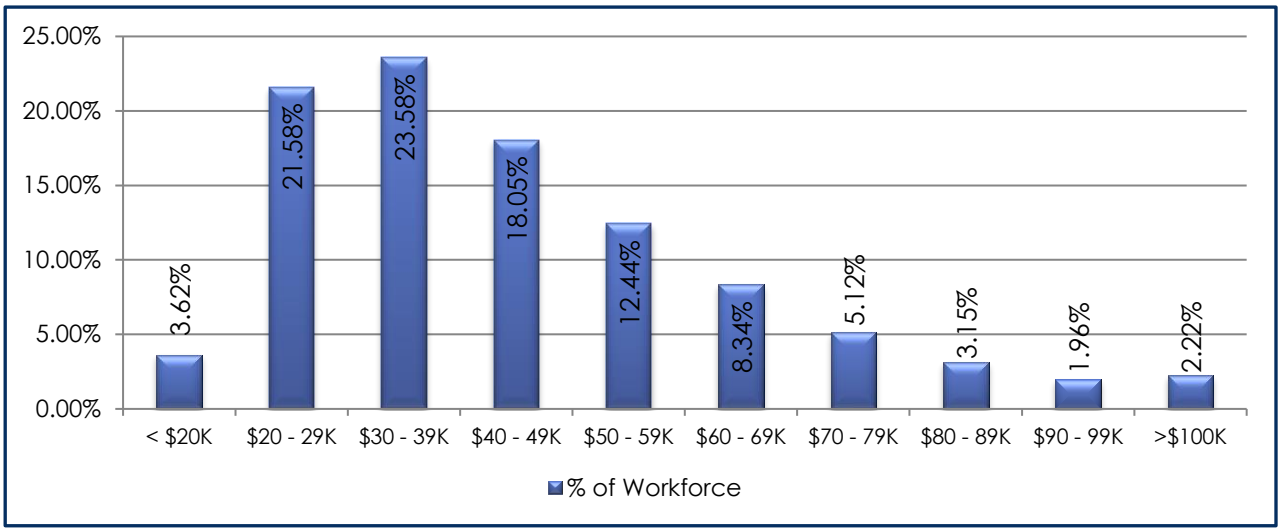
Under Public Law 88-352, Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972, all State and local governments that have 15 or more employees are required to keep records and to make such reports to the Equal Employment Opportunity Commission as are specified in the regulations of the Commission. The graph below depicts the state's classified workforce by EEO-4 category at the close of FY16-17.



CLASSIFIED SERVICE STATISTICS

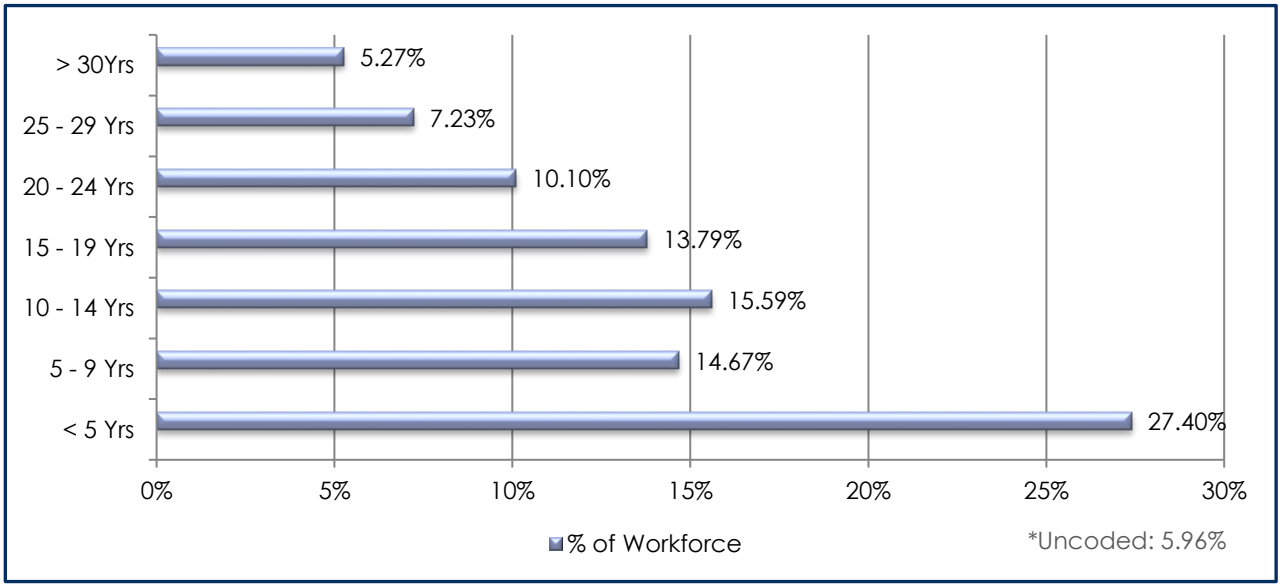
SALARY DISTRIBUTION OF FULL-TIME CLASSIFIED EMPLOYEES

The graph below represents the salary distribution of classified state employees. As depicted in the chart, more than 48 percent of the classified workforce has an annual salary of less than $40,000.



LENGTH OF SERVICE – CLASSIFIED EMPLOYEES

The data represented below indicates that at the close of FY16-17, 42 percent of classified employees had less than ten years of state service. Career service employees with more than twenty years of service comprised of approximately 23 percent of the workforce.

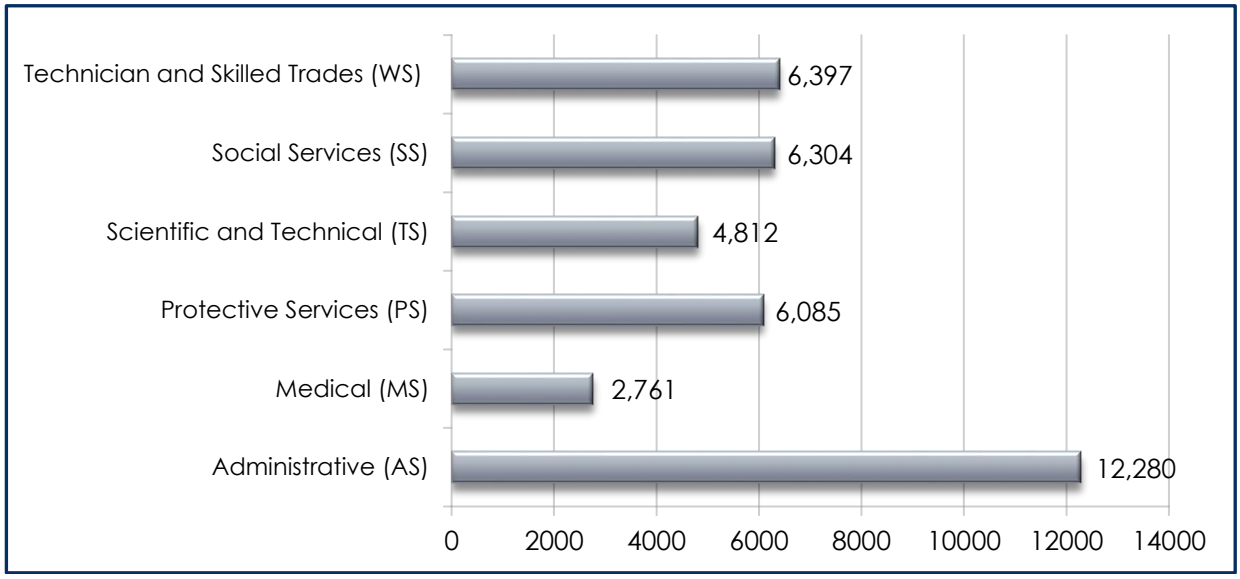


CLASSIFIED SERVICE STATISTICS

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 16-17.

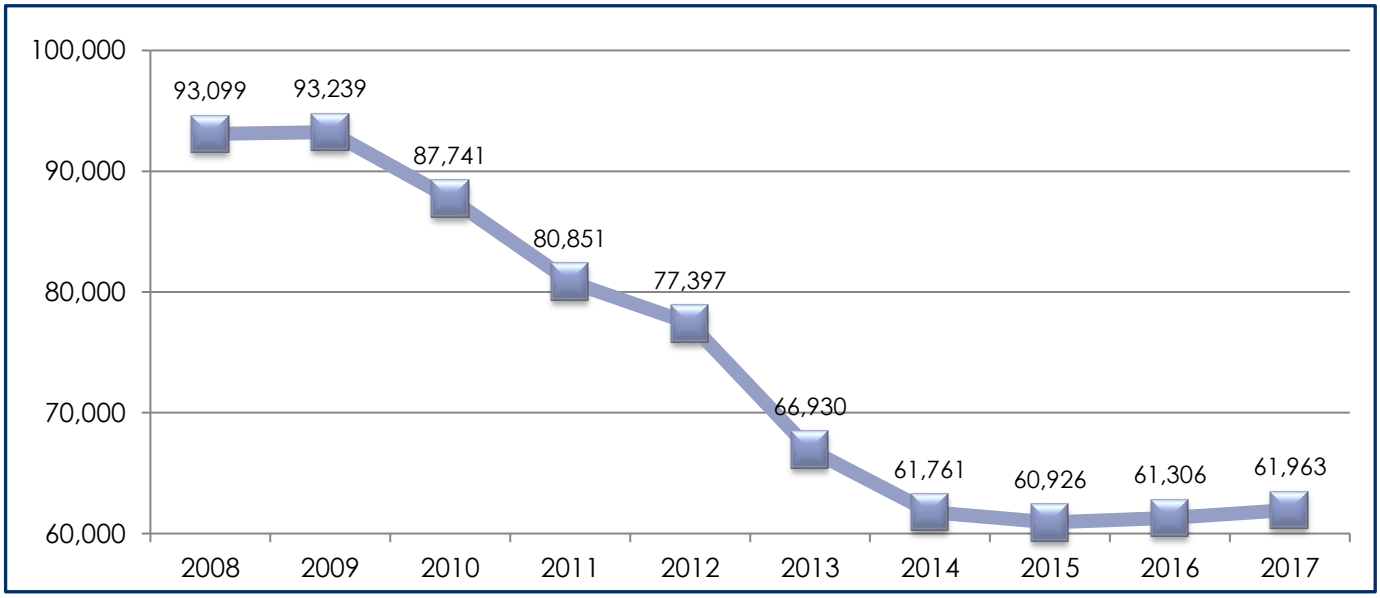
**Note: The number of classified employees by pay schedule does not include employees of Louisiana State Police.



Workforce Trends

FTE EMPLOYMENT LEVELS

The chart below depicts employment levels in Louisiana state government from Fiscal Year 2008 to Fiscal Year 2017. It represents the total Full-Time Equivalents for both classified and unclassified.



Trend of State Employment Levels 2008 – 2017									
(Total Full-Time Equivalents – Classified & Unclassified)									
2008	**2009**	**2010**	**2011**	**2012**	**2013**	**2014**	**2015**	**2016**	**2017**
93,099	93,239	87,741	80,851	77,397	66,930	61,761	60,926	61,306	61,963

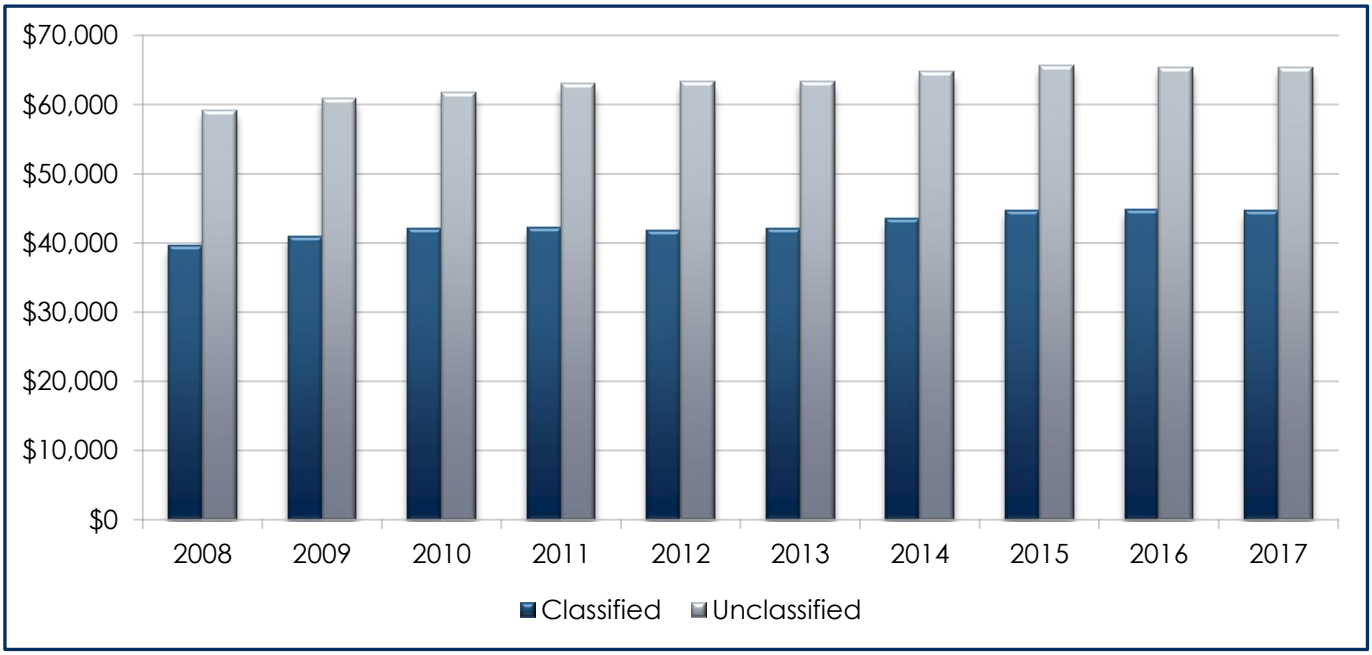
WORKFORCE TRENDS

AVERAGE ANNUAL PAY RATE

The chart below depicts the average annual pay rate 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 2016-2017
CLASSIFIED: $44,737 vs. UNCLASSIFIED: $65,357



TREND OF AVERAGE ANNUAL PAY RATES FOR FULL-TIME EMPLOYEES

(does not include State Police)

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Classified	$39,619	$40,988	$42,187	$42,208	$41,864	$42,140	$43,525	$44,738	$44,907	$44,737
Unclassified	$59,246	$60,854	$61,861	$63,130	$63,337	$63,426	$64,784	$65,694	$65,414	$65,357

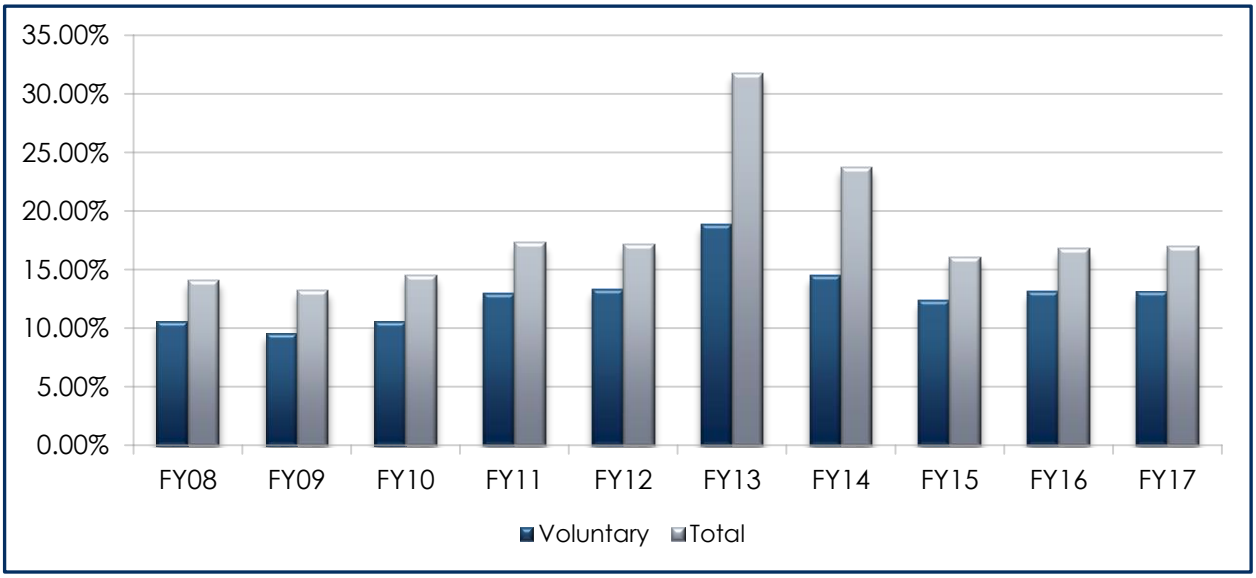
CLASSIFIED EMPLOYEE TURNOVER

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 2016-2017
Voluntary Turnover: 13.10%
Total Turnover: 17.01%



Trend of Turnover Rates for Classified Employees

	FY 07-08	FY 08-09	FY 09-10	FY 10-11	FY 11-12	FY 12-13	FY 13-14	FY 14-15	FY 15-16	FY 16-17
Voluntary	10.59%	9.59%	10.62%	12.94%	13.35%	18.89%	14.53%	12.38%	13.14%	13.10%
Total	14.10%	13.28%	14.56%	17.33%	17.17%	31.80%	23.78%	16.09%	16.79%	17.01%

NOTE: The privatization of state hospitals and the corresponding layoffs during Fiscal Year 12-13 and Fiscal Year 13-14, in conjunction with a large number of retirements, contributed to the increase in statewide turnover.

Fiscal Year Reports

The following reports are available upon request. Please contact the Public Information Office at the Department of State Civil Service at 225.342.8274 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: http://www.civilservice.louisiana.gov/Publications/WeeklyReport.aspx

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.

Report on Spanish Speaking Persons

This report was prepared in response to House Concurrent Resolution Number 110 of the 2010 Regular Session of the Legislature. On an annual basis the report provides information regarding delivery of services to Spanish speaking persons with limited English proficiency. Copies of this report are available upon request.

Workforce Utilization Report:

This report is prepared in compliance with House Concurrent Resolution Number 10 of the 1980 Regular Session of the Louisiana Legislature. It contains data on the employment of women and minorities in state government. Copies of this report are available by request.

FISCAL YEAR REPORTS

FY2016-2017 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.

FY2016-2017 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.

FY2016-2017 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 monthly 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.

CONTACT INFORMATION

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