

# State of Louisiana Annual Report on Turnover

Fiscal Year 2020-2021

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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 2020-2021, 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, 2021, to the number of non-temporary classified employees who separated from state service during the previous twelve months.

# Executive Summary

The statewide total turnover rate for FY 2020-2021 is 17.13%.

- This is an increase of 1.61 percentage points from the 15.52% reported last year.

The statewide voluntary turnover rate for FY 2020-2021 is 13.29%.

- This is an increase of 1.66 percentage points from the 11.63% reported last year.

There were a total of 35,139 non-temporary classified employees at the end of FY 2020-2021.

- This is a decrease of 1,140 employees from the 36,279 non-temporary classified employees reported last year.

The Protective Services (PS) pay schedule has the highest total and voluntary turnover rates.

- Total turnover of 34.58% is an increase of 0.44 percentage point from the 34.14% reported last year.
- Voluntary turnover of 24.21% is an increase of 2.18 percentage points from the 22.03% reported last year.
- Entry-level Protective Services jobs such as Juvenile Justice Specialist 1 and Corrections Cadet have the highest turnover rates for classifications with more than 50 incumbents.

The Protective Services EEO category has the highest total and voluntary turnover rates.

- Total turnover of 40.94% is an increase of 0.93 percentage point from the 40.01% reported last year.
- Voluntary turnover of 27.94% is an increase of 2.75 percentage points from the 25.19% reported last year.

The Skilled Trades (WS) pay schedule saw the highest increase in total and voluntary turnover since last year.

- This is an increase of 3.30 percentage points for total turnover.
- This is an increase of 2.86 percentage points for voluntary turnover.

There were 6,019 total separations for FY 2020-2021, which is 388 more separations than last fiscal year. The following categories represent the largest percentages of separations for FY 2020-2021.

- 1,688 separations for Resign-Personal (28.0%)
- 1,246 separations for Retirement (20.7%); retirements have increased slightly since last year by 1.2 percentage points.
- 1,128 separations for Separation from Probation (18.7%)

Major agencies with the highest number of total separations in FY 2020-2021 are as follows.

- 1,310 total separations at the Louisiana Department of Health
- 1,268 total separations at the Department of Corrections

## 1.1 Turnover by Pay Schedule

PAY SCHEDULE	EMPLOYEES	TOTAL TO		VOL TO	
		# SEP	TO %	# SEP	TO %
AS – Administrative	10893	1190	10.92%	1033	9.48%
MS – Medical	2464	534	21.67%	424	17.21%
PS – Protective Services	5354	1851	34.58%	1296	24.21%
SS – Social Services	6011	1042	17.33%	793	13.19%
TS – Scientific and Technical	4752	371	7.81%	343	7.22%
WS – Technicians and Skilled Trades	5665	1031	18.20%	780	13.77%
<b>STATEWIDE TURNOVER TOTALS</b>	35139 <sup>1</sup>	6019	17.13%	4669	13.29%

## 1.2 Turnover by EEO Category

EEO CATEGORY	EMPLOYEES	TOTAL TO		VOL TO	
		# SEP	TO %	# SEP	TO %
OA – Officials and Administrators	3358	255	7.59%	239	7.12%
OC – Office/Clerical	3573	527	14.75%	443	12.40%
PA – Paraprofessional	2869	777	27.08%	514	17.92%
PR – Professional	13930	1487	10.67%	1326	9.52%
PS – Protective Services	4148	1698	40.94%	1159	27.94%
SC – Skilled Crafts	3379	507	15.00%	387	11.45%
SM – Service Maintenance	1753	468	26.70%	342	19.51%
TE - Technical	2129	300	14.09%	259	12.17%
<b>STATEWIDE TURNOVER TOTALS</b>	35139 <sup>1</sup>	6019	17.13%	4669	13.29%

The Statewide Turnover Rate realized an increase in Fiscal Year 2020-2021.

<sup>1</sup> 35,139 is the total number of classified employees as reported by state agencies.

## 2.1 Comparison by Pay Schedule

PAY SCHEDULE	FY 19-20		FY 20-21		Change	
	TOTAL	VOL	TOTAL	VOL	TOTAL	VOL
AS – Administrative	9.48%	8.16%	10.92%	9.48%	+1.44	+1.32
MS – Medical	19.34%	15.26%	21.67%	17.21%	+2.33	+1.95
PS – Protective Services	34.14%	22.03%	34.58%	24.21%	+0.44	+2.18
SS – Social Services	14.47%	11.40%	17.33%	13.19%	+2.86	+1.79
TS – Scientific and Technical	6.72%	6.00%	7.81%	7.22%	+1.09	+1.22
WS – Technicians and Skilled Trades	14.90%	10.91%	18.20%	13.77%	+3.30	+2.86
<b>STATEWIDE TURNOVER TOTALS</b>	15.52%	11.63%	17.13%	13.29%	+1.61	+1.66

## 2.2 Comparison by EEO Category

EEO CATEGORY	FY 19-20		FY 20-21		Change	
	TOTAL	VOL	TOTAL	VOL	TOTAL	VOL
OA – Officials and Administrators	7.51%	7.02%	7.59%	7.12%	+0.08	+0.10
OC – Office/Clerical	11.22%	9.52%	14.75%	12.40%	+3.53	+2.88
PA – Paraprofessional	23.05%	16.05%	27.08%	17.92%	+4.03	+1.87
PR - Professional	9.47%	8.38%	10.67%	9.52%	+1.20	+1.14
PS – Protective Services	40.01%	25.19%	40.94%	27.94%	+0.93	+2.75
SC – Skilled Crafts	13.25%	9.30%	15.00%	11.45%	+1.75	+2.15
SM – Service Maintenance	20.35%	15.31%	26.70%	19.51%	+6.35	+4.20
TE - Technical	10.63%	8.40%	14.09%	12.17%	+3.46	+3.77
<b>STATEWIDE TURNOVER TOTALS</b>	15.52%	11.63%	17.13%	13.29%	+1.61	+1.66

All pay schedules and EEO categories realized an increase in total and voluntary turnover this fiscal year.

## 3.1: Separation Counts by Type of Separation

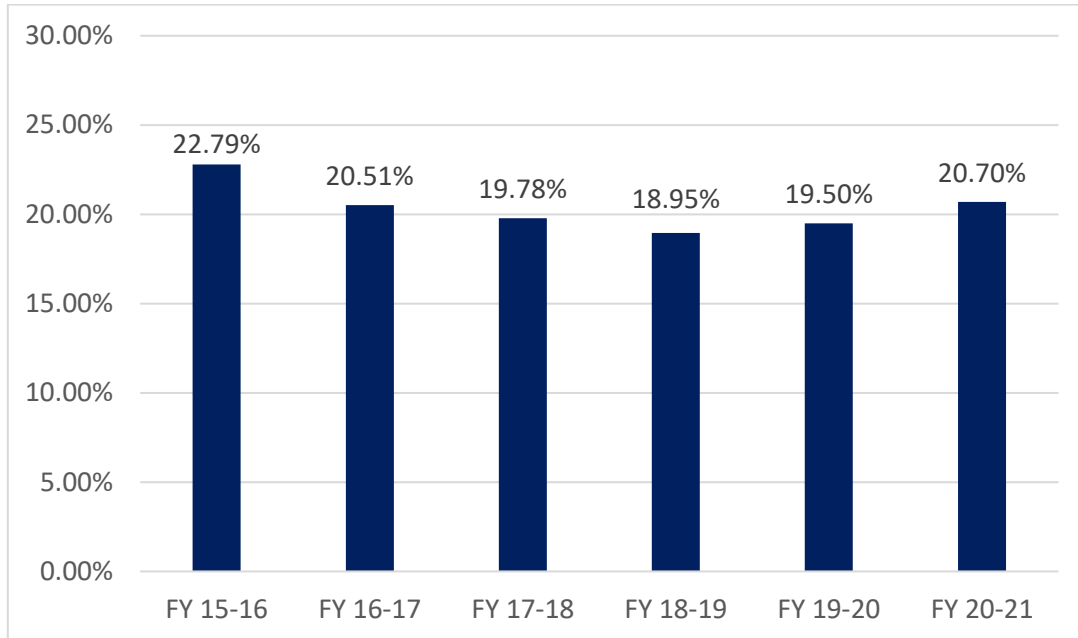
Fiscal Year 2020-2021

Separation Reason	Separation Count
Death	84
Dismissal	135
Layoff – Permanent	10
Layoff – Probational	10
Non-Disciplinary Removal	41
Non-Disciplinary Removal – Exhaustion of Sick Leave	24
Non-Disciplinary Removal – Unscheduled Absence	1
Non-Disciplinary Removal – Nonqualified	1
Resign to Avoid Dismissal	46
Resign – Better Job Other Industry	210
Resign – Military	8
Resign – Pay Reasons	179
Resign – Pending Disciplinary Action	2
Resign – Personal	1688
Resign – Reason Not Stated	810
Resign – Shift/Locale/Housing	39
Resign – To Attend School	24
Resign – Work Related	333
Retirement	1246
Separation From Probation	1128
<b>STATEWIDE TOTAL SEPARATIONS</b>	<b>6019</b>

There was an increase of 388 total separations since last fiscal year.

## 3.2: Percentage of Separations Due to Retirement

Fiscal Years 2016-2021



### Key Points

- Retirements as a percentage of separations increased slightly from last year.
- According to the current Louisiana State Civil Service Agency Workforce Profiles Report:
  - 10.23% of state employees are eligible to retire.
  - 14.72% of state employees are eligible to retire within 5 years.
  - 36.96% of the state workforce has 5 or less years of service.



## 4.1: Turnover Rates by Major Agency

Fiscal Year 2020-2021

MAJOR AGENCY	EMPLOYEES	TOTAL TO		VOLUNTARY TO	
		# SEP	TO%	# SEP	TO %
LOUISIANA DEPARTMENT OF HEALTH	6931	1310	18.90%	931	13.43%
DEPARTMENT OF CORRECTIONS	4210	1268	30.12%	937	22.26%
HIGHER EDUCATION	4425	707	15.98%	593	13.40%
DEPT OF TRANSPORTATION AND DEVELOPMENT	4163	528	12.68%	426	10.23%
OFFICE OF JUVENILE JUSTICE	642	426	66.36%	278	43.30%
DEPARTMENT OF CHILDREN & FAMILY SERVICES	3269	416	12.73%	378	11.56%
VETERANS AFFAIRS	700	246	35.14%	170	24.29%
EXECUTIVE DEPARTMENT	2212	198	8.95%	178	8.05%
PORTS,LEVEE BOARDS,FRESH WATER DISTRICTS	865	152	17.57%	107	12.37%
DEPARTMENT OF PUBLIC SAFETY	1387	117	8.44%	114	8.22%
LOUISIANA WORKFORCE COMMISSION	782	110	14.07%	91	11.64%
DEPARTMENT OF REVENUE	616	68	11.04%	46	7.47%
HOUSING AUTHORITIES	320	63	19.69%	50	15.63%
DEPARTMENT OF EDUCATION	413	60	14.53%	56	13.56%
DEPT OF CULTURE, RECREATION AND TOURISM	505	57	11.29%	52	10.30%
DEPARTMENT OF AGRICULTURE AND FORESTRY	519	52	10.02%	47	9.06%
DEPARTMENT OF ENVIRONMENTAL QUALITY	665	41	6.17%	41	6.17%
LOUISIANA HEALTH CARE SERVICES DIVISION	270	40	14.81%	32	11.85%
EDUCATION - OTHER	155	33	21.29%	28	18.06%
DEPARTMENT OF WILDLIFE AND FISHERIES	697	32	4.59%	32	4.59%
SECRETARY OF STATE	359	28	7.80%	24	6.69%
DEPARTMENT OF NATURAL RESOURCES	261	23	8.81%	22	8.43%
RETIREMENT SYSTEMS	261	18	6.90%	15	5.75%
DEPARTMENT OF INSURANCE	191	7	3.66%	6	3.14%
CIVIL SERVICE AGENCIES	156	7	4.49%	4	2.56%
DEPARTMENT OF ECONOMIC DEVELOPMENT	58	5	8.62%	5	8.62%
PUBLIC SERVICE COMMISSION	61	5	8.20%	4	6.56%
DEPARTMENT OF TREASURY	44	2	4.55%	2	4.55%
OFFICE OF THE LIEUTENANT GOVERNOR	2		0.00%		0.00%
<b>STATEWIDE TURNOVER TOTALS</b>	<b>35139<sup>2</sup></b>	<b>6019</b>	<b>17.13%</b>	<b>4669</b>	<b>13.29%</b>

<sup>2</sup> 35,139 is the total number of classified employees as reported by state agencies.

## 5.1: Job Titles with Highest Total Turnover Rates

Fiscal Year 2020-2021

Includes only those job titles with 50 or more incumbents.

Job Title	Pay Level	Total Turnover	Voluntary Turnover
JUV JUST SPEC 1	PS 105	298.33%	178.33%
CORRS CADET	PS 105	212.10%	113.38%
CORRS GUARD TRN/THERAP	PS 105	113.11%	52.46%
JUV JUST SPEC 3	PS 107	104.08%	63.27%
RESID SVCS SPEC 1	SS 403	102.92%	35.67%
CORRS SGT	PS 106	84.94%	60.23%
NURSING ASST 2	MS 505	61.58%	37.37%
CUSTODIAN 1	WS 202	55.60%	34.44%
CHILD WELFARE SPEC 1	SS 412	44.78%	38.81%
MOBILE EQUIP OPERATOR 1	WS 209	40.97%	24.19%
SOC SERV ANAL 1	SS 410	40.78%	31.07%
CHILD WELFARE SPEC 2	SS 414	38.89%	38.89%
PROB/PAR OFF 1/JUV	PS 109	36.36%	27.27%
CORRS GUARD/THERAP	PS 106	35.86%	22.74%
PRACT NURSE/LICENSED, 2	MS 510	33.33%	30.00%
ENG TECH 1	TS 302	31.37%	21.57%
MOT VEH COMP ANALYST 1	AS 608	30.00%	30.00%
RESID SVCS SPEC 2	SS 404	29.90%	19.38%
PSYCH AIDE 2	SS 404	28.21%	24.79%
FOOD SVC SPEC 3	WS 205	26.98%	12.70%
RN 3	MS 517	25.37%	21.32%
CUSTODIAN 2	WS 203	23.74%	19.44%
ENG TECH 2	TS 304	23.66%	20.43%
PARKS BLDGS/GRNDS ATTEND	WS 205	23.53%	21.57%
GUARD	PS 103	21.79%	15.38%
ADMIN ASST 2	AS 607	21.59%	17.05%
HORTICULTURAL ATTEND	WS 209	20.37%	12.96%
RN ADV PRACTICE	MS 524	19.61%	17.65%
SOC SERV ANAL 2	SS 411	19.11%	17.78%
ADMIN COORD 2	AS 607	18.97%	13.79%

### Key Points

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

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