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TO: Heads of State Agencies and Human Resources Directors

SUBJECT: 2024 Agency Workforce Profiles Published

The Agency Workforce Profiles have recently been made available on the State Civil Service [website](#). These profiles provide a snapshot of the workforce for each agency as of December 31, 2024. The data includes information on all classified permanent and probationary state employees to support agencies in developing workforce plans. The information is organized by EEO-4 job categories and includes the following details:

- **Number of Employees:** This includes the number of employees in the respective category and the percentage of total classified permanent and probational employees in your agency that this number represents.
- **Average Age:** The average age of employees within each category.
- **Retirements:** The number of employees who retired in the previous year.
- **Retirement Status:** This includes the number of employees who are currently eligible for retirement but not in DROP, those who are in DROP, and those eligible for retirement within the next five years.
Note: This data applies only to classified permanent and probationary employees in LASERS. Employees in other retirement systems are not reflected in this data.
- **Years of Service:** Based on the adjusted service date.

To assist with workforce planning, you may find it useful to compare your agency's profile to the overall statewide profile at the end of the report.

If you require more detailed breakdowns, such as lists of employees eligible for retirement within five years, those employees currently in DROP, etc. please contact [Jason Chapman](#), Applications and Data Management Administrator, at (225) 342-8294.

Sincerely,

s/Byron P. Decoteau, Jr.
State Civil Service Director