
State of Louisiana Annual Report on Turnover

Fiscal Year 2025



STATECIVILSERVICE

PREPARED FOR THE
STATE CIVIL SERVICE COMMISSION

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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 2025, 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, 2025, 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 that occurred during Fiscal Year 2025 for classified employees. 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 2025 is 17.78%. This percentage is based on 6,304 total separations for the year divided by the state’s classified workforce of 35,451 employees as of June 30, 2025. Within the total turnover number, there were 4,561 separations for voluntary reasons resulting in a statewide voluntary turnover rate of 12.87%. Total turnover has decreased by -2.02 percentage points and voluntary turnover has decreased by -1.40 percentage points from the percentages reported last year.

INFORMATION	FY 2024	FY 2025	CHANGE
Classified Workforce	35,278	35,451	+173
Total Separations	6,984	6,304	-680
Voluntary Separations	5,035	4,561	-474
Total Turnover %	19.80%	17.78%	-2.02
Voluntary Turnover %	14.27%	12.87%	-1.40



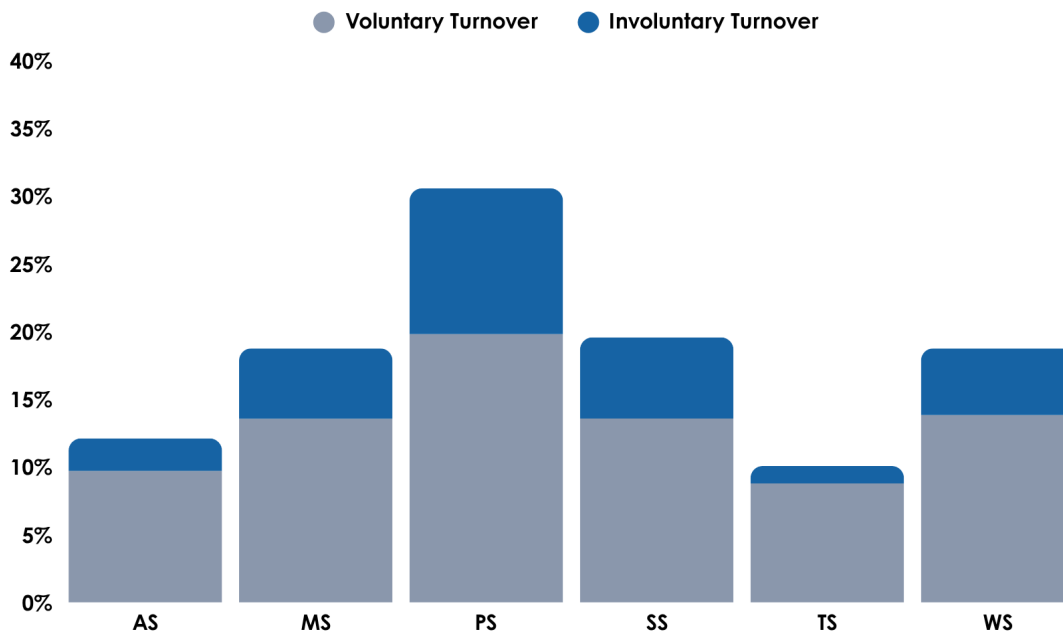
TURNOVER BY PAY SCHEDULE

There are six pay schedules within the state classified service.

- Administrative (AS) pay schedule
- Medical (MS) pay schedule
- Protective Services (PS) pay schedule
- Social Services (SS) pay schedule
- Scientific & Technical (TS) pay schedule
- 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 total and voluntary turnover rates are highest in the PS pay schedule. The PS pay schedule encompasses law enforcement occupations

TURNOVER BY PAY SCHEDULE - FY 2025



It is important to consider voluntary turnover figures because these employees are leaving state service for voluntary reasons. Voluntary turnover rates for all pay schedules have decreased by amounts ranging from -0.39 to -3.68 percentage points. The voluntary turnover rate remains highest in the PS pay schedule, but it has decreased by -3.68 percentage points since last year.

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No pay schedule has an increased voluntary turnover rate since last year

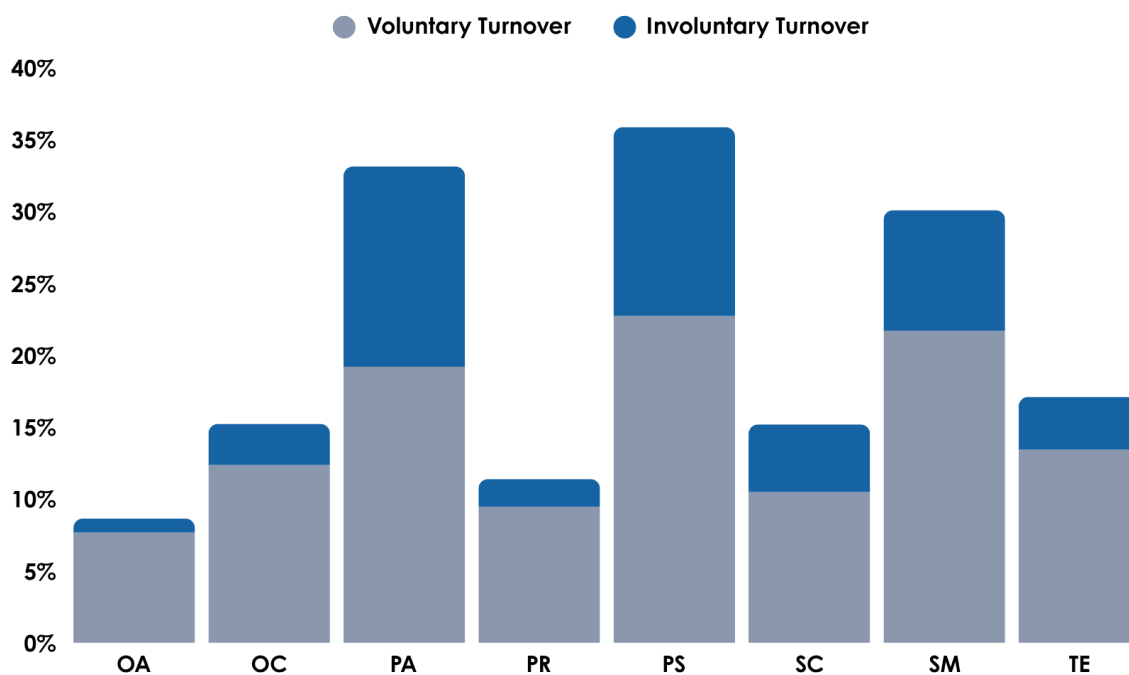
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All six pay schedules have decreased voluntary turnover rates since last year

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 total and voluntary turnover rates are highest in the PS category.

TURNOVER BY EEO CATEGORY - FY 2025



As compared to last year, voluntary turnover rates for the OA, PA, PR, PS and SC EEO categories have decreased by amounts ranging from -0.90 to -4.96 percentage points, while the voluntary turnover rates for the OC, SM and TE EEO categories have increased by amounts ranging from +0.54 to +1.33 percentage points. The PA EEO category has the largest decrease in voluntary turnover (-4.96 PP) and the TE EEO category has the largest increase in voluntary turnover (+1.33 PP) since last year.

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Three EEO categories have increased voluntary turnover rates since last year

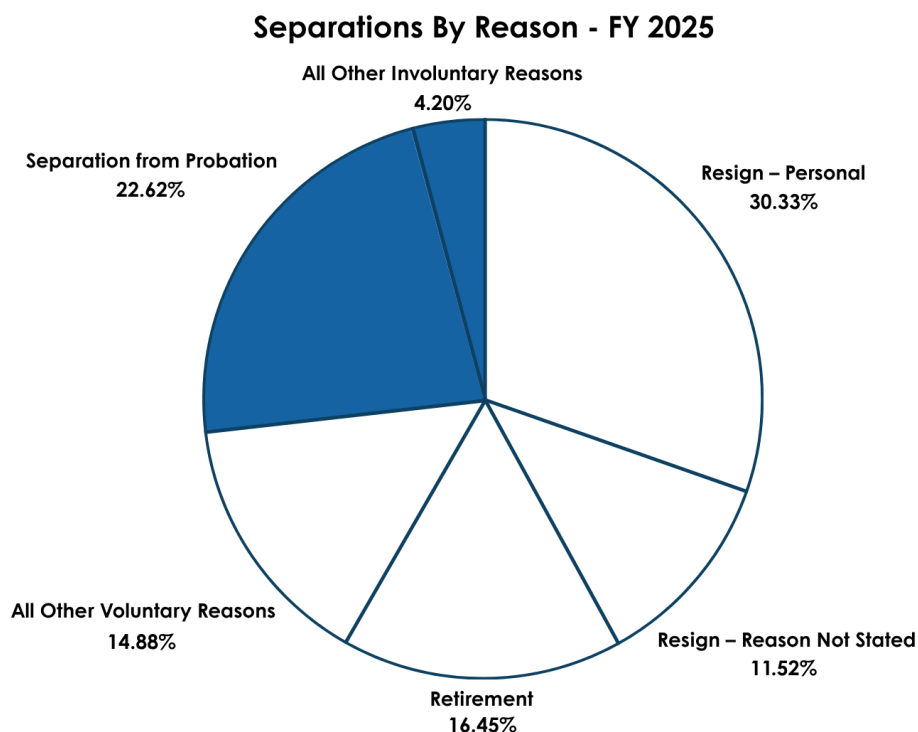
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Five EEO categories have decreased voluntary turnover rates since last year



TURNOVER BY SEPARATION REASON

The following graphic provides an overview of the number of separations by separation reason for FY 2025. Voluntary separations are shown in white, while involuntary separations are shown in blue. The largest number of voluntary separations can be attributed to Resign – Personal (30.33%), Retirement (16.45%), and Resign – Reason Not Stated (11.52%).



Compared to last year, the number of separations has mostly decreased. Of the 22 reasons reported last year, 19 reasons have decreased in the number of separations. For the reasons shown in the graphic above, Separation from Probation decreased by 241, Resign – Personal decreased by 116, Resign – Reason Not Stated decreased by 70, and Retirement decreased by 130. The three reasons that have increased in the number of separations since last year are small increases of 10 or less.

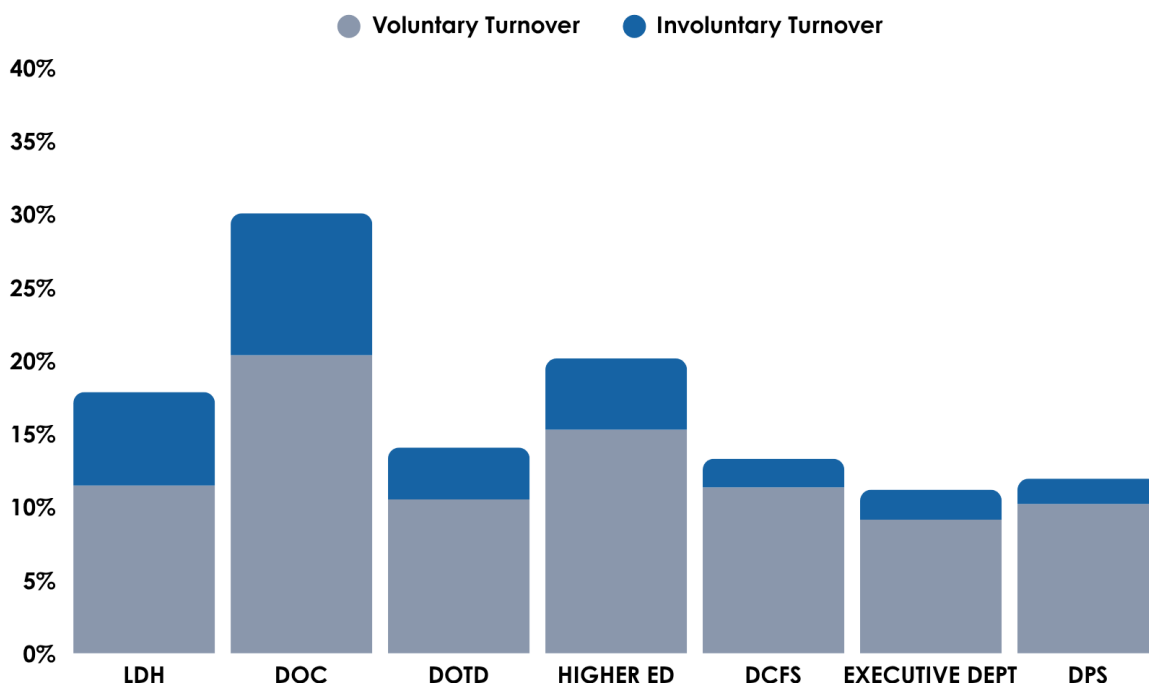
In review of Retirement separations, this number has held relatively constant over the last six fiscal years, with an average percentage point change of -0.61. Currently, 9.73% of the classified workforce is eligible to retire today, while an additional 13.96% are eligible to retire within five years. Currently, 20.08% 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 FY 2025. They include the Louisiana Department of Health (LDH), the Department of Public Safety and Corrections—Corrections Services (DOC), the Department of Transportation and Development (DOTD), Higher Education, the Department of Children and Family Services (DCFS), the Executive Department, and the Department of Public Safety and Corrections—Public Safety Services (DPS). A review of turnover by major agency for FY 2025 indicates that DOC has the highest total and voluntary turnover rate .

TURNOVER BY MAJOR AGENCY - FY 2025



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 a high voluntary turnover rate include the Department of Public Safety and Corrections—Youth Services (Office of Juvenile Justice) at 23.55% and the Department of Veterans Affairs at 20.16%.

TOP TURNOVER JOBS

There are 142 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. Although jobs in all six pay schedules are represented in the list of jobs with the highest turnover, those in the PS, SS, and WS pay schedules represent the majority. The classifications with the highest total turnover are the Corrections Cadet and Residential Services Specialist 1.

JOB TITLE	PAY LEVEL	TOTAL	VOLUNTARY
CORRECTIONS CADET	PS-105	164.38%	91.78%
RESIDENTIAL SERVICES SPECIALIST 1	SS-403	119.11%	43.50%

Turnover by Pay Schedule

PAY SCHEDULE	EMPLOYEES	TOTAL TO		VOL TO	
		# SEP	TO %	# SEP	TO %
AS – Administrative	10679	1294	12.12%	1039	9.73%
MS – Medical	2621	492	18.77%	356	13.58%
PS – Protective Services	5723	1750	30.58%	1135	19.83%
SS – Social Services	6144	1203	19.58%	835	5.79%
TS – Scientific and Technical	4538	458	10.09%	400	8.81%
WS – Technician and Skilled Trades	5746	1107	19.27%	796	13.85%
STATEWIDE TURNOVER TOTALS	35451	6304	17.78%	4561	12.87%

Turnover by EEO Category

EEO CATEGORY	EMPLOYEES	TOTAL TO		VOL TO	
		# SEP	TO %	# SEP	TO %
OA – Officials and Administrators	3782	328	8.67%	291	7.69%
OC – Administrative Support	2879	439	15.25%	357	12.40%
PA – Paraprofessionals	2757	914	33.15%	530	19.22%
PR – Professionals	14543	1658	11.40%	1378	9.48%
PS – Protective Service Workers	4452	1598	35.89%	1013	22.75%
SC – Skilled Craft Workers	3359	511	15.21%	353	10.51%
SM – Service Maintenance	1740	524	30.11%	378	21.72%
TE - Technicians	1939	332	17.12%	261	13.46%
STATEWIDE TURNOVER TOTALS	35451	6304	17.78%	4561	12.87%

The highest voluntary turnover rates are in the PS pay schedule, as well as in the PS EEO category for FY 2025.

Comparison by Pay Schedule

Fiscal Years 2024-2025

PAY SCHEDULE	FY 24		FY 25		CHANGE	
	TOTAL	VOL	TOTAL	VOL	TOTAL	VOL
AS – Administrative	12.35%	10.22%	12.12%	9.73%	-0.23	-0.49
MS – Medical	19.82%	15.12%	18.77%	13.58%	-1.05	-1.54
PS – Protective Services	36.33%	23.51%	30.58%	19.83%	-5.75	-3.68
SS – Social Services	23.49%	16.20%	19.58%	13.59%	-3.91	-2.61
TS – Scientific and Technical	9.88%	9.20%	10.09%	8.81%	+0.21	-0.39
WS – Technicians and Skilled Trades	21.50%	14.44%	19.27%	13.85%	-2.23	-0.59
STATEWIDE TURNOVER TOTALS	19.80%	14.27%	17.78%	12.87%	-2.02	-1.40

Comparison by EEO Category

Fiscal Years 2024-2025

EEO CATEGORY	FY 24		FY 25		CHANGE	
	TOTAL	VOL	TOTAL	VOL	TOTAL	VOL
OA – Officials and Administrators	9.57%	8.68%	8.67%	7.69%	-0.90	-0.99
OC – Administrative Support	14.83%	11.86%	15.25%	12.40%	+0.42	+0.54
PA – Paraprofessionals	39.56%	24.18%	33.15%	19.22%	-6.41	-4.96
PR - Professionals	12.13%	10.38%	11.40%	9.48%	-0.73	-0.90
PS – Protective Service Workers	43.46%	27.45%	35.89%	22.75%	-7.57	-4.70
SC – Skilled Craft Workers	17.90%	11.95%	15.21%	10.51%	-2.69	-1.44
SM – Service Maintenance	31.83%	20.45%	30.11%	21.72%	-1.72	+1.27
TE - Technicians	14.69%	12.13%	17.12%	13.46%	+2.43	+1.33
STATEWIDE TURNOVER TOTALS	19.80%	14.27%	17.78%	12.87%	-2.02	-1.40

Voluntary turnover has decreased for all pay schedules, as well as in the OC, PA, PR, and PS EEO categories since last year. However, the greatest increase is in the TE EEO category for FY 2025.

Comparison of Separation Counts

Fiscal Years 2024-2025

SEPARATION REASON	SEPARATION COUNT FY 24	SEPARATION COUNT FY 25	CHANGE
Death	83	65	-18
Dismissal	154	119	-35
Layoff – Permanent	17	8	-9
Layoff – Probational	4	14	+10
Non-Disciplinary Removal	41	40	-1
Non-Disciplinary Removal – Exhaustion of Sick Leave	27	26	-1
Non-Disciplinary Removal – Nonqualified	2	0	-2
Non-Disciplinary Removal – Unscheduled Absence	4	7	+3
Resign to Avoid Dismissal	33	37	+4
Resign – Better Job Other Industry	317	280	-37
Resign – Insufficient Telework	1	0	-1
Resign – Military	5	4	-1
Resign – No Telework	3	1	-2
Resign – Pay Reasons	178	133	-45
Resign – Pending Disciplinary Action	2	0	-2
Resign – Personal	2028	1912	-116
Resign – Reason Not Stated	796	726	-70
Resign – Shift/Locale/Housing	41	29	-12
Resign – To Attend School	41	35	-6
Resign – Work Related	373	354	-19
Retirement	1167	1037	-130
Separation from Probation	1667	1426	-241
Undefined Involuntary Reason ¹	0	51	+51
STATEWIDE TOTAL SEPARATIONS	6984	6304	-680

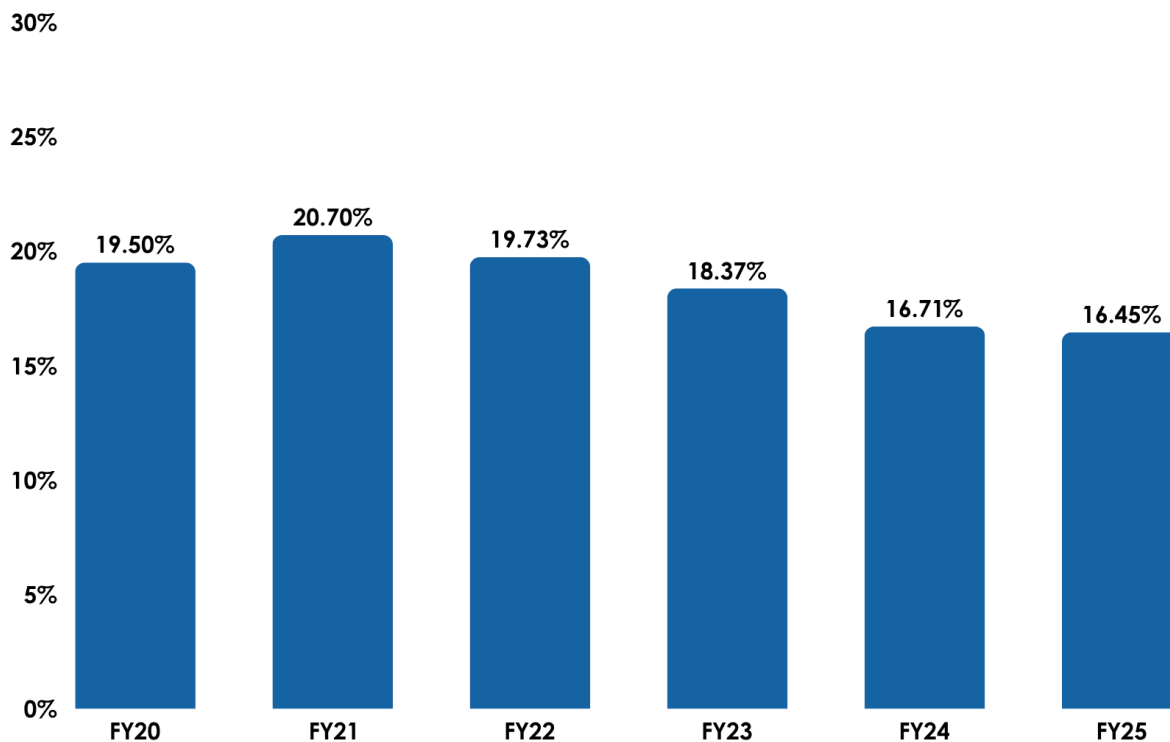
¹ Higher Education agencies use different HR systems than LaGov-HCM. The undefined separation reason includes those separations reported by Higher Education agencies that could not be categorized to a LaGov-HCM turnover reason.



There was a decrease of 680 total separations since last year.

Percentage of Retirement Separations

Fiscal Years 2020-2025



Key Points

- Retirements as a percentage of total separations has decreased by 0.26 of a percentage point since last year and has trended down since FY 21.
- According to the current Louisiana State Civil Service Agency Workforce Profiles Report:
 - 9.73% of state employees are eligible to retire.
 - 13.96% of state employees are eligible to retire within 5 years.
 - 20.08% of employees have more than 20 years of service.

Turnover Rates by Major Agency

MAJOR AGENCY	EMPLOYEES	TOTAL		VOLUNTARY	
		# SEP	TO%	# SEP	TO %
LOUISIANA DEPT OF HEALTH	7095	1268	17.87%	815	11.49%
DPSC-CORRECTIONS SERVICES	4505	1355	30.08%	918	20.38%
DEPT OF TRANSPORTATION & DEVELOPMENT	4112	579	14.08%	433	10.53%
HIGHER EDUCATION	3928	792	20.16%	601	15.30%
DEPT OF CHILDREN & FAMILY SERVICES	3442	458	13.31%	391	11.36%
EXECUTIVE DEPT	2197	246	11.20%	201	9.15%
DPSC-PUBLIC SAFETY SERVICES	1390	166	11.94%	142	10.22%
PORTS, LEVEE BOARDS, FRESH WATER DISTRICTS	860	121	14.07%	82	9.53%
DPSC-YOUTH SERVICES (JUVENILE JUSTICE)	794	317	39.92%	187	23.55%
LOUISIANA WORKFORCE COMMISSION	768	95	12.37%	71	9.24%
DEPT OF VETERANS AFFAIRS	749	227	30.31%	151	20.16%
DEPT OF WILDLIFE & FISHERIES	715	71	9.93%	66	9.23%
DEPT OF ENVIRONMENTAL QUALITY	645	53	8.22%	46	7.13%
DEPT OF REVENUE	642	88	13.71%	58	9.03%
DEPT OF CULTURE, RECREATION & TOURISM	522	91	17.43%	81	15.52%
DEPT OF AGRICULTURE & FORESTRY	504	57	11.31%	49	9.72%
DEPT OF EDUCATION	433	58	13.39%	49	11.32%
DEPT OF STATE (SECRETARY OF STATE)	405	39	9.63%	38	9.38%
DEPT OF ENERGY AND NATURAL RESOURCES	308	26	8.44%	25	8.12%
RETIREMENT SYSTEMS	266	34	12.78%	31	11.65%
LOUISIANA HEALTH CARE SERVICES DIVISION	262	46	17.56%	35	13.36%
HOUSING AUTHORITIES	213	38	17.84%	26	12.21%
DEPT OF INSURANCE	188	18	9.57%	16	8.51%
EDUCATION - OTHER	172	26	15.12%	21	12.21%
CIVIL SERVICE AGENCIES	159	12	7.55%	10	6.29%
DEPT OF ECONOMIC DEVELOPMENT	64	5	7.81%	4	6.25%
PUBLIC SERVICE COMMISSION	58	9	15.52%	8	13.79%
DEPT OF TREASURY	55	9	16.36%	6	10.91%
OFFICE OF THE LIEUTENANT GOVERNOR	0	0	0.00%	0	0.00%
STATEWIDE TURNOVER TOTALS	35451	6304	17.78%	4561	12.87%

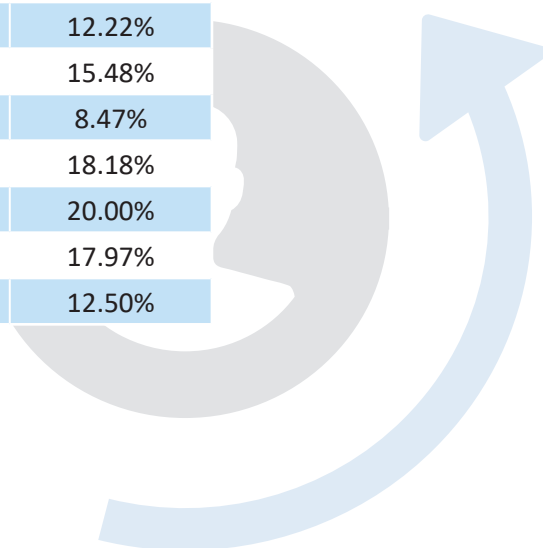
Job Titles with Highest Total Turnover Rates

Includes only those job titles with 50 or more incumbents.

JOB TITLE	PAY LEVEL	TOTAL	VOLUNTARY
CORRECTIONS CADET	PS-105	164.38%	91.78%
RESIDENTIAL SERVICES SPECIALIST 1	SS-403	119.11%	43.50%
CORRECTIONS SERGEANT	PS-106	86.56%	52.17%
CUSTODIAN 1	WS-202	84.21%	55.26%
ENGINEERING TECHNICIAN 1	TS-302	70.97%	40.32%
LABORATORY TECHNICAL ASSISTANT 1	MS-504	69.09%	30.91%
NURSING ASSISTANT 2	MS-506	49.48%	32.29%
JUVENILE JUSTICE SPECIALIST 3	PS-108	49.43%	26.70%
MOTOR VEHICLE COMPLIANCE ANALYST 1	AS-608	48.84%	34.88%
MEDICAID ANALYST 1	SS-410	43.24%	36.49%
MOBILE EQUIPMENT OPERATOR 1	WS-209	41.29%	17.80%
SOCIAL SERVICES ANALYST 1	SS-410	41.18%	33.16%
CHILD WELFARE SPECIALIST 1	SS-412	40.00%	28.00%
PSYCHIATRIC AIDE 2	SS-404	39.45%	21.10%
FOOD SERVICE SPECIALIST 3	WS-205	35.38%	24.62%
RESIDENTIAL SERVICES SPECIALIST 2	SS-404	32.84%	22.39%
CUSTODIAN 2	WS-203	29.86%	21.59%
CHILD WELFARE SPECIALIST 2	SS-414	27.08%	20.83%
SOCIAL SERVICES ANALYST 2	SS-411	26.71%	22.60%
POLICE OFFICER 2	PS-109	25.71%	20.71%
CORRECTIONS SERGEANT--MASTER	PS-108	25.47%	19.41%
ADMINISTRATIVE COORDINATOR 2	AS-607	23.53%	17.65%
CARPENTER MASTER	WS-213	22.64%	18.87%
MAINTENANCE REPAIRER 1	WS-210	22.22%	12.22%
ENGINEERING TECHNICIAN 2	TS-304	21.43%	15.48%
ACCOUNTANT 1	AS-614	20.34%	8.47%
ACCOUNTING SPECIALIST 2	AS-610	20.00%	18.18%
IT STATEWIDE SYSTEMS TECHNICIAN 3	TS-313	20.00%	20.00%
POLICE OFFICER 3	PS-110	19.53%	17.97%
HORTICULTURAL ATTENDANT	WS-209	18.75%	12.50%

Key Points

- Classifications in the PS, SS, and WS pay schedules have some of the highest turnover rates.
- The top turnover jobs such as Corrections Cadet and Residential Services Specialist 1 consistently make the list each year.



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