



MICHAEL J. "MIKE"
WAGUESPACK, CPA

Report Highlights

Trends in Government Staffing

Department of State Civil Service

Audit Control # 40240026
Performance Audit Services • October 2025

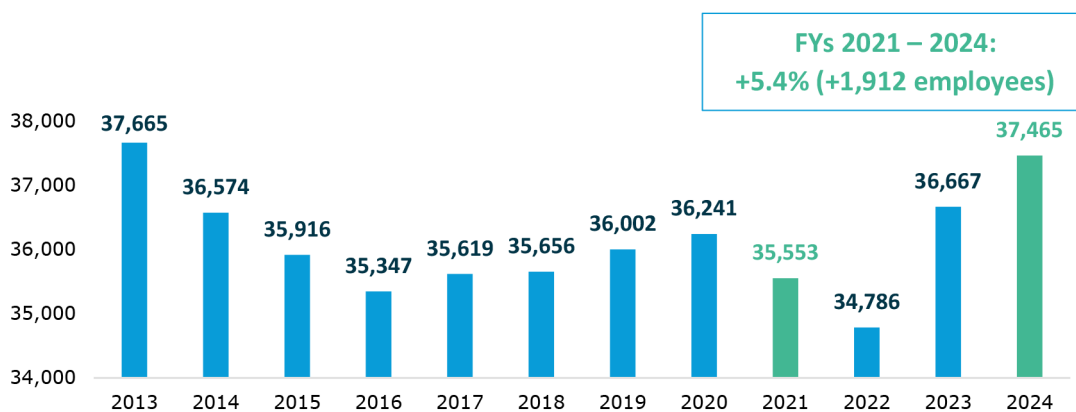
Why We Conducted This Review

This report provides information on staffing trends in the state's executive branch of government during fiscal years 2021 through 2024, including number of employees, vacancy rates, and supervisor-to-staff ratios. Higher education information is also presented in regard to overall headcount. We compiled this information in response to legislative interest and to update information presented in our January 2021 report.

What We Found

- Between fiscal years 2021 and 2024, the total number of employees in executive branch agencies increased by 5.4%, from 35,553 to 37,465, but remains down by 0.5% from fiscal year 2013. In contrast, higher education staffing decreased by 5.3%, from 30,823 to 29,182, between fiscal years 2021 and 2024. The exhibit below shows the total number of employees in state government between fiscal years 2013 and 2024.

**Total Number of Employees in State Government
Fiscal Years 2013 through 2024**



Source: Prepared by legislative auditor's staff using LaGov ZP39 data.

Continued on next page

What We Found (Cont.)

- **The use of contract employees in state government increased from 322 in fiscal year 2021 to 1,328 in fiscal year 2024, an increase of 312.4%. The majority of these employees were employed by the Louisiana Department of Health. In addition, 28 state agency positions were eliminated due to privatization of government activities during fiscal years 2021 through 2024.** Agencies use contract employees for various reasons, such as to supplement agency functions or to serve in temporary roles such as disaster recovery. The exhibit below summarizes the number of positions eliminated by privatization between fiscal years 2021 and 2024.

Number of Positions Eliminated by Privatization Fiscal Years 2021 through 2024			
Fiscal Year	Agency	Section	No. of Positions Eliminated
2021	Kenner Housing Authority	Section 8 Program	5
2024	Department of Transportation and Development - Engineering and Operations	LA 1 Toll Facility and Geaux Pass	23
Total			28
Source: Prepared by legislative auditor’s staff using data provided by DSCS.			

- **Across all executive branch agencies, the average vacancy rate during fiscal years 2021 through 2024 was 14.7%. Statewide vacancies have decreased consistently since fiscal year 2022, when vacancies reached 16.4% and fell to 14.0% in fiscal year 2024.** Agencies noted that vacancies occurred as a result of location closures, centralization of services, and high turnover. In addition, some positions are difficult to fill due to federal constraints over hiring and competition with the private sector.
- **The ratio of supervisors to staff in state government averaged 1 to 5.72 during fiscal years 2021 through 2024. Supervisor-to-staff ratio varies and is dependent on the nature of work performed.** Agencies noted that when highly technical nature work is performed or close supervisory oversight is needed to ensure consistent application of policies, laws, and classification systems, a smaller supervisor-to-staff ratio is favorable. This allows agencies to ensure focused management, appropriate oversight, and responsiveness to stakeholders.
- **According to U.S. Census Bureau data, Louisiana ranked twenty-second in the nation in terms of total full-time employees per 10,000 residents during fiscal years 2021 through 2024.** In comparison to other Southeastern states, Louisiana ranks fourth in terms of employees per 10,000 residents.