

OPTIONAL PAY ADJUSTMENTS  
FOR CLASSIFIED EMPLOYEES

DEPARTMENT OF STATE CIVIL SERVICE



INFORMATIONAL BRIEF  
PERFORMANCE AUDIT SERVICES  
ISSUED AUGUST 18, 2022

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LOUISIANA LEGISLATIVE AUDITOR  
MICHAEL J. "MIKE" WAGUESPACK, CPA

August 18, 2022

The Honorable Patrick Page Cortez,  
President of the Senate  
The Honorable Clay Schexnayder,  
Speaker of the House of Representatives

Dear Senator Cortez and Representative Schexnayder:

This informational brief provides the results of our review of information and statistics related to optional pay adjustments for classified employees. This brief is intended to provide timely information related to an area of interest to the legislature or based on a legislative request. I hope this report will benefit you in your legislative decision-making process.

We would like to express our appreciation to the Department of State Civil Service (DSCS) for their assistance during this audit.

Respectfully submitted,

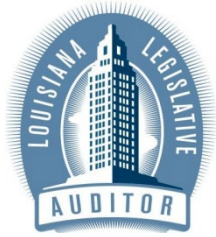
A handwritten signature in blue ink, appearing to read "Mike Waguespack".

Michael J. "Mike" Waguespack, CPA  
Legislative Auditor

MJW/aa

PAY ACTION





MICHAEL J. "MIKE"  
WAGUESPACK, CPA

# Informational Brief

## Optional Pay Adjustments for Classified Employees

### Department of State Civil Service

Audit Control # 40210032  
Performance Audit Services – August 2022

## Background

The Department of State Civil Service (DSCS) is the central human resources agency for the state of Louisiana and was established by the Louisiana Constitution. The Constitution further establishes a State Civil Service Commission (Commission), which is a seven-member body that has final authority over the administration of the State Civil Service system. The Commission has the authority to establish and administer a uniform pay plan to regulate the compensation of all classified state employees<sup>1</sup>. Changes to the Civil Service Pay Rules require the approval of both the Commission and the Governor.

Under Civil Service Rules, when an agency proposes an increase to the compensation of classified employees, the increase must be approved by the Director of Civil Service or the Commission in most cases. For example, establishing special entrance rates<sup>2</sup> for positions or individual pay adjustments to employees that do not meet the definition of other pay rules requires approval prior to implementation. However, the Civil Service Pay Rules<sup>3</sup> also provide for optional pay adjustments that increase an employee's base rate of pay, whereby agencies do not have to obtain the approval of the Commission.<sup>4</sup> This report focuses on these optional pay adjustments.

Optional Pay Adjustments can be granted for four reasons:

- **Matching a Job Offer (Retention)** - Up to a 10% increase with a verified, written job offer from a private employer, a non-state

<sup>1</sup> Article X, Section 10(A)

<sup>2</sup> When economic or employment conditions cause substantial recruitment or retention difficulties, the Director may authorize the use of a special entrance rate. In order to establish special entrance rates above the new minimum, agencies must submit a request to be approved by the Commission.

<sup>3</sup> SCS Rules 6.16.2(a)-(d)

<sup>4</sup> The agency must have a State Civil Service Commission approved Optional Pay policy in place.

## Why We Compiled This Informational Brief

Because of legislative interest in optional pay adjustments that led to increases in pay for classified employees, we obtained and analyzed Basic Pay Audit Reports from Business Objects for fiscal years 2017 through 2022. We used this data to provide information on the number and type of optional pay increases provided to classified employees, the financial impact of awarded optional pay increases, and reasons state agencies used optional pay.

Informational briefs are intended to provide more timely information than standards-based performance audits. While these informational briefs do not follow *Government Auditing Standards*, we conduct quality assurance activities to ensure the information presented is accurate. We met with DSCS and incorporated relevant feedback throughout this informational brief. Because other states' systems vary widely in their structure and oversight, our scope did not include a review of other states' practices.

governmental entity, or for an unclassified position in another state department. Increases in excess of 10% must be approved by the Commission.

- ***Compression Pay*** - Up to a 10% increase when subordinates make more than supervisor or to realign pay between comparable employees.
- ***Additional Duties*** - Permanent employees may be compensated for temporary or permanent additional duties. Optional pay may be a base pay increase or lump sum payment up to 5% within a fiscal year<sup>5</sup>. Employees at the maximum of the pay range may only receive a lump sum adjustment. Within three consecutive years, an employee may not receive more than 10% base pay increases for additional duties.
- ***Recruitment*** - Up to 10% increase to recruit permanent employees into difficult to fill/retain positions.

Optional pay adjustments are limited to permanent employees and cannot duplicate payment received under other Civil Service Rules. Optional pay, given for any one reason or a combination of reasons, is also limited to 10% of an employee's base pay in a single fiscal year. Civil Service Rules require state agencies to submit an Annual Optional Pay Report by July 31st each year detailing the optional pay adjustments made during the prior fiscal year, including information to justify each pay adjustment. In addition, as agencies award these pay adjustments, they must enter information into LaGov<sup>6</sup> and include additional information such as job offers obtained or employees that caused compression issues. Agencies are also required to maintain documentation justifying the granting of certain optional pay adjustments, such as a verified job offer.

## What We Found

**From fiscal years 2017 through 2022, 2,023 classified employees representing 91 personnel areas<sup>7</sup> received 2,193 optional pay adjustments.** The optional pay adjustment used most frequently was compression pay, with 953 (43.5%) of the 2,193 total optional pay adjustments, followed by salary increases related to difficulty recruiting with 548 (25.0%) pay adjustments. Exhibit 1 summarizes the use of optional pay across fiscal years 2017 through 2022.

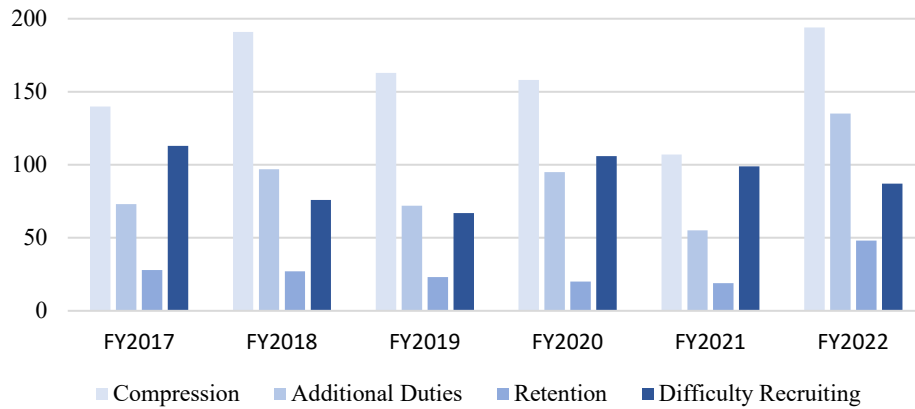
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<sup>5</sup> For the purposes of this report, we will focus exclusively on changes to base pay.

<sup>6</sup> LaGov is an integrated system that includes financial, human resource, payroll, and other information into one system.

<sup>7</sup> Because larger agencies have multiple personnel areas, which refer to specific offices or institutions within the larger agency, we will present optional pay use in terms of personnel areas, rather than the overall agency, with the exception of the Department of Environmental Quality, which moved to one personnel area in fiscal year 2016.

**Exhibit 1**  
**Optional Pay Adjustments by Type and Year**  
**Fiscal Years 2017 through 2022**



\*Values for Difficult Recruiting for fiscal years 2017 through 2020 were adjusted by LLA as DOTD had incorrectly coded as Retention in LaGov.  
 Source: Prepared by legislative auditor’s staff using data from LaGov ZP52 Base Pay Audit reports.

**The Department of Transportation and Development (DOTD)’s Engineering & Operations section used optional pay more frequently than other agencies, with 570 (26.0%) instances of the 2,193 total optional pay adjustments used by state agencies.** Exhibit 2 shows the top five state agency personnel areas that used optional pay adjustments between fiscal years 2017 and 2022, and Attachment 1 shows optional pay use across all state agency personnel areas.

**Exhibit 2**  
**Top Five Agency Personnel Areas with Use of Optional Pay by Type and Year**  
**Fiscal Years 2017 through 2022**

Agency - Personnel Area	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY2022	Total
<b>Department of Transportation and Development - Engineering &amp; Operations</b>	<b>114</b>	<b>81</b>	<b>75</b>	<b>107</b>	<b>100</b>	<b>93</b>	<b>570</b>
Additional Duties	1	1	8	1	1	4	16
Compression Pay	0	4	0	0	0	1	5
Difficulty Recruiting	113	76	67	106	99	87	548
Retention Pay*	0	0	0	0	0	1	1
<b>Department of Public Safety -- Louisiana State Police</b>	<b>14</b>	<b>17</b>	<b>45</b>	<b>10</b>	<b>3</b>	<b>39</b>	<b>128</b>
Compression Pay	9	13	45	8	2	39	116
Additional Duties	3	4	0	2	1	0	10
Retention Pay	2	0	0	0	0	0	2

Agency - Personnel Area	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY2022	Total
<b>Louisiana Workforce Commission -- Workforce Support/Training</b>	<b>26</b>	<b>17</b>	<b>9</b>	<b>13</b>	<b>23</b>	<b>26</b>	<b>114</b>
Compression Pay	6	7	6	7	15	18	59
Additional Duties	17	10	3	4	7	7	48
Retention Pay	3			2	1	1	7
<b>Department of Environmental Quality</b>	<b>9</b>	<b>25</b>	<b>11</b>	<b>33</b>	<b>8</b>	<b>13</b>	<b>99</b>
Compression Pay	7	13	3	24	4	0	51
Additional Duties	1	5	7	7	2	8	30
Retention Pay	1	7	1	2	2	5	18
<b>Department of Wildlife and Fisheries – Office of the Secretary</b>	<b>61</b>	<b>18</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>7</b>	<b>88</b>
Compression Pay	59	17	0	0	0	1	77
Additional Duties	2	1	1	1	0	6	11
*Values for Difficult Recruiting for fiscal years 2017 through 2020 were adjusted by LLA as DOTD had incorrectly coded as Retention in LaGov. <b>Source:</b> Prepared by legislative auditor's staff using data contained in LaGov ZP52 Basic Pay Audit reports.							

Overall, agencies noted that the use of optional pay is an important tool to maintain a sufficient and knowledgeable workforce. The specific reasons these agencies provided optional pay adjustments are summarized below.

- Department of Transportation and Development (DOTD) – Engineering & Operations** – Of the 570 total optional pay adjustments that DOTD’s Engineering & Operations used, 548 (96.1%) were for difficulty recruiting. DOTD explained that it primarily uses this tool to recruit then retain mobile equipment operators as these positions are particularly hard to fill and turnover is high because the pay is often less than what some fast food restaurants offer. DOTD noted that this optional pay is not given to the employees until one to two years after employment begins, when they reach permanent status. Because of the ongoing difficulty with filling these positions, DOTD is considering special entrance pay rates or other premium pay to fill these jobs instead of using optional pay adjustments.
- Department of Public Safety - Louisiana State Police (LSP)<sup>8</sup>** – Compression pay accounted for 116 (90.6%) of LSP’s 128 total instances of optional pay adjustments between fiscal years 2017 through 2022. LSP noted that when pay inequities exist between multiple employees, optional pay is recommended and Civil Service reviews the request prior to implementation to ensure that the compression pay is warranted and being used correctly. LSP had 39 instances of compression pay in fiscal year 2022 and anticipates that compression will

<sup>8</sup> While Louisiana State Police’s civil service system for full time law enforcement officers is administered by the State Police Commission, classified employees within LSP fall under the oversight of DSCS.



continue to increase as employees become more and more familiar with the Civil Service Rules and special pay mechanisms available to retain and attract talent.

- **Louisiana Workforce Commission (LWC) – Workforce Support/Training -** LWC used optional pay adjustments 114 times between fiscal year 2017 and fiscal year 2022, with compression being the most commonly used with 59 of the 114 instances (51.8 %). According to LWC, due to difficulty attracting and retaining employees, even prior to the COVID pandemic, LWC’s Workforce Support/Training section used recruitment tools that comport with Civil Service Rules associated with Extraordinary Qualifications/Credentials, particularly Civil Service Rule 6.5(g) which allows for payment at a rate above the minimum if certain requirements are met.<sup>9</sup> Use of this rule to recruit new talent resulted in pay compression issues. According to LWC, each instance of optional pay use was directly related to a business need and realized significant cost savings for the agency. While use of optional pay has continued to increase due to hiring conditions related to the COVID pandemic, LWC states that utilizing all available Civil Service Rules within its discretion allows it to operate more efficiently and effectively.
- **Department of Environmental Quality (DEQ) –** Compression pay accounted for 51 (51.5%) of DEQ’s 99 total instances of optional pay adjustments between fiscal years 2017 through 2022 with 24 compression pay adjustments occurring in fiscal year 2020. DEQ’s annual report for fiscal year 2020 shows compression pay granted to 12 employees whose salaries were lower than one employee in the same position with comparable experience. However, in fiscal year 2022, DEQ’s use of compression had dropped to zero. Additional duties accounted for 30 (30.3%) of DEQ’s 99 total instances of optional pay adjustments. Examples of the additional duties include development of training programs, staff development, and coordination of unit mission priorities and resources within the section.
- **Department of Wildlife and Fisheries (DWF) – Office of the Secretary -** Compression pay accounted for 77 (87.5%) of the DWF Office of the Secretary’s 88 total instances of optional pay adjustments. According to DWF this was largely due to the department’s creation of a new enforcement rank in fiscal year 2017 in order to keep senior enforcement agents from leaving, which resulted in some of the promoted agents’ pay being higher than their supervisors. DWF used the compression optional pay adjustment to increase the supervisors’ pay. However, since fiscal year 2018, DWF has decreased its use of compression pay, with only one instance noted in fiscal year 2022.

**There were 14 employees in eight personnel areas that were awarded optional pay three or more times between fiscal years 2017 and 2022.** Four (28.6%) of these 14 were employed by the Office of Motor Vehicles (OMV). In February 2020, DSCS determined that

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<sup>9</sup> According to LWC, nearly 35 percent of applicants offered a position with the agency declined the job offer, citing the low pay rate—even when offered a salary at the mid-point, as permitted by Civil Service Rule 6.5(g).

OMV's award of compression pay to these employees was an abuse of the agency's discretion in granting optional pay adjustments and revoked OMV's authority to issue optional pay.<sup>10</sup> During OMV's revocation period, DSCS worked with OMV regarding the proper application of the optional pay rules and OMV's authority was reinstated in July 2021. Exhibit 3 summarizes the type of optional pay received by these 14 employees for fiscal years 2017 through 2022.

<b>Exhibit 3</b>									
<b>Employees with 3+ Instances of Optional Pay Adjustments</b>									
<b>Fiscal Years 2017 through 2022</b>									
	<b>Personnel Area</b>	<b>Optional Pay Type</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>Total</b>
Employee 1	Department of Civil Service -- State Civil Service	Compression	0	1	1	1	0	1	4
Employee 2	Department of Public Safety -- Office of Motor Vehicles	Additional Duties	0	1	0	0	0	0	4
		Compression	0	1	1	1	0	0	
Employee 3	Culture, Recreation, and Tourism -- Office of the Secretary	Additional Duties	1	1	0	1	0	0	4
		Retention	0	0	0	0	0	1	
Employee 4	Department of Public Safety -- Office of Motor Vehicles	Additional Duties	0	1	0	0	0	0	4
		Compression	0	1	1	1	0	0	
Employee 5	Department of Public Safety -- Office of Motor Vehicles	Additional Duties	0	1	0	0	0	0	4
		Compression	0	1	1	1	0	0	
Employee 6	Louisiana Workforce Commission -- Workforce Support/Training	Additional Duties	1	0	0	0	0	0	3
		Compression	0	0	0	0	1	1	
Employee 7	Higher Education -- Board of Regents	Additional Duties	2	0	0	0	0	1	3
Employee 8	Louisiana Workforce Commission -- Workforce Support/Training	Compression	0	0	1	0	1	0	3
		Retention	0	0	0	1	0	0	
Employee 9	Louisiana Department of Health -- Office of Behavioral Health	Compression	1	1	0	0	1	0	3
Employee 10	Department of Civil Service -- State Civil Service	Compression	0	1	0	0	1	1	3
Employee 11	Culture, Recreation, and Tourism -- Office of Cultural Development	Additional Duties	0	0	0	0	1	1	3
		Compression	1	0	0	0	0	0	
Employee 12	Louisiana Workforce Commission -- Workforce Support/Training	Additional Duties	0	0	0	0	0	1	3
		Compression	0	1	0	0	1	0	
Employee 13	Special Schools and Commissions -- Louisiana Educational TV Authority	Additional Duties	0	0	1	2	0	0	3
Employee 14	Department of Public Safety -- Office of Motor Vehicles	Compression	0	1	1	1	0	0	3

**Source:** Prepared by legislative auditor's staff using data contained in LaGov ZP52 Basic Pay Audit reports.

<sup>10</sup> After OMV provided justification for these payments at the July 2020 State Civil Service Commission meeting, the Commission approved these payments as individual pay adjustments rather than optional pay adjustments.

**Optional pay adjustments resulted in a median base pay increase of \$128.80 per employee, per pay period.** As shown in Exhibit 4, the bi-weekly pay increases ranged from \$8.80 per pay period to \$550.40. These increases are dependent on the salary of the employee receiving the optional pay adjustments and the percentage of increase awarded.

<b>Exhibit 4</b>						
<b>Bi-Weekly Financial Impact of Optional Pay Adjustments</b>						
<b>Fiscal Years 2017 through 2022</b>						
	<b>FY2017</b>	<b>FY2018</b>	<b>FY2019</b>	<b>FY2020</b>	<b>FY2021</b>	<b>FY2022</b>
Maximum bi-weekly increase	\$403.20	\$496.80	\$456.00	\$550.40	\$453.60	\$503.20
Minimum bi-weekly increase	\$19.20	\$18.40	\$35.20	\$28.00	\$28.00	\$8.80
<b>Overall median bi-weekly increase FY17 - FY22:</b>						<b>\$128.80</b>
<b>Source:</b> Prepared by legislative auditor's staff using LaGov ZP52 Base Pay Audit reports.						

Exhibit 5 summarizes the median bi-weekly optional pay adjustments for the top five agency personnel areas during fiscal years 2017 through 2022. Although DOTD's Engineering & Operations personnel area had the highest use of optional pay with 570 (26.0%) of 2,193 total instances, the resulting median increase in pay was lower than other personnel areas. For example, the median optional pay adjustment for DOTD's Engineering & Operations was \$96.80, which was 58.2% of the median optional pay adjustment of \$166.40 for the Louisiana State Police.

<b>Exhibit 5</b>							
<b>Median Bi-Weekly Optional Pay Adjustments by Top 5 Agency Personnel Areas</b>							
<b>Fiscal Years 2017 through 2022</b>							
<b>Personnel Area</b>	<b>FY 2017</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2017 – 2022</b>
<b>Department of Transportation and Development-Engineering &amp; Operations</b>	\$84.16	\$92.80	\$96.80	\$96.80	\$96.80	\$96.80	\$96.80
<b>Department of Public Safety -- Office of State Police</b>	\$228.00	\$166.40	\$192.00	\$172.80	\$173.60	\$150.40	\$166.40
<b>Louisiana Workforce Commission -- Workforce Support/Training</b>	\$146.80	\$149.60	\$127.20	\$137.60	\$161.60	\$151.60	\$148.00
<b>Department of Environmental Quality</b>	\$161.60	\$185.60	\$132.80	\$122.40	\$192.40	\$153.60	\$153.60
<b>Wildlife and Fisheries -- Office of the Secretary</b>	\$166.40	\$108.40	\$99.20	\$226.40	\$0.00	\$109.60	\$165.60
<b>Source:</b> Prepared by legislative auditor's staff using data contained in LaGov ZP52 Basic Pay Audit Reports							

**DSCS has established processes to monitor state agencies' use of optional pay adjustments to help ensure compliance with the Civil Service Pay Rules.** Currently, DSCS performs two levels of review to ensure compliance and the appropriate use of pay rules.<sup>11</sup> The first level of review is performed by DSCS's Applications and Data Management Division, which reviews LaGov's ZP52 Base Pay Audit Report on a bi-weekly basis to ensure adjustments adhere to pay rules. For example, the reviews verify that adjustments are only given to permanent employees and that the percentage increase does not exceed the percentage allowed. According to DSCS, these reviews are performed in order to catch potential errors soon after the pay adjustment is made. The Applications and Data Management Division also performs an additional review of this data on a quarterly basis to review for rule compliance.

DSCS staff also conduct a more involved review of optional pay adjustments annually based on the Annual Optional Pay Report that agencies must submit to DSCS by July 31<sup>st</sup>. DSCS's Proactively Optimizing and Delivering Strategic-solutions (PODS) unit reviews these reports for rule violations or to identify alternatives to the use of optional pay adjustments. DSCS's two levels of review have resulted in changes being made to the Civil Service Pay Rules, such as additional language added to its policy regarding compression pay following the establishment of a new rank within the Department of Wildlife and Fisheries.

**While other agencies' optional pay adjustments are reviewed by DSCS for compliance with Civil Service Rules, optional pay adjustments administered to DSCS employees are reviewed internally by DSCS Human Resources to ensure compliance.** DSCS is subject to the same Civil Service Rules as other agencies and is required to report its payments in the same manner as other agencies. During fiscal years 2017 through 2022, 26 DSCS employees received optional pay adjustments, including one employee receiving four optional pay adjustments for compression pay. In addition, six of DSCS's employees received more than one adjustment during our scope. According to the Director of DSCS, all optional pay requests are handled directly by DSCS's Human Resources (HR) division and that the HR director works with him regarding all optional pay adjustments to ensure compliance with pay rules. In addition, although optional pay adjustments do not require approval by the Commission, the State Civil Service Director informally updates the Chairman of the Commission outside of Commission meetings regarding internal DSCS personnel matters, including optional pay adjustments provided to DSCS employees.<sup>12</sup> As appropriate, the Director and Chairman will update other members of the Commission during executive sessions of the Commission's monthly meetings.

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<sup>11</sup> Until July 1, 2021, DSCS's Compliance and Audit Section reviewed agencies' documentation associated with optional pay adjustments, such as verification of job offers received, explanations of compression issues, and other information that supported the agencies' decisions to issue optional pay adjustments. According to DSCS, these reviews are no longer conducted to avoid duplication of effort.

<sup>12</sup> The Commissioner serves as the appointing authority for the State Civil Service Director.

Attachment 1 Optional Pay Adjustments by Personnel Area, Reason, and Year Fiscal Years 2017 through 2022							
Agency & Personnel Area	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	Grand Total
<b>Department of Transportation and Development - Engineering &amp; Operations</b>	<b>114</b>	<b>81</b>	<b>75</b>	<b>107</b>	<b>100</b>	<b>93</b>	<b>570</b>
Retention	0	0	0	0	0	1	1
Difficulty Recruiting	113	76	67	106	99	87	548
Additional Duties	1	1	8	1	1	4	16
Compression	0	4	0	0	0	1	5
<b>Department of Public Safety - Office of State Police</b>	<b>14</b>	<b>17</b>	<b>45</b>	<b>10</b>	<b>3</b>	<b>39</b>	<b>128</b>
Compression	9	13	45	8	2	39	116
Additional Duties	3	4	0	2	1	0	10
Retention	2	0	0	0	0	0	2
<b>Louisiana Workforce Commission - Workforce Support/Training</b>	<b>26</b>	<b>17</b>	<b>9</b>	<b>13</b>	<b>23</b>	<b>26</b>	<b>114</b>
Compression	6	7	6	7	15	18	59
Additional Duties	17	10	3	4	7	7	48
Retention	3	0	0	2	1	1	7
<b>Department of Environmental Quality</b>	<b>9</b>	<b>25</b>	<b>11</b>	<b>33</b>	<b>8</b>	<b>13</b>	<b>99</b>
Compression	7	13	3	24	4	0	51
Additional Duties	1	5	7	7	2	8	30
Retention	1	7	1	2	2	5	18
<b>Department of Wildlife and Fisheries - Office of Secretary</b>	<b>61</b>	<b>18</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>7</b>	<b>88</b>
Compression	59	17	0	0	0	1	77
Additional Duties	2	1	1	1	0	6	11
<b>Louisiana Department of Health - Office of Public Health</b>	<b>1</b>	<b>7</b>	<b>12</b>	<b>23</b>	<b>15</b>	<b>17</b>	<b>75</b>
Compression	0	6	6	20	10	12	54
Additional Duties	0	1	5	3	4	2	15
Retention	1	0	1	0	1	3	6
<b>Executive Department - Division of Administration</b>	<b>9</b>	<b>18</b>	<b>11</b>	<b>8</b>	<b>6</b>	<b>21</b>	<b>73</b>
Compression	3	18	7	7	2	10	47
Additional Duties	5	0	2	1	4	8	20
Retention	1	0	2	0	0	3	6
<b>Department of Revenue - Office of Revenue</b>	<b>0</b>	<b>16</b>	<b>21</b>	<b>17</b>	<b>8</b>	<b>6</b>	<b>68</b>
Compression	0	11	18	9	4	3	45
Additional Duties	0	4	2	7	4	1	18
Retention	0	1	1	1	0	2	5

Agency & Personnel Area	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	Grand Total
<b>Department of Public Safety - Office of State Fire Marshal</b>	<b>0</b>	<b>36</b>	<b>6</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>49</b>
Compression	0	33	5	5	0	0	43
Additional Duties	0	3	1	0	1	1	6
<b>Department of Public Safety - Office of Motor Vehicles</b>	<b>2</b>	<b>16</b>	<b>14</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>43</b>
Additional Duties	0	7	8	6	0	0	21
Compression	1	9	6	5	0	0	21
Retention	1	0	0	0	0	0	1
<b>Louisiana Department of Health - Office of Secretary</b>	<b>0</b>	<b>5</b>	<b>4</b>	<b>14</b>	<b>1</b>	<b>12</b>	<b>36</b>
Compression	0	4	2	11	1	9	27
Additional Duties	0	1	2	3	0	3	9
<b>Department of State Civil Service - State Civil Service</b>	<b>1</b>	<b>15</b>	<b>8</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>36</b>
Compression	1	15	6	2	4	3	31
Additional Duties	0	0	1	2	0	1	4
Retention	0	0	1	0	0	0	1
<b>Louisiana Department of Health - Capital Area Human Services District</b>	<b>4</b>	<b>1</b>	<b>11</b>	<b>9</b>	<b>2</b>	<b>8</b>	<b>35</b>
Compression	0	0	8	2	2	4	16
Additional Duties	3	1	0	7	0	2	13
Retention	1	0	3	0	0	2	6
<b>Department of State - Secretary of State</b>	<b>7</b>	<b>5</b>	<b>7</b>	<b>6</b>	<b>2</b>	<b>8</b>	<b>35</b>
Additional Duties	5	3	3	3	2	6	22
Compression	2	2	3	1	0	1	9
Retention	0	0	1	2	0	1	4
<b>Department of Agriculture and Forestry - Agriculture &amp; Forestry</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>7</b>	<b>4</b>	<b>13</b>	<b>32</b>
Additional Duties	1	0	4	6	4	10	25
Compression	0	1	1	1	0	1	4
Retention	0	1	0	0	0	2	3
<b>Department of Public Safety - Office of Management and Finance</b>	<b>7</b>	<b>5</b>	<b>5</b>	<b>10</b>	<b>1</b>	<b>2</b>	<b>30</b>
Compression	5	3	5	10	1	0	24
Additional Duties	1	2	0	0	0	2	5
Retention	1	0	0	0	0	0	1
<b>Department of Education - Office of State Activities</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>4</b>	<b>12</b>	<b>9</b>	<b>29</b>
Additional Duties	0	0	0	2	4	8	14
Compression	0	0	2	2	6	0	10
Retention	2	0	0	0	2	1	5

Agency & Personnel Area	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	Grand Total
<b>Department of Children and Family Services - Office for Child/Family Services</b>	3	1	2	3	3	14	26
Compression	1	0	2	3	3	9	18
Additional Duties	2	1	0	0	0	3	6
Retention	0	0	0	0	0	2	2
<b>Department of Corrections - Administration</b>	6	5	2	3	4	6	26
Compression	0	3	2	1	2	4	12
Retention	4	1	0	1	1	1	8
Additional Duties	2	1	0	1	1	1	6
<b>Culture, Recreation, and Tourism - Office of State Parks</b>	4	3	2	2	5	6	22
Additional Duties	2	3	1	2	3	2	13
Compression	2	0	0	0	2	4	8
Retention	0	0	1	0	0	0	1
<b>Louisiana Department of Health - Office of Behavioral Health</b>	2	3	2	3	6	6	22
Compression	1	3	1	1	4	2	12
Retention	1	0	1	1	2	4	9
Additional Duties	0	0	0	1	0	0	1
<b>Department of Corrections - Louisiana State Penitentiary</b>	4	7	4	1	3	2	21
Retention	2	3	3	0	2	2	12
Compression	2	2	1	0	1	0	6
Additional Duties	0	2	0	1	0	0	3
<b>Department of Natural Resources - Office of Conservation</b>	0	1	0	15	1	4	21
Compression	0	0	0	14	1	1	16
Retention	0	1	0	0	0	2	3
Additional Duties	0	0	0	1	0	1	2
<b>Culture, Recreation, and Tourism - Office of Tourism</b>	4	1	0	1	12	2	20
Compression	3	0	0	1	10	2	16
Retention	1	1	0	0	1	0	3
Additional Duties	0	0	0	0	1	0	1
<b>Special Schools and Commissions - Schools for Deaf &amp; Visually Impaired</b>	0	1	2	1	16	0	20
Compression	0	1	1	0	14	0	16
Additional Duties	0	0	1	1	2	0	4
<b>Louisiana Department of Health - Office for Citizen w/ Developmental Disabilities</b>	1	0	8	4	1	6	20
Compression	1	0	7	0	1	4	13
Additional Duties	0	0	0	2	0	2	4
Retention	0	0	1	2	0	0	3

Agency & Personnel Area	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	Grand Total
<b>Executive Department - Coastal Protection &amp; Restoration Authority</b>	<b>2</b>	<b>5</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>19</b>
Additional Duties	1	3	4	1	0	0	9
Compression	1	1	1	0	1	4	8
Retention	0	1	0	0	1	0	2
<b>Office of Juvenile Justice - Office of Juvenile Justice</b>	<b>1</b>	<b>9</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>4</b>	<b>18</b>
Additional Duties	0	7	1	0	1	3	12
Compression	1	2	0	0	1	1	5
Retention	0	0	0	0	1	0	1
<b>Louisiana Department of Health - Medical Vendor Administration</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>9</b>	<b>18</b>
Compression	0	0	0	3	4	4	11
Additional Duties	0	0	2	0	0	4	6
Retention	0	0	0	0	0	1	1
<b>Department of Veteran's Affairs - Northwest Louisiana Veterans Home</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>12</b>	<b>17</b>
Compression	0	2	0	1	0	11	14
Additional Duties	0	1	0	0	0	1	2
Retention	1	0	0	0	0	0	1
<b>Louisiana Department of Health - Florida Parishes Human Services Authority</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>8</b>	<b>17</b>
Additional Duties	0	0	1	2	1	6	10
Retention	0	1	0	1	0	2	4
Compression	0	0	0	0	3	0	3
<b>Department of Veteran's Affairs - Department of Veterans Affairs</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>8</b>	<b>15</b>
Additional Duties	1	3	0	0	1	4	9
Compression	2	0	0	0	0	4	6
<b>Special Schools and Commissions - Louisiana Educational TV Authority</b>	<b>5</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>14</b>
Additional Duties	5	2	2	2	0	2	13
Retention	0	0	0	0	0	1	1
<b>Department of Insurance - Commissioner of Insurance</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>14</b>
Compression	1	1	2	1	0	2	7
Additional Duties	2	3	0	0	1	1	7
<b>Department of Economic Development - Office of Business Development</b>	<b>5</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>13</b>
Additional Duties	5	2	0	0	0	2	9
Compression	0	0	2	0	0	2	4
<b>Culture, Recreation, and Tourism - Office of Cultural Development</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>4</b>	<b>13</b>
Additional Duties	0	1	0	3	1	2	7
Compression	3	0	0	0	0	1	4
Retention	0	0	0	0	1	1	2



Agency & Personnel Area	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	Grand Total
<b>Culture, Recreation, and Tourism - Office of the Secretary</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>4</b>	<b>12</b>
Additional Duties	1	2	1	2	0	1	7
Compression	2	0	0	0	0	2	4
Retention	0	0	0	0	0	1	1
<b>Executive Department - Office of Elderly Affairs</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>12</b>
Compression	2	0	0	5	1	2	10
Retention	0	0	1	0	0	0	1
Additional Duties	0	1		0	0	0	1
<b>Department of Veteran's Affairs - Louisiana Veterans Home</b>	<b>6</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>12</b>
Compression	6	2	2	1	0	0	11
Retention	0	0	1	0	0	0	1
<b>Higher Education - Board of Regents</b>	<b>5</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>12</b>
Additional Duties	4	2	0	1	0	1	8
Compression	1	2	1	0	0	0	4
<b>Louisiana Department of Health - Aging and Adult Services</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>6</b>	<b>11</b>
Compression	0	0	2	2	0	4	8
Additional Duties	0	0	0	1	0	1	2
Retention	0	0	0	0	0	1	1
<b>Department of Administration - Office of Technology Services</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>4</b>	<b>2</b>	<b>3</b>	<b>11</b>
Retention	0	0	2	3	1	1	7
Additional Duties	0	0	0	1	0	1	2
Compression	0	0	0	0	1	1	2
<b>Louisiana Department of Health - Imperial Calcasieu Human Services Authority</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>10</b>
Additional Duties	0	2	0	0	0	4	6
Compression	0	0	0	0	0	3	3
Retention	0	1	0	0	0	0	1
<b>Louisiana Department of Health - Northeast Delta Human Services Authority</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>9</b>
Additional Duties	0	2	1	1	2	2	8
Compression	0	1	0	0	0	0	1
<b>Department of Transportation and Development - Administration</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>9</b>
Additional Duties	2	2	2	0	0	3	9

Agency & Personnel Area	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	Grand Total
<b>Special Schools and Commissions - Louisiana School for Math Science &amp; the Arts</b>	0	1	0	8	0	0	9
Additional Duties	0	0	0	8	0	0	8
Compression	0	1	0	0	0	0	1
<b>Department of Wildlife and Fisheries - Office of Management &amp; Finance</b>	2	0	1	1	1	4	9
Compression	2	0	0	0	0	4	6
Additional Duties	0	0	1	1	1	0	3
<b>Department of Administration - Office of Risk Management</b>	2	0	3	0	2	1	8
Compression	0	0	3	0	1	1	5
Retention	2	0	0	0	1	0	3
<b>Department of Economic Development - Office of the Secretary</b>	2	2	1	1	1	1	8
Additional Duties	2	2	1	1	1	0	7
Compression	0	0	0	0	0	1	1
<b>Louisiana Department of Health - Central Louisiana Human Services District</b>	0	1	0	2	0	5	8
Compression	0	0	0	1	0	3	4
Additional Duties	0	1	0	1	0	2	4
<b>Department of State Civil Service - Municipal Fire and Police</b>	0	2	0	2	0	3	7
Additional Duties	0	1	0	1	0	3	5
Compression	0	1	0	1	0	0	2
<b>Louisiana Department of Health - South Central Louisiana Human Services Authority</b>	0	0	3	2	2	0	7
Additional Duties	0	0	1	2	2	0	5
Compression	0	0	2	0	0	0	2
<b>Department of Corrections - Dixon Correctional Institute</b>	0	3	1	0	0	3	7
Retention	0	1	0	0	0	3	4
Additional Duties	0	1	1	0	0	0	2
Compression	0	1	0	0	0	0	1
<b>Executive Department - Office of Financial Institutions</b>	1	5	0	0	0	1	7
Compression	0	4	0	0	0	0	4
Retention	1	1	0	0	0	1	3
<b>Office of the State Treasurer - State Treasurer</b>	4	0	0	1	1	1	7
Compression	4	0	0	0	0	0	4
Additional Duties	0	0	0	0	1	1	2
Retention	0	0	0	1	0	0	1

Agency & Personnel Area	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	Grand Total
<b>Department of Administration - Office of State Procurement</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>7</b>
Compression	1	0	1	1	0	2	5
Retention	0	0	0	0	0	1	1
Additional Duties	0	0	0	0	0	1	1
<b>Department of Corrections - Adult Probation and Parole</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>7</b>
Compression	1	0	2	0	1	0	4
Additional Duties	1	1	1	0	0	0	3
<b>Louisiana Department of Health - Jefferson Parish Human Services Authority</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>7</b>
Retention	0	2	0	2	0	0	4
Additional Duties	0	0	0	0	0	2	2
Compression	0	0	0	0	0	1	1
<b>Department of Wildlife and Fisheries - Office of Wildlife</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>6</b>
Retention	2	2	0	0	0	0	4
Additional Duties	0	0	0	0	1	0	1
Compression	1	0	0	0	0	0	1
<b>Department of Administration - Office of Group Benefits</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>6</b>
Compression	1	1	0	2	0	0	4
Additional Duties	0	0	0	1	1	0	2
<b>Department of Corrections - David Wade Correctional Center</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>4</b>	<b>6</b>
Compression	0	0	0	0	2	3	5
Retention	0	0	0	0	0	1	1
<b>Department of Wildlife and Fisheries - Office of Fisheries</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>5</b>
Retention	0	0	0	0	0	2	2
Compression	0	2	0	0	0	0	2
Additional Duties	0	0	0	0	0	1	1
<b>Culture, Recreation, and Tourism - Office of State Museum</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>5</b>
Retention	0	1	0	1	0	0	2
Compression	1	0	0	0	0	1	2
Additional Duties	0	0	0	0	0	1	1
<b>Public Service Commission - Public Service Commission</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>5</b>
Additional Duties	1	1	0	0	0	1	3
Retention	1	0	0	0	0	0	1
Compression	1	0	0	0	0	0	1

Agency & Personnel Area	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	Grand Total
<b>Department of Natural Resources - Office of the Secretary</b>	0	2	0	1	0	2	5
Compression	0	2	0	1	0	0	3
Additional Duties	0	0	0	0	0	2	2
<b>Executive Department - Louisiana Commission on Law Enforcement Administration and Administration of Criminal Justice</b>	0	3	0	0	0	1	4
Compression	0	1	0	0	0	1	2
Additional Duties	0	2	0	0	0	0	2
<b>Department of Corrections - Raymond Laborde Correctional Center</b>	1	0	1	0	0	2	4
Compression	1	0	1	0	0	2	4
<b>Executive Department - Louisiana Tax Commission</b>	0	3	0	0	0	1	4
Compression	0	2	0	0	0	1	3
Retention	0	1	0	0	0	0	1
<b>Special Schools and Commissions - Louisiana Special Education Center</b>	1	1	2	0	0	0	4
Additional Duties	1	1	2	0	0	0	4
<b>Executive Department-Office of Inspector General</b>	0	0	4	0	0	0	4
Compression	0	0	4	0	0	0	4
<b>Department of State Civil Service - Division of Administrative Law</b>	4	0	0	0	0	0	4
Compression	4	0	0	0	0	0	4
<b>Department of Administration - Louisiana Property Assistance Agency</b>	2	0	0	1	0	0	3
Additional Duties	2	0	0	1	0	0	3
<b>Special Schools and Commissions - New Orleans Center for Creative Arts</b>	0	0	0	1	0	2	3
Additional Duties	0	0	0	0	0	2	2
Retention	0	0	0	1	0	0	1
<b>Department of Veteran's Affairs - Southeast Louisiana Veterans Home</b>	0	0	0	2	0	1	3
Compression	0	0	0	2	0	1	3
<b>Culture, Recreation, and Tourism - Office of the State Library</b>	0	0	1	0	0	2	3
Compression	0	0	0	0	0	2	2
Retention	0	0	1	0	0	0	1

Agency & Personnel Area	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	Grand Total
<b>Department of Natural Resources - Office of Mineral Resources</b>	0	0	0	2	0	1	3
Compression	0	0	0	2	0	0	2
Additional Duties	0	0	0	0	0	1	1
<b>Department of State Civil Service - Ethics Administration</b>	1	0	1	0	0	1	3
Compression	1	0	1	0	0	0	2
Additional Duties	0	0	0	0	0	1	1
<b>Department of Corrections - Rayburn Correctional Center</b>	0	0	1	0	2	0	3
Retention	0	0	0	0	2	0	2
Compression	0	0	1	0	0	0	1
<b>Department of Corrections - Elayn Hunt Correctional Center</b>	0	0	0	0	1	1	2
Compression	0	0	0	0	1	1	2
<b>Louisiana Department of Health - Developmental Disabilities Council</b>	0	0	1	1	0	0	2
Compression	0	0	1	1	0	0	2
<b>Department of Corrections - Louisiana Correctional Institute for Women</b>	0	1	0	0	1	0	2
Retention	0	1	0	0	0	0	1
Compression	0	0	0	0	1	0	1
<b>Department of Veteran's Affairs - Northeast Louisiana Veterans Home</b>	0	2	0	0	0	0	2
Additional Duties	0	2	0	0	0	0	2
<b>Department of Veteran's Affairs - Southwest Louisiana Veterans Home</b>	0	1	1	0	0	0	2
Additional Duties	0	1	1	0	0	0	2
<b>Office of the Lieutenant Governor - Lieutenant Governor</b>	0	0	1	0	0	0	1
Additional Duties	0	0	1	0	0	0	1
<b>Department of State Civil Service - Board of Tax Appeals</b>	0	1	0	0	0	0	1
Additional Duties	0	1	0	0	0	0	1
<b>Louisiana Department of Health - Acadiana Area Human Services District</b>	0	0	1	0	0	0	1
Retention	0	0	1	0	0	0	1
<b>Department of Natural Resources - Office of Coastal Management</b>	0	0	1	0	0	0	1
Retention	0	0	1	0	0	0	1
<b>Executive Department - Louisiana State Racing Commission</b>	0	0	0	0	0	1	1
Additional Duties	0	0	0	0	0	1	1

Agency & Personnel Area	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	Grand Total
<b>Special Schools and Commissions - Thrive Academy</b>	0	0	0	1	0	0	1
Additional Duties	0	0	0	1	0	0	1
<b>Department of Corrections - Prison Enterprises</b>	0	0	0	0	1	0	1
Compression	0	0	0	0	1	0	1
<b>Department of Public Safety - Louisiana Highway Safety Commission</b>	0	0	0	0	0	1	1
Compression	0	0	0	0	0	1	1
<b>Grand Total</b>	<b>354</b>	<b>391</b>	<b>325</b>	<b>379</b>	<b>280</b>	<b>464</b>	<b>2,193</b>
<b>Source:</b> Prepared by legislative auditor's staff using data contained in LaGov ZP52 Basic Pay Audit reports.							