LLA Informational Report:
Staffing, Annual Rates of Pay, Personnel–Related Expenditures and the Executive Budget
Fiscal Years 2005-2011

Report Highlights

Why We Conducted This Informational Report

We conducted this informational review to determine how the number of employees, annual rates of pay, and personnel-related expenditures in Louisiana state government has changed from fiscal years 2005 through 2011. We also analyzed whether the executive budget reflects the true number of state employees and personnel-related expenditures.

Overall State Results

- The overall headcount in state government decreased by 11,210 (11.8%) from June 30, 2005 to June 30, 2011.
- We were unable to determine the overall change in the total actual annual rate of pay for state employees. Unlike executive branch agencies, only a few postsecondary education institutions use the Integrated Statewide Information System-Human Resources (ISIS-HR) to capture and report pay and benefits data. Only projected data is available for all institutions.

Breakdown of the Executive Branch

- The employee headcount and number of full-time equivalents (FTEs) in executive branch agencies decreased by 5,651 (11.7%) and 5,539 (11.6%), respectively, from June 30, 2005 to June 30, 2011.
- Total actual annual rate of pay for executive branch agencies increased by $297.3 million (19.9%) from fiscal years 2005 to 2011.
- Other pay increased by $47.3 million (62.8%). Examples of other pay are overtime, termination costs, and on-call pay.
- The cost of employee benefits increased by $210 million (56%). For example, the cost of health insurance benefits increased due to increases in healthcare costs. The cost of retirement benefits increased due to net investment losses, cost-of-living adjustments for retirees, and the back-loaded payment schedule established to pay for the unfunded accrued liability in Louisiana’s four retirement systems.

Overall Headcount of State Employees by Executive Branch Agencies and Postsecondary Education Institutions
(Snapshot as of June 30 of 2005 to 2011)

<table>
<thead>
<tr>
<th>Year</th>
<th>Postsecondary</th>
<th>Executive Branch</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005</td>
<td>46,397</td>
<td>48,346</td>
</tr>
<tr>
<td>2007</td>
<td>42,794</td>
<td>47,708</td>
</tr>
<tr>
<td>2009</td>
<td>45,172</td>
<td>49,112</td>
</tr>
<tr>
<td>2010</td>
<td>43,743</td>
<td>46,038</td>
</tr>
<tr>
<td>2011</td>
<td>89,781</td>
<td>83,533</td>
</tr>
</tbody>
</table>

Source: Prepared by legislative auditor’s staff using data from ISIS-HR (executive branch) and data from the Department of State Civil Service (DSCS) (postsecondary education).
Breakdown of Postsecondary Education

- The employee headcount and number of FTEs in postsecondary education institutions decreased by 5,559 (12%) and 5,542 (13.1 %), respectively, from June 30, 2005 to June 30, 2011.
- The total projected annual rate of pay for postsecondary education employees increased by $99.5 million (5.6%) from June 30, 2005 to June 30, 2011.

Executive Budget Analysis

- Before fiscal year 2011, the executive budget did not include employees of postsecondary education institutions.
- The executive budget does not reflect all executive branch agency employees. Unlike TO (Table of Organization) employees, non-TO employees are not required to be authorized by the legislature and are therefore not reported in the executive budget. As a result, it is difficult for legislators and others to use the executive budget to determine the number of employees in a particular agency or in the state overall.
- While the number of TO employees decreased by 16.2% (7,052 employees) from June 30, 2005 to June 30, 2011, the number of non-TO employees increased by 29.5% (1,401 employees).

Trend of TO and Non-TO Employees
(Snapshot as of June 30 of 2005 to 2011)

Source: Prepared by legislative auditor’s staff using data in ISIS-HR.

- Not all personnel-related costs are reflected in the “Personal Services” expenditure category within the executive budget. The majority of non-TO employees are funded under “Other Charges.”

View the full report at lla.la.gov.

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