

# **Contract State Employees**

**Where are they?**

## Lawmakers seek worker numbers

Audit: Contract employees not counted

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Legislators on Monday pushed state agencies to calculate how many contracted employees are working for Louisiana in light of an audit on staffing and personnel.

As of June, state agencies had more than 16,000 active contracts costing \$7 billion, said Karen LeBlanc, a senior auditor with the state Legislative Auditor's Office.

Various recommendations in the audit report, which was released Monday, were discussed at the Civil Service advisory committee for the Commission for Streamlining Government.

The advisory committee took information from the state Civil Service Commission, which decides policy for about 61,000 classified state government workers, and individual agencies about their personnel numbers, supervisor-to-staff ratios and how they would manage employee reductions.

The classified system has restrictive rules that regulate hiring, firing and pay in order to protect government workers from the political changes in the governor's office.

Another 38,600 or so state employees are unclassified, often politically appointed, and are subject to hiring and firing at-will.

The contracted workers are not counted in either classified or unclassified categories.

The auditor recommends requiring the number of people employed through contracts be reported, which "would allow the Legislature to understand the true number and cost of carrying out state functions."

Committee chairman Rep. Jim Morris said he would be making that recommendation to the Streamlining Commission and anticipated it would reach the Legislature.

"I have a problem with not being able to define where the actual numbers of state government employees are," said Morris, R-Oil City. "I'm trying to figure out how to get a grasp on that."

Beth Scioneaux with the Department of Education defended some of her agency's 870 contracts as necessary to fill in the gaps of expertise within the department, such as monitoring the 80 or so federal

programs that flow through the department.

“We don’t have all that expertise in the department,” she said.

As the daylong meeting came to a close, committee members turned their focus to staff ratios.

According to the audit report, the state averages one supervisor for every four employees in executive branch agencies. About 20 percent of supervisors had oversight of only one staff person.

Officials from several state agencies said their ratios were high because they retained workers by promoting them into supervisory positions.

The auditor and advisory committee asked Civil Service officials to consider expanding programs, such as a “dual career ladder,” which allows advanced employees with expertise in an area to receive more pay without becoming a supervisor.

Civil Service director Shannon Templet said the dual career ladder is limited to technical and scientific fields. She said employees will need time to adjust to proposed changes to pay scales and other traditional promotional systems.

“It will be a culture change for state employees,” she said.

The state auditor also recommended requiring state agencies to provide more information about staff turnovers into the statewide employee database by performing more exit interviews and collect more specific reasons from people who are leaving.

Morris noted that, according to the audit, 48 percent of people who quit their jobs did so for “personal reasons.”

Staff turnover cost the state between \$48 million and \$193 million in 2006-07 when the average turnover rate in state government was 17 percent, the audit states. The 2008-09 turnover rate was 14 percent.

“That’s just an unbelievable amount,” Morris said.

LeBlanc with the auditor’s office said Civil Service cannot mandate agencies to do exit interviews but can encourage them.

Officials with the state Department of Veterans Affairs, which had the highest turnover rate of nearly 40 percent at the end of June 2009, said their main problem is staff leaving for private sector jobs.

Veterans Affairs Human Resources director Debbie Smith said the certified nursing assistants working in veterans homes often leave for a little more pay at neighboring agencies.

The department pays certified nursing assistants a little more than \$8 an hour, Smith said.

She said Civil Service has been working with the agency to curb turnovers and its numbers are improving.

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**DIVISION OF ADMINISTRATION  
OFFICE OF CONTRACTUAL REVIEW**

**ANNUAL REPORT FY 2007-2008**

The Office of Contractual Review is charged by law with adopting rules and regulations for the procurement, management, control and disposition of all professional, personal, consulting, and social services required by state agencies, boards and commissions of the executive branch of Louisiana government. The Office of Contractual Review decides all matters of policy relative to professional, personal, consulting, and social services. The contracts received at the Office of Contractual Review are reviewed to ensure that they comply with all laws and regulations, funding is available and the proposed services are reasonable and advisable, while not substituting personal judgment for that of the agency on programmatic issues. The review process also ensures that a central record of all such agreements is maintained and that comparative statistics in the number and kinds of services can be developed for planning purposes. The Louisiana Revised Statutes Title 39: 1481-1526 directly address the laws governing professional, personal, consulting, and social services contracts. The official rules and regulations of the Office of Contractual Review appear in Title 34, Part V of the Louisiana Administrative Code.

Additionally, by executive order of the governor, all cooperative endeavor agreements executed by state agencies where there is an expenditure of public funds are required to be reviewed and approved by the Office of Contractual Review.

During the period 07/01/07 through 06/30/08, **7,295** contracts and amendments worth approximately **\$4.7 billion** dollars were approved by the Office of Contractual Review.

Type of Service	Number of Contracts	Dollar Amount of Contracts
Professional	1,435	\$330,609,809.37
Personal	190	\$8,704,515.69
Consulting	1,482	\$2,452,377,470.92
Social Services	1,808	\$350,777,368.08
Interagency	498	\$347,231,886.69
Intergovernmental	565	\$110,857,306.12
Cooperative Endeavor Agreements	1317	\$1,121,860,934.87
<b>Totals</b>	<b>7,295</b>	<b>\$4,722,419,291.74</b>

Contracts and amendments approved under delegation of authority by state agencies total approximately **\$1,115,935,386.45**. Comprehensively, contracts approved during FY 07/08 under the authority of Louisiana Revised Statutes 39:1481 et seq. total approximately **\$5,838,354,678.19**.

A complete listing of all contracts/amendments approved during FY 07/08 by the Office of Contractual Review is maintained and available for viewing in the Office of Contractual Review.

**CONTRACTS/AMENDMENTS BY AGENCY (APPROVED BY OCR 07/01/07 - 06/30/08)**

<b>AGENCY</b>	<b>NUMBER</b>	<b>AMOUNT</b>
GOVERNOR/DIVISION OF ADMINISTRATION	1157	\$1,070,461,605.19
CIVIL SERVICE	5	\$496,500.00
ECONOMIC DEVELOPMENT	259	\$162,905,103.31
EDUCATION	413	\$137,227,322.48
UNIVERSITIES/HOSPITALS	889	\$260,933,326.41
LT. GOVERNOR/CULTURE, RECREATION, AND TOURISM	231	\$33,276,596.47
SECRETARY OF STATE/ELECTIONS	21	\$2,389,158.00
JUSTICE	22	\$2,868,300.00
ENVIRONMENTAL QUALITY	89	\$7,529,970.78
HEALTH & HOSPITALS	2185	\$441,343,838.72
LABOR	241	\$54,806,278.34
PUBLIC SAFETY	319	\$156,734,555.64
CORRECTIONS	124	\$15,194,067.72
NATURAL RESOURCES	173	\$109,621,289.33
REVENUE & TAXATION	23	\$4,115,850.00
SOCIAL SERVICES	459	\$157,685,961.99
TRANSPORTATION & DEVELOPMENT	82	\$13,476,653.97
WILDLIFE & FISHERIES	72	\$10,750,851.12
TREASURY	17	\$397,600.00
AGRICULTURE & FORESTRY	45	\$2,845,826.00
INSURANCE	140	\$7,631,974.94
BOARDS & COMMISSIONS	83	\$6,078,847.00
GROUP BENEFITS	27	\$1,957,625,000.00
COMMUNITY & TECHNICAL COLLEGES	153	\$58,470,005.34
VETERANS AFFAIRS	45	\$2,660,276.60
GOVERNORS OFFICE OF HOMELAND SECURITY	16	\$44,759,693.77
OFFICE OF YOUTH DEVELOPMENT	5	\$132,838.62
<b>TOTALS</b>	<b>7295</b>	<b>\$4,722,419,291.74</b>