

1 attention upon the need to give serious consideration to pay structures and procedures and
2 the methods used to grant pay increases to both classified and unclassified employees; and

3 WHEREAS, prior to these pay freezes, classified state employees were granted
4 annual salary increases contingent upon performance evaluation, but improvements in the
5 system are being considered; and

6 WHEREAS, a recent review of procedures used for granting pay increases for
7 unclassified employees, prepared for the State Civil Service Commission Study Group in
8 response to House Resolution No. 180, revealed that increases for unclassified employees
9 of state departments typically are not tied to a structured performance evaluation, while such
10 increases for unclassified employees of higher education boards and institutions, though
11 often tied to such an evaluation system, are in a number of instances granted with no tie to
12 performance or with a fairly wide variation in the percentage increase; and

13 WHEREAS, there is a need for state employees and the taxpaying public to have
14 confidence that state employee pay is based upon pay plans and procedures that assure a fair
15 wage that keeps up with the cost of living and grant additional monetary rewards to
16 employees whose performance truly deserves extra recognition.

17 THEREFORE, BE IT RESOLVED that the Legislature of Louisiana does hereby
18 urge and request the State Civil Service Commission, the governor through the
19 commissioner of administration in cooperation with the statewide elected officials and the
20 Public Service Commission, and the Board of Regents in cooperation with the management
21 boards for public postsecondary education systems expeditiously to develop and implement
22 pay systems and procedures for all state employees, classified and unclassified, that:

23 (1) Provide for effective performance evaluation systems to be used to improve
24 employee performance and to determine eligibility for and the type of pay increases the
25 employee will receive.

26 (2) Provide for base pay increases that are cost-of-living increases directly related
27 to indexes of actual increases in the cost of living.

28 (3) Provide for variable payment of performance awards to be granted to outstanding
29 employees based upon current performance.

30 (4) Clearly distinguish pay for performance and cost-of-living increases.

1 (5) Provide a basis for state employees and Louisiana taxpayers to have confidence
2 that pay systems and procedures for state employees are fair and effective, including cost-of-
3 living increases and additional amounts based upon meritorious performance.

4 BE IT FURTHER RESOLVED that, in order to accomplish the intent of this
5 Resolution, the legislature requests the State Civil Service Commission to develop and
6 propose pay systems and procedures for classified employees that comply with this
7 Resolution as soon as possible.

8 BE IT FURTHER RESOLVED that, in order to accomplish the intent of this
9 Resolution, the legislature requests the governor through the commissioner of
10 administration, in cooperation with statewide elected officials and the Public Service
11 Commission, to develop and propose pay systems and procedures for unclassified employees
12 in the departments of state government that shall be applicable to all such employees and
13 that, except as fully explained and justified, shall be substantially similar to the proposals
14 of the State Civil Service Commission.

15 BE IT FURTHER RESOLVED that, in order to accomplish the intent of this
16 Resolution, the legislature requests the Board of Regents in cooperation with the
17 management boards for public postsecondary education systems, to develop and propose pay
18 systems and procedures for unclassified employees under the jurisdiction of such boards
19 that, except as fully explained and justified, shall be applicable to all such employees and
20 substantially similar to the proposals of the State Civil Service Commission.

21 BE IT FURTHER RESOLVED that, not later than December 31, 2011, and prior to
22 implementation, the State Civil Service Commission shall submit its proposals for pay
23 systems and procedures for classified employees that comply with this Resolution to the
24 House Committee on House and Governmental Affairs and the Senate Committee on Senate
25 and Governmental Affairs and the House Committee on Appropriations and the Senate
26 Committee on Finance and that, not later than March 1, 2012, and prior to implementation,
27 the governor through the commissioner of administration, in cooperation with the statewide
28 elected officials and the Public Service Commission, and also the Board of Regents in
29 cooperation with the management boards for public postsecondary education systems, shall
30 submit their proposed pay systems and procedures for unclassified employees that comply

1 with this Resolution to such committees, and that any of such committees may hold such
 2 hearings concerning such proposed systems and procedures as they deem useful and may
 3 make such recommendations to those submitting such systems and procedures as they deem
 4 necessary to accomplish the purposes of this Resolution.

DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

Schroder

HCR No. 128

Abstract: Requests implementation of pay systems and procedures for classified and unclassified state employees that provide base pay increases to meet the cost of living, reward outstanding current performance, and distinguish between cost-of-living increases and pay for performance.

Proposed Concurrent Resolution requests the State Civil Service Commission, the governor through the commissioner of administration in cooperation with the statewide elected officials and the Public Service Commission, and the Board of Regents in cooperation with the management boards for public postsecondary education systems expeditiously to develop and implement pay systems and procedures for all state employees, classified and unclassified, that meet certain criteria, namely:

- (1) Provide for effective performance evaluation systems to be used to improve employee performance and to determine eligibility for and the type of pay increases the employee will receive.
- (2) Provide for base pay increases that are cost-of-living increases directly related to indexes of actual increases in the cost of living.
- (3) Provide for variable payment of performance awards to be granted to outstanding employees based upon current performance.
- (4) Clearly distinguish pay for performance and cost-of-living increases.
- (5) Provide a basis for state employees and La. taxpayers to have confidence that pay systems and procedures for state employees are fair and effective, including cost-of-living increases and additional amounts based upon meritorious performance.

Requests the State Civil Service Commission to propose such pay systems and procedures for classified employees as soon as possible. Requests the governor through the commissioner of administration, in cooperation with statewide elected officials and the Public Service Commission, to propose such pay systems and procedures for unclassified employees in the state government departments, that are applicable to all such employees and, except as fully explained and justified, are substantially similar to the State Civil Service Commission's proposals. Requests the Board of Regents in cooperation with the management boards for public postsecondary education systems, to propose such pay systems and procedures for unclassified employees under the jurisdiction of such boards that, except as fully explained and justified, are applicable to all such employees and substantially similar to the State Civil Service Commission's proposals.

Provides for submission of proposals, prior to implementation, to the House Committee on House and Governmental Affairs and the Senate Committee on Senate and Governmental Affairs and the House Committee on Appropriations and Senate Committee on Finance.

Provides for the State Civil Service Commission to submit its proposals not later than Dec. 31, 2011, and for the other proposals to be submitted not later than March 1, 2012. Authorizes any of such committees to hold hearings and make recommendations concerning such proposals as they deem necessary to accomplish the purposes of the Resolution.