

Regular Session, 2010

HOUSE CONCURRENT RESOLUTION NO. 77

BY REPRESENTATIVE DANAHAAY AND SENATOR DONAHUE

A CONCURRENT RESOLUTION

To urge and request the Department of State Civil Service to consider certain recommendations made by the Commission on Streamlining Government.

WHEREAS, the economic hardships of our recent national recession have had a negative impact on Louisiana's financial health, and we find ourselves locked in an extended period of sharply and steadily declining state revenues resulting in increasingly pronounced revenue shortfalls; and

WHEREAS, such revenue shortfalls have had a constrictive effect on state government expenditures and will continue to challenge state government operations over the next several years; and

WHEREAS, it is the bedrock obligation of every state agency and department to provide the citizens of Louisiana with quality, cost-effective services even in the face of adverse economic conditions; and

WHEREAS, it is critical in this time of economic restraint that all state departments take immediate action to reduce the overall cost of state government, including the Department of State Civil Service, which is an integral part of hiring and managing much of Louisiana's government workforce; and

WHEREAS, the Legislature of Louisiana created the Commission on Streamlining Government to look for ways to reduce the cost of state government through all means available including efficiencies, economies, greater effectiveness, and other means to streamline government in order to overcome the projected severe revenue reductions and to ensure that available state tax dollars are being spent efficiently and effectively, and the commission has issued numerous recommendations.

THEREFORE, BE IT RESOLVED that the Legislature of Louisiana does hereby urge and request the Department of State Civil Service to consider the following Commission on Streamlining Government recommendations:

(1) Coordinating with the division of administration to eliminate any duplication in training programs and to ensure there are no gaps in the training programs offered.

(2) Adopting appropriate national, regional, or state testing or certification programs to be used in lieu of the civil service exam in order to determine an applicant's qualifications for classified positions. The department should also consider whether an applicant who already has a rating or certification from a national, regional, or state entity should be allowed to have that certification substitute for the civil service examination.

(3) Examining the supervisor-to-staff ratios within each agency in the executive branch to determine the appropriateness of such ratios and reporting annually to the State Civil Service Commission, the division of administration, the Joint Legislative Committee on the Budget, and the Commission on Streamlining Government as to the programs examined, the current ratio, and the propriety of such ratio. The department should also consider maintaining such information in the Integrated Statewide Information System or its successor system.

(4) Annually reporting to the Joint Legislative Committee on the Budget regarding the turnover rate in state agencies and the cost associated with such turnover, including specific information on job classifications where the turnover rate is higher than average or the cost to the state is great.

(5) Conducting exit interviews with employees who sever employment and recording the reasons for the separation in the Integrated State Information System or other personnel records system. The department should consider reporting to the State Civil Service Commission, the Joint Legislative Committee on the Budget, and the Commission on Streamlining Government regarding turnover rates, reasons for separation, any recommendations the department may have for decreasing the turnover rate, and any other information the department deems important to understanding employee turnover.

(6) Increasing the probationary period for new employees to the current two-year maximum.

(7) Encouraging, in conjunction with the implementation of a new annual pay increase system, a system of reward and recognition policies to provide employees with rewards for outstanding performance, which may consist of monetary or nonmonetary rewards.

BE IT FURTHER RESOLVED that in lieu of a copy sent via the United States Postal Service, a copy of this Resolution be transmitted via electronic mail to the director of the Department of State Civil Service and to the State Civil Service Commission.

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SPEAKER OF THE HOUSE OF REPRESENTATIVES

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PRESIDENT OF THE SENATE