

Regular Session, 2010

HOUSE RESOLUTION NO. 180

BY REPRESENTATIVES SCHRODER AND DANAHAY

A RESOLUTION

To authorize and request all executive branch departments, the division of administration, and the Board of Regents to submit reports to the Department of State Civil Service relative to methods used for and certain information about pay increases for unclassified employees, including staff and faculty of state institutions of postsecondary education.

WHEREAS, the legislature, at the 2009 Regular Session, adopted House Concurrent Resolution No. 6 which requested the Department of State Civil Service to revise the compensation system for classified employees, including without limitation merit increases, rewards, recognition awards, optional pay adjustments, and cost-of-living adjustments to provide appointing authorities greater flexibility in compensating employees based on job duties and evaluations of performance, and the legislature continues to recognize the need for pay systems that reflect modern and effective management practices and fairness, as applied to all state employees, classified and unclassified; and

WHEREAS, the State Civil Service Commission, which along with the Department of State Civil Service is responsible for assisting agency managers in developing and implementing human resource management policies based on merit system principles, has created a Civil Service Work Group to consider current human resource issues in an effort to continue to be responsive, transparent, and accountable to Louisiana taxpayers, and provide quality results; and

WHEREAS, the Civil Service Work Group, comprised of a fairly broad cross section of state government representatives, civil service commissioners, and legislators, has initiated its work and has begun to consider a number of issues related to pay of classified and unclassified state employees; and

WHEREAS, state departments employ both classified and unclassified employees, as do postsecondary education institutions, and the compensation system for classified employees established by the Department of State Civil Service applies to the classified employees of all state departments and institutions of postsecondary education, but not to the unclassified employees; and

WHEREAS, the compensation system established for classified employees should be designed to relate appropriately to the compensation systems used for unclassified employees in the executive branch of state government, including those compensation systems used by the state institutions of postsecondary education; and

WHEREAS, a revision of the compensation system for classified employees should be based upon a thorough and comprehensive study of compensation practices of similar or related employers, as well as analysis of the best data that can be developed concerning compensation practices in state government for both classified and unclassified employees, including those of postsecondary education institutions.

THEREFORE, BE IT RESOLVED that the House of Representatives of the Legislature of Louisiana does hereby authorize and request each of the departments in the executive branch of state government, the division of administration, and the Board of Regents to prepare a report relative to unclassified employees.

BE IT FURTHER RESOLVED that each such report shall include but not be limited to the following regarding all unclassified employees: the methods used to determine employees' eligibility for a pay increase; the minimum, maximum, and average percentage increase for which employees may be eligible; and summary data on pay increases granted to employees during the five previous fiscal years; as well as copies of any compensation plans or procedures applicable to such increases and such related additional information as the Department of State Civil Service requests.

BE IT FURTHER RESOLVED that the report from the Board of Regents shall include the required information on each postsecondary education institution, and as far as such compensation plans, procedures, or methods are applicable to an entire management system, also on each such system, and shall include information on all unclassified staff, both faculty and non-faculty, and any additional information that the Board of Regents and the Department of State Civil Service deem appropriate.

BE IT FURTHER RESOLVED that the report from each department and from the division of administration shall include the required information on the department (or the division of administration) and on all entities and agencies within the department (or division of administration).

BE IT FURTHER RESOLVED that these reports shall be submitted to the Department of State Civil Service no later than October 1, 2010.

BE IT FURTHER RESOLVED that a copy of this Resolution shall be transmitted to the secretary or the equivalent chief executive officer of each department of state government, to the commissioner of administration, and to the commissioner of higher education and each member of the Board of Regents.

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SPEAKER OF THE HOUSE OF REPRESENTATIVES