

Regular Session, 2010

HOUSE RESOLUTION NO. 194

BY REPRESENTATIVES SCHRODER AND DANAHAHAY

STATE EMPLOYEES: Requests reports for the three branches of state government to be submitted to the Department of State Civil Service concerning methods for and information about pay of unclassified employees

1 A RESOLUTION

2 To authorize and request the chief justice of the Louisiana Supreme Court, the presiding
3 officers of the Legislature of Louisiana, the chief executive officer of each executive
4 branch department, the commissioner of administration, and the Board of Regents
5 to submit reports to the Department of State Civil Service relative to methods used
6 for and certain information about pay increases for unclassified employees, including
7 staff and faculty of state institutions of postsecondary education.

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

16 WHEREAS, the State Civil Service Commission, which along with the Department
17 of State Civil Service is responsible for assisting agency managers in developing and
18 implementing human resource management policies based on merit system principles, has
19 created a Civil Service Work Group to consider current human resource issues in an effort

1 to continue to be responsive, transparent, and accountable to Louisiana taxpayers, and
2 provide quality results; and

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

7 WHEREAS, state departments employ both classified and unclassified employees,
8 as do postsecondary education institutions, while the judicial and legislative branches
9 employ only unclassified employees, and the compensation system for classified employees
10 established by the Department of State Civil Service applies to the classified employees of
11 all state departments and institutions of postsecondary education, but not to the unclassified
12 employees of the executive, judicial, or legislative branches; and

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

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

22 THEREFORE, BE IT RESOLVED that the House of Representatives of the
23 Legislature of Louisiana does hereby authorize and request the chief justice of the Louisiana
24 Supreme Court, the presiding officers of the Legislature of Louisiana, the chief executive
25 officer of each executive branch department, the commissioner of administration, and the
26 Board of Regents to prepare a report relative to unclassified employees.

27 BE IT FURTHER RESOLVED that each such report shall include but not be limited
28 to the following regarding all unclassified employees: the methods used to determine
29 employees' eligibility for a pay increase; the minimum, maximum, and average percentage
30 increase for which employees may be eligible; and summary data on pay increases granted

1 to employees during the five previous fiscal years; as well as copies of any compensation
2 plans or procedures applicable to such increases and such related additional information as
3 the Department of State Civil Service requests.

4 BE IT FURTHER RESOLVED that the report from the chief justice of the Louisiana
5 Supreme Court shall include the required information for all employees of the judicial
6 branch of government, and as far as such compensation plans, procedures, or methods are
7 applicable to an entire level or type of courts, also for each level or type, and any additional
8 information that the chief justice and the Department of State Civil Service deem
9 appropriate.

10 BE IT FURTHER RESOLVED that the report from the presiding officers of the
11 Legislature of Louisiana shall include the required information for all employees of the
12 legislative branch of government and for all entities and agencies within the legislative
13 branch, and any additional information that the presiding officers and the Department of
14 State Civil Service deem appropriate.

15 BE IT FURTHER RESOLVED that the report from each department in the executive
16 branch of state government and from the division of administration shall include the required
17 information for all unclassified employees of the department (or the division of
18 administration) and for all unclassified employees of all entities and agencies within the
19 department (division of administration), and any additional information that the department
20 head (or for the division of administration, the commissioner) and the Department of State
21 Civil Service deem appropriate.

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

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

1 BE IT FURTHER RESOLVED that a copy of this Resolution shall be transmitted
 2 to the chief justice of the Louisiana Supreme Court, the speaker of the House of
 3 Representatives, and the president of the Senate of the Legislature of Louisiana, the chief
 4 executive officer of each executive branch department, the commissioner of administration,
 5 the commissioner of higher education, and to each member of the Board of Regents.

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

HR No. 194

Requests the chief justice of the Louisiana Supreme Court, the presiding officers of the Legislature of La., the chief executive officer of each executive branch department, the commissioner of administration, and the Board of Regents to submit a report to the Dept. of State Civil Service, not later than Oct. 1, 2010, relative to unclassified employees. Requires each such report to include, without limitation, the following for all unclassified employees:

- (1) Methods used to determine employees' eligibility for a pay increase.
- (2) Minimum, maximum, and average percentage increase for which employees may be eligible.
- (3) Summary data on pay increases granted during the five previous fiscal years.
- (4) Copies of any compensation plans or procedures applicable to such increases.
- (5) Such related additional information as the Dept. of State Civil Service requests.

Requires the report from the chief justice to include the required information for the judicial branch of government for all employees, and as far as such compensation plans, procedures, or methods are applicable to an entire level or type of courts, also for each level or type, and additional information that the chief justice and the Dept. of State Civil Service deem appropriate.

Requires the legislative presiding officers' report to include the required information for all employees of the legislative branch and for all entities and agencies within the legislative branch, and additional information that the presiding officers and the Dept. of State Civil Service deem appropriate.

Requires the reports of the department heads and the commissioner of administration to include the required information for all unclassified employees of the department/division of administration and all entities and agencies therein, and additional information that the department head/commissioner and the Dept. of State Civil Service deem appropriate.

Requires the Board of Regents' report to include the required information (for all unclassified staff, both faculty and non-faculty) for each postsecondary education institution, and for each management system to the extent such compensation plans, procedures, or methods are applicable to an entire management system, and additional information that the board and the Dept. of State Civil Service deem appropriate.