

Regular Session, 2010

HOUSE RESOLUTION NO. 180

BY REPRESENTATIVES SCHRODER AND DANAHAHAY

STATE EMPLOYEES: Requests state departments, the division of administration, and Board of Regents to submit reports to the Dept. of State Civil Service concerning methods used and information about pay increases for unclassified employees

1 A RESOLUTION

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

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

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

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

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

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

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

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

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

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

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

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

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

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#### 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)]

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Schroder

HR No. 180

Requests each executive branch department, the division 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 Board of Regents' report to include the required information (on all unclassified staff, both faculty and non-faculty) on each postsecondary education institution, and on 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.

Requires department/division of administration reports to include the required information on the department/division of administration and all entities and agencies therein.