

1 ensure that available state tax dollars are being spent efficiently and effectively, and the
2 commission has issued numerous recommendations.

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

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

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

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

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

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

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

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

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

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)]

Danahay

HCR No. 77

Requests the Dept. of State Civil Service to consider the following recommendations made by the Commission on Streamlining Government:

- (1) Coordinating with the division of administration relative to training programs.
- (2) Recognizing certification programs in lieu of civil service exams.
- (3) Evaluating the supervisor-to-staff ratios within each agency.
- (4) Annual reporting regarding turnover and the cost associated with such turnover.
- (5) Conducting exit interviews with employees who sever employment and recording the reasons for the separation.
- (6) Increasing the probationary period for new employees.
- (7) Encouraging a system of reward and recognition policies.