

Regular Session, 2013

HOUSE RESOLUTION NO. 194

BY REPRESENTATIVE DIXON

STATE EMPLOYEES: Requests the State Civil Service Commission to study the feasibility of providing a salary increase for all state employees

1 A RESOLUTION

2 To urge and request the State Civil Service Commission to study the feasibility of providing  
3 a salary increase for all state employees in Fiscal Year 2014-2015 and to report the  
4 commission's findings and recommendations to the legislature.

5 WHEREAS, state employees generally have been denied pay increases since Fiscal  
6 Year 2010-2011, when the State Civil Service Commission and the governor imposed a ban  
7 on merit pay increases, a ban that was imposed again during the following fiscal year, and  
8 stringent fiscal restraints essentially have precluded pay increases since that time; and

9 WHEREAS, in addition, many state departments have found it necessary to eliminate  
10 positions either by attrition or by actual layoffs, and various measures have been used to  
11 reduce the number of state employees over the last several years of severe budget  
12 constraints; and

13 WHEREAS, a reduced workforce and what has amounted to a moratorium on pay  
14 increases has certainly had a significant effect on reducing budget pressures and the need to  
15 expend scarce revenues for personnel related costs; in the last six years the number of  
16 authorized positions in the state budget has been reduced by twenty-four thousand seven  
17 hundred forty-five which represents over a billion dollars in compensation that would  
18 otherwise have been paid; and

19 WHEREAS, though state employees have borne these effects of tough economic  
20 times and resulting state budget cuts and have continued to carry out their duties as expected,  
21 it is important to the effectiveness of state government to maintain a workforce that is highly

1 skilled, innovative, and motivated, and sound human resources policy provides that  
2 maintaining such a workforce requires compensation that is just and competitive; and

3 WHEREAS, in order to provide just and competitive pay, it is necessary for the  
4 legislature to have timely and accurate information on which to base decisions and a plan  
5 for implementing needed pay increases; and

6 WHEREAS, the State Civil Service Commission is the appropriate public body to  
7 undertake an examination of the issue of pay increases for state employees, for the  
8 commission is charged by the Constitution of Louisiana with administration and regulation  
9 of the classified state civil service, including the power to adopt rules for regulating pay and  
10 compensation and disbursements to classified state employees, and the constitution further  
11 provides that any state civil service rule or determination affecting wages shall have the  
12 effect of law and become effective only after approval by the governor or the appropriate  
13 governing authority.

14 THEREFORE, BE IT RESOLVED that the House of Representatives of the  
15 Legislature of Louisiana does hereby urge and request the State Civil Service Commission  
16 to study the feasibility of providing a salary increase for all state employees in Fiscal Year  
17 2014-2015 equal to three, four, or five percent of salary and to report the findings and  
18 recommendations of the study to the legislature not later than February 1, 2014.

19 BE IT FURTHER RESOLVED that such study shall include a detailed review and  
20 accounting of reductions in state employment during each of the last several years of budget  
21 cuts, including detailed information about positions abolished and employees laid off, as  
22 well as the budgetary effect such reductions have caused in terms of actual reductions in  
23 spending for compensation and related benefits and in terms of compensation and related  
24 benefits that otherwise would have been paid if normal pay increases had been granted.

25 BE IT FURTHER RESOLVED that the study shall also include an analysis of the  
26 cost of such salary increases for classified and unclassified employees and alternative  
27 suggestions for such a pay plan and implementation thereof.

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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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Dixon

HR No. 194

Requests the State Civil Service Commission to study the feasibility of providing a salary increase for all state employees in FY2014-2015 equal to three, four, or five percent of salary and to report study findings and recommendations to the legislature not later than Feb. 1, 2014. Provides that the study include a detailed review and accounting of state employment reductions during each of the last several years, including detailed information about positions abolished and employees laid off and the budgetary effect of such reductions on actual spending for compensation and related benefits and on compensation and related benefits that would have been paid if normal pay increases had been granted. Provides that the study also include analysis of the cost of salary increases for classified and unclassified employees and alternative suggestions for such a pay plan and implementation thereof.