

Regular Session, 2013

HOUSE RESOLUTION NO. 194

BY REPRESENTATIVE DIXON

A RESOLUTION

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

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

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

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

WHEREAS, though state employees have borne these effects of tough economic times and resulting state budget cuts and have continued to carry out their duties as expected, it is important to the effectiveness of state government to maintain a workforce that is highly skilled, innovative, and motivated, and sound human resources policy provides that maintaining such a workforce requires compensation that is just and competitive; and

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

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

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

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

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

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SPEAKER OF THE HOUSE OF REPRESENTATIVES