

Human Resources Advisory Committee

April 20, 2011

Meeting Notes

Attendees: Lakeisha Robichaux, Elizabeth Montalbano, Kevin Brady, Sirwana Granger, Makayla Weber-Harris, Burgundy Cummings, Sheila Metoyer, Michelle Hughes, Melissa Sylvia, Frankie Grant, Ann Coulon, Dee Everett, Pam Casemere, Judy McGimsey, Mary Ginn and June Gillis

1. Mary Gloston welcomed all of the attendees.
2. Mary Gloston and Makayla Weber-Harris discussed proposed changes to the PPR Rules and PPR Report
 - We will be providing instructions on how to answer questions for the next PPR report.
 - The purpose of House Concurrent Resolution (HCR) 98 was to ensure that PPRs are completed at agencies; however, the language is sometimes difficult to interpret on the report.
 - Whoever owns an employee on their anniversary or focused rating date will be the agency responsible for reporting them on the PPR report.
 - A suggestion was made to split out the “acceptable” unrated ratings from the others.
 - We will issue a draft of the revised PPR report form to the HR Advisory Group prior to issuing it.
 - Another suggestion was made requesting additional guidance for agencies that have transition to the focused rating dates.
 - New LaGov HCM guidelines will be available on our website.
 - We are proposing a 3 tiered rating system for the next changes to the PPR rules.
 - We have had 12 years with the current PPR structure and are preparing to move to a 3 tier system in conjunction with proposed pay for performance rules.
 - We will be presenting pay for performance rules to the Commission in July.
 - We will also propose using the PPR-A statewide and eliminate the current SF-15.

- There has been much debate in the past between an Exceeds and an Outstanding rating. We think this will be a better system because it will not be as hard to distinguish between ratings on a 3 tier system.
- The SF-15 was originally designed as a communication tool. This is not something to base pay decisions on.
- Poor and Needs Improvement ratings would be in the same category now.
- The Exceeds ratings have always been more of a “feel good” rating versus something to base a salary increase one.
- We may not even need to attach numbers to the ratings.
- DHH is currently piloting the 3 tier system at a couple of their agencies.
- DSCS is looking at standardized job expectations that could be customized at the supervisor or Department level.
- The proposed Rule changes will still allow some flexibility for agencies.
- We’re moving towards the new PPR system regardless of what happens to the pay rules.

3. Next Meeting: Wednesday, May 18 at 1:30 PM in the Marbois Room #1-137