

Human Resources Advisory Committee

February 17, 2010

Meeting Notes

Attendees: Mary Gloston, Judy McGimsey, Cheryl Dees, Ashley Gautreaux, Ann Coulon, June Gillis, Sandi Ellis, Frankie Grant, Mary Ginn, Melissa Sylvia, Corliss L. Dupuy, Kathy Busbin, Glenn Balentine, Chris Deer

- Layoff Assistance and Training – informed the group about the presentation for DHH by the Program Assistance team on the layoff process, etc. Offered services to other agencies as well on layoff issues. Presentation will be made available on the CS website under Layoff (where the Layoff podcast currently exists).
- Discussion regarding retirement incentive
 - How to define groups – agencies can exclude certain groups from retirement incentive based on business rationale (critical to the operations, etc.).
 - Retirement incentive is a layoff avoidance and we now question the use of this prior to a layoff, i.e., incentive (payout) to retire even though a layoff will occur and not serving as a measure to avoid a layoff.
- Chapter 6 Proposed Pay Rules status
 - General Circular 1796 dated 2/9/10 issued last week; taking comments regarding proposed pay rules
 - Performance adjustments are the most controversial
 - Language being crafted to present to the Governor – 1 proposal including performance adjustment proposal and 1 w/o in order to get the rest of Chapter 6 changes approved.
- Compensation – abolished jobs
 - Chris clarified to the group the reason for the General Circular 1795 dated 2/1/10. Compensation seeking feedback/questions regarding the proposed abolishment of jobs.
 - Changes will be via job correction
 - SF-3s must be submitted
 - DHH indicated there would be DPRL issues if some of those jobs are abolished and they are levels to which employees could be appointed. Chris indicated that when a LO is proposed/occurs, job corrections could not be executed because of impact to the employee's ability for rehire from the DPRL.

- Ann Coulon suggested that if agencies knew to where the job was being job corrected, they would know to which jobs employees could be rehired based on career field.
 - About 200 jobs are on the list; about ½ have no incumbents.
 - Agency members are concerned about job corrections after a layoff, any changes on positions, impact to employees (good or bad), concerns about the number of people on a DPRL list, rank and order;
 - Suggest establishing a moratorium
- Chapter 10 proposed changes – in a holding pattern until Chapter 6 proposed changes are approved. Act 377 training is in draft but holding for the changes to ensure information is relevant.
 - In LA Careers, can the specification are be used to further identify job duties and specific examples? Per Genie, there is no way to change the specification area.
 - Is there a restriction for developing an agency newsletter? No, Civil Service has no restrictions and the development of an agency newsletter is at the discretion of the agency head.

If any members have anything else to comment on or suggest, please email Mary Gloston at mary.gloston@la.gov.

1. **Next Meeting:** Wednesday, March 17, 2010 at 1:30 PM in the Marbois Room #1-137