

Louisiana Civil Service System: Establishing and Maintaining Good Government

STATE CIVIL SERVICE WORKFORCE SUMMIT 2018



STATECIVILSERVICE

Establishing Good Government

- What defines Good Government?
- Good Government in Terms of a Civil Service System?
 - Meritocracy
 - Non-patronage
 - Nepotism-Free
 - Human Resources Controls
 - Consistency/Continuity of Services



Maintaining Good Government

The means by which political appointments should be made in this country has been a source of disagreement since its earliest days.

Merit versus Political Reward

Spoils versus Merit

- **Spoils (Patronage System)**

- Practice in which a political party, after winning an election, gives government civil service jobs to its supporters, friends, and relatives as a reward for working toward victory, and as an incentive to keep working for the party.

- **Merit System**

- Offices are awarded on the basis of some measure of merit, independent of political activity. (The qualifications and ability to perform)

Establishing Good Government

- United States Joint Select Committee on Retrenchment
- United States Advisory Board for the Civil Service
- Death of President James Garfield
- National Civil Service Reform League
- Pendleton Act 1883

Establishing Good Government in Louisiana

- Early Louisiana
- (1886) Legislature creates a police force for Jefferson, Orleans, and St. Bernard Parishes to quell disorders following the restoration of civilian government after the Civil War. (First law to apply merit principles to public employees in Louisiana.)
- (1896) Citizens League in New Orleans establishes a new charter for the city that includes a civil service system.

Enter Huey Long

A NEW FACE TO LOUISIANA POLITICS



Establishing Good Government in Louisiana



Establishing Good Government in Louisiana

- (1940) With support of Governor Sam Jones, Statewide Civil Service System Bill introduced and passes
- (1940) Charles Dunbar and group of reform-minded citizens form the Civil Service League
- (1943) Civil Service goes into effect
- (1948) Civil Service ended by the Legislature under Governor Earl Long
- (1952) Civil Service is restored by Governor Robert Kennon
- (1963) Code of Ethics is adopted for all employees of the State and placed in the hands of the Louisiana Department of Civil Service
- (1974) New Constitution

Civil Service League Publications

WHAT THE NEW LOUISIANA CIVIL SERVICE LAW MEANS TO YOU!

NOTICE
Be sure your family and friends vote for this vital important amendment in the general election on Tuesday, November 5, 1940 — No. 2 on your ballot.

**Efficiency in Public Office--
Better Government at Lower Cost--
Freedom from Political Bossdom**

SECURITY for Conscientious Public Servants

BY the passing of the Civil Service Amendment (No. 2), Louisiana Citizens will free themselves and officeholders from the whip of would-be dictators.

The Business of Government and the Efficiency of Public Employees will never again be hampered by fear of job reprisals.

Do your part to put Louisiana among those progressive states WITH A REAL CIVIL SERVICE BASED ON MERIT.

VOTE for The Civil Service Amendment No. 2 on your ballot on Nov. 5

Here's What YOUR Vote on Tuesday, November 5th For **CONSTITUTIONAL AMENDMENT No. 2** (The Civil Service Amendment) Will Mean to You and Your Future as a Louisianian

Read What Governor Sam Jones Says About The Civil Service Amendment

**STATE OF LOUISIANA
EXECUTIVE DEPARTMENT
BATON ROUGE**

**SAM H. JONES
Governor**

To The Voters of Louisiana:

During my campaign to become Governor of the State of Louisiana, I promised the people that I would install a real Civil Service system. The Civil Service amendment was introduced and passed by the Legislature almost unanimously (only two dissenting votes in the Senate and one in the House) in order to make possible the fulfillment of this campaign pledge. I now urge the voters of the State of Louisiana to vote for the Civil Service Amendment so that my pledge to the people will be fulfilled. You can help me to successfully complete my program for the restoration of efficiency, honesty, and decency in our state government by voting for this amendment, as well as all other important amendments that I will bring to your attention.

**SAM H. JONES,
Governor.**

Death to Political Crooks

Better Government at Lower Cost

Security to Those in Public Employment

Equal Opportunity to those who seek Public Employment

No More Servitude to a Self-Seeking Political Boss

Good-bye to Deadheads and Deducts

A Chance for All to Join in Up-building Louisiana Institutions

No More Whip Lashes on The Backs of Public Workers

from the NEW ORLEANS STATES, July 5, 1940

New Civil Service Law Will Give Louisiana Freedom from Political Bosses

MANY NEW DAYS have dawned for Louisiana since the Sam Jones administration succeeded the 12 years of tyranny and dictatorship through which this state has gone. All of these days have been bright and fair, and have been marked by steps restoring decency and honesty and freedom in government to the people of Louisiana.

The brightest day, however, dawned yesterday, July 4, the 124th anniversary of America's declaration of independence, when a state civil service law, taking Louisiana out of the hands of the politicians, was passed and is ready for the signature of Sam Jones.

There is no doubt that this constitutional amendment will be adopted by the people, because they don't want to see state officeholders made the slaves of crooked politicians and be forced to kowtow to all their whims and fancies, carry on their nefarious schemes, and become virtual slaves of a self-perpetuating dynasty.

Under the new civil service law, officeholders who do their duty, who earn their pay, who work for the state as efficiently as they would for themselves, are assured of holding their jobs. There will be no purchasing of votes by the promise of jobs.

Now there won't be such a rush of incompetents to get on state pay rolls and those who are already on will know that as long as they do their duty honestly and efficiently, they are sure of keeping their jobs.

The passage of the civil service bill, in its minor sphere, corresponds in a measure to the declaration of independence.

No one ever thought that such a splendid bill would ever pass with so few minor changes. The members of the Legislature deserve the highest praise for their patriotism. They placed the good of the state above politics and political pique.

There were some concessions made, but these are necessary always in enacting any law. There must be some compromise in order that any great principle may succeed.

In the new bill, most of the parochial offices were exempted from its application. This applies not only to the country parishes, but to the parishes of Orleans. We are ready to accept this, because the thousands of officeholders on the state pay rolls are protected, and if there had to be any kind of a sacrifice, it was far better that the parishes should be given home rule than that the great principle of civil service should have been denied.

To Charles E. Dunbar and the splendid committee who worked so hard with him, are due the thanks of a grateful state. He and those with whom he consulted and worked, deserve the greatest credit for the drawing and the final passage of this civil service measure. Mr. Dunbar and the members of his committee showed that they are big men when they accepted certain amendments without sacrificing the great principle of civil service.

Now we will have thousands of state employees protected in their jobs, able to look the world in the face without having to bow their heads in shame to the orders of some tyrannical boss.

Sam Jones is doing what he said he would do. He is making Louisiana free.

**Civil Service NOW--
Chance Of A Lifetime**

THE most beneficial measure that has been offered to a Louisiana Legislature in 20 years is the Jones Administration's Civil Service Bill. For it would place the employment of the men and women of almost the entire public service of the state, and their promotion as well, on a basis of merit alone, regardless of faction, religion, or any other class-consideration.

It would hold them in their offices as long as they work competently and honestly, protecting them from personal spite of superiors or political dictators of bosses, title or big. This bill, in a word, would make freemen and freewomen of our public servants, instead of helots cringing to political bosses.

It would permit them to speak and vote their opinions freely on all political questions, without punishment by bosses. It would not only protect them, non-merit political extras in the form of forced deductions from their wages and salaries, but would actually forbid them to contribute to political funds or to take active part in political campaigns, while at the same time providing an easy procedure for politicians who try to compel them to do so.

Now we will have thousands of state employees protected in their jobs, able to look the world in the face without having to bow their heads in shame to the orders of some tyrannical boss.

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The ITEM, May 29, 1940

sees who pay the ever-growing bill for their own subsistence.

Under Civil Service the People of Louisiana would vote on political candidates and policies as their conscience and interest dictate, without fear of punishment from those on the State payroll as well as the rest of them.

In that way alone will we ever have a government that fully represents the people and respects their rights and wishes. For us it that way is achieved, thousands of our people will be forced to vote as they do not wish to vote and the State will continue to be ruled as a vast club to strike down the people's interests.

The amount of these extortioned funds can never be equalled by independent and honest citizens united for political action but the money they pay for campaign expenses and voluntary contributions whose most men and women fear to give them.

CIVIL SERVICE is no novelty. It has been growing in the Federal government since Grover Cleveland's time and it is needed everywhere. Louisiana has adopted it. Few states need it so much as Louisiana. The Administration Bill has been very

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1974 New Constitution

- The new Constitution expanded the State Civil Service Commission from 5 members to 7 (1 Classified Employee).
- Empowered the Commission to enact rules that regulate the policies and procedures that state agencies use to manage their human resources.
- Essentially provided for a comprehensive merit-based human resources program for classified employees.
- Mandated that 300 agencies operating in state government be brought into only 20 major departments.

State Civil Service System

- Unique Law
- Civil Service Commission
- Civil Service Directors
 - W.W. McDougall (1953-1969)
 - Harold E. Forbes (1969-1976)
 - George Hamner (1976-1982)
 - Herb Sumrall (1982-1996)
 - Allen Reynolds (1997-2005)
 - Anne Soileau (2006-2009)
 - Shannon Templet (2009-2015)
 - Byron P. Decoteau Jr. (2015- present)
- Comparison to Other States



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SCS Maintaining Good Government in Louisiana

To provide merit-based, innovative workforce solutions which enable state government to attract, develop and retain a productive, diverse and engaged workforce that excels in delivering quality services to the citizens of Louisiana.



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SCS Maintaining Good Government in Louisiana

- **Staffing and Recruitment Progress**
 - Appointment Methods
 - Rule of 3
 - Top 5 Grade Groups
 - Certifiable Score
 - QUEST and Direct Hire Agreement
 - Full Agency Delegation
 - Recentralization

SCS Maintaining Good Government in Louisiana

■ **Compensation Progress**

- Prior to 1987 Step System (1.8% to 3% apart)
- After 1987 Open Pay System
 - General Schedule
 - General Schedule and Medical Schedule
 - 6 Occupational Pay Schedules
 - Recentralization
 - Compensation Redesign (Tiered System)

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- **Compensation Progress**

- Special Pay Provisions
- Special Entrance Rates
- Rewards and Recognition
- Optional Pay Adjustments
- Advanced Degree Payments

SCS Maintaining Good Government in Louisiana

Performance Management Progress

- **1953 Uniform Service Rating System**
 - Step System Outstanding Performance – 2 step increases
 - Standard Performance – 1 step increase
 - Sub-Standard – no increase
- **1987 Uniform Service Rating System**
 - Satisfactory Performance – 4% merit increase
 - Unsatisfactory Performance – no merit increase

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Performance Management Progress

■ **1997 Performance Planning and Review**

- Outstanding
- Very Good
- Satisfactory
- Needs Improvement
- Poor

■ **2012 Performance Evaluation System**

- Exceptional
- Successful
- Needs Improvement/Poor

State Civil System Progression

- ASCEND 2020: An Initiative to Redesign the State's Human Resources System. (Launched October 2000)
- Recruiting Tomorrows Leaders Today
- 2009 Streamlining Committee
- Layoff Revisions
- Focus Pay Dates
- Compensation Redesign
- #EveryDayForEveryCitizen

NEXT...

References

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THE POLITICS OF REFORM (JOHN MAGINNIS)

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