



THE BRIDGE:

Connecting State Civil Service and You

August 2014
Volume 5 Issue 3

The SCS Mission:

To provide human resource services and programs that enable state government to attract, develop and retain a productive and diverse workforce that excels in delivering quality services to the citizens of Louisiana.

We Want Your Feedback!

This publication is intended to provide for increased communication between the Department of State Civil Service and all stakeholders within our system. E-mail your questions, comments, or suggestions to us, and we'll do our best to respond promptly. Your feedback may even be chosen for publication as part of this feature! Participants will remain anonymous if requested. Please note that not all feedback will be published and that only fact-based questions will receive a response.

[Click HERE to submit your feedback!](#)

STAYING CONNECTED:

From the Desk of Shannon S. Templet, SCS Director



In this issue of *The Bridge*, we highlight the 50th Anniversary of the Angola Prison Rodeo. This event, started in 1964, is recognized as the “wildest show in the South.” The money raised by the rodeo provides funding for offender education and training programs, furthering the Department of Corrections’ mission. We are also happy to announce the launch of State Civil Service’s mobile website. This site will allow people to connect quickly

with key information in a user-friendly mobile format.

I would like to congratulate eight state agencies for achieving excellent Human Resources Program Evaluations this year. This achievement is not an easy feat and is rare for agencies facing multifaceted challenges in HR. Also, congratulations to those employees who completed the CPTP “Professional Certificate” program.

Please take a moment to think if you work with any state employees who may be deserving of the Charles E. Dunbar, Jr. Career Civil Service Award. Nominations are due Friday, September 12th.

Louisiana State Employees’ Retirement System Update *Annual and Sick Leave: Conversion Rules for Members*

At the time they retire, most LASERS members are allowed to convert unused annual and sick leave to retirement credit or receive a lump sum payment for the actuarial value of their leave, in addition to any payment of annual leave by their agency. However, this rule does not apply to officials appointed by the Governor and whose appointment must be confirmed by the Senate, unless the official is a classified state employee participating in the Senior Executive Exchange Program. Agencies should be aware of this distinction when certifying leave to LASERS.

Visit www.lasersonline.org for questions or more information.

Angola Celebrates 50 Years of the “Wildest Show in the South”

By Janelle Haynsworth
Compensation Supervisor

Brahma bulls, bucking broncos, and bravado – this fall, the Louisiana State Penitentiary is proud to host the 50th annual Angola Prison Rodeo. As the longest running prison rodeo in the nation, the Angola Rodeo has grown from its humble beginnings in 1964 to being recognized as the “wildest show in the south.” Rodeo tickets frequently sell out for every weekend in October, as people from near and far converge upon the 18,000 acre grounds to purchase handmade crafts and see a variety of daring rodeo acts, such as the famous “Guts and Glory.”

Gary Young serves as the public relations director for the Louisiana State Penitentiary. He explained



A variety of quality handmade crafts are available for purchase at the rodeo.

that the rodeo provides substantial benefits in helping to achieve the agency’s mission, such as providing funding for education and training programs for reintegrating offenders into society, which ultimately ensures the safety of the public. The unique handmade crafts sold at the rodeo help exact good behavior from offenders, teaches them planning and money management



Gary Young serves on the Marketing and Executive Committees for the Angola Prison Rodeo.

skills, and also serves as a way to provide financially for their families at home.

According to Warden Burl Cain, the success of the rodeo has largely been due to the efforts of the staff of the Louisiana State Penitentiary. Preparing for the rodeos is a year-long endeavor, with all of the staff playing a crucial part in the world-renowned show. There is an executive committee, an offender committee, plus a total of 14 subcommittees that ensure all aspects of the rodeo are handled properly. From ticket sales to security, state employees put in the effort so that rodeo attendees of all ages will have a safe, yet unforgettable, experience.

Check out this web exclusive [here](#).



The Angola Fall Prison Rodeo is back each Sunday in the Month of October. Tickets are \$15 and may be purchased in advance online at www.angolarodeo.com or by calling (225) 655-2030 or (225) 655-2607 Monday through Friday between 8:30 a.m. and 4 p.m. The gates to one of the most famous prisons in the world open at 9 a.m., and the “Wildest Show in the South” starts at 2 p.m. Heart-stopping events include Convict Poker, Wild Cow Milking, Bull Riding, and the world famous Guts-n-Glory. Don’t miss the Wildest Show in the South!

CPTP Policy Board Meeting

By John DiCarlo
Training/CPTP Program Manager – Business Development

On June 24, 2014, the Comprehensive Public Training Program (CPTP) Policy Board convened at 2 p.m. in the Claiborne Building in Baton Rouge. Present were Chair, Barbara Goodson, Vice-Chair, Jerry Guillot, and policy board members Representative Chris Broadwater, Lilibeth Lavinghouse, Dana Le Bherz and Byron Decoteau, Jr.

At this meeting, CPTP staff members presented to the Policy Board information on the new Mandatory Training Requirements, which will go into effect on January 1, 2015, as well as information on the new pricing policy for training delivered to entities which do not contribute to CPTP's operating budget. Additionally, the new CPTP website was introduced to the policy board.

During the meeting, the CPTP Policy Board approved the awarding of the "Professional



Certificate" to employees who completed the CPTP "Professional Certificate" program. The recipients who received the "Professional Certificate" are Susan Bigner, Department of Economic Development; Amber Gorham and Heather Hebron, Department

of State Civil Service; Andrew Mills and Leslie Taylor, Department of Environmental Quality; Takiya Wallace, Department of Revenue; and Glenn Wilson, Division of Administration.

State Civil Service Launches Mobile Version of Website

By Byron Decoteau Jr.
SCS Deputy Director

As part of its continuing efforts to attract skilled job candidates to the state workforce and transparency and accountability to taxpayers, the Louisiana Department of State Civil Service has launched a mobile version of its website that will allow job candidates quicker access to job seeker resources and current job openings. In addition, the mobile website will allow the public quicker access to key information regarding the State's Civil Service System.

"People are increasingly using mobile devices to access the internet and SCS's mobile website will enable more users to quickly access information regarding current job announcements and publications regarding the state's workforce which enhances the ability to promote accountability and help improve government performance," said Shannon Templet, Director of State Civil Service. "This initiative will benefit job seekers, current employees and taxpayers."

SCS's mobile website is intended to meet the needs of the job seeker and the citizens of

Louisiana. Templet adds "We are excited to provide a direct link to our YouTube channel that features realistic job preview videos and announcements." The videos have been very beneficial in providing job applicants with a view of a government job prior to applying, and provide an avenue to showcase dedicated state employees and the vital role they serve in providing services to the citizens.

The mobile website's content is organized under five main tabs. The first allows users to view job seeker resources such as testing requirements, schedules and locations; the second provides users with the State's job search; the third provides a number of publications, facts and figures; the fourth provides information on the State Civil Service Commission such as public meeting schedules, agendas and minutes; lastly a section that contains State Civil Service Rules.

The mobile version of SCS's website is automatically opened by visiting the same URL as SCS's regular website, www.civilservice.la.gov, via a mobile device.

Outstanding Human Resources Program Evaluations

By Melinda Robert
Accountability Division Administrator

State Civil Service would like to announce an outstanding Human Resources Program Evaluation recently conducted by their Accountability Division. Louisiana Office of Student Financial Assistance received an outstanding evaluation with 100% compliance in all categories audited. The State Civil Service Accountability Division is responsible for providing an objective evaluation of the human resource practices used by state agencies to manage the classified work force. It assesses the effectiveness of those practices and the overall adherence to merit principles and compliance with Civil Service Rules.

Other excellent evaluations conducted this year, having minimal deficiencies were:

- Avoyelles Correctional Center
- Department of Children and Family Services
- Department of Corrections—Administration
- Louisiana Public Service Commission
- LSU—Shreveport
- Port of New Orleans
- Teachers' Retirement System of Louisiana

The evaluation reports received by these agencies show the value and importance of excellence they place on human resources management in state government. It is rarely an easy task to receive this type of report as agencies face the many complex challenges in human resources.



Shannon Templet, State Civil Service Director, and Jason McCann, Human Resources Director, Louisiana Office of Student Financial Assistance.

Dunbar Award Nominations Due September 12th!

By Lindsay Ruiz de Chavez
Public Information Director

The Louisiana Civil Service League is now accepting nominations for the 2014 Charles E. Dunbar Jr. Career Civil Service Awards. In the 56th year of the annual program, more than 800 classified public employees have received the award. **The deadline for submissions is Friday, September 12, 2014!**

The award is named in honor of Charles E. Dunbar Jr., who was responsible for spearheading the effort to establish a classified workforce that would be governed through merit system principles and founding the Louisiana Civil Service League.

The Civil Service League bestows the award on local, state and municipal civil service employees who distinguish themselves through unselfish service to the citizens of Louisiana. Nominees are

judged on commitment to the classified service, contributions toward workplace improvement, personal initiative and volunteer community service.

The Civil Service League is a statewide non-profit educational organization founded in 1940 dedicated to the extension, preservation and improvement of Merit Systems of public employment in Louisiana.

Submission forms, Frequently Asked Questions and other information on nominating a fellow employee can be found [here](#). Dunbar Award nominations will be accepted until **Friday, September 12, 2014.**