



THE BRIDGE:

Connecting State Civil Service and You

November 2013
Volume 4 Issue 4

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.

First LASERS Video Available On LEO

Last year, LASERS launched a YouTube Channel as a way for members to become better educated on LASERS topics. Some agencies block YouTube in the workplace due to security filters, so Louisiana Employees Online (LEO) is a great solution to help members and agencies view LASERS videos online while at their desk. The Division of Administration and LASERS collaborated to launch the first video on LEO, LASERS Preparation for Individual Counseling.

Follow these easy step-by-step instructions to view the video: Log into [LEO](#) > My Training tab > Course Catalog, select Department/Agency Training > *La State Employees Ret Sys (LASERS) Subject Area* > *LASERS Prep for Individual Counseling* > *Book this Course* > *Start Course Now*.

Additional announcements will be forthcoming as more LASERS videos become available on LEO.

STAYING CONNECTED:

From the Desk of Shannon S. Templet, SCS Director



This issue of The Bridge is full of exciting and informative articles. The Employee Spotlight article is about the Lake Charles Harbor and Terminal District. The port is an economic boon on the region and has provided numerous jobs for local citizens.

The SCS Compensation Division recently attended the National Compensation Association of State Governments Conference. The new ideas learned at the conference further the SCS Mission to

enable state government to attract, develop and retain a productive workforce and that effectively service the citizens of Louisiana.

We have also included information on a new course being offered by the SCS Training/CPTP Division on Professionalism in the Workplace. This instructor-led course is of great value to every state employee, since professionalism begins at the individual level.

I would also like to congratulate the winners of the 48th Annual Monte M. Lemann Awards. This award recognizes the unclassified leaders and citizens that help to uphold the principles of the merit system. Thank you for your service to Louisiana.

I look forward to the New Year and the exciting new things happening in the HR Community. Happy Holidays!

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. Email 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!](#)

The Bridge is produced quarterly by a committee of [Civil Service staff members](#).

A Louisiana Success Story: Lake Charles Harbor and Terminal District

By Heather Hebron
Compensation Division Consultant

As one travels along the docks of the [Lake Charles Harbor and Terminal District](#), it is plain to see why it is the 12th largest port district based on tonnage in the United States. The energy of the port can be felt as colossal machines move tons of cargo such as rice, flour, forest products, frac sand, aluminum, and petroleum coke. The port creates billions of dollars of economic impact for the city and its surroundings, and provides numerous jobs for local citizens.

In its early years, the city of Lake Charles made use of the shallow waterways for floating timber and minor commerce. After the Civil War, industries boomed and a transportation route from Lake Charles to the Gulf of Mexico became a necessity. The Lake Charles Harbor and Terminal District officially opened on November 30, 1926. According to the port's website, the district currently encompasses "203 square miles in Calcasieu Parish, and accommodates some 5 million tons of cargo annually at its public facilities," which includes 4 marine terminal operations.

This jewel of Louisiana would not shine without the hard work and dedication of its employees. According to Executive Director Bill Rase, "The Port of Lake Charles has benefited from the overall structure that being part of Civil Service provides. Employees are fairly classified and paid uniformly according to their jobs, allocations and duties." Jobs that employees work at the port vary. The port provides over 1,500 construction jobs and 130 permanent classified jobs in its Administration, Operations, Maintenance, and Harbor Police Departments. With so much activity at the port, the maintenance personnel who maintain the massive machines are critical to the port's operations. Heavy mobile equipment is used at the port to move bulk materials, such as petroleum coke. Petroleum coke is a by-product of the oil industry, and is a fuel substitute for natural gas. The port handles approximately 3 to 4 million tons of petroleum coke each year.

The Lake Charles Harbor and Terminal District is a benefit to the State of Louisiana, and it continues to grow with developments like the Golden Nugget



Tarranzo Jones, a Bulk Terminal Specialist at the Lake Charles Harbor and Terminal District, operates heavy mobile equipment to move petroleum coke at the port.

Casino Resort, and with partnerships like a 25-year operating agreement with Lake Charles Clean Energy. According to the American Press, economists forecast that the Lake Charles metropolitan area will increase job opportunities by 8.1 percent in the next two years. To assist in housing the influx of potential workers, the port has leased property to Greenfield Logistic Solutions to build a \$70 million workforce housing project with various amenities on 200 acres.

The port strives to be innovative and efficient. The port has leased property to IFG Port Holding who is constructing the first new grain terminal on the Gulf Coast in more than 40 years. The port also recently acquired a new unloader for one of its bulk terminals to increase the offloading rate and cargo handling capacity, and constructed a new entrance to the port plaza to quickly process incoming and outgoing traffic while enforcing TWIC security requirements. These investments and projects generate new business, keep cargo flowing, and promote economic development for Louisiana. Since 1926, the Lake Charles Harbor and Terminal District has developed into one of the top ports in the nation, and the future looks bright for its expansion and the creation of new jobs.

SCS Participates on Task Force for Gender Pay Equity

By Janelle Haynsworth
Compensation Division Supervisor

In 1963, President John F. Kennedy signed the federal [Equal Pay Act](#) into law to ensure that women and men receive equal pay for work requiring equal skill, effort, responsibility, and that is performed under similar working conditions. This year marks the 50th anniversary of the federal Equal Pay Act, yet overall, women’s salaries continue to lag behind those of their male counterparts in Louisiana. In response, the Louisiana legislature drafted [House Concurrent Resolution No. 145](#) in the 2013 Regular Session to create the Louisiana Fair Pay Task Force. Composed of leaders in the public and private sectors, the Task Force is commissioned to study any existing wage disparities between men and women in the Louisiana workforce and propose recommendations for policy change and legislation to prevent and eliminate these disparities.

State Civil Service assures compliance with the federal Equal Pay Act by maintaining a merit system for the employees within the state classified service.

A merit system meets the requirements of the Equal Pay Act by allowing state employees to be hired and promoted on the basis of individual merit rather than for political affiliation or other discriminatory reasons, such as gender. Additionally, compensation for classified state employees is governed by specific rules that apply uniformly to all employees. This ensures that all classified employees are paid fairly, in accordance with the provisions of the Louisiana State Constitution.

Best practices for pay equity in other states are being studied by the members of the Task Force to help form sensible policy recommendations that will meet the goals of HCR 145. State Civil Service Director, Shannon Templet, is committed to serve on the Louisiana Fair Pay Task Force to provide assistance to other employers in reducing the gender wage gap in Louisiana. State Civil Service stands as a leader and a partner in the management of human resources.

2013 Monte M. Lemann Award Winners

By Lindsay Ruiz de Chavez
Public Information Officer

The Louisiana Civil Service League presented the 48th Annual Monte M. Lemann Award this past October in New Orleans. This distinguished award is presented to five outstanding citizens of the State of Louisiana who have made the greatest contributions to the advancement of Louisiana’s unique and superior Merit System of Public Employment.

The award recognizes chosen leaders and citizens who are not in the classified service and uphold the principles of the Merit System. This award is complimentary to the Charles E. Dunbar Award bestowed upon classified civil servants.

It is named for Monte M. Lemann, a man of high public spirit who gave of his time and brilliance to the civil service cause during his long career. He was a legal ally to Charles E. Dunbar in successfully pleading with the Louisiana Supreme Court to uphold the constitutionality of the law.

The winners of the 2013 Monte M. Lemann Awards are pictured on the right.



*Gilbert R. Buras Jr.
New Orleans*



*Tommy Eschete
Thibodaux*



*Whitman J. Kling Jr.
Baton Rouge*



*Cindy Rougeou
Baton Rouge*



*Dr. Ruth T. Weinzettle
Alexandria*

CPTP Announces New Professionalism in the Workplace Course

By John DiCarlo
Training/CPTP Program Manager – Business Development

Professionalism is a very important characteristic to exhibit in the workplace. When an employee deals with customers, clients, and co-workers in a professional manner, it helps to contribute to a positive work environment and a pleasant customer/client experience. Professionalism begins with each individual in the organization.

With this in mind, CPTP has developed a new special “Professionalism in the Workplace” oneday live instructor led course which is available to individual agencies upon special request. In this course, participants will examine their own individual behaviors in the workplace and the point will be made that professionalism begins

with each one of them. Thus far, this course has been delivered to the Department of Health and Hospitals Office of Rural Health and the Pinecrest Developmental Center. Participant evaluations have been overwhelmingly positive. The course description can be found on the LEO System. If you are interested in having this course delivered at your agency, please contact CPTP.

“Professionalism in the Workplace” is only one of the custom-designed courses CPTP has created for various agencies in the past year. If you need a specialized or custom instructor-led course, please contact Dana LeBherz, Training Division Administrator, at dana.lebherz@la.gov.

Compensation Professionals Share Ideas at Annual Conference

By Brandy Bolton
Compensation Assistant Division Administrator

Each year, professionals from state governments from across the nation come together to share challenges and ideas at an annual conference focused on compensation and related issues. Established in 2010, the [National Compensation Association of State Governments](#) was formed as a result of a merger between the Central and Southeastern Compensation Associations. Current NCASG members include 38 states from Alaska to Florida and the intention is to have all states eventually as member-states under this new national organization.

State personnel that attend the conference each year come away with valuable information related to the compensation of state government employees. Member-states participate in the annual NCASG surveys, which include a salary survey for common jobs, a benefits survey, and a pay practices survey. The results of these surveys are one of the key components of the annual conference, as states are able to compare answers and review trends in the data from previous years. This year’s data indicates that although merit raises and cost of living adjustments are trending up from previous years, overall, only a small number of states are able to grant them.

The conference also offers a variety of speakers each year from respected professional compensation companies and other sources. This year, Neville Kenning of Kenning Consultants provided a presentation titled, “So, You Have Some \$\$ for Comp Changes after Years of No Budget! What Should You Do?” Another presentation

by Jim Stoeckmann of WorldatWork provided an interesting perspective on administering total rewards in the public sector with highlights on the war for talent, economic uncertainty, total rewards trends, and the current environment.

Perhaps the most valuable aspect of the NCASG conference is the opportunity for members of different states to discuss issues related to compensation and classification of state government employees. As part of the conference, each state provides a briefing on the issues and solutions that occurred over the past year. Some of this year’s highlights include discussions about personnel changes related to agency consolidations and shared services, classification plan redesigns, using salary savings to fund merit increases, and succession planning initiatives. The states also participated in a forum discussion on “at-will” employment, where insights and lessons learned were shared from states that have utilized at-will employment with those states that are now being asked to consider it.

Next year, the annual NCASG conference will be held in New Orleans, La. It is typically scheduled around the end of September and beginning of October, so be sure to save the date if you are currently working in administering compensation for Louisiana state employees. Check the [NCASG website](#) for conference agenda updates and early registration discounts in the coming year.