

# STATE CIVIL SERVICE

AN ORGANIZATION **ROOTED IN HISTORY** WITH  
A **SOLUTION FOR THE MODERN WORKFORCE**

- builds a competent/skilled workforce
- ensures government jobs are filled based on merit
- maintains efficient use of taxpayer dollars through:
  - control on salary expenditures
  - oversight of compensation

## A History

From the early **1800's**, the spoils system was the customary way of government employment. Employees were often required to pay "de-ducts" (a portion of their salary) to support the incumbent party.

### 1883

U.S. Civil Service Act Passes

### 1930s-1940s

Opposition to this system grew as state employees and taxpayers spoke out against political corruption and demanded good government.

### 1940

Bill to establish a statewide civil service system passes, with the support of Governor Sam Jones.

### 1943

Civil service goes into effect for all state agencies except those covered by the State Merit System Council.

### 1948

Civil service is ended by the legislature.



After the signing of Civil Service Constitutional Amendment in Baton Rouge June 18, 1952. Left to right, Charles E. Dunbar, Jr., Rep. Edward Dubuison, Senator Joseph LaLande, Gov. Robert F. Kennon, Senator Robert A. Ainsworth, Jr.



The Louisiana Civil Service System is founded on the principles of equal pay for equal work, equal opportunity, ability-based employment and promotion, and freedom from political influence.

### 1952

With support from Governor Robert F. Kennon, Charles E. Dunbar, Jr. and committee members drafted a constitutional amendment that was adopted, establishing the civil service system under the State Constitution.

### 1974

Article X, Part I of the 1974 constitution established the state's civil service system, meaning the system could only be repealed or amended by a vote of the people.

## Modern Workforce Solutions

- Comprehensive Human Resources Program
- Skills-based Hiring Framework
- Flexibilities in hiring and compensation
- Employee performance management
- Leadership development
- Retaining institutional knowledge



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