



# THE BRIDGE:

## Connecting State Civil Service and You

February 2015  
Volume 6 Issue 1

### 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.

### LASERS Annual Statements Geaux Green

As part of the LASERS Geaux Green initiative, active members now have the option to receive paperless Annual Statements through Self-Service. Members who choose to receive their Annual Statement via Self-Service only, will no longer be mailed a paper copy.

A member will help LASERS save \$0.74 per statement or about \$50 during their career by "geauxing" green.

To sign-up for Paperless Annual Statements:

1. Log on to [Member Self-Service](#).
2. Select Paperless Settings.
3. Choose "online only."
4. Click Save.

When Annual Statements are ready, an email will be sent notifying members that statements are available online.

[Watch the video](#) for step-by-step instructions on selecting Paperless Annual Statements.

### STAYING CONNECTED:

*From the Desk of Shannon S. Templet, SCS Director*



In this issue of The Bridge, we highlight the continuing education requirements as part of the 2015 Mandatory Training Requirements. This new requirement will be a great way for employees to stay up-to-date with new skills and knowledge needed for the workforce.

We also pay tribute to Black History Month. African Americans, through music, business and the civil rights movement, have helped shape the rich culture of Louisiana and the nation.

I would like to congratulate my fellow 2014 Dunbar Award winners. It is both an honor and privilege to receive this award alongside such distinguished and hardworking state employees.

Also, I would like to welcome Ms. Kimberly Dellafosse to the State Civil Service Commission. And my deepest thanks to Dr. Sidney Tobias, outgoing State Civil Service Commissioner, for serving on the Commission since 2011.

### 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 factbased questions will receive a response.

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

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

## New State Civil Service Commissioner: Kimberly Dellafosse

By Melinda Robert  
Accountability Division Administrator

On February 4, 2015, the State Civil Service Commission welcomed its newest member, Mrs. Kimberly Dellafosse. Mrs. Dellafosse replaced Dr. Sidney Tobias, Jr., who served since December 2011. Article X of the Louisiana Constitution of 1974 provides for the State Civil Service Commission. Six commissioners are appointed by the governor from nominations made by the presidents of six private Louisiana colleges, while one classified employee-member is elected by the classified workforce. Mrs. Dellafosse was nominated by Dr. Walter Kimbrough, president of Dillard University, to serve as a representative of the 3rd Congressional District. She will serve a six-year term.

Mrs. Dellafosse is a native of Lake Charles, LA. She graduated from Dillard University in 1994, earning a Bachelor of Science degree in Nursing. She has 20+ years of experience in healthcare and management. Mrs. Dellafosse is also an entrepreneur, being the founder of Crimson Media Enterprises, a media relations firm, and the former owner of Glam-N-Gloss Day Spa. She is married to Mack Dellafosse and is the mother of two teenagers.



*Mrs. Kimberly Dellafosse*

When asked how she felt about being nominated to serve on the State Civil Service Commission, Mrs. Dellafosse stated that she was very excited about her appointment and looks forward to learning new things, networking, and serving the state of Louisiana in the capacity of a commissioner.

When asked how her personal and professional background has prepared her for the issues she will face as a Commissioner, she replied: "My experience as a business owner and the time that I have worked in health care management have afforded me an opportunity to understand the dynamics of working with people in an effort to build rapport. I believe my experience in quality improvement will also be quite beneficial."

## 2015 Continuing Education Requirements

By John DiCarlo  
Training/CPTP Program Manager – Business Development

The new 2015 Mandatory Training Policy includes a continuing education requirement which will go into effect on July 1, 2015. All supervisors in Supervisory Groups 1 and 2 are subject to the continuing education requirement.

The continuing education requirement stipulates that supervisors in Supervisory Groups 1 and 2, who are finished the training requirements for their respective Supervisory Group; will also be required to complete one additional training course per performance year. People who are promoted into Supervisory Groups 1 and 2 beginning January 1, 2015, would be required to complete their continuing education requirement within one year of that supervisory group's mandatory course completion deadline date. Supervisors in Groups 1 and 2 who have already completed their training requirements from any previous rule year will fall under the continuing education requirement for Performance Year 2015-

2016, which begins on July 1, 2015.

CPTP will provide a list of eligible courses for continuing education credit at the beginning of each performance year. For ease of agency tracking, courses chosen for the credit will deliver two qualifications to the learner's transcript upon completion. One will be the usual qualification consisting of the name of the course. The second qualification on the transcript will read "CPTP Continuing Education" and the appropriate performance year. CPTP will announce the list of eligible courses which can be used for the continuing education requirement for Performance Year 2015-2016 in June. This information will also be placed on the CPTP website. Credit for continuing education will only be given starting July 1, 2015.

If you have any questions regarding the new Continuing Education Requirements, please contact the CPTP office, at (225) 342-8539 or by email at [CPTPLSO.Coordinator@la.gov](mailto:CPTPLSO.Coordinator@la.gov).

## *State Employee Spotlight: Call for submissions*

### *The Bridge seeks to feature public servants*

From nursing to engineering and much more, each day state employees provide a variety of services to the public. Through the Employee Spotlight feature, *The Bridge* asks for your help in recognizing stand out employees. Anyone is welcome to nominate a subordinate, supervisor, manager, coworker, etc. HR offices are also encouraged to submit nominations, which may include an agency's employee of the year, month, etc.

*The Bridge* will feature as many employees as possible. Submissions should be e-mailed to [Lindsay.Ruiz@la.gov](mailto:Lindsay.Ruiz@la.gov) and should include the name, job title, and contact information for the nominator and the nominee, as well as a brief narrative detailing the nominee's excellence, dedication and/or accomplishments. There is no deadline for nominations. Nominations will be collected throughout the year, with employees featured as space allows.

## Remembering Black History Month

By Aeli Poydras  
Staffing Division Supervisor

During the month of February, we take time to remember Black History Month, by recalling African American's contributions to the history of the United States. Of the contributions made by African Americans to the country's history, many have come from persons who call Louisiana home. Louisianans of African descent have indeed given a unique cultural response to difficult historical and economic situations and thrived in playing a role in shaping the rich culture of their home state as well as the nation.

The musical contributions of African Americans from Louisiana to "one of America's original art forms", jazz, have been enormous and recognized around the globe. Spread by legendary musicians such as Louis Armstrong (from New Orleans) and Joseph "King" Oliver (from Aben) or modern musicians such as Wynton Marsalis (from New Orleans), African Americans in Louisiana have contributed—and continue to do so—critically to the rich musical culture of state, the nation and the world, by leaving a legacy of original creative expression of sound for which all Louisianans can be proud.

African Americans in Louisiana have always had the entrepreneurial spirit of the state. The first female self-made millionaire in the United States was Sarah Breedlove, also known as Madame C. J. Walker, from Delta, Louisiana. Using her own inventions, she created a flourishing business in the early 20th century, based upon her hair care products.



*Louis Armstrong*

African Americans in Louisiana have also played a major role in the national civil rights movements. In the 19th century, Homer Plessy, who was the plaintiff in the now infamous Plessy v. Fergusson case, was from New Orleans. Continuing into the 20th century, civil rights advocates such as Reverend Abraham Lincoln Davis (from Bayou Goula), who formed the Southern Christian Leadership Conference with other Southern pastors, continued to promote civic equality in our country. Others like A.P. Tureaud, Sr. (from New Orleans), did expansive work through the court system (with other prominent attorneys like Thurgood Marshall) to desegregate schools, businesses and public facilities in the country.

So in the month of February, pause to recollect the contributions African Americans in Louisiana have made to the history of our great nation and to the rich cultural history of our great state.

## 2014 Dunbar Award Winners

By Paul St. Dizier  
Appeals Division Administrator

On January 15, 2015, the Louisiana Civil Service League presented the 56th Annual Charles E. Dunbar, Jr. Career Service Awards in New Orleans. This prestigious award is given to twelve individuals employed in the state, municipal or local classified service. Winners are selected in recognition of their exemplary service to the citizens of Louisiana, as demonstrated by their commitment to the classified service, contributions to improvement in the workplace, and volunteer community activities. The award is named for Charles E. Dunbar, Jr., a tireless advocate for civil service who is recognized as one of its principal founders in Louisiana. This year's award winners included two SCS employees, Shannon S. Templet and Jacqueline "Jackie" Garrison.



*Shannon Templet receiving the Charles E. Dunbar Career Civil Service Award.*

Shannon S. Templet began her public service career in the Department of Corrections' HR department, and has served as SCS's Director since 2009. After thanking her family, friends, employees, and the League, Director Templet stated in her acceptance speech that in her 24 plus years of classified state employment, she has found government employees to be dedicated, hard-working people whose passion is serving the public interest.

Jackie Garrison has been a classified state employee since 1990. Her entire state career has been at SCS, where she presently serves as the Administrator of the Management Information Services Division. While accepting her award, Ms. Garrison referenced her love of numbers and data, and expressed gratitude to the League, her SCS

coworkers, her family, and especially to her young daughter, Alexandra, for keeping her office supplied with artwork.

Our sincerest congratulations to all of the Charles E. Dunbar, Jr. Career Service Awards winners, who, individually and collectively, represent the best attributes of the classified workforce.

The winners of the 2014 Charles E. Dunbar, Jr. Career Service Awards are as follows:

- Michael Barrington, La. Department of Agriculture & Forestry
- Doris G. Brown, La. Department of Health and Hospitals
- Lester H. Bullitt, La. Department of Education
- Barbara Cronin, La. Department of Agriculture & Forestry
- Catherine Fontenot, La. Department of Public Safety and Corrections
- Jacqueline "Jackie" Garrison, La. Department of State Civil Service
- John "Ricky" Masaracchia, La. Workforce Commission
- Sidney E. Seymour, La. Office of Financial Institutions
- Harrison B. Shaver, Jr., La. Department of Public Safety and Corrections
- Shannon S. Templet, La. Department of State Civil Service
- David J. Williams, Jefferson Parish Department of Inspection and Code Enforcement
- Kenneth York, La. Workforce Commission