



**ETHICS & COMPLIANCE COMMISSION**  
**JEFFERSON PARISH**

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Carroll W. Suggs -Chair  
Warren R. Bourgeois, III  
Dolores Hall  
Sandra Joseph  
Howard Maestri

July 17, 2019

Jefferson Parish Department of Personnel  
200 Derbigny Street  
Suite 3100  
Gretna, LA 70053

RE: Jefferson Parish Pay Report for 2014-2017  
Jefferson Parish Office of Inspector General

Dear Chairman Harris and Members of the Board:

Pursuant to the Jefferson Parish Code of Ordinances, the Jefferson Parish Ethics and Compliance Commission receives all reports and recommendations issued by the Office of Jefferson Parish Inspector General, and, as such, received the most recent report with regard to Jefferson Premium Pay for the years 2014-2017.

The Commission's goal is to insure excellence in government in Jefferson Parish. To that effect, it is the belief of the Commission that all action taken by the Parish and all departments and administrative agencies within the Parish must be transparent and that all actions taken be performed in such a manner as to be above reproach. Thus, it is of paramount importance that all personnel employed by the Parish in various departments and agencies receive adequate and fair compensation, and that they be paid in such a manner that payroll for any job classification can be determined with a reasonable degree of certainty for all exempt employees by a cursory review of the Parish's pay structure. Unfortunately, the Inspector General's follow-up report shows that no significant changes have been implemented these many years to accomplish this.

We applaud the efforts of the Personnel Board in taking initial steps to address the Inspector General's current recommendations. However, the Commission urges you, as members of the Personnel Board, to consider implementing all of the Findings and Recommendations of the Office of Inspector General, and, more particularly, those relating to automated data collection, reduction or elimination of stand-by pay, and implementation of a wage study for all positions. The Commission is extremely concerned that there is no effective premium pay management within the Parish of Jefferson and that each department has significant discretion with regard to the culture and practice of paying overtime and standby pay. This practice creates

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the appearance of impropriety and a disparity between employees serving in the same classification as other employees. In turn, this raises concerns of favoritism and the potential of equal employment opportunity violations through discriminatory practices.

Therefore, the Jefferson Parish Ethics and Compliance Commission urges you, as members of the Personnel Board, to act with all due haste in adopting the recommendations of the Jefferson Parish Office of Inspector General as early as possible. Thank you in advance for your consideration.

Sincerely,

A handwritten signature in blue ink that reads "Carroll W. Suggs". The signature is written in a cursive style with a large, prominent "S" at the end.

Carroll W. Suggs

JEFFERSON PARISH ETHICS & COMPLIANCE, CHAIR

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Jefferson Parish**