



THE CADDO REPUBLICAN



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“Let Them Eat Cake” and the New \$12.3 Million in CPSB Pay Raises

THIS MONTH’S MEETING

Our guest speakers for this month’s luncheon at **12 noon on Tuesday, May 2, 2017**, at the Wyndham Garden Hotel on E. 70th Street will be Caddo Parish School Board Members **Barry Rachal** and **Steve Riall**, and demographer, pollster, and civic activist, **Elliott Stonecipher**.

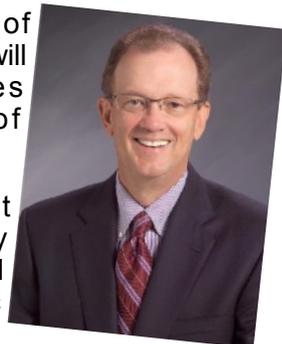
Across-the-board pay raises have been given a great deal of consideration by both the City of Shreveport, as well as the Caddo Parish School Board. In fact, CPSB members will consider a plan this month that gives employees a 5% raise, at a cost of \$12.3 million. Supporters of the plan say that these raises will be paid for with existing money in the budget.



In March, Superintendent Lamar Goree said he had been charged by the Caddo Parish School Board with looking at how to give “everyone a raise in our school system.” But with nearly 60 percent of Caddo Parish Schools scored by the

Louisiana Department of Education as “D” and “F,” will \$12.3 million in raises improve the quality of education in Caddo Parish?

Others, like Elliott Stonecipher, question why this plan is being proposed now, with little to no public debate, and whether the residents of Caddo Parish have all the facts.



Many studies indicate that blanket pay raises can have a demoralizing effect on the high achievers in any organization. And with the challenges facing Caddo schools, will we lose our best and brightest? There’s certainly lots to talk about.

So, **join us Tuesday** and let’s visit. Bring a guest, especially someone who might not consider themselves “political”. C’mon. It’ll be fun. Reservations not required. Eating is \$13 and listening is free.

FROM THE CHAIRMAN



Dear Fellow Republicans,

Superintendent Lamar Goree said recently that he's been charged by the Caddo Parish School Board with looking at how to give "everyone a raise in our school system." That's after nearly 60 percent of Caddo Parish Schools were scored by the Louisiana Department of Education as "D" and "F."

Shreveport Mayor Tyler says that we need to give pay raises to city employees making \$80,000 a year or less "to make sure that we're being competitive with other governmental entities." That's after total (government) jobs at City Hall rose last year, while the population of Shreveport continued to decline and we ranked No. 4 in the country for job losses.

And in Washington, D.C., even as he was leaving the White House, President Obama officially authorized a 2.1 percent pay raise for federal civilian employees in 2017, even though our national debt was (and is) nearly \$20 trillion. In February, a House Democrat introduced a new bill to give federal employees an across-the-board pay raise of 3.2 percent in 2018.

So from failing schools, to declining population growth, to rising debt, our government seems to be hell-bent on incentivizing poor results – and unfortunately, with devastating accuracy.

What's missing in all of these calls for blanket pay raises across the country in government is not just the taxpayer money to do so, but the lack of any real progress – or interest – to develop an effective performance appraisal system of government employees that gives honest feedback and provides meaningful differentiation between the high achievers and those who work just hard enough not to get fired and get paid just enough money not to quit.

Why is it that some folks just don't get it? Unless our government has an objective employee evaluation system to get rid of low performers and reward high achievers, we're just rewarding mediocrity – plain and simple.

Yes, you can hire better people with pay raises, attract better job candidates, etc., but you have to still deal with those whom you already employ

and simply are not doing the job that needs to be done.

You see, study after study shows that retention of an organization's best and brightest decreases, in the long run, whenever blanket pay raises occur. This is because there's a demoralizing effect on the high achievers in any organization because they feel their efforts to go above-and-beyond aren't recognized when those who didn't make the effort were rewarded, nevertheless.

And to add insult to injury, not only do your most loyal and best employees feel unappreciated, but a blanket pay raise makes it even more unlikely that these best and brightest will have any chance of receiving a pay raise themselves anytime soon, based on their own merit, because now there's even less money available in the budget to do so after the blanket pay raises to everyone else.

Maybe this is why President Trump has called for a federal hiring freeze and an end to automatic raises and to make it easier for our federal government to fire poor performers. As the White House press secretary explained, "Some people are working two, three jobs just to get by. To see money get wasted in Washington on a job that is duplicative is insulting to the hard work that they do to pay their taxes."

And he's right. If we are going to continue talking about blanket pay raises, shouldn't we be talking about the effects of doing so, other than to one's own bottom line? In the end, this is all about getting better and grabbing life by the collar, gutting this out, growing ourselves and turning our country around. Sure, the money is important, but the value of what you give is even greater, and rewarding mediocrity costs us all.

In closing, and as always, **please consider making a contribution** to the Caddo Republican PEC, or to volunteer your time. Contributions of any amount may be made by mailing a check to: Caddo RPEC, 1941-C East 70th Street, Shreveport, LA 71105 or by clicking the following link to contribute by credit or debit card, <http://bit.ly/CaddoRPEC> (but you don't need a PayPal account to contribute online). Thanks, in advance, as always, for any support you can lend.

Louis R. Avallone

MEDALLION CLUB...THANK YOU!

Join The Ranks!

The 2017 Medallion Club membership drive is growing! We are grateful for the tremendous support, and unwavering commitment of our Caddo Parish Republican supporters. As many of you know, the Medallion Club effort raises the necessary funds to run the office, pay for the newsletter, and conduct other Party activities. Gold Medallion members level is \$200 and above, Medallion membership is \$100-199 and Supporter level membership is up to \$99. **You can contribute online by visiting <http://bit.ly/CaddoRPEC> or checks may be dropped off to the office** at 1941-C East 70th Street, Shreveport 71105. Contributions are not tax deductible. **Gold Medallion:** The Professional Republican Women of Caddo, D.A. Simpson, Carroll Michaud, Austin Robertson. **Medallion:** Jack Daniel, Sylvia Norton, Jim and Martha Allen, and Olive Stuart. **Supporter:** Stanley Kolniak.

LAGOP EXEC. DIRECTOR GOES TO D.C.

The Executive Director of the LAGOP, Jason Dore', has headed to Washington D.C. to serve in President Donald Trump's administration. "We've experienced great success over the past six years with Jason Doré's leadership," LAGOP Chairman Roger Villere said. "We wish him every success in serving President Trump and our nation." The LAGOP said Bo Staples, the current political director, will serve as the interim executive director. Doré became executive director of the LAGOP in 2011. Since becoming Executive Director in 2011, the Party has broken fundraising records, raising more than \$11 million for its candidates, and shattered registration records by increasing the number of registered Republicans by more than 140,000 voters. In addition, the Party has seen a 40% increase in the number of elected officials and gained majorities in both chambers of the Louisiana Legislature for the first time since Reconstruction. Eight of nine

statewide elected officials are currently Republicans. He is a graduate of the LSU Manship School of Mass Communication and the LSU Paul M. Hebert Law Center.

YOU WANT US TO STILL MAIL IT?

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"CAT" TAX DIDN'T HAVE 9 LIVES

The Republican Party of Louisiana released the following statement from Chairman Roger Villere



upon the failure of Governor Edwards' keystone tax bill: "Today is a great day for the taxpayers of Louisiana. Governor John Bel Edwards' disastrous Commercial Activity Tax (CAT) has failed to pass out of committee. After two days of testimony on the tax, the governor failed to gain any sense of support and opted to pull the bill. I commend the Republican members of the House Ways and Means Committee for standing up against the governor and his tax and spend agenda. Governor Edwards ran on not raising taxes. I'm glad Republicans are helping him keep his word. We are now in year two of Governor Edwards' administration. There has been a clear failure of leadership from his office to address Louisiana's spending problem and the collapsing business climate of the state." The governor must stop raising taxes on our job creators. We must grow our economy."

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If you are an email subscriber to the newsletter, please don't forget to advise the editor (louisavallone@caddogop.com) when you change your email address. If you are not, subscribe via **full-color**.

The **Women's Republican Club of Shreveport (WRC)** meets every 3rd Wednesday of the month at 11:45 a.m. at **East Ridge Country Club**. Lunch is \$18.00. Reservations can be made by emailing rsvp.wrc@gmail.com or calling 795-0870 and leave a message. Men are invited to attend and join as associates.

The **Professional Republican Women (PRWC)** meets at 6:00 p.m. at Savoie's The Catering Place on the 3rd Tuesday of each month. Email PRWC1989@gmail.com or contact Pam Gutekunst

(pamgutekunst@bellsouth.net, 797-0802) for reservations (menu is fried catfish, unless chef salad is requested in advance). Men are welcome to attend and join as associates. Meals are \$12.00.

The **Republican Women of Bossier (RWB)** meet on the 4th Tuesday of the month at the Stonebridge Country Club. "Meet and Greet" starts at 5:30 p.m. Meals are \$18.00. Listening is free. Email Gail Bradley at rwbmeal@gmail.com or by calling her at 572-5853, for reservations (RSVP, please, by the Monday before). Men are welcome as associates.

CALENDAR OF EVENTS

- May 2 - Caddo GOP Luncheon
- May 6 - National Teacher's Day
- May 14 - Mother's Day
- May 16 - PRWC Dinner
- May 17 - WRC Luncheon
- May 18 - PEC Meeting
- May 23 - RWB Dinner
- May 29 - Memorial Day

THE CADDO REPUBLICAN is the monthly newsletter of the Caddo Republican Party. Mail articles, suggestions, recommendations, and complaints to the Editor at **1941-C E. 70th St., Shreveport, LA 71105** or via email louisavallone@caddogop.com. This newsletter is designed to provide information regarding the subject matter covered. The editors are NOT engaged in rendering legal, accounting, or other professional services. If legal advice or other expert assistance is required, please seek the services of a competent professional. The opinions expressed are those of the Editors and contributors and not necessarily those of the Party.

OFFICERS AND KEY OFFICIALS

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|-----------------------------------|-------------------|----------|-------------------------------------|------------------|--------------|
| • Chairman | Louis R. Avallone | 841-1277 | • Professional Republican Women | Susan Taylor | 869-2975 |
| • Vice Chairman | Barry Rachal | 469-2277 | • Women's Republican Club of S'port | Danette Pugh | 225-362-1800 |
| • Treasurer | Micheal Collins | 207-0405 | • Candidate Assistance Co-Chairs | Betsy/Max Malone | 868-3464 |
| • Secretary | Nancy Adcock | 458-1637 | • Parliamentarian/Publicity Chair | Betsy Malone | 868-3464 |
| • Committee Attorney | Louis R. Avallone | 841-1277 | • Louisiana State Republican Party | | 225-389-4495 |
| • Caddo/Bossier Republican Office | | 797-1777 | • Webmaster | Allen Marsalis | 841-0199 |