



LaGov HCM
Quick Tips

June 22, 2015

No. 80

New “Pay for Employee at Max” Additional Payments Wagetype

Effective June 22, 2015, OIS added a new Additional Payments Infotype (0015) wagetype option for LaGov HCM Paid agencies entitled “Pay for Employee at Max” (WT0216) to record payments granted to employees at range maximum using [SCS Rule 6.16\(g\)](#).

(g) Pay for Employees at Range Maximum

Subject to the provisions of Rule 6.29, in order to reward those employees who have achieved at least 12 years of continuous State service and have reached the maximum of their pay range or the maximum plus maximum base supplement, have continued to exhibit satisfactory performance for a period of at least three years after reaching the maximum or maximum plus maximum base supplement, and who have been at the same maximum or maximum plus maximum base supplement pay rate for a period of three years, an appointing authority may, at his own discretion, grant a lump sum payment of up to 4% of the employee’s base salary. Employees may not receive such an increase more frequently than every three years. Employees who are red circled shall not be eligible for a lump sum payment. Eligibilities gained but not received at the time of initial eligibility may be given prospectively at any time within three years of the initial eligibility.

Per OSUP, wages earned with this wage type are taxable and are retirement eligible for TRSL and LSERS only. The SCS Entry Guidelines have been updated to reflect this addition.

Questions? Call Data Quality Management at (225) 342-8294