



Louisiana  
**SCS**  
State Civil Service

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## SCS HR Notification

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**DATE:** September 28, 2017

**TO:** Heads of State Agencies and Human Resources Directors

**SUBJECT:** Compensation Redesign: Premium Pay

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Dear HR Community,

This notice is to advise that agencies may continue to use current premium pay policies that were established for recruitment and retention. At this time, SCS will not be making further recommendations to the SCS Commission regarding premium pay policies already in existence.

All agencies with existing premium pay policies for recruitment and retention should consider the impact of the new pay schedules and assess if the premium pay is still necessary. If it is found that the changes to the pay schedules would eliminate the need for the premium pay, it may be necessary for the SCS Commission to approve of the abolishment of those rates.

Please contact your SCS compensation consultant at (225)342-8083 with any questions.

Sincerely,

s/Byron P. Decoteau, Jr.  
Director