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## GENERAL CIRCULAR NUMBER 2015-012

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**DATE:** May 6, 2015

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

**SUBJECT:** Public Hearing to consider amendments to Civil Service Rule 22.3(b), 23.3(a) and 23.5(b)

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The State Civil Service Commission will hold a public meeting at 9 a.m. on Wednesday, June 3, 2015, to consider amendments to Civil Service Rule 22.3(b), 23.3(a) and 23.5(b).

The hearing will be held in the Louisiana Purchase Room of the Claiborne Building, 1201 North Third Street, Baton Rouge, Louisiana. Individuals who wish to comment on this proposal may do so at the public hearing, by writing to the Director of the Department of State Civil Service at Post Office Box 94111, Baton Rouge, Louisiana, 70804-9111, or by emailing the Civil Service Commission at [civilservicecommission@la.gov](mailto:civilservicecommission@la.gov). If any accommodations are needed, please notify the Department at (225) 342-8272 prior to the meeting.

### Chapter 22 – Proposed Rule 22.3

The department proposes to amend Civil Service Rule 22.3(b) to allow an applicant to be hired without a public announcement provided the applicant has attained a 3.5 GPA or higher for a baccalaureate degree and meets all other requirements of Rule 22.8(c) for exemption from testing.

<b>Chapter 22</b>	
<b>Current Rule</b>	<b>Proposed Rule</b>
<b>Rule 22.3 – Public Announcement of Job Vacancies</b>	
<p>(a) All vacancies for jobs in the classified service that are filled by probational appointment, job appointment or promotion shall be posted on the Internet in accordance with the Director’s policies and procedures except as provided in Rule 22.3(b).</p> <p>(b) A vacancy may be filled without public announcement in the circumstances listed below:</p> <ol style="list-style-type: none"> <li>1. Appointment from a Department Preferred Reemployment List.</li> <li>2. Classified WAE appointment.</li> <li>3. Noncompetitive appointment of a client of a State Vocational Rehabilitation Services Program or a State Blind Services Program under provisions of Rule 22.8(a).</li> <li>4. Noncompetitive reemployment of a former employee based on prior state service under provisions of Rule 23.13(a).</li> <li>5. Detail to special duty.</li> <li>6. Demotion of a permanent classified employee.</li> <li>7. Reassignment, position change or lateral transfer of a permanent classified employee.</li> <li>8. Out-of-state vacancies filled in accordance with Rule 22.8(b).</li> <li>9. Temporary Inter-Departmental Assignment.</li> <li>10. When non-classified employees are declared to be in the State Classified Service or are acquired by a State Agency in accordance with Rule 24.2.</li> <li>11. Noncompetitive promotion of a permanent classified employee to a</li> </ol>	<p>(a) All vacancies for jobs in the classified service that are filled by probational appointment, job appointment or promotion shall be posted on the Internet in accordance with the Director’s policies and procedures except as provided in Rule 22.3(b).</p> <p>(b) A vacancy may be filled without public announcement in the circumstances listed below:</p> <ol style="list-style-type: none"> <li>1. Appointment from a Department Preferred Reemployment List.</li> <li>2. Classified WAE appointment.</li> <li>3. Noncompetitive appointment of a client of a State Vocational Rehabilitation Services Program or a State Blind Services Program under provisions of Rule 22.8(a).</li> <li>4. Noncompetitive reemployment of a former employee based on prior state service under provisions of Rule 23.13(a).</li> <li>5. Detail to special duty.</li> <li>6. Demotion of a permanent classified employee.</li> <li>7. Reassignment, position change or lateral transfer of a permanent classified employee.</li> <li>8. Out-of-state vacancies filled in accordance with Rule 22.8(b).</li> <li>9. Temporary Inter-Departmental Assignment.</li> <li>10. When non-classified employees are declared to be in the State Classified Service or are acquired by a State Agency in accordance with Rule 24.2.</li> <li>11. Noncompetitive promotion of a permanent classified employee to a</li> </ol>

<p>position to which he or she would have noncompetitive reemployment eligibility under Rule 23.13 if he or she were to resign.</p> <p>12. Appointment to Nurse Technician for applicants hired as a Registered Nurse 1 or a Registered Nurse 1-Student Health that are required to re-take the State Board of Nursing examination.</p> <p>(c) In the case of vacancies to be filled by promotion, appointing authorities may limit application to permanent classified employees of a promotional zone approved by the Director.</p>	<p>position to which he or she would have noncompetitive reemployment eligibility under Rule 23.13 if he or she were to resign.</p> <p>12. Appointment to Nurse Technician for applicants hired as a Registered Nurse 1 or a Registered Nurse 1-Student Health that are required to re-take the State Board of Nursing examination.</p> <p>13. <b><u>Probational or job appointment of an applicant who has attained a 3.5 GPA or higher for a baccalaureate degree and meets all other requirements of Rule 22.8(c) for exemption from testing.</u></b></p> <p>(c) In the case of vacancies to be filled by promotion, appointing authorities may limit application to permanent classified employees of a promotional zone approved by the Director.</p>
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**Chapter 23 – Proposed Rules 23.3(a) and 23.5(b)**

The department proposes to amend Civil Service Rules 23.3(a) and 23.5(b) to allow for a probational or job appointment to be made if the applicant has attained a 3.5 GPA or higher for a baccalaureate degree and has met all other requirements of Rule 22.8(c) for exemption from testing.

<b>Chapter 23</b>	
<b>Current Rule</b>	<b>Proposed Rule</b>
<b>Rule 23.3 – Probational Appointment</b>	
<p>(a) Probational appointments may be made without the use of a certificate:</p> <ol style="list-style-type: none"> <li>1. Of a State Vocational Rehabilitation or a State Blind Services program client under Rule 22.8(a).</li> <li>2. For out-of-state vacancies under Rule 22.8(b).</li> <li>3. Repealed – Effective December 11, 2013.</li> </ol>	<p>(a) Probational appointments may be made without the use of a certificate:</p> <ol style="list-style-type: none"> <li>1. Of a State Vocational Rehabilitation or a State Blind Services program client under Rule 22.8(a).</li> <li>2. For out-of-state vacancies under Rule 22.8(b).</li> <li>3. Repealed – Effective December 11, 2013.</li> </ol>

<p>4. By reemploying a former employee under Rule 23.13.</p> <p>(b) When a vacancy is filled by probational appointment, such appointment shall be for a probationary period in accordance with Chapter 9 of these Rules.</p>	<p>4. By reemploying a former employee under Rule 23.13.</p> <p>5. <b>Of applicants who have attained a 3.5 GPA or higher for a baccalaureate degree and meet all other requirements of Rule 22.8(c) for exemption from testing.</b></p> <p>(b) When a vacancy is filled by probational appointment, such appointment shall be for a probationary period in accordance with Chapter 9 of these Rules.</p>
<p><b>Current Rule</b></p>	<p><b>Proposed Rule</b></p>
<p><b>Rule 23.5 - Job Appointment</b></p>	
<p>(a) A job appointment is a temporary appointment of an employee to fill a position in the classified service for a limited period of time. An appointing authority may use a job appointment to fill a position for a period not to exceed four years. For rational business reasons, an appointing authority may request a longer term job appointment. The Commission may approve such requests or delegate approval authority to the Director. An appointing authority may terminate a job appointment at any time. This rule is subject to Rules 17.20(b)4 and 17.25 concerning layoff related actions.</p> <p>(b) Job appointments may be made without the use of a certificate:</p> <ol style="list-style-type: none"> <li>1. Of a State Vocational Rehabilitation or a State Blind Services program client under Rule 22.8(a).</li> <li>2. For out-of-state vacancies under Rule 22.8(b).</li> <li>3. Repealed – Effective December 11, 2013.</li> <li>4. By reemploying a former employee under Rule 23.13.</li> </ol> <p>(c) The Director may issue policy standards for the use of job appointments.</p> <p>(d) The Commission or Director may, at any</p>	<p>(a) A job appointment is a temporary appointment of an employee to fill a position in the classified service for a limited period of time. An appointing authority may use a job appointment to fill a position for a period not to exceed four years. For rational business reasons, an appointing authority may request a longer term job appointment. The Commission may approve such requests or delegate approval authority to the Director. An appointing authority may terminate a job appointment at any time. This rule is subject to Rules 17.20(b)4 and 17.25 concerning layoff related actions.</p> <p>(b) Job appointments may be made without the use of a certificate:</p> <ol style="list-style-type: none"> <li>1. Of a State Vocational Rehabilitation or a State Blind Services program client under Rule 22.8(a).</li> <li>2. For out-of-state vacancies under Rule 22.8(b).</li> <li>3. Repealed – Effective December 11, 2013.</li> <li>4. By reemploying a former employee under Rule 23.13.</li> <li>5. <b>Of applicants who have attained a 3.5 GPA or higher for a baccalaureate degree and meet all other requirements of Rule 22.8(c) for exemption from testing.</b></li> </ol>

<p>time, cancel a job appointment and/or withdraw an agency's authority to make such appointments</p>	<p>(c) The Director may issue policy standards for the use of job appointments.</p> <p>(d) The Commission or Director may, at any time, cancel a job appointment and/or withdraw an agency's authority to make such appointments</p>
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Sincerely,

s/Shannon S. Templet  
Director