STATECIVILSERVICE

BYRON P. DECOTEAU, JR.
DIRECTOR

# MINUTES/ACTIONS

AGENDA
STATE CIVIL SERVICE COMMISSION
GENERAL BUSINESS MEETING
MONDAY, OCTOBER 5, 2026
9:00 A.M.

LOUISIANA PURCHASE ROOM, SUITE 1-100, FIRST FLOOR, CLAIBORNE BUILDING, 1201 NORTH THIRD STREET, BATON ROUGE, LOUISIANA

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- Roll Call

The State Civil Service Commission convened its monthly general business meeting at 9:15 a.m. on Monday, October 5, 2026. Present were Chairman Stewart Gentry, Vice Chairman D. Scott Hughes, Commissioners Candes Carter, Thomas Grimstad, Craig Netterville and Jo Ann Nixon. Commissioner Codi Plaisance was absent.

- Opportunity for Public Comment (No Attachment)
  No requests received from the public to address the commission.

1) Consideration of the **Minutes** of the Commission meeting held September 2, 2026. On motion duly made by Vice Chairman Hughes, seconded by Commissioner Nixon and unanimously passed, the Commission voted to adopt the meeting minutes from September 2, 2026.

2) **Public Hearing** to consider proposed changes to Civil Services Rules 12.8 and 12.8.1. (Details contained in General Circular Number 2026-046).
   - Public Comments

   Chairman Gentry provided opportunity for public comments, to which there were none. Director Decoteau informed the Commission of one comment received from Roxie Goynes that was provided in their meeting binder. Sherri Gregoire, General Counsel, presented the proposed amendments to the Commission, as published in General Circular Number 2026-046. David Boggs, Civil Service Appeals Administrator, was available to answer questions. On motion duly made by Commissioner Grimstad, seconded by Commissioner Nixon and unanimously passed, the Commission voted to delay consideration of the proposed amendments for 30 to 60 days pending input from all those interested.

3) Request of the **Department of Public Safety and Corrections, Corrections Services - Louisiana State Penitentiary**, to exempt from the classified service two (2) Teach Professional positions, in accordance with State Civil Service Rule 4.1(d)2, effective October 5, 2026, through March 3, 2027. On motion duly made by Vice Chairman Hughes, seconded by Commissioner Nixon and unanimously passed, the Commission voted to grant the request of the Department of Public Safety and Corrections, Corrections Services - Louisiana State Penitentiary, to exempt from the classified service two (2) Teach Professional positions, in accordance with State Civil Service Rule 4.1(d)2, effective October 5, 2026, through March 3, 2027.

4) Request of the **Division of Administration** to extend authority to exempt from the classified service 143 positions in accordance with State Civil Service Rule 4.1(d)2, effective October 13, 2026, through October 12, 2030. On motion duly made by Vice Chairman Hughes, seconded by Commissioner Grimstad and unanimously passed, the Commission voted to grant the request of the Division of Administration to extend authority to exempt from the classified service 143 positions in accordance with State Civil Service Rule 4.1(d)2, effective October 13, 2026, through October 12, 2030.

5) Request of the **Louisiana Secretary of State, Department of State**, to exempt from the classified service two (2) positions, in accordance with State Civil Service Rule 4.1(d)2, effective October 5, 2026, through October 4, 2030. On motion duly made by Vice Chairman Hughes, seconded by Commissioner Nixon and unanimously passed, the Commission voted to grant the request of the Louisiana Secretary of State, Department of State, to exempt from the classified service two (2) positions, in accordance with State Civil Service Rule 4.1(d)2, effective October 5, 2026, through October 4, 2030.

6) Request of the **Louisiana State Licensing Board for Contractors (LSLBC)** to exempt three (3) Special Projects Officer positions from the classified service, in accordance with State Civil Service Rule 4.1(d)2, effective October 5, 2026, through March 5, 2029. On motion duly made by Vice Chairman Hughes, seconded by Commissioner Nixon and unanimously passed, the Commission voted to grant the request of the Louisiana State Licensing Board for Contractors (LSLBC) to exempt three (3) Special Projects Officer positions from the classified service, in accordance with State Civil Service Rule 4.1(d)2, effective October 5, 2026, through March 5, 2029.

7) Request of the **Office of Juvenile Justice** to exempt one (1) Instructor position from the classified service, in accordance with State Civil Service Rule 4.1(d)2, effective October 5, 2026, through July 22, 2028. On motion duly made by Vice Chairman Hughes, seconded by Commissioner Netterville and unanimously passed, the Commission voted to grant the request of the Office of Juvenile Justice to exempt one (1) Instructor position from the classified service, in accordance with State Civil Service Rule 4.1(d)2, effective October 5, 2026, through July 22, 2028.

8) Request of the **Florida Parishes Human Services Authority** to amend its Rewards and Recognition policy in accordance with State Civil Service Rule 6.16.1, effective October 1, 2026. On motion duly made by Vice Chairman Hughes, seconded by Commissioner Carter and unanimously passed, the Commission voted to grant the request of the Florida Parishes Human Services Authority to amend its Rewards and Recognition policy in accordance with State Civil Service Rule 6.16.1, effective October 1, 2026.

9) Request of the **Louisiana Educational Television Authority** to amend a Rewards and Recognition policy in accordance with State Civil Service Rule 6.16.1, effective October 5, 2026. On motion duly made by Vice Chairman Hughes, seconded by Commissioner Nixon and unanimously passed, the Commission voted to grant the request of the Louisiana Educational Television Authority to amend a Rewards and Recognition policy in accordance with State Civil Service Rule 6.16.1, effective October 5, 2026.

10) Request of the **Louisiana Department of Agriculture and Forestry** to amend a Premium Pay policy for various job titles, in accordance with State Civil Service Rule 6.16 (a), effective October 5, 2026. On motion duly made by Vice Chairman Hughes, seconded by Commissioner Nixon and unanimously passed, the Commission voted to grant the request of the Louisiana Department of Agriculture and Forestry to amend a Premium Pay policy for various job titles, in accordance with State Civil Service Rule 6.16 (a), effective October 5, 2026.

*On motion duly made by Vice Chairman Hughes, seconded by Commissioner Nixon and unanimously passed, the Commission voted to grant, en globo, items #11, 12, 14 and 17 from the Louisiana Department of Health, Office of State Health Care Facilities with an effective date of October 1, 2026.

*11) Request of the **Louisiana Department of Health, Office of State Health Care Facilities**, to establish a Premium Pay policy, in accordance with State Civil Service Rule 6.16(a), effective October 1, 2026.

*12) Request of the **Louisiana Department of Health, Office of State Health Care Facilities**, to establish a Premium Pay policy, in accordance with State Civil Service Rule 6.16(a), effective October 1, 2026.

13) Request of the **Louisiana Department of Veterans Affairs** to amend its comprehensive Premium Pay policy for various job titles in accordance with State Civil Service Rule 6.16(a), effective October 5, 2026. On motion duly made by Vice Chairman Hughes, seconded by Commissioner Grimstad and unanimously passed, the Commission voted to grant the request of the Louisiana Department of Veterans Affairs to amend its comprehensive Premium Pay policy for various job titles in accordance with State Civil Service Rule 6.16(a), effective October 5, 2026.

*14) Request of the **Louisiana Department of Health, Office of State Health Care Facilities**, to establish a Special Entrance Rate policy, in accordance with State Civil Service Rule 6.5(b), effective October 1, 2026.

** On motion duly made by Vice Chairman Hughes, seconded by Commissioner Netterville and unanimously passed, the Commission voted to grant, en globo, items #15 and 16 from the State Civil Service Director and State Civil Service, effective October 5, 2026. In reference to item #15, Commission Hughes asked the Commission be provided a report every six months of statewide Special Entrance Rates granted by the Director.

**15) Request of the **State Civil Service Director** for delegated authority, effective October 5, 2026, to authorize Special Entrance Rates in accordance with State Civil Service Rule 6.5(b) for job titles in the following job series:

- Administrative Assistants
- Administrative Coordinators
- Administrative Program Specialist/Manager/Director
- Public Information
- Procurement
- State Procurement

In addition, the State Civil Service Director requests delegated authority, effective October 5, 2026, to rescind Premium Pay policies applicable to the above-listed jobs that were previously approved by State Civil Service in accordance with State Civil Service Rule 6.16(a) for recruiting and retention.

**16) Request of **State Civil Service** to establish a Special Entrance Rate policy in accordance with State Civil Service Rule 6.5(b), effective October 5, 2026.

*17) Request of the **Louisiana Department of Health, Office of State Health Care Facilities**, to establish an On-Call Pay policy, in accordance with State Civil Service Rule 6.28(b), effective October 1, 2026.

18) Request of the **Louisiana Department of Agriculture and Forestry** to extend the job appointment of Amy Penot, Agriculture Specialist 3, in accordance with State Civil Service Rule 23.5(a), effective November 14, 2026, through November 13, 2027. On motion duly made by Vice Chairman Hughes, seconded by Commissioner Netterville and unanimously passed, the Commission voted to grant the request of the Louisiana Department of Agriculture and Forestry to extend the job appointment of Amy Penot, Agriculture Specialist 3, in accordance with State Civil Service Rule 23.5(a), effective November 14, 2026, through November 13, 2027.

19) Request of **Grambling State University (GSU)** for authority under the provisions of State Civil Service Rule 23.6(a) and (b) to allow Calandra Moore, Classified WAE Registered Nurse Advanced Practice, to work up to 2,080 hours within the 12-month appointment period and to allow reappointment after exceeding 1,245 hours in a 12-month appointment period, effective October 5, 2026. On motion duly made by Vice Chairman Hughes, seconded by Commissioner Nixon and unanimously passed, the Commission voted to grant the request of Grambling State University (GSU) for authority under the provisions of State Civil Service Rule 23.6(a) and (b) to allow Calandra Moore, Classified WAE Registered Nurse Advanced Practice, to work up to 2,080 hours within the 12-month appointment period and to allow reappointment after exceeding 1,245 hours in a 12-month appointment period, effective October 5, 2026. This approval does not cover any hours worked in excess of 1,245 prior to the Commission date of October 5, 2026.

20) Report on **State Civil Service** Rule 6.16(a), Premium Pay policies, up to $2.00 per hour, for all hours worked, approved under the Director's delegated authority. Director Decoteau provided a summary of premium pay policies, up to $2.00 per hour, approved under the Director's delegated authority.

- Director's Report
  - Each commissioner received the monthly report on pending appeals.
  - Director Decoteau provided an update on the Cameron Ferry Privatization contract. The Commission approved the privatization proposal in June based upon the draft contract presented at that time, conditioned upon there being no substantial changes between the draft and the final executed agreement. The final contract was executed on September 24, 2026, with no substantial changes related to the displacement of existing classified employees.
  - Governor Jeff Landry approved the amendment to Civil Service Rule 6.10(d), effective September 24, 2026 and changes to the Classification and Pay Plan, effective October 26, 2026.
  - In response to Act No. 534 of the 2026 Regular Session, State Civil Service has developed Applicant Status/Notification Policy Standards. This policy establishes a statewide approach for meeting these requirements and provides agencies with standards, tools, and resources to support timely, meaningful communication with applicants.

- Consideration of a motion to *recess*/*adjourn* for Executive Session to consider Applications for Review of Civil Service Appeals and to discuss Personnel Matters. (All Commissioners to verbally vote.)

On motion duly made by Vice Chairman Hughes, seconded by Commissioner Nixon and unanimously passed, the Commission voted to adjourn for executive session to consider Applications for Review of Civil Service Appeals and Personnel Matters.

There being no further business, the meeting adjourned at 10:22 a.m. on October 5, 2026.

Respectfully submitted,

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Byron P. Decoteau, Jr., Director

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J. Stewart Gentry, Chairman