



**Byron P. Decoteau, Jr., Director**

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## GENERAL CIRCULAR NUMBER 2020-065

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**DATE:** December 16, 2020

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

**SUBJECT:** Announcement of January 6, 2021 Pay Hearing

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The State Civil Service Commission will hold a public hearing on Wednesday, January 6, 2021, to consider proposed changes to the Classification and Pay Plan. The hearing will begin at 9:00 a.m. and will be held in the Louisiana Purchase Room of the Claiborne Building, 1201 Third Street, Baton Rouge, Louisiana.

The Commission will consider the following Exhibits:

**THE CHANGES TO THE PAY PLAN NOTED IN EXHIBITS (A) AND (B) BELOW REQUIRE APPROVAL FROM BOTH THE STATE CIVIL SERVICE COMMISSION AND GOVERNOR PRIOR TO IMPLEMENTATION. THESE CHANGES WILL NOT BECOME EFFECTIVE UNLESS ADOPTED BY THE STATE CIVIL SERVICE COMMISSION AND APPROVED BY THE GOVERNOR.**

**EXHIBIT A:** Proposed Pay Schedule Changes (see attached)

**EXHIBIT B:** Proposed New Jobs for Addition to the Pay Plan (see attached)

**THE CHANGES TO THE PAY PLAN NOTED IN EXHIBITS (C) AND (D) BELOW REQUIRE APPROVAL FROM ONLY THE STATE CIVIL SERVICE COMMISSION PRIOR TO IMPLEMENTATION. THESE CHANGES WILL NOT BECOME EFFECTIVE UNLESS ADOPTED BY THE STATE CIVIL SERVICE COMMISSION.**

**EXHIBIT C:** Proposed Job Title Changes to the Pay Plan (see attached)

**EXHIBIT D:** Proposed Job Specification Changes (see attached)

Further supplements adding items to this Exhibit may be issued at the Commission Hearing.

**Please review this proposal and furnish any comments that you consider pertinent by close of business December 29, 2020.** If you would like to appear before the Commission to present your comments orally, you are invited to do so and are requested to notify Louisiana State Civil Service of such intentions in advance of the meeting. You may direct any comments regarding this proposal to State Civil Service Chief Operating Officer, Nicole Tucker, at [Nicole.Tucker@la.gov](mailto:Nicole.Tucker@la.gov) or 225-342-8272.

Please post this General Circular prominently so that all employees will receive notice of this hearing. If any special accommodations are needed, please notify us prior to this meeting.

Sincerely,

s/Byron P. Decoteau, Jr.  
State Civil Service Director

Exhibit "A"  
Proposed MS Pay Schedule

MS	Hourly					Biweekly					Monthly					Annual				
	Min	1st Quartile	Mid point	3rd Quartile	Max	Min	1st Quartile	Midpoint	3rd Quartile	Maximum	Min	1st Quartile	Midpoint	3rd Quartile	Maximum	Min	1st Quartile	Midpoint	3rd Quartile	Maximum
501	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
502	8.48	9.95	11.41	12.87	14.33	678.40	796.00	912.80	1,029.60	1,146.40	1,470.00	1,725.00	1,978.00	2,231.00	2,484.00	17,638.00	20,696.00	23,733.00	26,770.00	29,806.00
503	8.64	10.32	11.99	13.67	15.34	691.20	825.60	959.20	1,093.60	1,227.20	1,498.00	1,789.00	2,078.00	2,370.00	2,659.00	17,971.00	21,466.00	24,939.00	28,434.00	31,907.00
504	8.80	10.71	12.61	14.51	16.41	704.00	856.80	1,008.80	1,160.80	1,312.80	1,525.00	1,856.00	2,186.00	2,515.00	2,844.00	18,304.00	22,277.00	26,229.00	30,181.00	34,133.00
505	9.41	11.45	13.48	15.52	17.55	752.80	916.00	1,078.40	1,241.60	1,404.00	1,631.00	1,985.00	2,337.00	2,690.00	3,042.00	19,573.00	23,816.00	28,038.00	32,282.00	36,504.00
506	10.07	12.25	14.43	16.61	18.78	805.60	980.00	1,154.40	1,328.80	1,502.40	1,746.00	2,123.00	2,501.00	2,879.00	3,255.00	20,946.00	25,480.00	30,014.00	34,549.00	39,062.00
507	10.78	13.11	15.44	17.77	20.10	862.40	1,048.80	1,235.20	1,421.60	1,608.00	1,869.00	2,272.00	2,676.00	3,080.00	3,484.00	22,422.00	27,269.00	32,115.00	36,962.00	41,808.00
508	11.53	14.03	16.52	19.02	21.51	922.40	1,122.40	1,321.60	1,521.60	1,720.80	1,999.00	2,432.00	2,864.00	3,297.00	3,728.00	23,982.00	29,182.00	34,362.00	39,562.00	44,741.00
509	13.52	16.50	19.48	22.46	25.44	1,081.60	1,320.00	1,558.40	1,796.80	2,035.20	2,344.00	2,860.00	3,377.00	3,893.00	4,410.00	28,122.00	34,320.00	40,518.00	46,717.00	52,915.00
510	14.46	17.65	20.84	24.03	27.22	1,156.80	1,412.00	1,667.20	1,922.40	2,177.60	2,506.00	3,059.00	3,612.00	4,165.00	4,718.00	30,077.00	36,712.00	43,347.00	49,982.00	56,618.00
511	15.47	18.89	22.30	25.72	29.13	1,237.60	1,511.20	1,784.00	2,057.60	2,330.40	2,682.00	3,274.00	3,865.00	4,458.00	5,049.00	32,178.00	39,291.00	46,384.00	53,498.00	60,590.00
512	16.55	20.21	23.86	27.51	31.16	1,324.00	1,616.80	1,908.80	2,200.80	2,492.80	2,869.00	3,503.00	4,136.00	4,768.00	5,401.00	34,424.00	42,037.00	49,629.00	57,221.00	64,813.00
513	17.70	21.62	25.53	29.44	33.35	1,416.00	1,729.60	2,042.40	2,355.20	2,668.00	3,068.00	3,748.00	4,425.00	5,103.00	5,781.00	36,816.00	44,970.00	53,102.00	61,235.00	69,368.00
514	18.94	23.13	27.31	31.50	35.68	1,515.20	1,850.40	2,184.80	2,520.00	2,854.40	3,283.00	4,009.00	4,734.00	5,460.00	6,185.00	39,395.00	48,110.00	56,805.00	65,520.00	74,214.00
515	20.67	25.26	29.84	34.43	39.01	1,653.60	2,020.80	2,387.20	2,754.40	3,120.80	3,583.00	4,378.00	5,172.00	5,968.00	6,762.00	42,994.00	52,541.00	62,067.00	71,614.00	81,141.00
516	22.12	27.03	31.93	36.84	41.74	1,769.60	2,162.40	2,554.40	2,947.20	3,339.20	3,834.00	4,685.00	5,535.00	6,386.00	7,235.00	46,010.00	56,222.00	66,414.00	76,627.00	86,819.00
517	23.67	28.92	34.17	39.42	44.67	1,893.60	2,313.60	2,733.60	3,153.60	3,573.60	4,103.00	5,013.00	5,923.00	6,833.00	7,743.00	49,234.00	60,154.00	71,074.00	81,994.00	92,914.00
518	25.32	30.94	36.56	42.18	47.80	2,025.60	2,475.20	2,924.80	3,374.40	3,824.00	4,389.00	5,363.00	6,337.00	7,311.00	8,285.00	52,666.00	64,355.00	76,045.00	87,734.00	99,424.00
519	27.09	33.11	39.12	45.14	51.15	2,167.20	2,648.80	3,129.60	3,611.20	4,092.00	4,696.00	5,739.00	6,781.00	7,824.00	8,866.00	56,347.00	68,869.00	81,370.00	93,891.00	106,392.00
520	28.99	35.43	41.86	48.30	54.73	2,319.20	2,834.40	3,348.80	3,864.00	4,378.40	5,025.00	6,141.00	7,256.00	8,372.00	9,487.00	60,299.00	73,694.00	87,069.00	100,464.00	113,838.00
521	31.02	37.91	44.79	51.67	58.55	2,481.60	3,032.80	3,583.20	4,133.60	4,684.00	5,377.00	6,571.00	7,764.00	8,956.00	10,149.00	64,522.00	78,853.00	93,163.00	107,474.00	121,784.00
522	33.19	40.56	47.93	55.30	62.66	2,655.20	3,244.80	3,834.40	4,424.00	5,012.80	5,753.00	7,030.00	8,308.00	9,585.00	10,861.00	69,035.00	84,365.00	99,694.00	115,024.00	130,333.00
523	35.51	43.40	51.28	59.17	67.05	2,840.80	3,472.00	4,102.40	4,733.60	5,364.00	6,155.00	7,523.00	8,889.00	10,256.00	11,622.00	73,861.00	90,272.00	106,662.00	123,074.00	139,464.00
524	38.00	46.44	54.87	63.31	71.74	3,040.00	3,715.20	4,389.60	5,064.80	5,739.20	6,587.00	8,050.00	9,511.00	10,974.00	12,435.00	79,040.00	96,595.00	114,130.00	131,685.00	149,219.00
525	40.66	49.69	58.72	67.75	76.77	3,252.80	3,975.20	4,697.60	5,420.00	6,141.60	7,048.00	8,613.00	10,178.00	11,743.00	13,307.00	84,573.00	103,355.00	122,138.00	140,920.00	159,682.00
526	43.51	53.17	62.83	72.49	82.14	3,480.80	4,253.60	5,026.40	5,799.20	6,571.20	7,542.00	9,216.00	10,891.00	12,565.00	14,238.00	90,501.00	110,594.00	130,686.00	150,779.00	170,851.00
527	46.56	56.89	67.22	77.55	87.88	3,724.80	4,551.20	5,377.60	6,204.00	7,030.40	8,070.00	9,861.00	11,652.00	13,442.00	15,233.00	96,845.00	118,331.00	139,818.00	161,304.00	182,790.00
528	49.81	60.87	71.92	82.98	94.03	3,984.80	4,869.60	5,753.60	6,638.40	7,522.40	8,634.00	10,551.00	12,466.00	14,383.00	16,299.00	103,605.00	126,610.00	149,594.00	172,598.00	195,582.00
529	53.30	65.13	76.96	88.79	100.62	4,264.00	5,210.40	6,156.80	7,103.20	8,049.60	9,239.00	11,289.00	13,340.00	15,390.00	17,441.00	110,864.00	135,470.00	160,077.00	184,683.00	209,290.00
530	57.03	69.69	82.34	95.00	107.65	4,562.40	5,575.20	6,587.20	7,600.00	8,612.00	9,885.00	12,080.00	14,272.00	16,467.00	18,659.00	118,622.00	144,955.00	171,267.00	197,600.00	223,912.00
531	61.02	74.57	88.11	101.65	115.19	4,881.60	5,965.60	7,048.80	8,132.00	9,215.20	10,577.00	12,926.00	15,272.00	17,619.00	19,966.00	126,922.00	155,106.00	183,269.00	211,432.00	239,595.00

**Exhibits requiring approval from both the State Civil Service Commission and the Governor prior to implementation:**

**EXHIBIT B: PROPOSED NEW JOBS FOR ADDITION TO THE PAY PLAN  
SINCE THE NOVEMBER 4, 2020 PAY HEARING**

JOB CODE	JOB TITLE	PAY SCHED	PAY LEVEL	OCC GRP CODE
174110	STATE TREASURY FISCAL CONTROL ASSISTANT DIRECTOR	AS	624	B1

**Exhibits requiring approval of only the State Civil Service Commission prior to implementation:**

**EXHIBIT C: PROPOSED JOB TITLE CHANGES TO THE PAY PLAN  
SINCE THE NOVEMBER 4, 2020 PAY HEARING**

JOB CODE	FROM JOB TITLE	TO JOB TITLE
109260	ENGINEER CHIEF ADMINISTRATOR-DOTD	DOTD CHIEF ENGINEER
162790	ENGINEER DEPUTY ADMINISTRATOR-DOTD	DOTD DEPUTY CHIEF ENGINEER

**EXHIBIT D: PROPOSED JOB SPECIFICATION CHANGES  
SINCE THE NOVEMBER 4, 2020 PAY HEARING**

JOB CODE	JOB TITLE
140400	STATE TREASURY FISCAL CONTROL MANAGER
140380	STATE TREASURY FISCAL CONTROL DIRECTOR