



MINUTES/ACTIONS

AGENDA
STATE CIVIL SERVICE COMMISSION
GENERAL BUSINESS MEETING
WEDNESDAY, MARCH 4, 2026
9:00 A.M.

BYRON P. DECOTEAU, JR.
DIRECTOR

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



[Click here to view State Civil Service Commission video archives](#)

- Roll Call

The State Civil Service Commission convened its monthly general business meeting at 9:12 a.m. on Wednesday, March 4, 2026. Present were Chairman Stewart Gentry, Vice Chairman D. Scott Hughes, Commissioners Candace Carter, Thomas Grimstad, and Codi Plaisance. Commissioners Craig Netterville and Jo Ann Nixon were absent.

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

On motion duly made, seconded, and passed; the Commission took the specified action as listed for each of the requests listed below:

- 1) Consideration of the **Minutes** of the Commission meeting held February 4, 2026. **The Commission unanimously approved the minutes as written.**
- 2) **Public Hearing** to consider proposed changes to Civil Service Rule 6.5(g). Details contained in General Circular No. 2026-003.
 - **Public Comments**
Sherri Gregoire, General Counsel, presented the proposed amendments to the Commission, as published in General Circular No. 2026-003. After providing opportunity for public comments, to which there were none, on motion duly made, seconded, and passed, the Commission unanimously adopted the amendments to Rule 6.5(g) of the State Civil Service Rules.
- 3) Request of the **Department of Public Safety and Corrections, Public Safety Services – Office of Motor Vehicles**, to exempt from the classified service, one (1) Deputy Assistant Secretary position, in accordance with State Civil Service Rule 4.1(d)2, effective March 6, 2026, through January 10, 2028. **The Commission unanimously granted the request.**
- 4) Request of the **Department of Public Safety and Corrections, Public Safety Services – Office of State Fire Marshal** to extend authority to exempt from the classified service one (1) Emergency Services Director position, in accordance with State Civil Service Rule 4.1(d)2, effective March 9, 2026, through March 8, 2030. **The Commission unanimously granted the request.**

- 5) Request of the **Department of Transportation and Development** to exempt from the classified service, one (1) Executive Director position, in accordance with State Civil Service Rule 4.1(d)2, effective March 4, 2026, through March 3, 2030. **The agency withdrew the request.**
- 6) Request of the **Department of the Treasury** to extend authority to exempt from the classified service, one (1) Liaison Officer position, in accordance with State Civil Service Rule 4.1(d)2, effective April 4, 2026, through April 3, 2030. **The Commission unanimously granted the request.**
- 7) Request of the **Division of Administration** to exempt from the classified service, two (2) Director positions in accordance with State Civil Service Rule 4.1(d)2, effective March 4, 2026, through October 12, 2026. **The Commission unanimously granted the request.**
- 8) Request of the **Louisiana State Board of Embalmers and Funeral Directors** to extend authority to exempt from the classified service, two (2) Inspector positions in accordance with State Civil Service Rule 4.1(d)2, effective June 8, 2026, through June 7, 2030. **The Commission unanimously granted the request.**
- 9) Request of the **Louisiana State Board of Medical Examiners** to exempt from the classified service, one (1) Special Project Officer position in accordance with State Civil Service Rule 4.1(d)2, effective March 4, 2026, through March 3, 2029. **The Commission unanimously granted the request.**
- 10) Request of the **Southeast Louisiana Flood Protection Authority** to extend authority to exempt from the classified service, six (6) positions in accordance with State Civil Service Rule 4.1(d)2, effective February 7, 2026, through February 4, 2029. **The Commission unanimously granted the request.**
- 11) Request of **Thrive Academy** to establish an Attainment of Advanced Degree Policy in accordance with State Civil Service Rule 6.16(h), effective March 4, 2026. **The Commission unanimously granted the request.**
- 12) Request of the **Governor's Office of Elderly Affairs** to amend an Optional Pay policy in accordance with State Civil Service Rule 6.16.2, effective March 4, 2026. **The Commission unanimously granted the request.**
- 13) Request of **Louisiana State University and A&M College** to amend a Premium Pay Policy for various job titles in the Police Department in accordance with State Civil Service Rule 6.16(a), effective March 4, 2026. **The Commission unanimously granted the request.**
- 14) Request of **Louisiana Works** to establish a Special Entrance Rate policy for Louisiana Rehabilitation Services job titles, in accordance with State Civil Service Rule 6.5(b), effective March 4, 2026. **The Commission unanimously granted the request.**
- 15) Request of the **Lafourche Basin Conservation Levee and Drainage District**, in accordance with State Civil Service Rule 21.8(b) and 21.9(d), to pay non-exempt and exempt employees at the time-and-one-half rate, effective April 1, 2026, through December 31, 2026. **The Commission unanimously granted the request.**
- 16) Request of the **Pontchartrain Levee District**, in accordance with State Civil Service Rule 21.8(b) and 21.9(d), to pay non-exempt and exempt employees at the time-and-one-half rate, effective April 1, 2026, through December 31, 2026. **The Commission unanimously granted the request.**

- 17) Request of the **Office of Financial Institutions (OFI)** to extend the job appointment of Sidney Seymour, Executive Management Advisor, in accordance with State Civil Service Rule 23.5(a), retroactively effective February 14, 2026, through February 13, 2027. **The Commission unanimously granted the request.**
- 18) Request of **Metropolitan Human Services District (MHSD)** for authority under the provisions of State Civil Service Rule 23.6(a) and (b) to allow Robin Bibbins, Classified WAE Registered Nurse 2, to work up to 2,080 hours within the 12-month appointment period and to allow reappointment after exceeding the 1,245 hours in a 12-month appointment period, effective March 4, 2026. **The Commission unanimously granted the request. This approval does not cover any hours worked in excess of 1,245 hours prior to the Commission date of March 4, 2026.**
- 19) Request of **State Civil Service** to ratify the Director's authorization of Special Entrance Rates in accordance with State Civil Service Rule 6.5(b). **The Commission unanimously granted the request.**
- 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.**
- 21) Compliance Audit Quarterly Report
 - McNeese State University
 - University of New Orleans
 - Grambling State University
 - Office of Financial Institutions
 - University of Louisiana at Lafayette
 - Sabine River Authority
 - Governor's Office of Elderly Affairs
 - Acadiana Area Human Services District
 - Teachers' Retirement System of Louisiana
 - Louisiana Tech University

Melinda Robert, Compliance and Audit Administrator, presented the Compliance Audit Quarterly Report to the Commission. The following agencies were recognized for achieving a perfect compliance report: Acadiana Area Human Services District, Teachers' Retirement System of Louisiana, and Louisiana Tech University.

- Director's Report
 - The department's Fiscal staff is working on the operating budgets for our department, as well as our other agencies: Municipal Fire and Police Civil Service, Ethics Administration, and Division of Administrative Law.
 - The department recently testified before the Senate Finance Committee and the Appropriations Committee. Director Decoteau said both meetings went well.
 - In July, the department will report on the implementation of the SERs that were approved at the January 2026 meeting.
 - The 2026 Regular Legislative session begins Monday, March 9. Director Decoteau will provide an update to the Commission at the April meeting of the bills the department is tracking.
 - The department is responding to requests for fiscal notes.
 - State agencies have completed their first year of Continuous Performance Management (CPM). Director Decoteau thanked his team, the human resources community, and all who were involved in this process.

Mr. Hughes thanked Byron and the staff for their testimony before the legislative committees.

- 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, seconded, and unanimously passed, the Commission agreed 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 10:04 a.m. on March 4, 2026.

Respectfully submitted,

Byron P. Decoteau, Jr., Director

J. Stewart Gentry, Chairman