



Byron P. Decoteau, Jr., Director

Post Office Box 94111
Baton Rouge, LA 70804-9111

225.342.8274

scsinfo@la.gov
civilservice.la.gov

GENERAL CIRCULAR NUMBER 2024-030

DATE: July 11, 2024

TO: Heads of State Agencies and Human Resources Directors

SUBJECT: **Proposed Amendment** to the Announcement of the July 23, 2024, Pay Hearing published via General Circular No. 2024-027

This general circular serves as notification that State Civil Service will present the following Amendment to Exhibit A at the upcoming public hearing scheduled on Tuesday, July 23, 2024, regarding the proposed Classification and Pay Plan changes.

Amendment to Exhibit A: Amended Proposed Protective Services “PS” Pay Schedule Changes Since the Pay Hearing on May 1, 2024. (See Attached)

The attached amended PS Pay Schedule, if approved by the State Civil Service Commission, will replace the original Exhibit A: Proposed PS Schedule as outlined in [General Circular No. 2024-027](#).

Reason for the Amendment:

Proposed Amendment to Exhibit A reflects a recommendation to increase the maximum of the lowest pay grade up 12.4% and to raise the other pay levels in this pay schedule to maintain a 7% midpoint differential to align with current market standards. The decision to amend the exhibit found in [General Circular 2024-027](#) from a 25% target to a 12.4% target found in the amendment exhibit is influenced by a desire to adopt a more fiscally conservative approach.

THE CHANGES TO THE PAY PLAN NOTED IN EXHIBIT A AS OUTLINED IN [GENERAL CIRCULAR 2024-027](#) OR THE AMENDMENT TO EXHIBIT A OUTLINED IN THIS GENERAL CIRCULAR 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.

As a reminder, the public hearing will be held on Tuesday, July 23, 2024, beginning at 9:00 a.m. in the Louisiana Purchase Room of the Claiborne Building, 1201 Third Street, Baton Rouge, Louisiana.

Please review the proposed [Amendment to Exhibit A](#) and furnish State Civil Service with any comments that you consider pertinent by close of business on July 19, 2024.

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 by emailing SCSInfo@la.gov or by calling 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 State Civil Service prior to this meeting.

Sincerely,

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

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

**EXHIBIT A: AMENDED PROPOSED PROTECTIVE SERVICES “PS” PAY SCHEDULE
CHANGES SINCE THE PAY HEARING ON MAY 1, 2024**

PS	Hourly					Biweekly					Monthly					Annual				
	Min	1st Quartile	Midpoint	3rd Quartile	Max	Min	1st Quartile	Midpoint	3rd Quartile	Max	Min	1st Quartile	Midpoint	3rd Quartile	Max	Min	1st Quartile	Midpoint	3rd Quartile	Max
101	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
102	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
103	12.00	15.07	18.14	21.21	24.28	960.00	1,205.60	1,451.20	1,696.80	1,942.40	2,080.00	2,612.00	3,144.00	3,676.00	4,209.00	24,960.00	31,346.00	37,731.00	44,117.00	50,502.00
104	12.84	16.13	19.41	22.70	25.98	1,027.20	1,290.40	1,552.80	1,816.00	2,078.40	2,226.00	2,796.00	3,364.00	3,935.00	4,503.00	26,707.00	33,550.00	40,373.00	47,216.00	54,038.00
105	13.74	17.26	20.77	24.29	27.80	1,099.20	1,380.80	1,661.60	1,943.20	2,224.00	2,382.00	2,992.00	3,600.00	4,210.00	4,819.00	28,579.00	35,901.00	43,202.00	50,523.00	57,824.00
106	14.70	18.47	22.23	25.99	29.75	1,176.00	1,477.60	1,778.40	2,079.20	2,380.00	2,548.00	3,202.00	3,853.00	4,505.00	5,157.00	30,576.00	38,418.00	46,238.00	54,059.00	61,880.00
107	15.73	19.76	23.78	27.81	31.83	1,258.40	1,580.80	1,902.40	2,224.80	2,546.40	2,727.00	3,425.00	4,122.00	4,820.00	5,517.00	32,718.00	41,101.00	49,462.00	57,845.00	66,206.00
108	16.83	21.14	25.45	29.76	34.06	1,346.40	1,691.20	2,036.00	2,380.80	2,724.80	2,917.00	3,664.00	4,411.00	5,158.00	5,904.00	35,006.00	43,971.00	52,936.00	61,901.00	70,845.00
109	18.01	22.62	27.23	31.84	36.44	1,440.80	1,809.60	2,178.40	2,547.20	2,915.20	3,122.00	3,921.00	4,720.00	5,519.00	6,316.00	37,461.00	47,050.00	56,638.00	66,227.00	75,795.00
110	19.27	24.20	29.13	34.06	38.99	1,541.60	1,936.00	2,330.40	2,724.80	3,119.20	3,340.00	4,195.00	5,049.00	5,904.00	6,758.00	40,082.00	50,336.00	60,590.00	70,845.00	81,099.00
111	20.62	25.90	31.17	36.45	41.72	1,649.60	2,072.00	2,493.60	2,916.00	3,337.60	3,574.00	4,489.00	5,403.00	6,318.00	7,232.00	42,890.00	53,872.00	64,834.00	75,816.00	86,778.00
112	22.06	27.71	33.35	39.00	44.64	1,764.80	2,216.80	2,668.00	3,120.00	3,571.20	3,824.00	4,803.00	5,781.00	6,760.00	7,738.00	45,885.00	57,637.00	69,368.00	81,120.00	92,851.00
113	23.60	29.65	35.69	41.73	47.77	1,888.00	2,372.00	2,855.20	3,338.40	3,821.60	4,091.00	5,139.00	6,186.00	7,233.00	8,280.00	49,088.00	61,672.00	74,235.00	86,798.00	99,362.00
114	25.25	31.72	38.18	44.65	51.11	2,020.00	2,537.60	3,054.40	3,572.00	4,088.80	4,377.00	5,498.00	6,618.00	7,739.00	8,859.00	52,520.00	65,978.00	79,414.00	92,872.00	106,309.00
115	27.02	33.94	40.86	47.78	54.69	2,161.60	2,715.20	3,268.80	3,822.40	4,375.20	4,684.00	5,883.00	7,082.00	8,282.00	9,480.00	56,202.00	70,595.00	84,989.00	99,382.00	113,755.00
116	28.91	36.32	43.72	51.12	58.52	2,312.80	2,905.60	3,497.60	4,089.60	4,681.60	5,011.00	6,296.00	7,578.00	8,861.00	10,144.00	60,133.00	75,546.00	90,938.00	106,330.00	121,722.00
117	30.93	38.86	46.78	54.70	62.62	2,474.40	3,108.80	3,742.40	4,376.00	5,009.60	5,361.00	6,736.00	8,109.00	9,481.00	10,854.00	64,334.00	80,829.00	97,302.00	113,776.00	130,250.00
118	33.10	41.58	50.05	58.53	67.00	2,648.00	3,326.40	4,004.00	4,682.40	5,360.00	5,737.00	7,207.00	8,675.00	10,145.00	11,613.00	68,848.00	86,486.00	104,104.00	121,742.00	139,360.00
119	35.42	44.49	53.56	62.63	71.69	2,833.60	3,559.20	4,284.80	5,010.40	5,735.20	6,140.00	7,712.00	9,284.00	10,856.00	12,426.00	73,674.00	92,539.00	111,405.00	130,270.00	149,115.00
120	37.90	47.61	57.31	67.01	76.71	3,032.00	3,808.80	4,584.80	5,360.80	6,136.80	6,569.00	8,252.00	9,934.00	11,615.00	13,296.00	78,832.00	99,029.00	119,205.00	139,381.00	159,557.00
121	40.55	50.94	61.32	71.70	82.08	3,244.00	4,075.20	4,905.60	5,736.00	6,566.40	7,029.00	8,830.00	10,629.00	12,428.00	14,227.00	84,344.00	105,955.00	127,546.00	149,136.00	170,726.00
122	43.39	54.50	65.61	76.72	87.83	3,471.20	4,360.00	5,248.80	6,137.60	7,026.40	7,521.00	9,447.00	11,372.00	13,298.00	15,224.00	90,251.00	113,360.00	136,469.00	159,578.00	182,686.00
123	46.43	58.32	70.21	82.10	93.98	3,714.40	4,665.60	5,616.80	6,568.00	7,518.40	8,048.00	10,109.00	12,170.00	14,231.00	16,290.00	96,574.00	121,306.00	146,037.00	170,768.00	195,478.00
124	49.68	62.40	75.12	87.84	100.56	3,974.40	4,992.00	6,009.60	7,027.20	8,044.80	8,611.00	10,816.00	13,021.00	15,226.00	17,430.00	103,334.00	129,792.00	156,250.00	182,707.00	209,165.00
125	53.16	66.77	80.38	93.99	107.60	4,252.80	5,341.60	6,430.40	7,519.20	8,608.00	9,214.00	11,574.00	13,933.00	16,292.00	18,651.00	110,573.00	138,882.00	167,190.00	195,499.00	223,808.00
126	56.88	71.45	86.01	100.57	115.13	4,550.40	5,716.00	6,880.80	8,045.60	9,210.40	9,859.00	12,385.00	14,908.00	17,432.00	19,956.00	118,310.00	148,616.00	178,901.00	209,186.00	239,470.00
127	60.86	76.45	92.03	107.61	123.19	4,868.80	6,116.00	7,362.40	8,608.80	9,855.20	10,549.00	13,251.00	15,952.00	18,652.00	21,353.00	126,589.00	159,016.00	191,422.00	223,829.00	256,235.00