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GENERAL CIRCULAR NUMBER 2026-014

DATE: March 6, 2026

TO: Heads of State Agencies and Human Resources Directors

SUBJECT: State Civil Service-Approved 6.5(g) Policy Addendum

At its General Business meeting held on March 4, 2026, the State Civil Service Commission amended Civil Service Rule 6.5(g). The Governor approved this action on March 5, 2026. The effective date of the amended rule is March 6, 2026. Details can be found in [General Circular 2026-013](#).

In summary, the amendment to State Civil Service Rule 6.5(g) provides appointing authorities with increased flexibility in pay administration by expanding their discretion to set pay for employees with extraordinary qualifications or credentials. Specifically, the amendment raises the maximum rate an appointing authority may authorize from the midpoint of the pay range to the third quartile.

State Civil Service approved a standardized addendum that agencies may attach to existing 6.5(g) policies previously approved by State Civil Service. The purpose of the addendum is to align existing policies with the current language contained in the rule without requiring agencies to revise and resubmit their existing 6.5(g) policies.

The [6.5\(g\) Policy Addendum](#) is available in the State Civil Service HR Handbook and on the HR Portal under Compensation Updates. This addendum does not create a new 6.5(g) policy, does not replace the requirement for State Civil Service to approve 6.5(g) policies, and does not apply to agencies that do not already have a State Civil Service-approved 6.5(g) policy in place. Its use is limited to agencies with existing, approved 6.5(g) policies and serves only to incorporate the language outlined above.

If there are any questions concerning the subject matter of this General Circular, you may contact State Civil Service by emailing SCSInfo@civilservice.la.gov or by calling (225) 342-8272.

Sincerely,

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