

# State Police Commission

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Jane Orr, Director

January 24, 1992

## General Circular No. 8

To: State Police Commission Members, Colonel Paul W. Fontenot, Russell J. Culotta, Rosemary Hannie, Walt Smith, James E. Jordan, Jr., Michael O. O'Neal, Wayne D. Winkler, Barry J. Hebert, Michael R. Field, Steven J. Martel, Jimmy B. Odom, James L. Matthews, III, Bernard R. Daigle, Claude O. Alford, James C. McKenzie and Albert D. Pressburg

Subject: Adoption of State Police Commission Rule 6.5(g)

The State Police Commission will hold a public hearing on Monday, March 16, 1992, to consider adoption of State Police Commission Rule 6.5(g). The public hearing will begin at 9:00 a.m. in Classroom No. 17, Second Floor, Dormitory Building, State Police Training Academy, 7901 Independence Boulevard in Baton Rouge, Louisiana.

All interested persons are invited to participate as they deem appropriate.

### Adoption of State Police Commission Rule 6.5(g)

#### 6.5 Hiring Rate.

Pay upon employment shall be at the minimum of the range established for the grade of the job to which the position is allocated except:

. . .

#### (g) Extraordinary Qualifications/Credentials

Subject to the provisions of Rule 6.29, if an applicant for the position of State Police Cadet who is eligible for appointment under the provisions of Chapters 7 and 8 of the Rules possesses extraordinary or superior qualifications/credentials above and beyond the minimum qualifications/credentials, the appointing authority may, at his own discretion, pay the employee upon hiring at a rate above the minimum provided that

(1) such superior qualifications/credentials are

verified and documented as job related,

- (2) the rate does not exceed the midpoint of the range for the affected job,
- (3) the rate is implemented in accordance with written policies and procedures established by the department; such policies shall be posted in a manner which assures their availability to all employees.

The salaries of all current probational and permanent employees who occupy positions in affected jobs and possess the same or equivalent qualifications/credentials may be adjusted up to the same rate provided that their qualifications/credentials are also verified and documented as job related.

Explanation

This Rule mirrors Civil Service Rule 6.5(g) approved by the State Civil Service Commission on February 15, 1991. It would allow the appointing authority to establish job-related criteria for determining when someone could be paid above the minimum rate for the class. It is designed to enable the appointing authority to recruit, hire and retain persons who possess outstanding qualifications.

Sincerely,



Jane Orr  
Executive Director