

# State Police Commission



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General Circular No. 82

Issue Date: November 13, 1997

In Re: Pay Plan Hearing

Pursuant to the provisions of State Police Commission Rule 2.10(a), the State Police Commission will hold a public pay plan hearing on Monday, December 15, 1997, to consider amendments to the Pay Plan and minimum qualification changes. The hearing will begin at 9:00 a.m. in the Conference Room, Eleventh Floor, Wooddale Towers Building, 1885 Wooddale Boulevard, Baton Rouge, Louisiana.

Please review these proposals and furnish, in writing, by Thursday, December 04, 1997 any comments which you consider pertinent. If you would like to appear before the Commission and present your comments orally, you are invited to do so. You must notify this office by December 04, 1997 of your intention to address the Commission, to be placed on the agenda.

Please post this General Circular and attachments prominently so that all employees will receive notice of this pay plan hearing. If any special accommodations are needed, please notify us before the hearing date.

Sincerely,

*Debra L. Johnson*

Debra L. Johnson  
Director

Attachments

**PROPOSED**

**STATE POLICE PAY PLAN**

7/1/1998

<b>JOB TITLE</b>	<b>PAY LEVEL</b>
STATE POLICE CADET	P-1
STATE POLICE TROOPER	P-2
STATE POLICE MASTER TROOPER	P-3
(No job title(s) assigned to this pay level at the present.)	P-4
STATE POLICE SERGEANT	P-5
STATE POLICE PILOT	P-6
STATE POLICE LIEUTENANT STATE POLICE POLYGRAPHER STATE POLICE TECHNICAL SUPPORT OFFICER STATE POLICE MASTER PILOT	P-7
STATE POLICE DEPUTY COMMAND PILOT STATE POLICE FINANCIAL INVESTIGATOR	P-8
STATE POLICE CAPTAIN	P-9
STATE POLICE COMMAND PILOT	P-10
STATE POLICE MAJOR	P-11
(No job title(s) assigned to this pay level at the present.)	P-12
STATE POLICE LIEUTENANT COLONEL	P-13

STATE POLICE SCHEDULE PAY GRID  
July 1, 1998

		SALAR Y R A T E																								
PL. No.	PL. No.	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	25				
P-1	1837	1893	1950	2009	2070	2133	2197	2263	2331	2401	2474	2549	2626	2705	2787	2871	2958	3047	3109	3141	3173	3269	3368			
P-2	1966	2025	2086	2149	2214	2281	2350	2421	2494	2569	2647	2727	2809	2894	2981	3071	3164	3259	3325	3359	3393	3495	3600			
P-3	2104	2168	2234	2302	2372	2444	2518	2594	2672	2753	2836	2922	3010	3101	3195	3291	3390	3492	3563	3599	3635	3745	3858			
P-4	2252	2320	2390	2462	2536	2613	2692	2773	2857	2943	3032	3123	3217	3314	3414	3517	3623	3732	3808	3847	3886	4003	4124			
P-5	2325	2395	2467	2542	2619	2698	2779	2863	2949	3038	3130	3224	3321	3421	3524	3630	3739	3852	3930	3970	4010	4131	4255			
P-6	2488	2563	2640	2720	2807	2897	2974	3064	3156	3251	3349	3450	3554	3661	3771	3885	4002	4123	4207	4250	4293	4422	4555			
P-7	2570	2648	2728	2810	2895	2982	3072	3165	3260	3358	3459	3563	3670	3781	3895	4012	4133	4257	4300	4343	4387	4564	4701			
P-8	2750	2833	2918	3006	3097	3190	3286	3385	3487	3592	3700	3811	3926	4044	4166	4291	4420	4553	4599	4645	4692	4882	5029			
P-9	2840	2926	3014	3105	3199	3295	3394	3496	3601	3710	3822	3937	4056	4188	4304	4434	4568	4706	4754	4802	4851	5047	5199			
P-10	3039	3131	3225	3322	3422	3525	3631	3740	3853	3969	4089	4212	4339	4470	4605	4744	4887	5034	5085	5136	5188	5398	5560			
P-11	3139	3234	3332	3432	3535	3642	3752	3865	3981	4101	4225	4352	4483	4618	4757	4900	5047	5199	5251	5304	5358	5575	5743			
P-12	3359	3460	3564	3671	3782	3896	4013	4134	4259	4387	4519	4655	4795	4939	5088	5241	5399	5561	5617	5674	5731	5963	6142			
P-13	3469	3574	3682	3793	3907	4025	4146	4271	4400	4532	4668	4809	4954	5103	5257	5415	5578	5746	5804	5863	5922	6162	6347			

Salary Rates #1 through #25 represent Years of State Police Officer Service.

**PROPOSED STATE POLICE SCHEDULE PAY GRID**

Salary adjustments between each salary rate from \* through #15 and for #20 and #25 for all pay ranges are equal to 3%.  
Salary adjustments between each salary rate from #15 through #19 are equal to 1%.

- \* denotes entrance salary
- \*\* denotes salary upon graduation from the State Police Training Academy/POST Certification
- \*\*\* for P-1 denotes Cadet salary upon successful completion of Field Training Officer Program
- \*\*\* for P-2 through P-13 denotes salary upon eight (8) months of State Police Service
- P-2 Salary Rate #1 denotes Cadet Salary Upon Reallocation to State Police Trooper
- P-3 Salary Rate #10 denotes State Police Trooper Salary Upon Reallocation to State Police Master Trooper after Ten (10) Years of State Police Service.



**PROPOSED  
TRANSITION GUIDE TO THE JULY 1, 1998 PAY PLAN  
AND  
STATE POLICE PAY SCALE SUMMARY**

JOB TITLE	CURRENT PAY LEVEL	PROPOSED PAY LEVEL	ENTRANCE PAY RATE	ONE-YEAR PAY RATE	25-YEAR PAY RATE
STATE POLICE CADET	SPS-13	P-1	22,044 yr 1837 mth 10.60 hr	24,108 yr 2009 mth 11.59 hr	40,416 yr 3368 mth 19.43 hr
STATE POLICE TROOPER	SPS-14	P-2	23,592 yr 1966 mth 11.34 hr	25,800 yr 2150 mth 12.40 hr	43,200 yr 3600 mth 20.77 hr
STATE POLICE MASTER TROOPER	SPS-15	P-3	25,248 yr 2104 mth 12.14 hr	27,624 yr 2302 mth 13.28 hr	46,296 yr 3858 mth 22.26 hr
(No job title(s) assigned to this pay level at present.)	SPS-16	P-4	27,024 yr 2252 mth 12.99 hr	29,544 yr 2462 mth 14.20 hr	49,488 yr 4124 mth 23.79 hr
STATE POLICE SERGEANT	SPS-17	P-5	27,900 yr 2325 mth 13.41 hr	30,504 yr 2542 mth 14.67 hr	51,060 yr 4255 mth 24.55 hr
STATE POLICE PILOT	SPS-18	P-6	29,856 yr 2488 mth 14.35 hr	32,640 yr 2720 mth 15.69 hr	54,660 yr 4555 mth 26.28 hr
STATE POLICE LIEUTENANT STATE POLICE POLYGRAPHIST STATE POLICE TECHNICAL SUPPORT OFFICER STATE POLICE MASTER PILOT	SPS-19	P-7	30,840 yr 2570 mth 14.83 hr	33,720 yr 2810 mth 16.21 hr	56,412 yr 4701 mth 27.12 hr
STATE POLICE DEPUTY COMMAND PILOT STATE POLICE FINANCIAL INVESTIGATOR	SPS-20	P-8	33,000 yr 2750 mth 15.87 hr	36,072 yr 3006 mth 17.34 hr	60,348 yr 5029 mth 29.01 hr
STATE POLICE CAPTAIN	SPS-21	P-9	34,080 yr 2840 mth 16.39 hr	37,260 yr 3105 mth 17.91 hr	62,388 yr 5199 mth 29.99 hr

JOB TITLE	CURRENT PAY LEVEL	PROPOSED PAY LEVEL	ENTRANCE PAY RATE	ONE-YEAR PAY RATE	25-YEAR PAY RATE
STATE POLICE COMMAND PILOT	SPS-22	P-10	36,468 yr 3039 mth 17.53 hr	39,864 yr 3322 mth 19.17 hr	66,720 yr 5560 mth 32.08 hr
STATE POLICE MAJOR	SPS-23	P-11	37,668 yr 3139 mth 18.11 hr	41,184 yr 3432 mth 19.80 hr	68,916 yr 5743 mth 33.13 hr
(No job title(s) assigned to this pay level at the present.)	SPS-24	P-12	40,308 yr 3359 mth 19.38 hr	44,052 yr 3671 mth 21.18 hr	73,704 yr 6142 mth 35.43 hr
STATE POLICE LIEUTENANT COLONEL	SPS-25	P-13	41,628 yr 3469 mth 20.01 hr	45,516 yr 3793 mth 21.88 hr	76,164 yr 6347 mth 36.62 hr

Current Pay Level reflects previous marketgrade adjustments (\*) above the evaluation level derived from the State Job Evaluation System developed by the Department of State Civil Service for the June 29, 1987 pay plan.

NOTE: Hourly rates are not exact due to rounding up to the whole cent for .005 or greater and down for .004 or less.

**PROPOSED MINIMUM QUALIFICATION CHANGES**

<b>JOB TITLE</b>	<b>PRIOR WORK EXPERIENCE</b>	<b>EXPERIENCE RATING</b>
State Police Cadet	Sixty semester hours of college training, two years of full-time commissioned law enforcement experience with arrest powers, or four consecutive years of active duty in the United States military. (Includes college substitution for experience on the basis on thirty semester hours for one year of experience.)	-----0----- (set by policy)
State Police Trooper	One year experience as a Louisiana State Police Cadet.	2
State Police Master Trooper	Eighteen months of experience as a Louisiana State Police Officer.	3
State Police Sergeant	Five years of experience as a Louisiana State Police Officer.	4
State Police Lieutenant	Two years of experience as a Louisiana State Police Sergeant (Seven years experience as a I,SP Officer.)	5
State Police Captain	Two year of experience as a Louisiana State Police Lieutenant. (Nine years experience as a LSP Officer.)	5
State Police Major	Two years of experience as a Louisiana State Police Captain. (Eleven years experience as a LSP Officer.)	6
State Police Lieutenant Colonel	Three years experience as a Louisiana State Police Officer at a level at least equivalent to a Louisiana State Police Captain. (Twelve years experience as a LSP Officer.)	6



**PROPOSED CHANGES**  
**PRIOR WORK EXPERIENCE RATING SCALE**  
**LOUISIANA JOB EVALUATION FACTOR SYSTEM**

**PRIOR WORK EXPERIENCE**

This factor is intended to give credit for job related experience which is required in order to become proficient in performing job duties within a reasonable time period. It is used in conjunction with the education factor. For example, if an applicant for a position must have a specific educational background plus several years of work related experience, the job would receive credit as indicated by the corresponding level in both the education and experience scale. This scale is particularly important to those jobs which require no formal education, but require years of experience to gain skill necessary to perform job duties.

**Level 1:**

No prior experience required to perform the assigned tasks. **(0 years)**

**Level 2:**

A minimal amount of experience sufficient to acquire general familiarity with methods and terminology in commonplace work situations of the occupation; usually interpreted as between six months and one year of experience. **(6 mths - 1 year)**

**Level 3:**

Sufficient experience to enable the employee to work effectively in common place work situations and to provide working knowledge of the principles, practices, standards, methods and techniques of the occupational field; usually interpreted as less than three but more than one year of applicable experience. **(>1 year; < 3 years)**

**Level 4:**

Sufficient experience to provide advanced knowledge of the principles practices, methods and techniques applicable to a wide variety of work characteristics of the occupational field involving both unusually and commonplace work situations; usually interpreted as 3 or more years but less than 6 years of applicable experience. **(3 years; < 6 years)**

**Level 5:**

Broad and intensive experience in all phases of work in the occupation; field sufficient for the employee to develop mastery of the field; usually interpreted as 6 or more years but less than 10 years of applicable experience. **(6 years; < 10 years)**

**Level 6:**

Unusually broad and intensive experience in both commonplace and unusually work situations and problems of the occupational field. It means not only sufficient experience to provide mastery of the occupational field, but all an understanding of its interrelationship with related programs or field. This level of experience is generally acquired in 10 or more years of applicable experience. **(10 years +)**