

# State Police Commission



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July 18, 1995

To: State Police Commission Members, Colonel Paul Fontenot, Russell Culotta, Foye Lowe, Walt Smith, William Spencer, Baxter Welch, Walter Smith, LSTA Affiliate Presidents and Court of Appeal, First Circuit Judges

Re: Revision of State Police Commission Rules 6.3(c) and (d)

At its June 19, 1995 and July 17, 1995 meetings, the State Police Commission revised State Police Commission Rules 6.3(c) and (d). Attached is a copy of the Rules for inclusion in your set of Rules.

Sincerely,

Debra L. Johnson  
Director

Attachment

## CHAPTER 6

### PAY PLAN

#### 6.1 Philosophy.

The pay rates for the State's classified workforce will be established in accordance with a system that generally considers such factors as availability of applicants, the quality of the applicant pool, turnover rates, federal law, market competition, pay practices of market competitors, the evaluation system ranking, employee performance and level of funding available. The State will not be a market leader, but, for the most part, will follow the market as the value of job change.

#### 6.2 Preparation of Pay Plan.

- (a) The Director, after consultation with appointing authorities and the state fiscal officer and after conducting such research as he may deem appropriate, shall cause to be prepared for submission to the Commission, a uniform pay plan, or amendments thereto, for the classified service. The Director may propose different rates of pay in different localities and areas of the state depending upon availability of applicants and other factors impacting compensation.
- (b) The Director shall make a recommendation to the Commission concerning a pay structure adjustment at least annually.

#### 6.3 Adoption of Pay Plan.

- (a) Any Pay Plan, or amendments thereto, proposed by the Director shall be submitted to the Commission for its consideration at a public hearing called for this purpose.
- (b) The State Police Commission, upon adoption of a Pay Plan, shall specify the manner in which the Pay Plan is to be implemented.
- (c) A Pay Plan may include but not necessarily be limited to an adjustment to the pay structure, an increase of limited duration, a general increase and/or new, revised or abolished jobs.
- (d) A Pay Plan or amendment thereto, when adopted by the Commission after public hearing shall become effective:
  - 1. after approval in its entirety by the Governor; and
  - 2. subject to appropriation of sufficient funds by the legislature.