

State Police Commission



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General Circular No. 87

Issue Date: January 22, 1998

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, March 16, 1998, at 9:00 a.m. in the Conference Room, Eleventh Floor, Wooddale Towers Building, 1885 Wooddale Boulevard in Baton Rouge to consider the attached amendment to the Pay Plan.

Please review these proposals and furnish, in writing, by Thursday, March 05, 1998, 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 March 05, 1998 of your intention to address the Commission, to be placed on the agenda.

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

Sincerely,

Debra L. Johnson

Debra L. Johnson
Director

Attachment

There are significant differences between our commissioned aviators and other commissioned personnel in terms of the education, training, and experience required to successfully complete their respective job assignments. In the past, there was an adequate supply of experienced military pilot candidates due to the Vietnam War, but this is no longer true. An increase in off-shore oil and gas activity has further complicated the problem of obtaining experienced pilots because those jobs far exceed the pay limitations of governmental positions.

Currently, pilot candidates must seek, obtain, and pay for this training. In fact, one of the requirements to become a State Police pilot is possession of a current FAA Commercial Fixed-Wing Pilot's License with an Instrument Rating or a Commercial Rotorcraft Pilot's License. The approximate cost of obtaining these licenses is \$20,000 and \$55,000 respectively. Once selected the pilot is cross-trained in the rating not previously obtained and given additional individualized instruction. To satisfy operational as well as FAA and insurance requirements, State Police expends approximately \$100,000 during the initial training of each pilot candidate.

In contrast to other law enforcement and state agencies, our pilots are required to operate solo and under instrument flight conditions, various makes and models of departmental airplanes and helicopters. This requirement increases the overall efficiency of our agency versus most other agencies which require their pilots to operate only one type of aircraft. Additionally, our pilots direct and assist in law enforcement operations which include: disasters, disturbances, hazardous materials spills, traffic enforcement, search and rescue operations, and aerial support of narcotics and other specialized operations. We currently have five pilots with plans to select and train two additional pilots in February 1998.

To overcome our selection and retention difficulties, we are seeking to revise the minimum qualifications for the State Police Pilot job series. Currently, the minimum entry level for all other specialized positions within State Police is a pay grade of SPS-19. The reevaluation of the job factor ratings will result in pay increases at all pilot classification levels. However, when compared to other specialized technical positions within State Police and other pilot positions within other state agencies, these recommendations do not exceed the industry standard. Should the currently proposed pay plan be approved then the corresponding pilot pay levels would be increased proportionately.

The classification and pay changes requested are as follows:

JOB TITLE	FROM	TO
STATE POLICE PILOT	SPS-18*	SPS-19*
STATE POLICE MASTER PILOT	SPS-19*	SPS-20*
STATE POLICE DEPUTY COMMAND PILOT	SPS-20*	SPS-22*
STATE POLICE COMMAND PILOT	SPS-22*	SPS-24*

**STATE POLICE JOB COMPARISON
BETWEEN THE PROPOSED INCREASE IN PILOT JOBS
AND OTHER STATE POLICE JOBS**

<u>Job Title</u>	<u>Pay Levels</u>	<u>Specialist Pay Levels/Job Title</u>
State Police Pilot	18** 19*	19** Lieutenart 19** Polygraphist 19** Technical Support Officer
State Police Master Pilot	19** 20*	20** Financial Investigator
State Police Deputy Command Pilot	20** 22*	21** Captain
State Police Command Pilot	22** 24*	23** Major

* Proposed Pay Level
** Current Pay Level

STATE POLICE PROPOSED INCREASE IN PILOT JOBS

December, 1997

Job Title	Current Monthly Minimum	Proposed Monthly Minimum	Current Monthly Maximum	Proposed Monthly Maximum
S/P PILOT	\$2,194	\$2,348	\$3,687	\$3,944
S/P MASTER PILOT	\$2,348	\$2,512	\$3,944	\$4,220
S/P DEPUTY COMMAND PILOT	\$2,512	\$2,877	\$4,220	\$4,750
S/P COMMAND PILOT	\$2,877	\$3,293	\$4,750	\$5,439

There are currently three commissioned Pilots, one Deputy Command Pilot, and one Command Pilot. If the plan is approved in January the total increase during this fiscal year, for the current number of personnel, will cost \$5,090 (pay increase x five months). Calculated on a full fiscal year amounts to approximately \$12,216 (pay increase x 12 months).