

State Police Commission



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July 10, 1995

General Circular No. 45

To: State Police Commission Members, Colonel Paul Fontenot, Russell Culotta, Foye Lowe, Walt Smith, William Spencer, Baxter Welch, Walter L. Smith, III, Floyd J. Falcon, Jr., and LSTA Affiliate Presidents

Re: Structure Adjustment, Six (6) Percent General Increase and Special Entrance Rate (SER)

1. OVERVIEW

The Governor has approved a structure adjustment and a 6% general pay increase for all classified State Police Officers effective June 19, 1995. Additionally, the State Police Commission has approved a Special Entrance Rate for State Police Cadets effective June 19, 1995. The purpose of this general circular is to explain the methodology for implementing each and to explain the order that Personnel must follow in preparing personnel actions.

2. STRUCTURE ADJUSTMENT

A structure adjustment consisting of moving the range minimum upward approximately four (4) percent and moving the range maximum upward approximately twelve (12) percent for each pay level SPS-21 and below, and ten (10) percent for each pay level SPS-22 and above.

The structure adjustment was necessary in order to follow the changing market value of State Police Officer jobs and continue the process of bringing the State Police Pay Plan into a more reasonable posture, both in our recruitment ability (by moving the maximums up 4%) and in our retention ability (by increasing the pay range maximums 12% for SPS-21 and below, and 10% for SPS-22 and above).

Extending the range maximums of the Pay Plan by twelve (12) percent provides relief from compaction, for at least four years, caused by having approximately half of the workforce unable to receive an annual merit increase in pay on their anniversary date.

STATE POLICE SCHEDULE PAY GRID
(effective June 19, 1995)

	MINIMUM	MIDPOINT	MAXIMUM
SPS-01	737	952	1,168
SPS-02	743	996	1,249
SPS-03	795	1,066	1,337
SPS-04	851	1,140	1,430
SPS-05	911	1,221	1,531
SPS-06	974	1,305	1,636
SPS-07	1,043	1,397	1,751
SPS-08	1,116	1,495	1,874
SPS-09	1,194	1,599	2,005
SPS-10	1,277	1,711	2,145
SPS-11	1,367	1,831	2,296
SPS-12	1,462	1,959	2,457
SPS-13	1,565	2,096	2,628
SPS-14	1,674	2,243	2,812
SPS-15	1,791	2,400	3,009
SPS-16	1,917	2,567	3,218
SPS-17	2,051	2,748	3,345
SPS-18	2,194	2,940	3,687
SPS-19	2,348	3,146	3,944
SPS-20	2,512	3,366	4,220
SPS-21	2,688	3,601	4,515
SPS-22	2,877	3,813	4,750
SPS-23	3,078	4,080	5,083
SPS-24	3,293	4,366	5,439
SPS-25	3,524	4,672	5,820
SPS-26	3,771	4,999	6,227
SPS-27	4,034	5,349	6,663
SPS-28	4,317	5,723	7,129
SPS-29	4,619	6,124	7,628
SPS-30	4,942	6,552	8,162
SPS-31	5,288	7,011	8,734
SPS-32	5,659	7,502	9,345

3. SIX PERCENT GENERAL INCREASE

At its November 21, 1994 meeting, the State Police Commission conducted a public hearing concerning the Pay Plan for State Police Officers. The Commission voted unanimously to approve a six (6) percent general increase for all classified State Police Officers (Cadet through Deputy Superintendent).

The general increase was necessary in order to continue the process of bringing the salary of Louisiana State Police Officers more in line with the average salary of State Police Officers in other states. The State Police Trooper's salary in Louisiana was ten (10) percent below the average current salary of State Police Officers in the fourteen southeastern states. The State Police Trooper's salary in Louisiana was 20.4 percent below the average

current salary of State Police Officers in the eighteen central states.

4. SPECIAL ENTRANCE RATE

A Special Entrance Rate of \$1722 per month for State Police Cadets was necessary to update Louisiana's starting salary, making it par with the average starting salary among the southeastern states. This higher entrance rate was necessary to attract not only more applicants, but also raise the quality of the applicant pool.

5. GENERAL INFORMATION

If you have any questions regarding this general circular, please contact the State Police Commission at (504) 925-7057 or LINC 427-7057.

Sincerely,



Debra L. Johnson
Director