



Louisiana
SCS
State Civil Service

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DATE: September 12, 2017

TO: Heads of State Agencies and Human Resources Directors

SUBJECT: Compensation Redesign Plan – Special Entrance Rates

As outlined in [General Circular 2017-022](#), the State's Classified Compensation Redesign Plan was approved by both the State Civil Service Commission and the Governor.

In accordance with the new transition Civil Service Rule 19.3(b), effective January 1, 2018, all existing special entrance rates (SERs) will be cancelled with the implementation of the new pay structures on January 2, 2018. However, SCS recognizes that some agencies may still have a need for SERs based on current market conditions.

All agencies with existing SERs that will be above the new pay range minimums should consider the impact of the new pay schedules and assess if the SER will still be necessary for recruiting objectives. If it is determined that the SER will still be needed, the agency will need to submit the [SER Reestablishment Request Form](#) to the SCS Compensation Division by October 19, 2017.

The SCS Compensation Division is committed to reviewing these requests and working with the agency to validate the continued use of SERs. It is anticipated that all SER reestablishment requests will be heard at the SCS Commission meeting on December 13, 2017, in order to ensure continuity of agency recruiting efforts.

Please contact your SCS compensation consultant at (225)342-8083 with any questions.

Sincerely,

s/Byron P. Decoteau, Jr.
Director