



State of Louisiana
DIVISION OF ADMINISTRATION
OFFICE OF HUMAN RESOURCES

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COMMISSIONER OF ADMINISTRATION

DIVISION OF ADMINISTRATION

PERSONNEL POLICY NO. 85

EFFECTIVE DATE: November 5, 2007

SUBJECT: Flexible Maximum Hire Rate for Engineer 3

AUTHORIZATION: _____
Barbara Goodson
Assistant Commissioner for Management and Finance

I. POLICY:

In accordance with authority granted by the Civil Service Commission, it is the policy of the Division of Administration (DOA) to implement a Flexible Maximum Hire Rate for positions in the Engineer 3 job title.

II. PURPOSE:

The purpose of this policy is to provide the DOA with a tool that allows for flexibility in pay for recruitment and retention purposes.

III. APPLICABILITY:

This policy shall be applicable to the Office of Facility Planning and Control within the Division of Administration.

IV. PROCEDURE:

As of November 5, 2007 individuals hired in positions that are in the Engineer 3 job title will be hired at the established flexible maximum hire rate, which is being established at the midpoint of the TS-312 pay range.

Personnel Action Requests (PAR) requesting an appointment in these job titles must reference the flexible maximum hire rate in the "Remarks" portion of the PAR.

As of November 5, 2007, employees who occupy positions in the Engineer 3 job title and whose pay is below the flexible maximum hire rate, will be increased in pay up to the new hire rate.

V. QUESTIONS:

Any questions regarding this policy should be directed to the Office of Human Resources.

ADDENDUM

The following chart reflects:

1. The title, job code and pay level of the job for which the DOA is implementing the Flexible Maximum Hire Rate,
2. The July 2, 2007 minimum of the pay grade of the jobs affected, and
3. The actual hire rate that will be utilized by the Office of Facility Planning and Control when filling positions in this job from November 5, 2007 forward.

Title	Job Code	Pay Level	Biweekly Minimum 7/2/07	Biweekly Hire Rate 11/5/07
Engineer 3	109140	TS-312	\$1506.40	\$2252.40