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GENERAL CIRCULAR NUMBER 2026-006

DATE: **January 27, 2026**

TO: **Heads of State Agencies and Human Resources Directors**

SUBJECT: **Changes to the Classification and Pay Plan – Results of the January 2026 Public Hearing**

Please be advised that changes will be made to the State Civil Service (SCS) Classification and Pay Plan as proposed in [General Circular No. 2025-057](#). The exhibits were considered and approved by the SCS Commission at the public hearing on January 7, 2026. Also, where necessary, the Governor has granted approval.

EFFECTIVE DATE OF CHANGES: MARCH 2, 2026

The changes outlined by this General Circular shall be implemented on the effective date by all state agencies. Human Resources professionals at state agencies should carefully review the attached instructions to determine the necessary actions required to implement these changes relative to personnel and positions for their agency. Agencies delaying the implementation of the changes as provided in this General Circular beyond the 90-day implementation period may be restricted from processing other requests through SCS until the agency has taken the necessary actions to fully implement the changes. Agencies that use the LaGov-HCM system may refer to the Entry Guidelines in the HR Info Portal for more information on system entry procedures.

Please note that any pending personnel actions are to be completed prior to the effective date for positions that will be affected by these changes. In addition, active eligible lists will no longer be valid after the effective date for positions that will have a job title change. Agencies should take the necessary hire actions prior to the effective date of these changes or be subject to reposting the vacancy. Employees on detail to special duty to or from positions that are affected by these changes shall be returned from detail for their detail pay to be recalculated as needed.

If there are any questions concerning the subject matter of this General Circular, you may contact SCS by emailing SCSInfo@civilservice.la.gov or by calling (225) 342-8272.

Sincerely,

s/Byron P. Decoteau, Jr.
State Civil Service Director

IMPLEMENTATION INSTRUCTIONS FOR CHANGES TO THE MEDICAL “MS” PAY SCHEDULE AND SOCIAL SERVICES “SS” PAY SCHEDULE

Effective: March 2, 2026

Employees in the Medical “MS” and Social Services “SS” pay schedules with a rate of pay below the new minimum for their respective pay grade on the effective date shall be increased to the minimum in accordance with SCS Rule 6.4(b). Employees in these pay schedules with a rate of pay above the new minimum for their respective pay grade will retain their rate of pay.

LaGov HCM agencies will need to create a Basic Pay entry entitled “Structure Adjustment” with an effective date of 3/2/2026 for the affected employees. This record shall be applied to all active classified employees who are below the new hourly pay schedule minimum on the effective date of implementation.

Agencies that do not utilize the LaGov-HCM system will need to generate this information within their respective HR system and report results via the usual data interface as applicable.

NOTE: The Division of Administration – Office of Technology Services will not release a statewide automatic update on March 2, 2026. The structure adjustment will need to be entered manually for those employees below the new minimums.

MEDICAL "MS" PAY SCHEDULE

Effective: March 2, 2026

MS	Hourly					Biweekly					Monthly					Annual				
	Min	1st Quartile	Midpoint	3rd Quartile	Max	Min	1st Quartile	Midpoint	3rd Quartile	Max	Min	1st Quartile	Midpoint	3rd Quartile	Max	Min	1st Quartile	Midpoint	3rd Quartile	Max
501	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
502	10.20	12.24	14.28	16.32	18.36	816.00	979.20	1,142.40	1,305.60	1,468.80	1,768.00	2,122.00	2,475.00	2,829.00	3,182.00	21,216.00	25,459.00	29,702.00	33,946.00	38,189.00
503	10.91	13.10	15.28	17.47	19.65	872.80	1,048.00	1,222.40	1,397.60	1,572.00	1,891.00	2,271.00	2,649.00	3,028.00	3,406.00	22,693.00	27,248.00	31,782.00	36,338.00	40,872.00
504	11.67	14.01	16.35	18.69	21.03	933.60	1,120.80	1,308.00	1,495.20	1,682.40	2,023.00	2,428.00	2,834.00	3,240.00	3,645.00	24,274.00	29,141.00	34,008.00	38,875.00	43,742.00
505	12.49	15.00	17.50	20.00	22.50	999.20	1,200.00	1,400.00	1,600.00	1,800.00	2,165.00	2,600.00	3,033.00	3,467.00	3,900.00	25,979.00	31,200.00	36,400.00	41,600.00	46,800.00
506	13.36	16.04	18.72	21.40	24.08	1,068.80	1,283.20	1,497.60	1,712.00	1,926.40	2,316.00	2,780.00	3,245.00	3,709.00	4,174.00	27,789.00	33,363.00	38,938.00	44,512.00	50,086.00
507	14.30	17.17	20.04	22.91	25.77	1,144.00	1,373.60	1,603.20	1,832.80	2,061.60	2,479.00	2,976.00	3,474.00	3,971.00	4,467.00	29,744.00	35,714.00	41,683.00	47,653.00	53,602.00
508	15.30	18.37	21.44	24.51	27.57	1,224.00	1,469.60	1,715.20	1,960.80	2,205.60	2,652.00	3,184.00	3,716.00	4,248.00	4,779.00	31,824.00	38,210.00	44,595.00	50,981.00	57,346.00
509	16.37	19.66	22.94	26.22	29.50	1,309.60	1,572.80	1,835.20	2,097.60	2,360.00	2,838.00	3,408.00	3,976.00	4,545.00	5,113.00	34,050.00	40,893.00	47,715.00	54,538.00	61,360.00
510	17.52	21.04	24.55	28.06	31.57	1,401.60	1,683.20	1,964.00	2,244.80	2,525.60	3,037.00	3,647.00	4,255.00	4,864.00	5,472.00	36,442.00	43,763.00	51,064.00	58,365.00	65,666.00
511	18.75	22.51	26.27	30.03	33.78	1,500.00	1,800.80	2,101.60	2,402.40	2,702.40	3,250.00	3,902.00	4,554.00	5,205.00	5,855.00	39,000.00	46,821.00	54,642.00	62,462.00	70,262.00
512	20.06	24.08	28.10	32.12	36.14	1,604.80	1,926.40	2,248.00	2,569.60	2,891.20	3,477.00	4,174.00	4,871.00	5,568.00	6,264.00	41,725.00	50,086.00	58,448.00	66,810.00	75,171.00
513	21.46	25.77	30.07	34.37	38.67	1,716.80	2,061.60	2,405.60	2,749.60	3,093.60	3,720.00	4,467.00	5,212.00	5,958.00	6,703.00	44,637.00	53,602.00	62,546.00	71,490.00	80,434.00
514	22.96	27.57	32.17	36.78	41.38	1,836.80	2,205.60	2,573.60	2,942.40	3,310.40	3,980.00	4,779.00	5,576.00	6,375.00	7,173.00	47,757.00	57,346.00	66,914.00	76,502.00	86,070.00
515	24.57	29.50	34.43	39.36	44.28	1,965.60	2,360.00	2,754.40	3,148.80	3,542.40	4,259.00	5,113.00	5,968.00	6,822.00	7,675.00	51,106.00	61,360.00	71,614.00	81,869.00	92,102.00
516	26.29	31.57	36.84	42.11	47.38	2,103.20	2,525.60	2,947.20	3,368.80	3,790.40	4,557.00	5,472.00	6,386.00	7,299.00	8,213.00	54,683.00	65,666.00	76,627.00	87,589.00	98,550.00
517	28.13	33.78	39.42	45.06	50.70	2,250.40	2,702.40	3,153.60	3,604.80	4,056.00	4,876.00	5,855.00	6,833.00	7,810.00	8,788.00	58,510.00	70,262.00	81,994.00	93,725.00	105,456.00
518	30.10	36.14	42.18	48.22	54.25	2,408.00	2,891.20	3,374.40	3,857.60	4,340.00	5,217.00	6,264.00	7,311.00	8,358.00	9,403.00	62,608.00	75,171.00	87,734.00	100,298.00	112,840.00
519	32.21	38.67	45.13	51.59	58.05	2,576.80	3,093.60	3,610.40	4,127.20	4,644.00	5,583.00	6,703.00	7,823.00	8,942.00	10,062.00	66,997.00	80,434.00	93,870.00	107,307.00	120,744.00
520	34.46	41.38	48.29	55.20	62.11	2,756.80	3,310.40	3,863.20	4,416.00	4,968.80	5,973.00	7,173.00	8,370.00	9,568.00	10,766.00	71,677.00	86,070.00	100,443.00	114,816.00	129,189.00
521	36.87	44.27	51.67	59.07	66.46	2,949.60	3,541.60	4,133.60	4,725.60	5,316.80	6,391.00	7,674.00	8,956.00	10,239.00	11,520.00	76,690.00	92,082.00	107,474.00	122,866.00	138,237.00
522	39.45	47.37	55.28	63.20	71.11	3,156.00	3,789.60	4,422.40	5,056.00	5,688.80	6,838.00	8,211.00	9,582.00	10,955.00	12,326.00	82,056.00	98,530.00	114,982.00	131,456.00	147,909.00
523	42.21	50.68	59.15	67.62	76.09	3,376.80	4,054.40	4,732.00	5,409.60	6,087.20	7,316.00	8,785.00	10,253.00	11,721.00	13,189.00	87,797.00	105,414.00	123,032.00	140,650.00	158,267.00
524	45.16	54.23	63.29	72.36	81.42	3,612.80	4,338.40	5,063.20	5,788.80	6,513.60	7,828.00	9,400.00	10,970.00	12,542.00	14,113.00	93,933.00	112,798.00	131,643.00	150,509.00	169,354.00
525	48.32	58.02	67.72	77.42	87.12	3,865.60	4,641.60	5,417.60	6,193.60	6,969.60	8,376.00	10,057.00	11,738.00	13,420.00	15,101.00	100,506.00	120,682.00	140,858.00	161,034.00	181,210.00
526	51.70	62.08	72.46	82.84	93.22	4,136.00	4,966.40	5,796.80	6,627.20	7,457.60	8,961.00	10,761.00	12,560.00	14,359.00	16,158.00	107,536.00	129,126.00	150,717.00	172,307.00	193,898.00
527	55.32	66.43	77.54	88.65	99.75	4,425.60	5,314.40	6,203.20	7,092.00	7,980.00	9,589.00	11,515.00	13,440.00	15,366.00	17,290.00	115,066.00	138,174.00	161,283.00	184,392.00	207,480.00
528	59.19	71.08	82.96	94.85	106.73	4,735.20	5,686.40	6,636.80	7,588.00	8,538.40	10,260.00	12,321.00	14,380.00	16,441.00	18,500.00	123,115.00	147,846.00	172,557.00	197,288.00	221,998.00
529	63.33	76.05	88.77	101.49	114.20	5,066.40	6,084.00	7,101.60	8,119.20	9,136.00	10,977.00	13,182.00	15,387.00	17,592.00	19,795.00	131,726.00	158,184.00	184,642.00	211,099.00	237,536.00
530	67.76	81.37	94.98	108.59	122.19	5,420.80	6,509.60	7,598.40	8,687.20	9,775.20	11,745.00	14,104.00	16,463.00	18,822.00	21,180.00	140,941.00	169,250.00	197,558.00	225,867.00	254,155.00
531	72.50	87.06	101.62	116.18	130.74	5,800.00	6,964.80	8,129.60	9,294.40	10,459.20	12,567.00	15,090.00	17,614.00	20,138.00	22,662.00	150,800.00	181,085.00	211,370.00	241,654.00	271,939.00

SOCIAL SERVICES "SS" PAY SCHEDULE

Effective: March 2, 2026

SS	Hourly					Biweekly					Monthly					Annual				
	Min	1st Quartile	Midpoint	3rd Quartile	Max	Min	1st Quartile	Midpoint	3rd Quartile	Max	Min	1st Quartile	Midpoint	3rd Quartile	Max	Min	1st Quartile	Midpoint	3rd Quartile	Max
401	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
402	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
403	10.20	12.24	14.28	16.32	18.36	816.00	979.20	1,142.40	1,305.60	1,468.80	1,768.00	2,122.00	2,475.00	2,829.00	3,182.00	21,216.00	25,459.00	29,702.00	33,946.00	38,189.00
404	10.91	13.10	15.28	17.47	19.65	872.80	1,048.00	1,222.40	1,397.60	1,572.00	1,891.00	2,271.00	2,649.00	3,028.00	3,406.00	22,693.00	27,248.00	31,782.00	36,338.00	40,872.00
405	11.67	14.01	16.35	18.69	21.03	933.60	1,120.80	1,308.00	1,495.20	1,682.40	2,023.00	2,428.00	2,834.00	3,240.00	3,645.00	24,274.00	29,141.00	34,008.00	38,875.00	43,742.00
406	12.49	15.00	17.50	20.00	22.50	999.20	1,200.00	1,400.00	1,600.00	1,800.00	2,165.00	2,600.00	3,033.00	3,467.00	3,900.00	25,979.00	31,200.00	36,400.00	41,600.00	46,800.00
407	13.36	16.04	18.72	21.40	24.08	1,068.80	1,283.20	1,497.60	1,712.00	1,926.40	2,316.00	2,780.00	3,245.00	3,709.00	4,174.00	27,789.00	33,363.00	38,938.00	44,512.00	50,086.00
408	14.30	17.17	20.04	22.91	25.77	1,144.00	1,373.60	1,603.20	1,832.80	2,061.60	2,479.00	2,976.00	3,474.00	3,971.00	4,467.00	29,744.00	35,714.00	41,683.00	47,653.00	53,602.00
409	15.30	18.37	21.44	24.51	27.57	1,224.00	1,469.60	1,715.20	1,960.80	2,205.60	2,652.00	3,184.00	3,716.00	4,248.00	4,779.00	31,824.00	38,210.00	44,595.00	50,981.00	57,346.00
410	16.37	19.66	22.94	26.22	29.50	1,309.60	1,572.80	1,835.20	2,097.60	2,360.00	2,838.00	3,408.00	3,976.00	4,545.00	5,113.00	34,050.00	40,893.00	47,715.00	54,538.00	61,360.00
411	17.52	21.04	24.55	28.06	31.57	1,401.60	1,683.20	1,964.00	2,244.80	2,525.60	3,037.00	3,647.00	4,255.00	4,864.00	5,472.00	36,442.00	43,763.00	51,064.00	58,365.00	65,666.00
412	18.75	22.51	26.27	30.03	33.78	1,500.00	1,800.80	2,101.60	2,402.40	2,702.40	3,250.00	3,902.00	4,554.00	5,205.00	5,855.00	39,000.00	46,821.00	54,642.00	62,462.00	70,262.00
413	20.06	24.08	28.10	32.12	36.14	1,604.80	1,926.40	2,248.00	2,569.60	2,891.20	3,477.00	4,174.00	4,871.00	5,568.00	6,264.00	41,725.00	50,086.00	58,448.00	66,810.00	75,171.00
414	21.46	25.77	30.07	34.37	38.67	1,716.80	2,061.60	2,405.60	2,749.60	3,093.60	3,720.00	4,467.00	5,212.00	5,958.00	6,703.00	44,637.00	53,602.00	62,546.00	71,490.00	80,434.00
415	22.96	27.57	32.17	36.78	41.38	1,836.80	2,205.60	2,573.60	2,942.40	3,310.40	3,980.00	4,779.00	5,576.00	6,375.00	7,173.00	47,757.00	57,346.00	66,914.00	76,502.00	86,070.00
416	24.57	29.50	34.43	39.36	44.28	1,965.60	2,360.00	2,754.40	3,148.80	3,542.40	4,259.00	5,113.00	5,968.00	6,822.00	7,675.00	51,106.00	61,360.00	71,614.00	81,869.00	92,102.00
417	26.29	31.57	36.84	42.11	47.38	2,103.20	2,525.60	2,947.20	3,368.80	3,790.40	4,557.00	5,472.00	6,386.00	7,299.00	8,213.00	54,683.00	65,666.00	76,627.00	87,589.00	98,550.00
418	28.13	33.78	39.42	45.06	50.70	2,250.40	2,702.40	3,153.60	3,604.80	4,056.00	4,876.00	5,855.00	6,833.00	7,810.00	8,788.00	58,510.00	70,262.00	81,994.00	93,725.00	105,456.00
419	30.10	36.14	42.18	48.22	54.25	2,408.00	2,891.20	3,374.40	3,857.60	4,340.00	5,217.00	6,264.00	7,311.00	8,358.00	9,403.00	62,608.00	75,171.00	87,734.00	100,298.00	112,840.00
420	32.21	38.67	45.13	51.59	58.05	2,576.80	3,093.60	3,610.40	4,127.20	4,644.00	5,583.00	6,703.00	7,823.00	8,942.00	10,062.00	66,997.00	80,434.00	93,870.00	107,307.00	120,744.00
421	34.46	41.38	48.29	55.20	62.11	2,756.80	3,310.40	3,863.20	4,416.00	4,968.80	5,973.00	7,173.00	8,370.00	9,568.00	10,766.00	71,677.00	86,070.00	100,443.00	114,816.00	129,189.00
422	36.87	44.27	51.67	59.07	66.46	2,949.60	3,541.60	4,133.60	4,725.60	5,316.80	6,391.00	7,674.00	8,956.00	10,239.00	11,520.00	76,690.00	92,082.00	107,474.00	122,866.00	138,237.00
423	39.45	47.37	55.28	63.20	71.11	3,156.00	3,789.60	4,422.40	5,056.00	5,688.80	6,838.00	8,211.00	9,582.00	10,955.00	12,326.00	82,056.00	98,530.00	114,982.00	131,456.00	147,909.00
424	42.21	50.68	59.15	67.62	76.09	3,376.80	4,054.40	4,732.00	5,409.60	6,087.20	7,316.00	8,785.00	10,253.00	11,721.00	13,189.00	87,797.00	105,414.00	123,032.00	140,650.00	158,267.00
425	45.16	54.23	63.29	72.36	81.42	3,612.80	4,338.40	5,063.20	5,788.80	6,513.60	7,828.00	9,400.00	10,970.00	12,542.00	14,113.00	93,933.00	112,798.00	131,643.00	150,509.00	169,354.00
426	48.32	58.02	67.72	77.42	87.12	3,865.60	4,641.60	5,417.60	6,193.60	6,969.60	8,376.00	10,057.00	11,738.00	13,420.00	15,101.00	100,506.00	120,682.00	140,858.00	161,034.00	181,210.00
427	51.70	62.08	72.46	82.84	93.22	4,136.00	4,966.40	5,796.80	6,627.20	7,457.60	8,961.00	10,761.00	12,560.00	14,359.00	16,158.00	107,536.00	129,126.00	150,717.00	172,307.00	193,898.00

IMPLEMENTATION INSTRUCTIONS FOR OTHER CLASSIFICATION AND PAY PLAN CHANGES

Effective: March 2, 2026

The following instructions pertain to job assessments that have been completed by SCS. Refer to each section below to determine the appropriate actions necessary to implement these changes. The official job specifications for the new and revised jobs will be available on the SCS [Job Information and Test Finder](#) on the effective date.

When job corrections are required by SCS, position descriptions for the affected positions shall be submitted to SCS as soon as possible and no later than 90 days following the effective date. All job corrections for positions affected by these changes shall have an effective date of March 2, 2026. Please note that significant duty changes should not be present when submitting a position description for job correction. If significant duty changes are required at the time of implementation, it will be necessary to consult with SCS prior to submission.

Employees with a rate of pay below the minimum of their respective pay grade as a result of a pay grade change or a job correction shall be increased to the minimum in accordance with SCS Rule 6.8.1 on the effective date.

NEW JOBS

New Job Concept That Previously Did Not Exist – Position descriptions may be submitted to establish new positions if there is a new job concept that previously did not exist at the agency. The new position will be established as effective on the date assigned to the SCS consultant.

New Job Title to Encompass Existing Job Function – Position descriptions for existing classified positions that perform duties that align with these job functions, but are currently allocated to a different job code, are required to be submitted to SCS for job correction. After the position description has been completed by SCS, agencies will take the necessary actions in the LaGov-HCM or other HR system, as applicable, in order to show the approved changes.

JOB CODE	JOB TITLE	PAY SCHED	PAY LEVEL	OCC GRP CODE
176546	AIRPORT FUEL TECHNICIAN 1	WS	210	H3
176547	AIRPORT FUEL TECHNICIAN 2	WS	212	H3
176548	AIRPORT FUEL TECHNICIAN 3	WS	213	H3
176549	AIRPORT FUEL SUPERVISOR	WS	215	H3
176550	CORRECTIONS SUPPORT SPECIALIST 1	AS	611	F5
176551	CORRECTIONS SUPPORT SPECIALIST 2	AS	612	F5
176552	CORRECTIONS SUPPORT SPECIALIST 3	AS	614	F5
176553	CORRECTIONS SUPPORT SPECIALIST SUPERVISOR	AS	616	F5

JOB PAY GRADE CHANGES

Position descriptions for existing classified positions currently allocated to these job codes are not required to be submitted to SCS for job correction. However, agencies must still take the necessary actions in the LaGov-HCM or other HR system as applicable to implement the pay grade changes.

JOB CODE	JOB TITLE	FROM SCHED	FROM LEVEL	TO SCHED	TO LEVEL
153620	AIRPORT FUELS TERMINAL MANAGER ¹	TS	311	WS	217
164790	AIRPORT MANAGER	TS	309	AS	618
119380	AIRPORT ASSISTANT DIRECTOR	TS	311	AS	620
119390	AIRPORT DIRECTOR	TS	314	AS	623

¹ – Approved job title change; see Job Title Change.

JOB TITLE CHANGE

Position descriptions for existing classified positions currently allocated to this job code are not required to be submitted to SCS for job correction. However, agencies must still take the necessary actions in the LaGov-HCM or other HR system as applicable to implement the job title change.

JOB CODE	FROM JOB TITLE	TO JOB TITLE
153620	AIRPORT FUELS TERMINAL MANAGER	AIRPORT FUEL MANAGER

JOB SPECIFICATION CHANGES

Position descriptions for existing classified positions currently allocated to these job codes are not required to be submitted to SCS for job correction.

JOB CODE	JOB TITLE
153620	AIRPORT FUELS TERMINAL MANAGER ¹
164790	AIRPORT MANAGER
119380	AIRPORT ASSISTANT DIRECTOR
119390	AIRPORT DIRECTOR

¹ – Approved job title change; see Job Title Change.