



Policy #52049

SPECIAL ENTRANCE RATE (SER) FOR POLICE OFFICERS

Effective Date: July 7, 2021

Revised Date: February 2, 2022

Responsible Office: Office of Human Resources

Division: Operations

Appointing Authority Signature:

SCS Approval:

I. PURPOSE/OBJECTIVE

This amends the policy through which Grambling State University reserves the right to offer salaries at a Special Entrance Rate to reduce the turnover rate and retain Police Officers 1-A, 2-A and 3-A in the University Police Department.

II. STATEMENT OF POLICIES

Grambling State University will implement State Civil Service Pay Rule 6.5(b), Special Entrance Rate (SER). It is the policy of Grambling State University to implement a Special Entrance Rate to the following job titles:

Job Code	Title	Pay Level	SER (Hourly)	SER(Bi-Weekly)
169660	Police Officer 1-A	PS-107	\$17.50	\$1,400.00
169860	Police Officer 2-A	PS-108	\$18.80	\$1,504.00
169700	Police Officer 3-A	PS-109	\$20.11	\$1,608.80

III. APPLICABILITY

This policy shall be applicable to Grambling State University.

IV. IMPLEMENTATION

Current Police Officers 1, 2, and 3-A with salaries below the Special Entrance Rate will be brought up to the new corresponding job title/rate. New hires into the job titles above will be hired at the special entrance rate to attract and retain quality candidates.



Byron P. Decoteau, Jr., Director

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February 7, 2022

Mr. Richard J. Gallot, Jr., President
Grambling State University
GSU Campus Box 4261
Grambling, LA 71245

Dear Mr. Gallot:

This is to advise that at its general business meeting held on Wednesday, February 2, 2022, the State Civil Service Commission granted the request of Grambling State University to amend a Special Entrance Rate policy for the Police Officer job series, in accordance with State Civil Service Rule 6.5(b). Approval was granted effective February 2, 2022.

Specifically, the Commission approved the following Special Entrance Rates:

Job Title	Pay Level	SER
Police Officer 1-A	PS-107	\$17.50/hourly \$1,400.00/biweekly \$36,400.00/annually
Police Officer 2-A	PS-108	\$18.80/hourly \$1,504.00/biweekly \$39,104.00/annually
Police Officer 3-A	PS-109	\$20.11/hourly \$1,608.80/biweekly \$41,828.80/annually

If you have any questions, please contact Angelle Kilpatrick, Human Resources Consultant, at 225-342-8258.

Sincerely,

Byron P. Decoteau, Jr.
Director

EX:BD:jr⁽¹³⁾

cc: Wayne Bryant, Human Resources Director
Cheryl Ivory, Human Resources Analyst