

Agency / Contact / Phone: Office of the Lieutenant Governor / Dept of Culture, Recreation & Tourism / Rikki Nicole David, HR Director / (225) 342-0880

Employee Name	Personnel #	DSCS Job Title / Code	Base Pay -- <u>Bi-weekly</u>	Base Pay Increase (Bi- <u>weekly</u> -- Dollars)	Base Pay Increase (Percent)	New Base Pay	Type of Award / Description A:Difficult to Recruit, B:Retain Critical Employee, C:Additional Duties (Temp/Perm - Include a Brief Explanation), D:Pay Differentials (List employees, base pay rates, percent increases and why)
Jennifer Dorsey	244086	Public Information Officer 2 / 164830	1,412.80	141.60	> 10%	1,554.40	B: Retain Critical Employee - To match a written, verified job offer from a private employer. The adjustment was calculated in accordance with Civil Service guidelines, but due to rounding issues, had to be rounded up, which is the reason for the ">10%" calculation by the spreadsheet's auto-formula.
Raymond Berthelot	83511	Interpretive Specialist Supervisor / 115740	1,800.00	90.40	5.022%	1,890.40	C: Additional Duties - The Office of State Parks had an Interpretive program (offering free educational programming at the parks) and the LOOP program (offering fee-based programs designed and administered for local organizations). Previously, the position was responsible for supervising the Interpretive program. In September 2010, the position became responsible for merging and overseeing the two programs, so as to increase revenue generation and eliminate the need for two separate program managers.
Melody Alijani	231831	Research Director-Tourism / 150990	1,926.40	192.80	> 10%	2,119.20	D: Pay Differentials - As a result of agency reorganization, Ms. Alijani gained three (3) unclassified Directors under her supervision, to include: (1.) Debra Credeur, Executive Director, \$65,520; (2.) Douglas Bourgeois, Director \$69,222.40; and (3.) Eric Kaspar, Administrator \$79,144. Ms. Alijani was granted the maximum 10% adjustment to close the gap between her salary and those of her new direct subordinates. The adjustment was calculated in accordance with Civil Service guidelines, but due to rounding issues, had to be rounded up, which is the reason for the ">10%" calculation by the spreadsheet's auto-formula.
Jack Warner	75520	Deputy Assistant Secretary 2 / 119640	2,883.20	288.00	9.989%	3,171.20	D: Pay Differentials - In comparison to other Deputy Assistant Secretaries within DCRT, Mr. Warner's salary was notably behind his peers. Those peers included: (1.) Robert Wheat, Deputy Assistant Secretary 2, \$91,291; (2.) Dianne Mouton-Allen, Deputy Assistant Secretary 2, \$84,364; and Phil Boggan, Deputy Assistant Secretary 1, \$82,014. By granting a 10% adjustment, it helped to bring Mr. Warner's salary in line with the comparable employees noted above.
4			8,022.40	712.80	8.885%		