

Amended by Ord. 2867 adopted 3/9/99  
Amended by Ord. 2919 adopted 11/16/99

Introduced January 12, 1999, by Councilman Kingston, seconded by Council Members Washington, Binder, Cusimano, Livaudais, Cerny, Williams, and Singletary

**Item No. 98-11-2053**

**ORDINANCE NO. 2859**

An ordinance of the Slidell City Council amending its Code of Ordinances, Chapter 2 Administration, ARTICLE II. EMPLOYEE BENEFITS, to provide for equalization of employee benefits for Municipal Police and Municipal Civil Service employees, and setting forth employee benefits for individuals hired after July 1, 1999, and matters in connection therewith.

WHEREAS, the City of Slidell has one employee benefit program for Police employees and another employee benefit program for Municipal employees; and

WHEREAS, the Civil Service Boards, City Administration, and the City Council have been working towards one benefit program for all employees.

NOW THEREFORE BE IT ORDAINED by the Slidell City Council that it does hereby amend Chapter 2 Administration, ARTICLE II. EMPLOYEE BENEFITS, of its Code of Ordinances by establishing a new section as follows:

**Sec. 2-22. Annual and Sick Leave Benefits.**

**(A) All City employees hired prior to July 1, 1999, shall have the following employee benefits:**

- (1) Employees shall be permitted to accumulate two hundred forty (240) hours of annual leave plus the accumulation for one year of service as identified in Paragraph (A) (6).
- (2) On July 1 of the year 2004, and for each year thereafter, the maximum annual leave carry forward shall be two hundred forty (240) hours.
- (3) Any employee with over two hundred forty (240) hours of accumulated annual leave as of July 1, 1999, shall have five (5) years to use the accumulated leave in excess of two hundred forty (240) hours or lose it.

6 (4) Any employee with more than two hundred forty (240) hours of  
7 accumulated annual leave shall have a one-time option, at  
8 his or her discretion, to sell any portion of his or her annual  
9 leave in excess of two hundred forty (240) hours back to the  
10 City of Slidell at one hundred percent (100%) of their current  
11 hourly rate. The number of hours the employee elects to sell  
12 shall not be eligible to change. The City shall buy back annual  
13 leave hours within a three (3) year period beginning in fiscal  
14 year 2000. The City Finance Department shall set the dates for  
15 such buy backs of excess annual leave.

16 (5) After June 30, 2004, upon separation of employment, an  
17 employee shall be entitled to receive compensation for  
18 accumulated annual leave not to exceed two hundred forty  
19 (240) hours.

20 (6) Annual leave and sick leave shall accumulate at the same rate  
21 for all City employees and shall accumulate according to the  
22 following schedule:

<b>Years of Service</b>	<b>Annual &amp; Sick Leave Working Days Accumulated</b>
0 - 1 year	12 days
1 - 4 years	15 days
5 - 9 years	18 days
10 -14 years	21 days
15 years and over	24 days

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32 (7) Sick leave accumulation shall be unlimited.

33 (8) After June 30, 2004, upon separation by retirement and upon  
34 the employee being eligible to receive retirement benefits, an  
35 employee shall be entitled to reimbursement of accumulated  
36 sick leave not to exceed two hundred forty (240) hours.  
37

6 **(B) Employees hired on or after July 1, 1999, shall be entitled to the**  
7 **following benefits:**

- 8 (1) Employees shall be permitted to accumulate up to two hundred  
9 forty (240) hours of annual leave plus the accrual for one year  
10 of service as identified in Paragraph (B)(4).  
11 (2) On January 1st of each year, the maximum annual leave carry  
12 forward shall not exceed two hundred forty (240) hours.  
13 (3) Upon separation of employment, an employee shall be entitled  
14 to receive compensation for accumulated annual leave not to  
15 exceed two hundred forty (240) hours.  
16 (4) Annual leave shall accumulate as follows:

<b>Years of Service</b>	<b>Annual Working Days Accumulated</b>
0 - 4 years	12 days
5 - 9 years	15 days
10 - 14 years	18 days
15 - 19 years	21 days
20 years and over	24 days

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26 (5) Sick leave accumulation shall be unlimited.  
27 (6) Employees shall not be eligible to receive any reimbursement  
28 for sick leave upon any type of separation  
29 (7) Sick leave shall accumulate at the rate of twelve (12) days per  
30 year.

31 **BE IT FURTHER ORDAINED** that the City of Slidell shall pursue a State  
32 Legislative amendment providing for the conversion of accumulated annual and sick leave  
33 into additional retirement credit for years of service; if said amendment is adopted by the  
34 State Legislature, all employees regardless of hire date, shall be entitled to said conversion  
35 option.

36 **BE IT FINALLY ORDAINED** that any sections, paragraphs, sentences,  
37 clauses, or phrases of this Code are severable and if any sections, paragraphs, sentences,

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6 clauses, or phrases of this ordinance shall be declared unconstitutional, unenforceable or  
7 invalid by the valid judgement of any court or any competent jurisdiction, such  
8 unconstitutionality, unenforceability, or invalidity shall not affect any of the remaining  
9 phrases, clauses, sentences, paragraphs or sections of this ordinance. This ordinance shall  
10 be effective on date of its adoption.

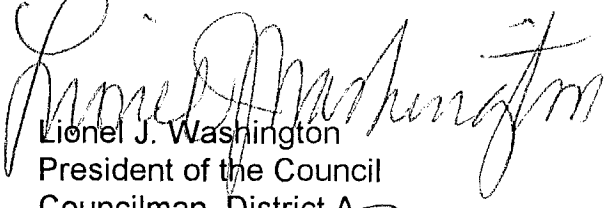
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12 **ADOPTED** this 12th day of January, 1999.

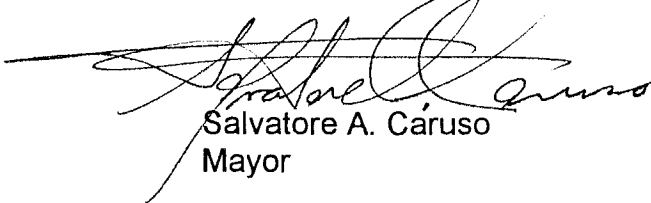
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16 **DELIVERED** 11:30 a.m.


17 1/14/99 to the Mayor

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19 **RECEIVED**

20 1/21/99 2:45 p.m.  
21 from the Mayor

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Lionel J. Washington  
President of the Council  
Councilman, District A

  
Salvatore A. Caruso  
Mayor

  
Davis Dautreuil  
Council Administrator/Clerk of the Council