

1 Introduced April 26, 2022, by Councilwoman
2 Denham, seconded by Councilman Dunham,
3 (by request of Administration)

4 **Item No. 22-04-3426**

5 **ORDINANCE NO. 4084**

6
7 An ordinance establishing an updated pay plan and grade salary matrix
8 specific to the City of Slidell's unclassified employees.
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10 WHEREAS, City administration, in consultation with its consulting firm, has
11 developed and proposed an updated pay plan and grade salary matrix specific to the City's
12 unclassified employees, the terms of which are set forth on the attached Exhibit 1; and
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15 WHEREAS, City administration believes that implementation of this updated
16 pay plan and grade salary matrix will help facilitate the City's ability to remain competitive
17 in the recruitment and retention of outstanding unclassified personnel.
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20 NOW THEREFORE, BE IT ORDAINED by the Slidell City Council that it does
21 hereby adopt an Unclassified Employee Pay Plan and Grade Salary Matrix (the "Pay
22 Plan"), under the terms set forth on the attached Exhibit 1 and hereinbelow, which Pay
23 Plan shall be deemed to supersede and replace any prior pay plan/matrix/structure (and
24 any corresponding classification "Grade(s)") applicable to such unclassified positions
25 within the City of Slidell.
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29 BE IT FURTHER ORDAINED that employees subject to the Pay Plan shall no
30 longer be eligible for additional senior incentive pay ("SIP") based on certain years of
31 service, as previously allowed.
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34 BE IT FURTHER ORDAINED that each current employee subject to the Pay
35 Plan shall be entitled to a one and one half percent (1 ½ %) increase in compensation over
36 his/her compensation as of June 30, 2022, effective for the pay period beginning July 4,
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4 2022, unless said employee has been in his/her position for less than six (6) months as of
5 July 1, 2022. This increase for the pay period beginning July 4, 2022 shall be allowed even
6 if it continues, or first places, the employee outside his/her grade maximum.
7 Notwithstanding the foregoing, if a one and one half percent (1 ½ %) increase in an
8 employee's compensation over his/her compensation as of June 30, 2022 would not get
9 the employee's compensation to the minimum compensation for the employee's
10 designated grade in the Pay Plan, the employee's compensation shall be set at his/her
11 grade minimum in the Pay Plan.
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17 **BE IT FURTHER ORDAINED** that employees subject to the Pay Plan shall be
18 entitled to a one and one half percent (1 ½ %) increase in compensation beginning with
19 the first full pay period for each fiscal year thereafter (starting with the fiscal year beginning
20 July 1, 2023), subject to adequate appropriations and grade maximums; however, no
21 employee subject to the Pay Plan shall automatically be entitled to such increase if he/she
22 has been in his/her position for less than six (6) months at the start of the new fiscal year.
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27 Nothing herein shall prevent the City administration from proposing/granting
28 salary increases as otherwise allowed by the City's Code of Ordinances or other applicable
29 law.
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32 This ordinance and the pay plan authorized herein shall be effective for the
33 pay period beginning on July 4, 2022.
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7 ADOPTED this 24th day of May, 2022.

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10 Leslie Denham
11 President of the Council
12 Councilwoman, District A

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15 Greg Cromer
16 Mayor

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19 Melissa Mendoza
20 Council Executive Assistant

DELIVERED	5/24/22
8:00 am	to the Mayor
RECEIVED	5/27/22
1:30 pm	from the Mayor

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Exhibit 1

City of Slidell 2023 Proposed Budget Unclassified Salary Structure

<u>Grade</u>	<u>Min</u>	<u>1st Quartile</u>	<u>Mid</u>	<u>3rd Quartile</u>	<u>Max</u>
78	\$ 32,400	\$ 35,640	\$ 38,880	\$ 42,120	\$ 45,360
79	35,640	39,204	42,768	46,332	49,896
80	39,204	43,124	47,045	50,965	54,886
81	43,124	47,437	51,749	56,062	60,374
82	47,437	52,181	56,924	61,668	66,412
83	52,181	57,399	62,617	67,835	73,053
84	57,399	63,138	68,878	74,618	80,358
85	63,138	69,452	75,766	82,080	88,394
86	69,452	76,398	83,343	90,288	97,233
87	76,398	84,037	91,677	99,317	106,957
88	84,037	92,441	100,845	109,248	117,652
89	92,441	101,685	110,929	120,173	129,417
90	101,685	111,854	122,022	132,191	142,359
91	111,854	123,039	134,224	145,410	156,595
92	123,039	135,343	147,647	159,951	172,255
93	135,343	148,877	162,411	175,946	189,480

78 Secretary to the Mayor

81 Airport Manager

82 Exec Asst to CAO

82 Exec Asst to Mayor

82 City Council Executive Asst.

86 Director of Building Safety

86 Council Administrator

86 Director of Cultural & Public Affairs

87 Director Parks & Recreation

87 HR Director

88 Director of Planning

88 Operations Director

89 City Prosecutor

89 Director of Engineering

89 Assistant City Attorney

91 Deputy CAO

91 Director of Finance

91 City Engineer

92 City Attorney

93 Chief of Staff