

1 Introduced June 13, 2023, by Councilman  
2 Borchert, seconded by Councilman Tamborella,  
3 (by request of Administration)

4 **Item No. 23-06-3482**

5  
6 **ORDINANCE NO. 4134**

7  
8 An ordinance amending Ordinance 4093 relative to step level entry credit  
9 within the Slidell Police Department Classification and Pay Plan (the "Pay Plan") for lateral  
10 transfers from other law enforcement agencies and providing for prospective pay increases  
11 for those lateral transfer officers meeting certain Pay Plan step level credit criteria.

12 WHEREAS, the City of Slidell's Home Rule Charter, Section 7-08.D, provides  
13 that, for classified employees, a City classification plan and pay plan, and any  
14 amendments thereto, "shall become effective, after public hearing, upon approval by the  
15 Civil Service Board, and adoption by ordinance"; and

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18 WHEREAS, the current Slidell Police Department Pay Plan is reflected in  
19 Ordinance No. 4093, which provides, in relevant part: "New lateral transfers from other law  
20 enforcements agencies can enter the Pay Plan at a Police Officer 1 or 2 (at the start of the  
21 scale), if they meet the requirements of that position"; and

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25 WHEREAS, in order to remain competitive in the recruitment and retention of  
26 outstanding civil service employees for the Slidell Police Department, particularly with  
27 recruitment and retention of police officers and corrections officers in an increasingly  
28 competitive market, it is advisable to amend the Pay Plan to allow limited lateral transfer  
29 step level entry credit for such positions; and

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33 WHEREAS, it is further advisable to authorize a prospective salary increase  
34 for those current police officers and corrections officers who were lateral transfers and  
35 whose prior experience would make them eligible for such entry credit if they entered the  
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4 Pay Plan under the amended rules, as set forth below, and sufficient funding for same has  
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6 already been allocated in the 2023-2024 budget; and

7 WHEREAS, these revisions have been submitted to the Slidell Civil Service  
8  
9 Board for consideration.

10 NOW THEREFORE, BE IT ORDAINED by the Slidell City Council that it does  
11  
12 hereby amend Ordinance 4093 as follows:

- 13  
14 • New lateral transfers from other law enforcement agencies can enter the Pay  
15 Plan at a Police Officer 1 or 2 or Corrections Officer 1 or 2, if they meet the  
16 requirements of that respective position. Otherwise, they shall enter at Police  
17 Officer 3 or Corrections Officer 3, respectively. Contingent on the availability  
18 of funds, any such lateral transfer may be placed in the Pay Plan at the step  
19 level commensurate with the number of full years of experience (patrol or  
20 corrections) the transfer has at the time of hire, subject to a maximum of ten  
21 (10) years of step credit above the base salary.

22 Upon the effective date of this ordinance, the foregoing provision shall govern,  
23 prospectively only, over any prior, inconsistent provisions of Ordinance 4093.

24 BE IT FURTHER ORDAINED, effective for the first full pay period after the  
25 effective date of this ordinance, the following police officer and corrections officer lateral  
26 transfer employees shall be entitled to a step level and commensurate salary adjustment in  
27 their respective positions to the step level and commensurate salary level matching their  
28 respective positions to the step level and commensurate salary level matching their  
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31 respective total full years of uncredited patrol or corrections service, as follows:  
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<u>Employee Number</u>	<u>First name</u>	<u>Last Name</u>	<u>Position</u>	<u>Adjusted Step</u>
4436	Matthew	Bauer	PO1	10
4413	Justin	Bush	PO3	6
4373	Mark	Cormier	PO2	5
4018	Todd	Dillon	PO1	10
4358	Benjamin	Ezell	PO1	10
4494	Justin	Fabre'	PO3	3
4480	Joshua	Feraci	PO1	10
4409	Rachel	Harris	PO2	7
4427	Christopher	Henly	PO1	10
4461	Anthony	Karsolich	PO2	8
4180	Michael	Koch	PO1	10
4503	Bryan	Leblanc	PO3	1
4339	Bowen	Moeller	PO2	5
4319	Amore	Neck	PO1	10
4425	Ashley	Neveaux	PO2	7
4430	Blake	O'Brien	PO2	9
4259	Christopher	Sevin	PO3	5
4387	Thomas	Swanton	PO3	3
4463	Joshua	Tattershall	PO2	6
4462	Daniel	Tricoche	PO3	2
4504	Shawn	Vinson	PO1	10
4274	Jason	Walden	PO1	10
4418	Alois	Warren	PO1	10
4369	Benjamin	Williams	PO2	7
4428	Kelby	Wuertz	PO1	10
4023	Nicholas	Engolia	CO1	8
4260	Chester	Lewis	CO1	10

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4 This ordinance shall be effective upon (i) council adoption; and (ii) Civil Service  
5 Board approval of its terms.  
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8 **ADOPTED** this 11<sup>th</sup> day of July, 2023.  
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11 Kenny Tamborella  
12 President of the Council  
13 Councilman, District E

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15 Greg Cromer  
16 Mayor  
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20 Thomas P. Reeves  
21 Council Administrator  
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DELIVERED	7/12/23
10:15 am	to the Mayor
RECEIVED	7/17/23
10:00 am	from the Mayor