

1 Introduced February 22, 2005, by  
2 Councilwoman Livaudais, seconded by  
3 Councilman Cromer (both by request of  
4 Administration and the Civil Service Board)

5 **Item No. 05-02-2488**

6 **ORDINANCE NO. 3256**

7  
8 An ordinance establishing pay plan provisions for “difficult-to-fill” positions.

9  
10 WHEREAS, the City of Slidell is desirous of attracting and maintaining a  
11 qualified work force and maintaining pay equity among City employees; and

12  
13 WHEREAS, the Slidell City Council has required by Ordinance 2917 a mandate  
14 that all classified Municipal employees begin employment at step one in the appropriate pay  
15 grade; and

16  
17 WHEREAS, the City of Slidell from time to time has difficult-to-fill positions due  
18 to market demand and shortages of qualified applicants; and

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20 WHEREAS, it is clear that flexibility in starting wages is required in those  
21 instances where applicant shortages and market conditions create difficult-to-fill positions; and

22  
23 WHEREAS, if economic or employment conditions make it difficult to recruit the  
24 Civil Service Rules have a special entrance rate provision allowing a salary above the  
25 minimum level.

26  
27 NOW THEREFORE BE IT ORDAINED by the Slidell City Council that it does  
28 hereby adopt the following provision for establishing salaries for difficult-to-fill positions.

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30 BE IT FURTHER ORDAINED that all newly hired classified employees shall be  
31 compensated at step one of the approved salary grade, except where market conditions make  
32 it difficult to recruit, compensation may be above the minimum for the range. Contingent upon  
33 the availability of funds such starting salary shall not exceed three steps above the beginning  
34 salary for the position. Upon unanimous recommendation by the Mayor and/or the Chief of  
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4 Staff, or the Chief of Police and the Director of Civil Service Personnel and the Department  
5 Director, approval may be sought from the Civil Service Board before invoking the provisions  
6 of this rule.  
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8  
9 BE IT FINALLY ORDAINED that said provision for difficult-to-fill positions would  
10 become effective on March 22, 2005, and shall expire on September 22, 2005.  
11

12  
13 **ADOPTED** this 22nd day of March, 2005.

14 

15 Marti Livaudais  
16 President of the Council  
17 Councilwoman-at-Large  
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20 Ben O. Morris  
21 Mayor  
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24 Shawn B. McManus, CMC  
25 Council Administrator  
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DELIVERED	9:30 a.m.
3/24/05	to the Mayor
RECEIVED	9:00 a.m.
3/28/05	from the Mayor