

1 Introduced, May 9, 2017, by Councilman  
2 Newcomb, seconded by Councilman Abney, (by  
3 request of Administration)

4 **Item No. 17-05-3194**

5 **ORDINANCE NO. 3867**

6  
7 An ordinance amending Ordinance 3775, establishing a new Classified Pay  
8 Plan for the City of Slidell.  
9

10 WHEREAS, the City of Slidell directed the Civil Service Director to develop a  
11 new pay plan for its classified employees; and  
12

13 WHEREAS, the Civil Service Director has made certain recommendations;  
14  
15 and

16 WHEREAS, the City Administration, City Council, and the Civil Service Board  
17  
18 have worked together to develop a new pay plan for the classified employees of the City of  
19 Slidell; and  
20

21 WHEREAS, an Open Range Salary Matrix has been formulated consisting of  
22  
23 fifteen (15) grades with a Minimum, Mid-Point and Maximum, and an average 108%  
24  
25 percent range difference between minimum and maximum; and

26 WHEREAS, classified positions have been identified by grade and proposed  
27  
28 in the FY2018 budget; and

29 WHEREAS, the City Administration and Civil Service Board have  
30  
31 recommended special minimum hiring rates for certain hard-to-fill and market sensitive  
32  
33 positions for FY 2018; and

34 WHEREAS, employees who are on probation will be brought to the new  
35  
36 minimum of the salary grade for their position, if their current salary is below the new  
37  
38 minimum; and  
39

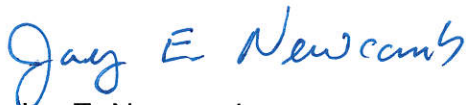
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4 WHEREAS, the proposed salary budget for all classified employees includes  
5 funding to bring employees, who are not at or above market currently, 25% closer to their  
6 market value.  
7

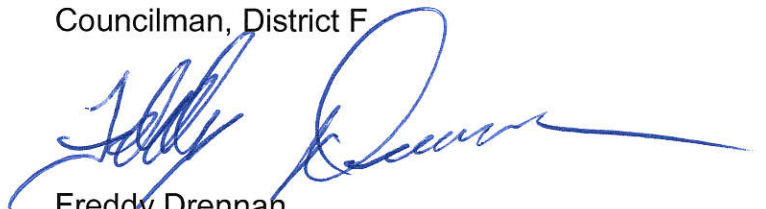
8  
9 NOW THEREFORE BE IT ORDAINED by the Slidell City Council that it does  
10 hereby adopt the Pay Plan, Open Range Salary Matrix, Special hiring rates, job class  
11 hierarchy as listed in the Salary Matrix for the classified employees of the City of Slidell  
12 and adopted by the City of Slidell Civil Service Board, all as attached hereto and made a  
13 part hereof.  
14  
15

16  
17 BE IT FINALLY ORDAINED that this Ordinance is effective July 1, 2017.  
18

19  
20 **ADOPTED** this 13<sup>th</sup> day of June, 2017.

21  
22 

23 Jay E. Newcomb  
24 President of the Council  
25 Councilman, District F

26  
27 

28 Freddy Drennan  
29 Mayor  
30

31  
32 

33 Thomas P. Reeves  
34 Council Administrator  
35  
36  
37  
38  
39

DELIVERED	6/15/17
9:30am	to the Mayor
RECEIVED	6/19/17
9:45am	from the Mayor

# SPECIAL HIRING RATES FOR FY2018

Effective : 7/1/2017

JOB TITLE	FY 2018 GRADE	FY2018 SPECIAL MINIMUM ENTRY RATE
Communications Officer III	8	\$13.08
Corrections Officer III	8	\$13.08
Vehicle Mechanic	8	\$12.22
Senior Vehicle Mechanic	10	\$15.24
Sr. Electrician	11	\$15.24
Planner	12	\$15.24
Police Officer 3rd Class	12	\$15.24
Sr. Treatment Plant Operator	12	\$17.99
Inspector II	13	\$17.99
PC Support Specialist	13	\$16.70
Tech Support Specialist	13	\$16.70
Police Officer 2nd Class	13	\$16.70
Inspector III	14	\$19.64
Police Officer 1st Class	14	\$17.99
Sr. Communications Officer	14	\$19.64
Chief Operator	15	\$19.64
Engineer	15	\$21.44
Police Sergeant	15	\$19.64
Sr. Corrections Peace Officer	15	\$21.44

## As Proposed

Classification Title	Job Class Code	(E/NE)	NEW GRADE	Hrly MIN	Hrly 1st Quartile	Hrly MID	Hrly 3rd Quartile	Hrly MAX	NEW GRADE	Min	Mid	Max
			4	\$8.31	\$10.39	\$12.47	\$14.55	\$16.62	4	\$17,284.80	\$25,937.60	\$34,569.60
Helper	9038	(NE)										
Museum Asst.	9090	(NE)										
Kennel Attendant	0043	(NE)										
			5	\$9.33	\$11.46	\$13.76	\$16.05	\$18.34	5	\$19,406.40	\$28,620.80	\$38,147.20
General Clerk	0015	(NE)										
Laborer	3041	(NE)										
Operator in Training	0091	(NE)										
Police Clerk	0021	(NE)										
			6	\$9.82	\$12.28	\$14.73	\$17.19	\$19.64	6	\$20,425.60	\$30,638.40	\$40,851.20
Accounts Clerk	0013	(NE)										
Lineman Service Tech		(NE)										
			7	\$10.41	\$12.66	\$15.50	\$18.17	\$20.83	7	\$21,652.80	\$32,240.00	\$43,326.40
Asst. Supervisor, SCG	0216	(NE)										
Maintenance Technician	3044	(NE)										
Permit Tech	0020	(NE)										
Utility Line Locator	3014	(NE)										
Water Treatment Technician	0050	(NE)										
			8	\$11.14	\$13.73	\$16.58	\$19.45	\$22.28	8	\$23,171.20	\$34,486.40	\$46,342.40
Animal Control Officer	0046	(NE)										
Communications Officer III	3018	(NE)										
Corrections Officer III	3028	(NE)										
Data Coordinator	0052	(NE)										
Light Duty Equipment Operator - PW	0114	(NE)										
Light Duty Equipment Operator - REC	0114	(NE)										
Planning Assistant	1769	(NE)										
Police Secretary	0023	(NE)										
School Crossing Guard Spvr.	0104	(NE)										
Secretary	0012	(NE)										
Senior Accounts Clerk	0011	(NE)										
Sr. Permit Coordinator	0133	(NE)										
Treatment Plant Oper I	3092	(NE)										
Vehicle Mechanic	3058	(NE)										
			9	\$12.68	\$14.74	\$17.85	\$20.96	\$24.07	9	\$26,374.40	\$37,128.00	\$50,065.60
Code Enforcement Officer	2306	(NE)										
Communications Officer II	3017	(NE)										
Corrections Peace Officer II	3099	(NE)										
Electrician	0053	(NE)										
Equipment Operator - PU	4115	(NE)										
Human Resources Assistant	0214	(NE)										
Property Maint. Inspector	0204	(NE)										
Training Coordinator	0133	(NE)										
Utility Tech	3014	(NE)										
Warehouse Specialist	0049	(NE)										
			10	\$13.08	\$15.83	\$19.22	\$23.11	\$26.00	10	\$27,206.40	\$39,977.60	\$54,080.00
Accounting Specialist	0209	(NE)										
Administrative Secretary	0010	(NE)										
Crime Scene/Evidence Technician	0225	(NE)										
Engineering Assistant	0054	(NE)										
Grease Trap Inspector	0108	(NE)										
Prof. Standards Mgr	0022	(NE)										
Pump Mechanic	3048	(NE)										
Senior Vehicle Mechanic	3063	(NE)										
Treatment Plant Oper II	3093	(NE)										
			11	\$13.70	\$17.01	\$20.70	\$24.40	\$28.09	11	\$28,496.00	\$43,056.00	\$58,427.20
Accountant (IN)	0206	(NE)										
Buyer	0051	(NE)										
Chemist (IN)	0066	(NE)										
Communications Officer I	3019	(NE)										
Corrections Peace Officer I	3098	(NE)										
Horticulturalist	0047	(NE)										
Secretary to Chief of Police	0027	(NE)										
Senior Electrician	0700	(NE)										
Senior Equipment Operator- PU	3009	(NE)										
Senior Equipment Operator- PW	3009	(NE)										
Treatment Plant Operator III	3094	(NE)										



FY 18 Classified Matrix  
As Proposed

Classification Title	Job Class Code	(E/NE)	NEW GRADE	Hrly MIN	Hrly 1st Quartile	Hrly MID	Hrly 3rd Quartile	Hrly MAX	NEW GRADE	Min	Mid	Max
Welder/Fabricator	0065	(NE)										
			12	\$14.25	\$18.21	\$22.16	\$26.12	\$30.07	12	\$29,640.00	\$46,092.80	\$62,545.60
Code Enforcement Supervisor	0107	(NE)										
Crew Chief - GM	3061	(NE)										
Crew Chief - PU	3061	(NE)										
Crew Chief - PW	3061	(NE)										
Crew Chief - REC	3061	(NE)										
Facilities Maintenance Engineer	4137	(NE)										
GIS Analyst	0042	(NE)										
Heavy Equipment Mechanic	3062	(NE)										
Inspector I	3097	(NE)										
Maintenance Electrician (IN)	3438	(NE)										
Planner	0069	(NE)										
Police Officer 3rd Class	0026	(NE)										
Senior Animal Control Officer	0057	(NE)										
Senior Treatment Plant Op.	3064	(NE)										
			13	\$15.25	\$19.75	\$24.25	\$28.75	\$33.25	13	\$31,720.00	\$50,440.00	\$69,160.00
Administrative Assistant (IN)	0075	(NE)										
Engineering Field Rep	0067	(NE)										
Inspector II	3005	(NE)										
Intermediate Communications Spvr	0217	(NE)										
Legal Secretary III	3105	(NE)										
PC Support Specialist	0572	(NE)										
Planner II	0128	(NE)										
Police Officer 2nd Class	0030	(NE)										
Risk Management Specialist	0126	(E)										
Sr. Facilities Maintenance Engineer (IN)	4139	(NE)										
Tech Support Specialist	0072	(NE)										
			14	\$16.77	\$21.48	\$26.18	\$30.88	\$36.56	14	\$34,881.60	\$54,454.40	\$76,044.80
Admin. Corrections Peace Officer	0218	(NE)										
Chemist II	0095	(NE)										
Cross Connection Control Specialist	0109	(NE)										
Engineering Inspector	0102	(NE)										
GIS Manager (IN)	0086	(NE)										
Heavy Equipment Operator- PU	3007	(NE)										
Heavy Equipment Operator- PW	3007	(NE)										
Inspector III	3103	(NE)										
Legal Assistant	0130	(NE)										
Main Street Manager (IN)	0001	(NE)										
Marketing & Spec Events Coord	3215	(E)										
Media Specialist (IN)	0055	(NE)										
Police Officer 1st Class	0088	(NE)										
Public Information Officer (IN)	9089	(NE)										
Sr. Communication Officer	3028	(NE)										
			15	\$18.44	\$23.98	\$29.51	\$35.05	\$40.57	15	\$38,355.20	\$61,380.80	\$84,385.60
Animal Control Supervisor	0059	(NE)										
Asst. Director Facilities Ops (IN)	4180	(NE)										
Chief Electrician	0071	(NE)										
Chief Operator	3096	(NE)										
Engineer	0081	(NE)										
Facilities Manager	0037	(NE)										
Facilities Manager DISA	4138	(NE)										
Grants Administrator	0207	(E)										
Human Resources Manager	0127	(E)										
Planner III	0129	(NE)										
Police Sergeant	0032	(NE)										
Senior Buyer	0106	(NE)										
Senior Crew Chief	3073	(NE)										
Shop Foreman	0132	(NE)										
Sr. Corrections Peace Officer	0218	(NE)										
			16	\$20.28	\$26.37	\$32.45	\$38.54	\$44.62	16	\$42,182.40	\$67,496.00	\$92,809.60
Asst. Superintendent (IN)	3004	(NE)										
Asst. Chief Building Official (IN)	2302	(NE)										
Asst. Director Parks & Rec	0076	(E)										
Fleet Manager	3077	(E)										
Senior Accountant	0006	(E)										
			17	\$22.93	\$29.81	\$36.69	\$43.57	\$50.45	17	\$47,694.40	\$76,315.20	\$104,936.00

FY 18 Classified Matrix  
As Proposed

Classification Title	Job Class Code	(E/NE)	NEW GRADE	Hrly MIN	Hrly 1st Quartile	Hrly MID	Hrly 3rd Quartile	Hrly MAX	NEW GRADE	Min	Mid	Max
Asst Director Finance	3002	(E)										
Asst. Director Engineering (IN)	0079	(E)										
Asst Director Planning (IN)	0101	(E)										
CBO/CFM	3111	(E)										
Exec Off/Admin Asst to Chief	0035	(E)										
Ops & Systems Manager	0174	(E)										
Police Lieutenant	0033	(NE)										
Purchasing Agent	0082	(E)										
Risk Insurance Manager	0083	(E)										
Superintendent	3003	(E)										
			18	\$25.91	\$33.69	\$41.46	\$49.23	\$57.00	18	\$53,892.80	\$86,236.80	\$118,560.00
Asst. Director of Public Ops.	0080	(E)										
Director Civil Service	0085	(E)										
Info Systems Manager	0084	(E)										
Police Captain	0034	(NE)										
Classification Title		(E/NE)	GRADE	Hrly MIN	Hrly 1st Quartile	Hrly MID	Hrly 3rd Quartile	Hrly MAX	GRADE	Min	Mid	Max