

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

4 **Item No. 17-05-3195**

5 **ORDINANCE NO. 3868**

6  
7 An ordinance amending Ordinance 3776, establishing a new Unclassified 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 unclassified employees; and

12  
13 WHEREAS, the Civil Service Director has made certain recommendations;  
14 and

15  
16 WHEREAS, the City Administration and City Council have worked together to  
17 develop a new pay plan for the unclassified employees of the City of Slidell; and

18  
19 WHEREAS, an Open Range Salary Matrix has been formulated consisting of  
20 ten (10) grades with a Minimum, Mid-Point and Maximum, and a 66% to 86% percent  
21 difference between minimum and maximum; and

22  
23 WHEREAS, unclassified positions have been identified by grade and changes  
24 to those grades have been proposed in the FY2018 budget; and

25  
26 WHEREAS, the Administration recommends a market adjustment for 5  
27 unclassified employees whose salaries are below the market for their positions for FY  
28 2018.

29  
30 NOW THEREFORE BE IT ORDAINED by the Slidell City Council that it does  
31 hereby adopt the Pay Plan, Open Range Salary Matrix, grade structure, job class  
32 hierarchy for the unclassified employees of the City of Slidell as recommended by the  
33 Administration attached hereto and made a part hereof.  
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1 **ORDINANCE NO. 3868**  
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3 **PAGE 2**

4 BE IT FINALLY ORDAINED that said Pay Plan will become effective on July  
5  
6 1, 2017.  
7

8 **ADOPTED** this 13<sup>th</sup> day of June, 2017.  
9

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11 Jay E. Newcomb  
12 President of the Council  
13 Councilman, District E  
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15 

16 Freddy Drennan  
17 Mayor  
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19  
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21 Thomas P. Reeves  
22 Council Administrator  
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DELIVERED	6/15/17
	9:30am to the Mayor
RECEIVED	6/19/17
	9:45am from the Mayor

Unclassified Salary Schedule  
Effective for FY 2018

monthly					
	MIN	1st Quartile	MID	3rd Quartile	MAX
grade					
46	\$ 2,221	\$ 2,696	\$ 3,172	\$ 3,648	\$ 4,124
79	\$ 2,776	\$ 3,370	\$ 3,965	\$ 4,560	\$ 5,155
80	\$ 2,992	\$ 3,490	\$ 3,989	\$ 4,488	\$ 4,986
81	\$ 3,440	\$ 4,014	\$ 4,587	\$ 5,161	\$ 5,734
82	\$ 3,956	\$ 4,617	\$ 5,277	\$ 5,937	\$ 6,597
83	\$ 4,552	\$ 5,310	\$ 6,069	\$ 6,828	\$ 7,586
84	\$ 5,235	\$ 6,107	\$ 6,979	\$ 7,852	\$ 8,724
85	\$ 6,020	\$ 7,023	\$ 8,026	\$ 9,030	\$ 10,033
86	\$ 6,923	\$ 8,076	\$ 9,230	\$ 10,384	\$ 11,538
87	\$ 7,476	\$ 8,723	\$ 9,969	\$ 11,215	\$ 12,461
88	\$ 8,075	\$ 9,420	\$ 10,766	\$ 12,112	\$ 13,458

hourly					
	MIN	1st Quartile	MID	3rd Quartile	MAX
grade					
46	\$ 12.811	\$ 15.556	\$ 18.301	\$ 21.047	\$ 23.791
79	\$ 16.013	\$ 19.444	\$ 22.876	\$ 26.307	\$ 29.738
80	\$ 17.259	\$ 20.136	\$ 23.013	\$ 25.889	\$ 28.766
81	\$ 19.848	\$ 23.156	\$ 26.464	\$ 29.773	\$ 33.081
82	\$ 22.825	\$ 26.636	\$ 30.447	\$ 34.252	\$ 38.058
83	\$ 26.260	\$ 30.637	\$ 35.013	\$ 39.390	\$ 43.767
84	\$ 30.200	\$ 35.233	\$ 40.266	\$ 45.299	\$ 50.332
85	\$ 34.729	\$ 40.517	\$ 46.305	\$ 52.093	\$ 57.881
86	\$ 39.938	\$ 46.594	\$ 53.251	\$ 59.907	\$ 66.564
87	\$ 43.133	\$ 50.322	\$ 57.511	\$ 64.700	\$ 71.889
88	\$ 46.584	\$ 54.348	\$ 62.112	\$ 69.876	\$ 77.640

annual					
	MIN	1st Quartile	MID	3rd Quartile	MAX
grade					
46	\$26,646	\$ 32,357	\$ 38,067	43,777	49,486
79	\$33,306	\$ 40,444	\$ 47,582	54,719	61,854
80	\$35,899	\$ 41,883	\$ 47,866	53,850	59,833
81	\$41,284	\$ 48,165	\$ 55,046	61,927	68,808
82	\$47,477	\$ 55,403	\$ 63,329	71,245	79,161
83	\$54,621	\$ 63,725	\$ 72,828	81,932	91,035
84	\$62,815	\$ 73,284	\$ 83,753	94,222	104,691
85	\$72,236	\$ 84,276	\$ 96,315	108,354	120,393
86	\$83,071	\$ 96,917	\$ 110,762	124,608	138,453
87	\$89,717	\$ 104,670	\$ 119,623	134,577	149,529
88	\$96,894	\$ 113,044	\$ 129,193	145,343	161,492

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|--------------------------------------|--------------------------------|
| 46 Secretary to the Council          | 84 Council Administrator       |
| 46 Secretary to the Mayor            | 84 Dir. Planning & Bldg Safety |
| 46 Secretary to the Chief of Staff   | 85 Asst. Chief of Staff        |
| 79 Exec. Asst. to the Council        | 85 Dir. Public Operations      |
| 79 Exec. Asst. to the Mayor          | 86 Reserved for future use     |
| 79 Exec. Asst. to the Chief of Staff | 87 City Attorney               |
| 80 Reserved for future use           | 87 Dir. Engineering            |
| 81 Airport Manager                   | 87 Dir. Finance                |
| 82 Dir. Cultural & Public Affairs    | 88 Chief of Staff              |
| 83 Dir. Parks & Recreation           |                                |