

1 Introduced May 23, 2006, by Council
2 Members Livaudais, Burkhalter, Hursey,
3 Canada, and seconded by Williams,
4 Cusimano, Kingston, Harbison and Cromer

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6 **RESOLUTION R06-18**

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8 A resolution of the Slidell City Council requesting that the Civil Service
9 Board evaluate and recommend to the City Council changes to the pay plan, as
10 required to resolve systemic problems that adversely contribute to employee hiring and
11 retention, primarily in the lower pay grades.

12 WHEREAS, the City of Slidell is currently experiencing great difficulties in
13 hiring and retaining occupation types such as, laborers, equipment operators, police
14 officers, and communication officers; critical to providing services to the public; and

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16 WHEREAS, the City of Slidell has hired "difficult-to-fill" positions at up to
17 step 3 provided that funds are available, however, the ordinance authorizing such hiring
18 expires June 30, 2006; and

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21 WHEREAS, some of the City of Slidell's difficulty results from the inability
22 to hire new employees and recognize an individual's education, experience and training,
23 above the basic job requirements.

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26 NOW THEREFORE BE IT RESOLVED that the Slidell City Council
27 requests the Civil Service Board review the pay plan, particularly, with respect to the
28 "difficult-to-fill" and retain positions, and compare these areas of the pay plan to
29 employment norms and competitive salaries and benefits in appropriate markets. This
30 evaluation should concentrate on the classified positions since this is where the
31 difficulties are centered.
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2 **PAGE 2**

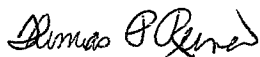
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4 BE IT FURTHER RESOLVED that administration be permitted to hire
5 persons at steps greater than step one provided that the applicant's education,
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7 experience, and training warrants such action.

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9 BE IT FINALLY RESOLVED that the evaluation be completed by
10 December 1, 2006 and that interim reports be issued to the City Council on or about
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12 September 1, 2006 and November 1, 2006.

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14 **ADOPTED** this 23rd day of May, 2006.

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18 Greg Cromer
19 President of the Council
20 Councilman, District G

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22 Thomas P. Reeves
23 Council Administrator
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