



SLIDELL CHARTER REVIEW COMMITTEE

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AGENDA

TUESDAY, APRIL 7, 2026, 6:30 p.m

There will be a meeting of the **SLIDELL CHARTER REVIEW COMMITTEE** on Tuesday, April 7, 2026, at 6:30 p.m. in the **City of Slidell City Council Chambers located at 2045 Second St., Suite 319**, Slidell, Louisiana 70458. A live broadcast of the meeting can be found on the official "City of Slidell, Louisiana" Facebook page. The meeting will go live at 6:30 p.m. The agenda for the meeting will be as follows:

1. Meeting Called to Order
2. Roll Call
3. Prayer - Pledge of Allegiance
4. Charter Review Discussion:
 - A. **Section 3-04 Vacancies**; Code of Ordinances 2-156 Definitions and Code of Ordinances 2-159 Appointment of an Acting Mayor: **(pp. 2 – 4)**
Discuss: If a vacancy of the mayor occurs, should the council elect a council member to fill the vacancy?
 - B. **Section 7-08 Personnel Administration. (pp. 5 – 11)**
Discuss: Should the Police Department's Chief Administrative Officer/PIO and Assistant Chief of Police positions be Unclassified Positions?
 - C. **Section 2-01 Composition, Qualifications and Election**; Section 3-02 Elections and Section 4-05 Police Department - Alternative A: **(pp. 12 – 14)**
Discuss: Should the number of terms be changed?
5. Administration's Comments
6. Public Comments
7. Next Meeting Date
8. Adjournment

Section 3-04. - Vacancies.

- A. The office of mayor shall become vacant upon the death, resignation, removal from office in any manner authorized by law, forfeiture of office by the officeholder or failure to take office for any reason.
- B. The office of mayor shall be forfeited if the officeholder:
 - (1) Lacks at any time during the term of office any qualification for the office prescribed by this charter;
 - (2) Violates any express prohibition of this charter; or
 - (3) Is disqualified by law from holding public office.
- C.
 - 1. If a vacancy in the office of mayor occurs less than one (1) year prior to the expiration of the term of office, the Council member at large receiving the greatest number of votes shall serve as mayor for the remainder of the term. The appointee shall have the right to seek the office at the next regular election held for the purpose of filling the office. In the event both Council Members at-large received equal numbers of votes at the most recent election for the Council at-large seat, then the appointee shall be determined by a majority vote of the authorized membership of the Council.
 - 2. If a vacancy in the office of mayor occurs more than one (1) year prior to the expiration of the term of office, the Council member at large receiving the greatest number shall serve as mayor until the office is filled by a vote of the qualified electors voting in a special election called by the Council within fifteen (15) days after the vacancy occurs. The election shall be held according to the timetable and procedures established by state law for the filling of vacancies in elected local offices. The appointee shall have the right to seek the office at the next regular election held for the purpose of filling the office. In the event both Council Members at-large received equal numbers of votes at the most recent election for the Council at-large seat, then the appointee shall be determined by a majority vote of the authorized membership of the Council.
 - 3. The Council member serving as mayor shall not have a vote on the Council or otherwise participate in Council activities as a member thereof while serving as mayor.
 - 4. The Council member serving as mayor shall be compensated at a rate equal to that of the mayor for the period served.
- D. Should the council member at large receiving the greatest number of votes be unwilling or unable to serve as acting mayor as provided above, the council member at large receiving the next greatest number of votes shall serve. The council shall provide by ordinance for situations in which both at large council members are either unwilling or unable to serve in the capacity of acting mayor as a result of a vacancy in the office.

E. Any person serving as acting mayor due to a vacancy in the office of mayor as defined in this section shall be paid at a rate equal to that of the mayor for the period served.

(Ord. No. 1270, 7-8-1980; Res. No. R08-65, 1—3(Prop. 3), 11-18-2008)

Sec. 2-156. - Definitions.

The following words, terms and phrases, when used in this division, shall have the meanings ascribed to them in this section, except where the context clearly indicates a different meaning:

Inability to serve means those occasions when, because of physical or mental disability, the mayor is unable to serve the city as mayor and where the mayor's attending physician is of the written opinion that the mayor is unable to serve the city as mayor due to his physical or mental disability. In the case of mental disability, the required physician's statement shall be a statement by a psychiatrist or the mayor's attending physician's statement shall be accompanied by a supporting statement of a psychiatrist.

Temporary absence means those occasions when the mayor or police chief will be out of the city for more than five consecutive working days.

(Code 1966, §§ 2-46, 2-51; Ord. No. 3100, 12-17-2002)

Cross reference— Definitions generally, § 1-2.

Sec. 2-159. - Appointment of an acting mayor.

Upon the temporary absence of the mayor, the councilmember-at-large receiving the greatest number of votes will serve as the acting mayor. Should the councilmember-at-large receiving the greatest number of votes be unwilling or unable to serve as acting mayor, the councilmember-at-large receiving the next greatest number of votes shall serve. If neither is willing or able to serve, the following will serve as acting mayor in the order designated:

- (1) President of the council.
- (2) Vice-president of the council.
- (3) Councilmember of district A.
- (4) Councilmember of district B.
- (5) Councilmember of district C.
- (6) Councilmember of district D.
- (7) Councilmember of district E.
- (8) Councilmember of district F.
- (9) Councilmember of district G.

(Code 1966, § 2-47)

Section 7-08. - Personnel Administration.

- A. A Civil Service System for the City of Slidell is hereby established in accordance with the provisions herein. It shall be the policy of the City of Slidell to employ those persons best qualified to perform the functions of the City. All appointments and promotions in the service of the City and of each of its departments, offices, and agencies shall be made on the basis of merit and fitness, which shall be determined, insofar as practicable, by competitive test. The following shall not be members of the Civil Service Team:
- (1) All elected officials.
 - (2) The Mayor's secretary and any assistant to the Mayor.
 - (3) One Chief Administrative Officer, the Chief Administrative Officer's secretary and any assistant to the Chief Administrative Officer.
 - (4) All department heads except the Civil Service Director.
 - (5) Members of advisory boards and other bodies who are not City employees.
 - (6) Organizations and their employees and other persons who are employed by the City on a contractual basis.
 - (7) Temporary or seasonal employees.
 - (8) City attorney and any assistant City attorneys.
 - (9) City prosecutor and any assistant City prosecutors.
 - (10) All employees appointed directly by the Slidell City Council.
- B. The appointment and dismissal of Slidell City employees, other than employees of the Police Department and the City Council, subject to this charter, shall be made by the Mayor or the Mayor's authorized designee. Appointment and dismissal of employees of the Slidell Police Department shall be made by the Slidell Chief of Police. Appointment and dismissal of employees of the Slidell City Council shall be made by the Slidell City Council. The appointment and dismissal of the Civil Service Director shall be made by the Civil Service Board.
- C. There shall be a Civil Service department, which shall receive adequate annual funding for salaries, administrative expenses, office space, furnishings and equipment in order to effectively carry out the department's function as provided for by this section. It shall consist of a classified Civil Service Director, who shall be the executive head of the department, and a Civil Service Board.
- (1) The Civil Service Director shall be appointed by the Civil Service Board. The Civil Service Director shall be qualified and experienced in personnel administration and shall be responsible to the Board for the administration of the Classified Civil Service System for the City, including all City departments, offices, and agencies in accordance with Civil Service rules adopted pursuant to this section.

- (2) The Civil Service Board shall be appointed as provided below, and shall consist of five (5) electors of the City of Slidell, who hold no other public office nor any position with the City, and who have resided within the City for at least two (2) consecutive years immediately prior to their appointment.
- a. One member shall be appointed by the President of Tulane University of Louisiana.
 - b. One member shall be appointed by the President of Loyola University of Louisiana.
 - c. One member shall be appointed by the President of Xavier University of Louisiana.
 - d. One member shall be appointed by the Louisiana Civil Service League.
 - e. One member shall be appointed by the Chancellor of the University of New Orleans.
 - f. The first members shall be appointed for terms of one (1), two (2), three (3), four (4), and five (5) years respectively. Thereafter, appointment shall be for four (4) year terms.

Members of the Board may be compensated not to exceed Seventy Five Dollars (\$75.00) per meeting. Members may be compensated for not more than twelve (12) meetings per year.

- (3) Within sixty (60) days after a vacancy occurs, the appointing authority shall make the required appointment. Within thirty (30) days thereafter, the Slidell City Council must ratify or reject the appointment. If the appointment is rejected, another appointment must be solicited from the same source. If the council fails to act within thirty (30) days after receipt of the name of the appointee, the appointment shall be automatically ratified. If one of the appointing authorities fails to submit nominees in the time required, the Slidell City Council shall request a nomination from another accredited College or University within Louisiana. If one of the named appointing authorities ceases to exist, the Slidell City Council shall choose the President of another accredited College or University within Louisiana to replace it. The outgoing Board member shall serve on the Board until replaced by the newly appointed member.
- a. Whenever the term of a board member expires or there is a vacancy in an unexpired term, the vacancy shall be filled by appointment in accordance with the procedures for the original appointment, and from the same source.
 - b. A member of the Civil Service Board may be removed by the Slidell City Council for cause, after being served with written specifications of the charges against him and being afforded an opportunity for a public hearing thereon by the Slidell City Council. A Board member may also be removed by the Slidell City Council for missing two consecutive regular Civil Service meetings.

D. The duties of the Civil Service Director shall include, but shall not be restricted to the following:

(1)

To develop with the advice and assistance of the Mayor, and upon adoption, to administer a position classification plan which shall provide for the classification of all positions on the basis of duties and responsibilities of each position. The classification plan, and any amendments thereto, shall become effective, after public hearing, upon approval by the Civil Service Board, and adoption by ordinance.

(2) To develop with the advice and assistance of the Mayor, and upon adoption, to administer a pay plan, for all positions in City service. The pay plan, and any amendments thereto, shall become effective, after public hearing, upon approval by the Civil Service Board, and adoption by ordinance.

(3) To recommend Civil Service rules to carry out the provisions of this section. These rules shall be submitted to the Civil Service Board which, after public hearing, shall make amendments as it deems necessary. These rules shall become effective upon approval by the Civil Service Board, and shall have the full force of law. Such rules shall apply to all Slidell City departments, offices, agencies and special districts covered by this section and shall provide for:

- a. Policies and procedures for the administration of the classification plan.
- b. Policies and procedures for furnishing forms and records to the Civil Service Department from the appointing authority.
- c. Policies and procedures for the administration of the pay plan.
- d. Policies and methods for holding Civil Service tests to determine the merit and fitness of candidates for regular position appointments.
- e. The establishment and maintenance of lists of persons eligible for appointment by reason of successful participation in competitive tests and procedures for the certification of persons from eligible lists for filling [filling] vacancies.
- f. The procedure for lay-offs, suspensions, demotions, dismissal of employees, which shall provide for public hearings before the Civil Service Board in cases of demotion or dismissal of permanent employees.
- g. Prohibition against political activity of employees and assessment for political purposes.
- h. Other policies, practices, and procedures necessary for the administration of the City Classified Civil Service System.

E. The Slidell Civil Service Board in exercising any authority conferred upon it by this section which involves or might involve the expenditure of any municipal funds shall, prior to exercising such authority, first obtain approval through the normal budget process of the City.

F. The Slidell Civil Service Board shall review and adopt the classification plan, the pay plan, and the personnel rules and in addition thereto shall:

(1)

Conduct investigations and take action on complaints by or against any employee in the classified service as shall be provided in the rules. Although it is incumbent upon the appointing authority to initiate corrective or disciplinary action, if warranted, in the absence of such action by the appointing authority, the Civil Service Board may order the appointing authority to act and such action shall be taken by the appointing authority.

- (2) Hold hearings on dismissals, demotions, and other disciplinary matters as shall be provided in the rules. The right to appeal from any disciplinary action taken by the Board under these provisions shall lie directly to the 22nd Judicial District Court of St. Tammany Parish as shall be provided in the rules.
- (3) Exercise witness and record subpoena powers.
- (4) Make studies concerning Civil Service management in the city service and report its recommendations to the City Council, the Mayor, and the Chief of Police.
- (5) Appoint a Civil Service Director when a vacancy occurs.
- (6) Make, alter, amend, and promulgate rules necessary to carry out effectively the Slidell Classified Civil Service System.

G. *Party membership; elections.* No member of the Civil Service Board, or employee covered under this section shall participate or engage in political activity; be a candidate for nomination or election to public office, or be a member of any national, state, or local committee of a political party, faction or candidate; make or solicit contributions for any political party, faction, or candidate; make or solicit contributions for any political party, faction, or candidate, or take active part in the management of the affairs of a political party, faction, candidate, or any political campaign, except to exercise his right as a citizen to express his opinion privately, to serve as a commissioner or official watcher at the polls, and to cast his vote as he desires. The support of issues involving bonded indebtedness, tax referenda, or Constitutional or City Charter amendments shall not be prohibited.

- (1) *Contributions.* No person shall solicit contributions for political purposes from any classified employee or use or attempt to use his position in the City service to punish or coerce the political action of a classified employee.
- (2) Political activity defined. As used in this paragraph, political activity means an effort to support or oppose the election of a candidate for political office or to support a particular political party in an election.

H. Rules and regulations, classification plans, and pay plans presently in effect for the employees of the City of Slidell, shall remain in effect until rules and regulations under this section have been passed by the Civil Service Board provided for in this section.

I.

Any person holding a full-time position subject to this section on its effective date, who has served as an employee of the City for at least one year prior thereto shall continue in his position without competitive test, but shall be subject in all other respects to this section. All other employees hired prior to the effective date of this section shall continue their original probationary status until its expiration.

J. The provisions of this section shall prevail if conflicts are found between this section and other laws of the City of Slidell.

(Ord. No. 2900, 7-13-99)

Roberta Alongi

From: Daniel Seuzeneau <dseuzeneau@slidellpd.com>
Sent: Tuesday, March 31, 2026 3:26 PM
To: Roberta Alongi
Cc: Randy Fandal; Thomas Schneidau; Michael Noto; Thomas Brownfield III
Subject: City Charter Review Agenda for the Slidell Police Department

Roberta,

I was asked to provide a written request as to what the police department was requesting of the charter review committee. Please add this request to the agenda for next Tuesday. Thank you!

Charter Review Request from the Slidell Police Department

The Slidell Police Department would like the charter review committee to consider adding the following two (2) positions to Section 7-08 - Personnel Administration - as positions that DO NOT serve under the Civil Service System (unclassified):

- **One Chief Administrative Officer for the Slidell Police Department**
- **One Assistant Chief of Police for the Slidell Police Department**

Reasoning:

Currently, all positions at the Slidell Police Department serve under the Civil Service System. To be aligned with the City of Slidell's Mayor's Office, and to be aligned with other law enforcement agencies operate, the Chief of Police should have the ability to appoint his/her Chief Administrative Officer and Assistant Chief of Police, similar to the Mayor being able to appoint his/her Chief Administrative Officer and other executive staff.

These positions are close advisors to the elected Chief of Police, and he/she should have the ability to freely select an individual(s) who shares his/her vision, priorities, goals and agenda. This brings Slidell in line with modern policing structures and is a long, overdue structural fix.

Below is the current verbiage of Section 7-08 of the Slidell City Charter. Highlights in **red** are the suggested additions to this section:

Section 7-08. - Personnel Administration.

A. A Civil Service System for the City of Slidell is hereby established in accordance with the provisions herein. It shall be the policy of the City of Slidell to employ those persons best qualified to perform the functions of the City. All appointments and promotions in the service of the City and of each of its departments, offices, and agencies shall be made on the basis of merit and fitness, which shall be determined, insofar as practicable, by competitive test. The following shall not be members of the Civil Service Team:

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- (4) All department heads except the Civil Service Director.
- (5) Members of advisory boards and other bodies who are not City employees.
- (6) Organizations and their employees and other persons who are employed by the City on a contractual basis.
- (7) Temporary or seasonal employees.
- (8) City attorney and any assistant City attorneys.
- (9) City prosecutor and any assistant City prosecutors.
- (10) All employees appointed directly by the Slidell City Council.
- (11) Chief Administrative Officer for the Slidell Police Department**
- (12) Assistant Chief of Police for the Slidell Police Department**



Daniel Seuzeneau
Interim Chief of Police
Slidell Police Department

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Section 2-01. - Composition, Qualifications and Election.

- A. The legislative power of the City shall be vested in a Council consisting of nine (9) members elected as follows:
 - (1) Seven (7) members shall be elected from districts enumerated in Section 8-01 (Council Districts), one from and by the qualified electors in each district.
 - (2) Two (2) members shall be elected at large by all the qualified electors of the City.
- B. A member of the council shall be elected for a four (4) year term concurrent with that of the mayor and shall be eligible for reelection. Effective with the term of office beginning July 1, 1990, council members shall be limited to not more than two (2) consecutive terms. Nothing herein shall prohibit an at-large member from seeking a district seat or a district council member from seeking an at-large seat.
- C. A council member shall be at least twenty-one (21) years of age and a qualified elector of the municipality.
- D. A council member shall have been legally domiciled and shall have actually resided within the City for at least two (2) years and, where applicable, within the district from which elected, for at least one (1) year, immediately preceding the time established by law for qualifying for office.
- E. Elections shall be held in accordance with the election laws of the state.

(Ord. No. 2500, 3-16-1993; Res. No. R23-34, §§ 1—3(Prop. 2), 12-12-2023)

Editor's note— The current councilmanic districts are described in chapter 2 of the Code of Ordinances.

Section 3-02. - Election.

The mayor shall be elected at large by all the qualified voters of the City according to the election laws of the state for a four (4) year term concurrent with that of the council and shall be eligible for reelection. Effective with the term of office beginning July 1, 1990, the mayor shall be limited to not more than two (2) consecutive terms.

(Ord. No. 2500, 3-16-1993)

Section 4-05. - Police Department—Alternative A.

- A. The head of the Police Department shall be the police chief who shall be elected at large by all the qualified electors of the City in accordance with the election laws of the state.
- B. The police chief shall be elected for a four (4) year term concurrent with that of the mayor and shall be eligible for reelection. Effective with the term of office beginning July 1, 1990, the chief of police shall be limited to not more than two (2) consecutive terms.
- C.

The police chief shall be a qualified elector of the municipality and shall have been legally domiciled and shall have actually resided in the City for at least one (1) year immediately preceding the time established by law for qualifying for office. The police chief shall continue to be legally domiciled and to actually reside within the City limits during the term of office. If the police chief changes his legal domicile and/or actual residence from the City, the office shall automatically become vacant, which vacancy shall be filled as set out hereinafter.

- D. The salary of the Chief of Police shall be established annually by ordinance through the budget process. No ordinance changing the salary shall increase the salary by more than the average percentage of increase granted annually to all city employees.
- E. The police chief shall direct and be responsible for the preservation of public peace and order; prevention of crime; apprehension of criminals; assistance to the courts and other law enforcement officials; and the enforcement of the laws of the state and the ordinances of the council. The police chief shall have the authority to hire, fire, assign, suspend and discipline all employees in the police department.
- F. The office of police chief shall become vacant upon death, resignation, removal from office in any manner authorized by law, forfeiture of office by the officeholder or failure to take office for any reason.
- G. The office of police chief shall be forfeited if the officeholder (1) lacks at any time during the term of office any qualification for the office prescribed by this charter, (2) violates any express prohibition of this charter, or (3) is disqualified by law from holding public office.
- H.
 1. If a vacancy in the office of chief of police occurs less than one (1) year prior to the expiration of the term of office, the assistant chief of police shall serve as chief of police for the remainder of the term.
 2. If a vacancy in the office of chief of police occurs more than one (1) year prior to the expiration of the term of office, the designated assistant chief of police shall serve as chief of police until the office is filled by a vote of the qualified electors voting in a special election called by the Council within fifteen (15) days after the vacancy occurs. The election shall be held according to the timetable and procedures established by state law for the filling of vacancies in elected local offices.
 3. Should the Assistant Chief of Police move into the Chief position in the event that the Office of Chief of Police is vacant, the Assistant Chief of Police shall be compensated at a rate equal to that of the Chief of Police for the period served.
 4. In the event the chief of police, prior to his or her vacancy of the office, did not designate, in a signed writing on file with the city council office, an assistant chief of police duly qualified to serve as acting chief of police for the limited period set forth above, or if said designee is unwilling or unable to serve as acting chief of police, the mayor shall appoint, subject to

confirmation by a majority vote of the council's authorized membership, a duly qualified acting chief of police to serve for the limited period set forth above. The person designated, or appointed and confirmed, as the case may be, to serve as acting chief of police for such limited time period shall be considered duly qualified if he or she is a qualified elector of St. Tammany Parish who has been legally domiciled, and actually residing, in Wards 8 or 9 for at least one (1) year prior to the vacancy and remains so domiciled and residing during his or her vacancy term.

- I. The police chief shall hold no other elected public office nor any compensated appointive city office or city employment during the term of office for which elected. The police chief shall not engage in any outside activity that would interfere with or detract from the performance of duties as police chief on a full-time basis.

(Ord. No. 1272, 7-8-1980; Ord. No. 1277, 7-8-1980; Ord. No. 1402, 6-9-1981; Ord. No. 2458, 7-14-1992; Ord. No. 2500, 3-16-1993; Res. No. R08-65, §§ 1—3(Prop. 4), 11-18-2008; Res. No. R10-12, §§ 1—3(Prop. 5), 4-27-2010; Res. No. R23-34, §§ 1—3(Prop. 7), 12-12-2023)