



SLIDELL CHARTER REVIEW COMMITTEE

2045 SECOND STREET
SLIDELL, LA 70458
(504) 646-4307

P. O. BOX 828
SLIDELL, LA 70459-0828
FAX (504) 643-1854

PUBLIC NOTICE

There will be a regular meeting of the SLIDELL CHARTER REVIEW COMMITTEE on Tuesday, April 21, 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:

AGENDA

SLIDELL CHARTER REVIEW COMMITTEE

TUESDAY, APRIL 21, 2026, 6:30 p.m.

1. Meeting Called to Order
2. Prayer - Pledge of Allegiance
3. Roll Call
4. Approval of Minutes from April 7, 2026, Charter Review Committee Meeting. (Pgs. 2-8)
5. Charter Review Discussion:
 - A. **Sections 2-01, 3-02, and 4-05 Review:** Should there be a modification to the term limits set forth therein? (Pgs. 9-11)
 - B. **Section 4-05 C:** Should the residency requirement of the Chief of Police be changed from one (1) year to two (2) years? (Pg. 12)
 - C. **Section 7-08 Review:** Should additional positions within the City be exempted from the classified civil service system? (Pgs. 13-17)
 - D. **Section 7-08 C (3):** Should the replacement of a civil service board appointee be amended because one of the named appointing authorities ceases to exist? (Pgs. 18-22)
 - E. **Section 2-16 and Section 5-09 Review:** Should the terms of the two sections be brought into simplified alignment with each other to make clearer the City's power and flexibility under state law to issue debt through various vehicles? (Pgs. 23-25)
6. Administration's Comments
7. Public Comments
8. Next Meeting Date
9. Adjournment



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2 **April 7, 2026**
3 **6:30 P.M.**

CHARTER REVIEW COMMITTEE
P. O. BOX 828
SLIDELL, LA 70458

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5 Council President Nick Disanti called the meeting to order at 6:30 p.m. in the
6 **City of Slidell City Council Chambers located at 2045 Second St., Suite 319, Slidell,**
7 **Louisiana 70458.**

8
9 **PRESENT:** Council Members Bill Borchert, Jeff Burgoyne, Leslie Denham, David
10 Dunham, Megan Haggerty, Nick DiSanti, Kenny Tamborella, Trey
11 Brownfield and Cindi King

12
13 **ALSO PRESENT:** Council Administrator Thomas Reeves, Mayor Randy Fandal, Chief of
14 Staff Mike Noto, Acting Police Chief Daniel Seuzeneau and City
15 Attorney Thomas Schneidau

16 **Charter Review recommendations**

17
18 Councilman Disanti opened the meeting by outlining the items on the agenda be opened
19 for discussion. The public was invited to keep their comments limited to three minutes on
20 any of the following topics:

- 21 A. **Section 3-04 Vacancies;** Code of Ordinances 2-156 Definitions
22 and Code of Ordinances 2-159 Appointment of an Acting Mayor:
23 **Discuss:** If a vacancy of the mayor occurs, should the council elect a council
24 member to fill the vacancy?
- 25 B. **Section 7-08 Personnel Administration.**
26 **Discuss:** Should the Police Department's Chief Administrative Officer/PIO and
27 Assistant Chief of Police positions be Unclassified Positions?
- 28 C. **Section 2-01 Composition, Qualifications and Election;** Section 3-02
29 Elections and Section 4-05 Police Department - Alternative A:
30 **Discuss:** Should the number of terms be changed?

31
32 **Public Comments**

33
34 Councilman Disanti invited comments from the public. Sean Fadely spoke on Item "C" in
35 reference to term limits. He is in favor of term limits to keep individuals accountable and to
36 keep the current term of eight years for all positions proposed.

37
38 Belinda Parker Brown spoke on term limits as well and expressed that term limits are
39 important in order avoid unfavorable situations with unpopular politicians and to allow

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5 others to have a chance to govern and allow new, fresh ideas. Sometimes bureaucracy,
6 nepotism and favoritism can negatively change good intentioned people if they remain in
7 office too long. Passing the torch and being a mentor to future leaders is very important
8 and she implored the current council members to serve the public in those ways even if
9 your term is expired. She did question whether elected officials receive pensions, which
10 was clarified by Councilman Disanti that council does not receive a pension. Councilman
11 Brownfield did explain that the Mayor would participate in the State Retirement System
12 that allows for "bridging", but is very complex, and the Police Chief also participates in a
13 separate state police retirement system.

14 Cynthia Boudreaux, the City's Civil Service Director did address the questions regarding
15 the Assistant Police Chief and CAO Classified positions currently existing in the system.
16 The Assistant Police Chief position is not funded at this time. If the Charter is revised,
17 those positions, with full job descriptions, could then be moved to Unclassified. Mayor
18 Fandal stated that there was no system in place for the appointment of an Assistant Chief
19 of Police, which is why he feels moving it to an Unclassified position would fix that.

20 **Administration's Comments**

21 Mayor Fandal commented regarding Item "A" in reference to HRC Section 3-04 for a
22 "Vacancy", that when a Mayor is aware that they will be temporarily gone for up to five
23 days, notwithstanding the state of technology that allows a more streamlines and
24 convenient way to stay in contact with his office, the Mayor should have choice as to whom
25 would be left in charge. In other words, unless a Mayor was incapacitated or hospitalized,
26 Mayor Fandal is in favor of eliminating the five day rule. In the recent past, Councilman
27 Borchert, the Councilman At Large in the position to serve as Mayor during the remainder
28 of Mayor Cromer's term, was able to do so without any conflicts to his day to day
29 employment. Mayor Fandal feels that if a situation arises again and the Councilman At
30 Large is otherwise employed full time, it could lead to an inability to serve to his/her best
31 capacity. He felt that if a Mayor would be incapacitated, the Chief of Staff should step in,
32 but if a Mayor was to resign, then the council should decide who would be the best person
33 to fill the position from.

34 **Council's Comments**

35 Councilwoman King agreed with the Mayor's comments regarding HRC Section 3-04
36 regarding a temporary vacancy, but pointed out that in the case of an inability to serve due
37 to a permanent vacancy, she feels the current criteria is the best practice. She feels that
38 citizen's votes need to count.
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5 Councilman Tamborella was interested in what a proposed change to the succession
6 process would be and would be against making any changes to the Charter in those
7 emergency situations. It was stressed by Councilman Tamborella that in order to follow
8 the democratic intentions of the people, the citizens should not lose their vote based on a
9 change of circumstances as proposed by Mayor Fandal or Councilman Brownfield, who
10 put forth the suggested recommendation originally. It would make the choosing a
11 bureaucratic process that could be discussed "in back room deals", which would be a
12 disservice to the public. He reiterated that when the public votes for the two Council at
13 Large positions, it is a very important decision that needs to include who the public feels
14 would be qualified to serve as Mayor, if the situation was to arise. If the Mayor Pro Temp
15 would be unable to serve, the Charter outlines the proper process of succession to serve
16 in his/her place, or that Councilman at Large could take a leave of absence of sort from
17 their employment, depending on the length of time they would need to serve.

16 Councilwoman Haggerty agreed with Councilman Tamborella's opinion regarding not
17 changing the Charter's structure as it is written, although, she felt that the period of "five
18 days" could be looked at due to the nature of technology today making it easier to perform
19 duties when temporarily out of office.

20 City Attorney, Thomas Schneidau, pointed out that the Charter currently addresses
21 "vacancy" in two different sections. Section 3-04 defines a vacancy as "death, resignation,
22 removal from office in any manner authorized by law, forfeiture of office by the office holder
23 or failure to take office for any reason" and outlines a succession plan. This is different
24 from Section 3-05, which addresses situations for the temporary absence or inability to
25 serve. He stated that in order to address the situations applicable for the temporary
26 absence of a Mayor, an Ordinance could be introduced, as opposed to changes to the
27 Charter itself. He explained that if the council wanted to, the definitions of a temporary
28 absence and inability to serve can be narrowed down or specified by passing an
29 Ordinance, as opposed to making an entire charter change.

29 Councilwoman Denham discussed whether an "interim" Mayor should be expected to have
30 the same decision making powers as a fully voted in Mayor and that the definition should
31 be expounded upon when someone fills in the Mayor position such as what occurred when
32 Mayor Cromer vacated his position before his term was expired.

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5 Councilman Brownfield agreed with Mayor Fandal's position regarding eliminating the
6 need to go through the legal procedure to temporarily fill in if the Mayor is temporarily
7 unavailable up to five days as it seemed cumbersome and unnecessary with the
8 alternative ways to communicate via technology. He also noted that a vacancy of the
9 Mayor's position has happened three times in the past. His main concern was the position
10 that the people of Slidell would be put into if a person were to win the At Large position,
11 but only have a month's experience before a situation occurred where they were to serve
12 as Mayor. He felt in that situation, or if the person elected as Council at Large was unable
13 to serve due to employment conflicts, the people would suffer. The best representation
14 would be via a super majority of the council to choose that appointment, whether it be the
15 Chief of Staff, a Director or a sitting councilman. It would be an open discussion with each
16 council person's constituents and a better representation of the public's wishes where they
17 could engage with their council person in the decision making process.

18 Councilman Dunham's opinion was "if it's not broken, don't try to fix it". He agrees that if
19 the "five days" language can be adjusted with an Ordinance for situations where
20 technology could assist, but otherwise, the process outlined in the Charter works and
21 should not be changed.

22 Councilwoman King did not feel that there was a reason to change the process for when a
23 Mayor would be unavailable and she wants to keep the power with the voter.

24 Councilman Tamborella felt the scenario suggested by Councilman Brownfield would
25 make the process bureaucratic and lacking in democratic accountability. It is the task of
26 the voting public to choose a Council at Large that would be qualified to fill the position of
27 Mayor in the discussed emergency scenarios. It is not a routine vote and very
28 consequential. Political bodies should not override the choice of someone vetted by the
29 voters.

30 Councilman Borchert addressed Item "C" regarding term limits in that he felt that an
31 extension of terms would be beneficial due to the negative impacts of when someone with
32 years of experience leaves. He does not think the public would support the extensions
33 from two terms to three, but suggested that the extension should apply to anyone not
34 currently serving. He also suggested that every department should have their director, as
35 well as the assistant director, and not only the police positions discussed in Item "B" should
36 be "unclassified" positions. He withheld any opinion on Item "A".

37 Acting Chief Seuzeneau explained that one of the things he was trying to address with the
38 proposal of Item "A" was to establish an Assistant Chief of Police position. Additionally the
39 request would modernize and put the Slidell Police Department in line with the standards
of other departments. The Chief should be able to choose his Assistant Chief that would
be in alignment with his standards, vision and goals. He supports civil service, especially

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4 in the police department, but feels executive level roles are different. He also opined that
5 in regards term limits, he agrees that it is extremely hard to get the ball rolling and have a
6 full grasp of a position in order to accomplish the goals of an elected position. He also felt
7 that unless the changes would not take effect until the currently serving members' terms
8 had expired.

9 Councilman Brownfield felt that the potential of a council member serving up to 24 years
10 would be detrimental if the term limits were changed from two four year terms to three four
11 year terms (with the Council at Large option). He also felt that if the term limits were
12 extended, perhaps the number of council members should be reduced and go into all
13 districts and remove the At Large positions.

14 Councilman Disanti explained that the reason he introduced Item "C" was he is concerned
15 about losing years of service and experience due to being "fired" too soon. Eight years is
16 too short and twelve is the sweet spot. To lose people too soon can be counterproductive
17 and may adversely affect the City. If someone is not doing their job, vote them out of
18 office, or he invites the public to run for office themselves to fight for these positions and
19 make a meaningful contribution to the City. He further expressed that if voted on and
20 approved, the extension of the term limits by another set of four years should apply to
21 current positions because that person would have to earn that third term if they prove they
22 are causing positive momentum in the City in order to keep that momentum going.

23 Councilman Tamborella felt that valid points were made by Councilman Disanti, but felt
24 that the eight year term limit is long enough, but open to see what the council would like to
25 bring forth to the voters. Regarding Item "B", he is in complete agreement with the request
26 by the police department, and willing to listen to what the council is open to bringing
27 forward regarding the other departments mentioned by Councilman Borchert.

28 Councilwoman King agrees the elected police chief should be allowed to choose his
29 successor as someone who is aligned with their vision. She also mentioned that in the
30 past, she was in favor of extending term limits, but now feels that eight years is long
31 enough. She is absolutely against extending any term limits for any presently serving
32 members. She also suggested a possible modified two terms of five years each.

33 Councilman Burgoyne does feel that the upcoming possible loss of five individuals that are
34 term limited will be a great loss, especially due to the great momentum that the City has
35 right now. He is in favor of getting in line with the Parish and State Legislature and adding
36 a third term. He is also in favor of the Police Chief appointing his own executive
37 leadership, as well as the additional change to the city departments. He asked for
38 clarification on the procedure for adding to the original proposals to be presented to the
39 voters from City Attorney Schneidau. Mr. Schneidau confirmed that it is up to the council

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5 to decide on the final language of the proposals to be presented into an Ordinance and at
6 that time, the council will decide to present it for public vote.

7 Councilman Burgoyne was in favor that in certain situations if the Mayor was to ask the
8 present CAO to run decisions of the City while the Mayor is out of town for a few days, or
9 to use current technology as discussed, but he agrees that any inability to serve or
10 vacancy should remain under the current process of succession starting with the Council
11 At Large.

12 Councilman Borchert pointed out that regarding the two four year terms, the City of Slidell
13 has historically lead St. Tammany Parish for decades and was the first to pass term limits.
14 He feels that three four year terms is the right thing to do. Every scenario cannot be
15 anticipated, but when the Charter was last reviewed, they addressed most outstanding
16 issues, but some things still should be looked at. Before the current council, they lost
17 about sixty years of historical knowledge and there is a great advantage to historical
18 knowledge. He would be in favor of three four year terms but would vote against it
19 applying to any currently serving members as pointed out by Councilwoman King as it
20 would seem self-serving.

21 Councilwoman Haggerty requested clarification on whether the positions requested by the
22 police department was for both a CAO and an Assistant Chief of Police and Chief
23 Seuzeneau stated first the council would need to agree to the Charter change to an
24 unclassified position and then the council and chief could discuss the specific positions.
25 She supports the continuation of two four year terms but appreciated the points brought up
26 by Councilman Disanti.

27 The prior Charter Review had a change for the period of residency qualifications of one
28 year for Chief and two years for the Mayor and Council. Chief Seuzeneau questioned why
29 there would be two different residency qualifications between the three positions and
30 whether they should be brought into agreement, one way or the other. He did not have a
31 preference but questioned the reasoning behind that discrepancy and whether it should be
32 changed.

33 **Explanation of Charter Amendment Process**

34 City Attorney Thomas Schneidau explained that the next step of the council would be to
35 decide when to reconvene by vote and in the meantime, he will assist in drafting the
36 proposals discussed at this meeting to be reviewed in detail at the next. He would also
37 provide a timeline for proposed charter changes if the council wanted to have them on the
38 December, 2026 ballot.
39

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)

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

- 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.

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: Cynthia Boudreaux
Sent: Wednesday, April 15, 2026 9:55 AM
To: Thomas Reeves
Cc: Thomas Schneidau; Melissa Mendoza; Roberta Alongi
Subject: UPDATE NEEDED RE: Slidell Home Rule Charter Review Request from the Civil Service Department and Board

Sensitivity: Private

Tommy,

My apologies for the update now noted in the request below. Please see the edit in RED to the HRC section number referenced in the first paragraph of the "Reasoning" information below.

Thanks,

Cynthia Boudreaux

Cynthia Boudreaux
Civil Service Director

From: Cynthia Boudreaux <caboudreaux@cityofslidell.org>
Sent: Tuesday, April 14, 2026 4:29 PM
To: Thomas Reeves <treeves@cityofslidell.org>
Cc: Thomas Schneidau <tschneidau@cityofslidell.org>; Melissa Mendoza <mmendoza@cityofslidell.org>; Roberta Alongi <ralongi@cityofslidell.org>
Subject: Slidell Home Rule Charter Review Request from the Civil Service Department and Board
Sensitivity: Private

Tommy,

As the Slidell City Council continues to review the Slidell Home Rule Charter, I am requesting on behalf of the Slidell Civil Service Department and Board that the Charter Review Committee consider the following during the upcoming agenda to determine appropriate proposed amendments:

Charter Review Request from the Slidell Civil Service Department and Slidell Civil Service Board

1) To collaborate with the Civil Service Board and Secretary to the Board to replace information in a part of **Section 7-08 – Personnel Administration** which states:

C.(2).d: "One member shall be appointed by the Louisiana Civil Service League"

A new appointing authority needs to be identified, verified and selected because the Louisiana Civil Service League no longer exists.

2) To consider amending the following sentence in **Section 7-08 – Personnel Administration**

C.(3) “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.”

And, replacing it with **“If one of the named appointing authorities ceases to exist, the Slidell City Council shall choose a reputable community-based organization established within the City of Slidell or St. Tammany Parish, or the President of another College or University within Saint Tammany Parish or nearby surrounding parishes in Louisiana to replace it.”**

Reasoning:

I have confirmed that one of the currently named appointing authorities for the Slidell Civil Service Board, the Louisiana Civil Service League, was a non-profit organization that no longer exists. A new appointing authority shall therefore need to be identified by the Slidell City Council to submit nominations for future appointments (and for the re-appointment of Mr. Kenneth Lacourge, whose current term ends on January 1, 2028). The current Home Rule Charter does already include a provision for the City Council to determine a replacement of a named appointing authority that ceases to exist, so the Charter only needs to be amended in this instance to replace the currently named Louisiana Civil Service League in Section 7-08 **C.(2).d** with whichever new appointing authority is selected.

The proposed amendment to update the sentence noted above in c.(3) to add that the City Council could consider a community-based organization within the City of Slidell or St. Tammany Parish as an alternative to only selecting a President of another accredited College or University in Louisiana as the fifth appointing authority for nominations to the Civil Service Board is suggested to include an option that allows for consideration of a replacement of the previous non-profit Louisiana Civil Service League organization with another organization that is more familiar with the City of Slidell’s community-based needs, issues, and concerns. Selecting such an organization also maintains the current mix of four (4) appointing authorities that represent higher education (college / university) entities and one (1) appointing authority independent of that category.

At the very least, if the City Council does not support this additional option for selection of an alternative source for replacement of an appointing authority, we would recommend that an accredited college or university located in St. Tammany Parish or nearby surrounding parishes be considered, such as the Northshore Technical Community College or Southeastern University (main campus in Tangipahoa with a satellite campus in Mandeville). As Secretary to the Board, I am happy to collaborate with the City Council members to assist with contacting leadership within any potential organizations and/or universities to be considered to determine their interest and ability to become an appointing authority for the Slidell Civil Service Board pursuant to the criteria indicated in the Charter.

Thank you for your consideration in this matter.

Respectfully,

Cynthia Boudreaux

Cynthia Boudreaux
Civil Service Director



City of Slidell
2045 Second Street, Suite 204
Slidell, LA 70458

Office: 985-646-4378
caboudreaux@cityofslidell.org

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Section 7-08. - Personnel Administration

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.

Section 2-16. - Power to Levy Taxes.

The power to perform any service or provide any facility granted to the City by this charter or by the constitution and general laws of the state shall in all cases carry with it the power to levy taxes and to borrow money within the limits and in accordance with the procedures prescribed by the constitution and general laws of the state. The council shall have, and is hereby granted, all of the authority to levy taxes, to incur debt, and issue bonds and other evidences of indebtedness, as is now or hereafter conferred on governing authorities of municipalities by the constitution and general laws of the state, or as may be hereafter specifically conferred by the electors of the City. Any tax being levied on the effective date of this home rule charter is ratified.

Section 5-09. - Bonded Debt.

The City is empowered to incur bonded debt in accordance with this charter and the constitution and statutes of the state, when approved by a majority of the electors voting thereon in an election held for that purpose. No resolution shall be passed calling for a referendum to incur a bonded debt until an engineering and economic feasibility report shall have been made to the council and a summary thereof published in the official journal at least sixty (60) days prior to the proposed date of the election, unless the council is required to call such an election pursuant to a petition as provided for under the general laws of this state.

Roberta Alongi

From: Thomas Schneidau
Sent: Tuesday, April 14, 2026 3:44 PM
To: Thomas Reeves; Melissa Mendoza; Roberta Alongi; Nicholas Disanti; Thomas Brownfield III
Cc: Michael Noto; Randy Fandal; Blair Ellinwood
Subject: HRC Review Agenda Items as I Understand Them

HRC agenda items for next week, as I understand them:

1. Sections 2-01, 3-02, and 4-05 Review: Should there be a modification to the term limits set forth therein?
2. Section 7-08 Review: Should additional positions within the City be exempted from the classified civil service system?
3. Section 2-16 and Section 5-09 Review: Should the terms of the two sections be brought into simplified alignment with each other to make clearer the City's power and flexibility under state law to issue debt through various vehicles?

As an internal explanation on this:

Section 2-16 basically says the City has all power under the charter and state law to levy taxes and borrow money, in accord with the procedures set forth in state law.

Section 5-09 also deals with the issuance of debt. It was probably promulgated when debt was primarily issued through general obligation bonds, which require an election under state law, and so references the need for an election. However, not all debt issuance under state law requires an election, and the City has historically approached debt issuance with the flexibility of state law and section 2-16 (i.e. you have an election when required by state law, but you don't need to when state law says you don't).

To bring these two sections into simplified alignment for clarity's sake, we could simply provide in section 5-09 that the city may incur debt in accordance with the charter and state law, and not go into any unnecessary further detail. This makes clear we have the maximum flexibility the law allows.

I reviewed the section Cynthia had some concern about with respect to CSB nominations. I read the Charter to currently provide a mechanism for the appointment of CSB members when an appointing entity does not do so or no longer exists. So we should be good on that.

And if all are satisfied that we can address the issue of the Mayor's temporary absence or inability to serve through an ordinance amendment (which I feel we can), then we should be good on that as well.

Please let me know of any questions.

Thanks,
Thomas

Thomas S. Schneidau
City Attorney, City of Slidell