

Amended by Ord. [2860](#) adopted 1/26/99
Amended by Ord. [2917](#) adopted 10/12/99
Amended by Ord. [2974](#) adopted 11/14/00
Amended by Ord. [2988](#) adopted 3/13/01
Amended by Ord. [2999](#) adopted 4/24/01
Amended by Ord. [3006](#) adopted 5/8/01
Amended by Ord. [3007](#) adopted 5/8/01
Amended by Ord. [3027](#) adopted 9/25/01
Amended by Ord. [3034](#) adopted 11/27/01
Amended by Ord. [3094](#) adopted 12/10/02
Amended by Ord. [3124](#) adopted 4/22/03
Amended by Ord. [3146](#) adopted 8/26/03
Amended by Ord. [3147](#) adopted 8/26/03
Amended by Ord. [3236](#) adopted 12/14/04
Amended by Ord. [3237](#) adopted 12/14/04
Amended by Ord. [3266](#) adopted 04/26/05
Amended by Ord. [3299](#) adopted 9/28/05
Amended by Ord. [3300](#) adopted 9/28/05
Amended by Ord. [3307](#) adopted 11/8/05
Amended by Ord. [3318](#) adopted 2/14/06
Amended by Ord. [3370](#) adopted 1/9/07
Amended by Ord. [3684](#) adopted 5/14/13

Introduced April 28, 1998, by Councilwoman Williams, seconded by Councilwoman Levy (both by request of Administration and the Civil Service Boards)

Item No. 98-04-2004

ORDINANCE NO. 2813

An ordinance establishing a new integrated pay plan for Municipal Police and Municipal Employees for the City of Slidell.

WHEREAS, a consultant, The Waters Consulting Group Inc. was employed by the Civil Service Boards for the City of Slidell to review the pay grades for all Classified Civil Service employees; and

WHEREAS, the consultant has made certain recommendations thereto; and

WHEREAS, the City Administration, City Council, Civil Service Department, and members of both Civil Service Boards have worked together to develop a new pay plan for the Classified employees of the City of Slidell; and

WHEREAS, funding for the new pay plan was approved in the budget for the City of Slidell for fiscal year beginning July 1, 1998; and

WHEREAS, Municipal Employees Civil Service Rules were approved by Ordinance No. 2324, adopted May 22, 1990; and

WHEREAS, if economic or employment conditions make it difficult to recruit, the Municipal Employees Civil Service Rules has a special entrance rate provision allowing a salary above the minimum level.

NOW THEREFORE BE IT ORDAINED by the Slidell City Council that it does hereby adopt the pay plan, salary matrix, job classifications, as recommended by the Waters Consulting Group, Inc. and adopted by the Municipal Police Civil Service Board and the Municipal Employees Civil Service Board, all as attached hereto and made a part hereof.

“BE IT FURTHER ORDAINED that the pay plan rules recommended by the Municipal Police Civil Service Board, attached hereto and made a part hereof, are hereby approved, and that Seniority Incentive Pay (SIP) shall not be limited to a maximum of twenty-five (25) years of service.

BE IT FURTHER ORDAINED that newly hired Municipal Police and Municipal Employees shall be compensated at the minimum of the approved salary grade, except in circumstances where a new employee offers exceptional qualifications, or extraordinary work experience, or where market conditions make it difficult to recruit, compensation may be above the minimum for the range. Contingent upon the availability of funds, such starting salary offer shall not exceed ten percent (10%) of the beginning salary for the position. The Director of Civil Service may recommend special entrance rates for such exceptions, and he shall seek the approval of the appropriate Civil Service Board, the City Administration, and the Slidell City Council before invoking the provisions of this rule."

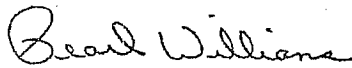
BE IT FURTHER ORDAINED that all pay plans in contradictions herewith are hereby rescinded.

BE IT FINALLY ORDAINED that said pay plan will become effective on July 1, 1998.

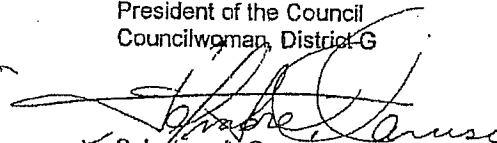
ADOPTED this 26th day of May, 1998.

DELIVERED 3:25 pm
5/27/98 to the Mayor

RECEIVED 11:33 am
6/2/98 by the Mayor



Pearl Williams
President of the Council
Councilwoman, District G


Salvatore A. Caruso
Mayor

Davis Dautreuil
Council Administrator/Clerk of the Council