

1 Introduced December 13, 2005, by
2 Councilwoman Livaudais, seconded by
3 Councilman Cromer (by request of
4 Administration)

5 **Item No. 05-12-2547**

6
7 **ORDINANCE NO. 3311**

8 An ordinance establishing pay plan provisions for "difficult-to-fill" positions.

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10 WHEREAS, the City of Slidell is desirous of attracting and maintaining a
11 qualified work force and maintaining pay equity among City employees; and

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13 WHEREAS, the Slidell City Council has required by Ordinance 2917 a
14 mandate that all classified Municipal employees begin employment at step one in the
15 appropriate pay grade; and

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18 WHEREAS, the City of Slidell from time to time has difficult-to-fill positions
19 due to market demand and shortages of qualified applicants; and

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21 WHEREAS, it is clear that flexibility in starting wages is required in those
22 instances where applicant shortages and market conditions create difficult-to-fill positions;
23 and

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26 WHEREAS, if economic or employment conditions make it difficult to recruit
27 the Civil Service Rules have a special entrance rate provision allowing a salary above the
28 minimum level.

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31 NOW THEREFORE BE IT ORDAINED by the Slidell City Council that it does
32 hereby adopt the following provision for establishing salaries for difficult-to-fill positions.

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34 BE IT FURTHER ORDAINED that all newly hired classified employees shall
35 be compensated at step one of the approved salary grade, except where market
36 conditions make it difficult to recruit, compensation may be above the minimum for the
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4 range. Contingent upon the availability of funds such starting salary shall not exceed three
5 steps above the beginning salary for the position. Upon unanimous recommendation by
6 the Mayor and/or the Chief of Staff, or the Chief of Police and the Director of Civil Service
7 Personnel and the Department Director, approval may be sought from the Civil Service
8 Board before invoking the provisions of this rule.

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12 BE IT FINALLY ORDAINED that said provision for difficult-to-fill positions shall
13 expire on June 30, 2006.

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15 **ADOPTED** this 10th day of January, 2006.

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

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23 Ben O. Morris
24 Mayor

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27 Shawn B. McManus, CMC
28 Council Administrator

DELIVERED	10:05 a.m.
1/12/06	to the Mayor
RECEIVED	
1/12/06	2:30 pm from the Mayor