

1 Introduced, March 22, 2016 by Councilman  
2 Borchert, seconded by Councilman Newcomb,  
3 (by request of Administration)

4 **Item No. 16-03-3131**

5 **ORDINANCE NO. 3808**

6  
7 An ordinance establishing a new Open Range Salary Matrix for the City of  
8 Slidell.

9  
10 WHEREAS, the City of Slidell directed the Civil Service Director to  
11 develop a new pay plan for its classified employees; and

12  
13 WHEREAS, the Civil Service Director has made certain recommendations;  
14 and

15  
16 WHEREAS, the City Administration, City Council, Compensation Task Force,  
17 and the Civil Service Board have worked together to develop a new pay plan for the  
18 Classified employees of the City of Slidell; and

19  
20 WHEREAS, an open range salary matrix has been formulated consisting of  
21 15 grades with a Minimum, Midpoint and Maximum and an average 62.5% range  
22 difference between minimum and maximum; and

23  
24 WHEREAS, certain classified positions have been identified and reclassified  
25 by grade in accordance with Civil Service Rule 21.11 (3) and salary adjustments have  
26 been proposed in accordance with Civil Service Rule 21.07 in the FY 2017 budget. See  
27 attachment A; and

28  
29 WHEREAS, certain classified positions have been identified as hard to fill  
30 and reclassified in accordance with Civil Service Rule 21.11 (1); and

31  
32  
33  
34  
35  
36  
37  
38  
39

1 **ORDINANCE NO. 3808**  
2 **ITEM NO. 16-03-3131**  
3 **PAGE 2**

4 WHEREAS, salary adjustments have been proposed, for hard to fill positions,  
5  
6 in accordance with Civil Service Rule 21.11 (1) (a) for employees who are below the range  
7  
8 minimum and a 3 percent salary adjustment has been proposed, in accordance with Civil  
9  
10 Service Rule 21.06 (4) (b), for employees whose salaries fall within the new grade range in  
11 the FY 2017 budget, See attachment B; and

12 WHEREAS, the positions of Assistant Supervisor, SCG Grade 4;  
13  
14 Intermediate Communications Supervisor Grade 11; Training Coordinator Grade 5; Admin  
15  
16 Corrections Peace Officer Grade 13; and Sr. Permit Coordinator Grade 7 are newly  
17  
18 created positions that will replace existing budgeted positions; and

19 WHEREAS, for all other classified positions, not designated in Attachment A  
20  
21 or B, a 2 percent salary adjustment has been proposed in the FY 2017 budget.

22 NOW THEREFORE BE IT ORDAINED by the Slidell City Council That it  
23  
24 does hereby adopt the attached grade structure in attachment C, job class hierarchy and  
25  
26 salary matrix for the classified employees of the City of Slidell.

27 BE IT FURTHER ORDAINED that any classified Pay Plan in contradiction  
28  
29 with the plan attached hereto is withdrawn.

30  
31  
32  
33  
34  
35  
36  
37  
38  
39

4  
5 **ADOPTED** this 10th day of May, 2016.  
6

7 

8 Bill Borchert  
9 President of the Council  
10 Councilman, District G

11 

12 Freddy Drennan  
13 Mayor

14  
15  
16  
17 

18 Thomas P. Reeves  
19 Council Administrator

20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33  
34  
35  
36  
37  
38  
39

DELIVERED	May 11, 2016
2:30 pm	to the Mayor
RECEIVED	May 16, 2016
10:40 a.m.	from the Mayor