

1 Introduced May 28, 2024, by Councilman  
2 Tamborella, seconded by Councilwoman  
3 Haggerty, (by request of Administration)

4 **Item No. 24-05-3533**

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6 **ORDINANCE NO. 4181**

7 An ordinance authorizing the City of Slidell's Human Resources Director to  
8 update job descriptions as may be required to comply with the U.S. Department of Labor's  
9 FLSA salary threshold changes for overtime exemption and to otherwise administer any  
10 changes with respect to same.

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12 WHEREAS the City's Home Rule Charter (Sec. 7-08) requires Council  
13 approval for changes to any position classification plans; and  
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15 WHEREAS the City's Civil Service Rules (Rule 2.18) contemplate "job  
16 descriptions" and "minimum qualifications" as being part of a classification plan; and  
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18 WHEREAS recently, the U.S. Department of Labor issued a final rule raising  
19 the salary threshold for employees to be exempt from federal overtime requirements of the  
20 Fair Labor Standards Act (FLSA); and  
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22  
23 WHEREAS the City requires the flexibility to update its job descriptions, as  
24 may be required from time to time, to comply with this or similar rules governing FLSA  
25 application, as may be enforceable, and to otherwise administer such changes; and  
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28 WHEREAS the Civil Service Board has approved granting the Human  
29 Resources Director the authority to make such changes and provide such administration.  
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31 NOW THEREFORE, BE IT ORDAINED by the Slidell City Council that the  
32 City's Human Resources Director is authorized to update job descriptions as may be  
33 required to comply with the U.S. Department of Labor's FLSA salary threshold changes for  
34 overtime exemption, or similar applicable rules, and to otherwise administer such changes.  
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4 This ordinance shall take effect immediately upon adoption.  
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6 **ADOPTED** this 25<sup>th</sup> day of June, 2024.  
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9  
10 Kenny Tamborella  
11 President of the Council  
12 Councilman, District E

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14 Greg Cromer  
15 Mayor

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18 Thomas P. Reeves  
19 Council Administrator

DELIVERED	6/26/24
11:00 p.m.	to the Mayor
RECEIVED	7/9/24
3:15 pm	from the Mayor