

1 Introduced January 27, 2026, by Councilman
2 DiSanti, seconded by Councilman Brownfield,
3 (by request of Administration)

4 **Item No. 26-01-3624**

5
6 **ORDINANCE NO. 4270**

7
8 An ordinance amending the Code of Ordinances of the City of Slidell, Chapter
9 21 (Personnel), Article IV (Employee Retirement Systems), Section 21-81 (Municipal
10 employees' retirement system) to provide for the limited City coverage of three (3%)
11 percent of employee retirement contributions for those unelected City municipal employees
12 participating in the Municipal Employees' Retirement System.

13 WHEREAS, in an effort to remain competitive in the recruitment and retention
14 of outstanding City employees, the City of Slidell wishes to provide for a limited payment
15 share of the required employee contribution into the Municipal Employees' Retirement
16 System for each unelected City municipal employee, which payment share is in addition to
17 the separate employer contribution required of public employers by law, all subject to
18 Council appropriation.

19 WHEREAS, a similar retirement contribution payment share has already been
20 provided for non-elected employees on the Slidell Police Department side of the house.

21 NOW THEREFORE, BE IT ORDAINED by the Slidell City Council that it does
22 hereby amend Chapter 21 (Personnel), Article IV (Employee Retirement Systems), Section
23 21-81 (Municipal employees' retirement system) of the City's Code of Ordinances as
24 follows:

25 Subsection (f) is deleted in its entirety and subsection (e) is amended and restated
26 to state as follows:

27 **Sec. 21-81. - Municipal employees' retirement system.**

28 ...

29 (e) The City shall pay three (3%) percent of the required employee contribution of
30 unelected, municipal employees (i.e. City employees not in Slidell Police Department) into
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4 the Municipal Employees' Retirement System, subject to appropriation by the Council
5 adequate to cover such costs. When so appropriated, such payment shall be made by
6 direct payment from the City to the respective retirement system. The employee shall
7 otherwise be responsible for the balance of the required employee contribution.

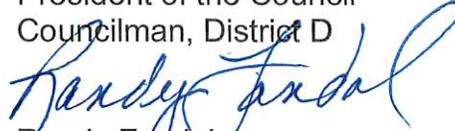
8 [END OF CODAL REVISION]

9
10 This ordinance and the pay-share authorized herein shall be effective at the
11 commencement of the City pay period commencing February 23, 2026.

12
13 **ADOPTED** this 10th day of February 2026.

14 

15 Nick DiSanti
16 President of the Council
17 Councilman, District D

18 

19 Randy Fandal
20 Mayor

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22
23 Thomas P. Reeves
24 Council Administrator

DELIVERED	2/11/26
9:00 am	to the Mayor
RECEIVED	2/12/26
11:15 am	from the Mayor

city attorney with the approval of the mayor shall secure special counsel to represent the official, officer or employee at city expense.

(d) *Decision not to defend by city attorney.* In any case where the city attorney does not undertake the representation of the official, officer or employee, the city attorney may take such action as he deems necessary including enrolling as co-counsel, to protect the interests of the city. The decision of the city attorney not to defend an official, officer or employee and any and all information obtained by him as a result of the investigations conducted pursuant to subsection (c)(3) or (c)(4) shall be considered confidential and shall not be admissible as evidence in any legal proceeding and no reference thereto shall be made in any trial or hearing.

(e) *Liability for monetary damages.* If an official, officer or employee of the city is held liable for monetary damages for actions arising under the circumstances provided by this section, the city shall appropriate a sum sufficient to reimburse the official, officer or employee. The court, upon request of any party, shall give written findings of fact as to whether the official, officer or employee was acting in the discharge of his duties and within the scope of his employment, and whether the damages were the result of the intentional wrongful act or gross negligence of the official, officer or employee. An out-of-court settlement shall have the effect of a judgment of a court of competent jurisdiction for purposes of this section, but the settlement shall be approved by the city attorney.

(f) *Private counsel.* Nothing in this section shall in any way impair, limit or modify the rights and obligations of any insurer under any policy of insurance or impair the right of the individual to obtain private counsel in his own behalf. However, the city shall not be obligated to indemnify the individual for the attorney fees so incurred, except as provided in subsection (c)(3) of this section.

(g) *Compromise settlement.* Nothing in this section shall prohibit the city from entering into a compromise settlement or agreement with the claimant prior to any judgment.

(h) *Death.* In the event of the death of officials, officers and employees of the city, the benefits of this section shall inure to their heirs, legatees, successors or assigns.

(Code 1966, § 2-80.1; Ord. No. 3291, 7-26-2005; Ord. No. 3521, 1-27-2009)

Editor's note—Ord. No. 3521, adopted Jan. 27, 2009, deleted subsection 21-57(a)(1) in its entirety. To preserve the style of this Code, and at the discretion of the editor, subsections 21-57(a)(2)—(4) have been renumbered as 21-57(a)(1)—(3).

Sec. 21-58. Limitation of article provisions.

Nothing in this article shall be construed to have any effect or impact on, or derogate from any other power given elsewhere in the Charter or this code to other departments or entities of the city with respect to any health, disability, life or unemployment insurance or coverage. Nothing in this article shall be deemed to have any effect upon any bonds provided in connection with a public works contract; any fidelity bonding contracts, provisions or requirements; or any performance or delivery agreements which include performance or delivery bond or insurance provisions. (Code 1966, § 2-80.2)

Secs. 21-59—21-80. Reserved.

ARTICLE IV. EMPLOYEE RETIREMENT SYSTEMS*

Sec. 21-81. Municipal employees' retirement system.

(a) The provisions of R.S. 11:1731—11:1868, and any amendments thereto, establishing the Municipal Employees Retirement System of Louisiana (MERS) shall be applicable to eligible employees of the city.

***Editor's note**—Ord. No. 3606, §§ 1, 3, adopted Apr. 26, 2011, repealed Art. IV and supplied provisions for a new Art. IV to read as set out herein. Former Art. IV, §§ 21-81—21-86, pertained to municipal employees' retirement system and derived from Code 1966, §§ 2-32—2-35; Res. No. R99-05, adopted Feb. 9, 1999; Ord. No. 2866, adopted Mar. 9, 1999; Ord. No. 2875, adopted Apr. 13, 1999; and Ord. No. 3051, adopted Feb. 5, 2005.

Charter reference—City retirement systems, § 8-06.

(b) Eligible employees of the city may take such actions as may be required by applicable laws and regulations in order to receive MERS benefits under applicable law.

(c) Withholdings from salaries or wages of employees for the purpose of this section are authorized to be made in the amount and at such times as may be required by the MERS Board of Trustees in accordance with R.S. 11:1731 et seq., and shall be paid over to the board in such amounts and at such times as are designated by state law and MERS regulations.

(d) Employer contributions and assessments for administrative expenses shall be paid from amounts appropriated for such purposes to the MERS Board of Trustees in accordance with applicable state law and MERS regulations. The term "employer" shall be defined as the city.

(e) For employees hired prior to April 26, 2011, and in accordance with the authority granted under the provisions of R.S. 11:1168, the city shall pay to MERS, from its own funds, 100 percent of the employee contributions referenced R.S. 11:1786, 11:1806 and 11:1864.

Notwithstanding any provision to the contrary, any person subject to this subsection shall pay 50 percent of the contributions referenced herein from their own funds beginning July 1, 2013, and shall pay 100 percent of such contributions from their own funds beginning July 1, 2014.

(f) Employees hired subsequent to April 26, 2011, shall pay to MERS, from their own funds, 100 percent of the employee contributions referenced in R.S. 11:1786, 11:1806 and 11:1864. (Ord. No. 3606, § 3, 4-26-2011; Ord. No. 3671, 1-22-2013)

Sec. 21-82. Municipal police employees' retirement system.

(a) The provisions of R.S. 11:2211—11:2234 and any amendments thereto, establishing the Municipal Police Employees' Retirement System (MPERS), shall be applicable to eligible employees and chief of police of the Slidell Police Department.

(b) Eligible Slidell Police Department employees and the chief of police may take such actions as may be required by applicable laws and regulations in order to receive MPERS benefits under applicable law.

(c) Withholdings from salaries or wages of employees for the purpose of this section are authorized to be made in the amount and at such times as may be required by the MPERS Board of Trustees in accordance with R.S. 11:2211 et seq., and shall be paid over to the board in such amounts and at such times as are designated by state law and MPERS regulations.

(d) Employer contributions and assessments for administrative expenses shall be paid from amounts appropriated for such purposes to the MPERS Board of Trustees in accordance with applicable state law and MPERS regulations. The term "employer" shall be defined as the city.

(e) The city shall pay three percent of the required employee contribution of unelected Slidell Police Department employees into the municipal police employees' retirement system or the municipal employees retirement system, respectively, depending on which system the employee is a part of, subject to annual appropriation by the council adequate to cover such costs. When so appropriated, such payment shall be made by direct payment from the city to the respective retirement system. In no event shall the city pay this contribution share amount into more than one state retirement system per Slidell Police Department employee. The employee shall otherwise be responsible for the balance of the required employee contribution. (Ord. No. 3606, § 3, 4-26-2011; Ord. No. 3671, 1-22-2013; Ord. No. 4236, 5-27-2025)

Sec. 21-83. Full-time elected officials.

(a) For any full-time elected official elected prior to April 26, 2011, who is not eligible for membership in either MERS or MPERS, the city shall pay into a deferred compensation plan an amount equal to the employer's and employee's portion of contributions that otherwise would have been paid to MERS or MPERS had the full-time elected official been eligible to participate