

1 Introduced April 28, 2026, by Councilman  
2 DiSanti, seconded by Councilman Brownfield,  
3 (by request of Administration)

4 **Item No. 26-04-3641**

5 **ORDINANCE NO. 4286**

6  
7 An ordinance approving updated job descriptions for the positions of City  
8 Engineer and Director of Airport Operations; and approving the creation of, and job  
9 descriptions for, the positions of Director of Community Development and Director of  
10 Information Technology.

11  
12 WHEREAS Ordinance 4229 provides that, generally, Council approval is  
13 required to amend, change, increase, or reallocate any MSPG levels or staffing; and  
14

15 WHEREAS the City maintains a pay plan for unclassified employees  
16 (Ordinance 4084, as amended, and as updated from time to time for cost-of-living  
17 adjustments); and  
18

19  
20 WHEREAS City administration recommends an update to the position of City  
21 Engineer job description to account for same overseeing (through the Department of the  
22 City Engineer) the Department of Engineering Services and the Department of Public  
23 Operations; recommends an update to the position of Director of Airport Operations job  
24 description to account for same no longer being under the Department of Public  
25 Operations; recommends to create and approve a job description for the position of  
26 Director of Community Development as an unclassified position with a Grade 89 within the  
27 City's pay plan for unclassified employees, to oversee (through the Department of  
28 Community Development) the Department of Planning and the Department of Building  
29 Safety; and recommends to create and approve a job description for the position of  
30 Director of Information Technology as an unclassified position with a Grade 89 within the  
31 City's pay plan for unclassified employees; and  
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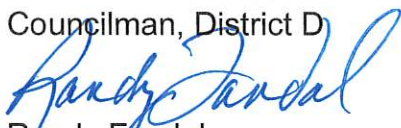
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4 WHEREAS the recommended job descriptions referenced are attached *in*  
5 *globo* hereto.

7 NOW THEREFORE, BE IT ORDAINED by the Slidell City Council, in legal  
8 session convened, that it approves the update to the position of City Engineer job  
9 description, as respectively attached; that it approves the update to the position of Director  
10 of Airport Operations job description, as respectively attached; that it approves the creation  
11 of, and job description (as respectively attached) for, the position of Director of Community  
12 Development as an unclassified position with a Grade 89 within the City's pay plan for  
13 unclassified employees; and that it approves the creation of, and job description (as  
14 respectively attached) for, the position of Director of Information Technology as an  
15 unclassified position with a Grade 89 within the City's pay plan for unclassified employees.  
16 The City's pay plan for unclassified employees shall be updated accordingly.

23 This ordinance shall take effect June 29, 2026.

24 **ADOPTED** this 26<sup>th</sup> day of May, 2026.

27   
28 Nick DiSanti  
29 President of the Council  
30 Councilman, District D  
31   
32 Randy Fandal  
33 Mayor

34   
35 Thomas P. Reeves  
36 Council Administrator

37 DELIVERED 5/29/26  
38 3:30 pm to the Mayor  
39 RECEIVED 6/1/26  
10:00 am from the Mayor

**Unclassified Position Description FY2027**

**Grade 91 City Engineer:** Senior level position with full accountability for the Departments of Engineering and Public Operations. Position functions as the chief engineer for the City of Slidell. The City Engineer oversees most large-scale public works endeavors and manages consultants and contracts relating to capital street, drainage, public utility and other public building projects. Scope of duties includes personnel management and capital project and budget preparation and review. Position requires seasoned technical, managerial, problem solving and "priority balancing" abilities. Written and verbal skills imperative; B.S. in Engineering required, plus professional registration as a professional engineer. Minimum three to six years' experience in relevant fields required.

**Grade 89 Director of Community Development:** Senior level position with full accountability for the Departments of Planning and Building Safety. This position serves as the City's chief administrator for development review, permitting, inspections, land use interpretation, and regulatory compliance, while also acting as the City's Ombudsperson to provide an understanding of city ordinances, codes, procedures and processes. Ombudsperson serves as advocate for fairness, source of support and information and acts as liaison between citizens, businesses owners, consultants, contractors, suppliers and customers. The position frequently represents the Mayor and City administration before the City Council, Planning & Zoning Commission, developers, contractors, business leaders, and the public. Minimum education/experience: B.S. or B.A in Planning, Urban Studies, Construction Management, Industrial Technology, or related field and at least 10 years of progressively responsible experience in community planning, development review, residential and commercial construction, or related field, four (4) years of which have been at a director or senior management level. AICP certification and Certified Building Official (CBO) designation preferred. In lieu of any degree requirement, 20 or more years of managerial service with a public entity will be considered.

**Grade 89 IT Director:** Senior level leadership position responsible for overseeing the operation, maintenance, and strategic direction of the organization's information technology systems and infrastructure. This role ensures system reliability and efficiency through effective maintenance, backup, recovery, and performance monitoring. The IT Director leads troubleshooting efforts, conducts root cause analysis, and plans and approves system upgrades. The position also manages vendor relationships, including software licensing and maintenance agreements, and identifies opportunities for process and system improvements. The IT Director supervises IT staff, assigns daily tasks, provides training, and ensures departmental goals and project milestones are met within approved budgets and timelines. The role includes full authority for personnel decisions and oversight of project planning and resource allocation. Must possess a bachelor's degree in a related field, along with at least five (5) years of relevant experience and one (1) to three (3) years of supervisory experience.

**Grade 85 Airport Director:** Directs personnel, plans and administers budgets and resources for the office of airport operations. This position has primary leadership responsibility, authority, accountability for implementing the city's mission associated with growth and expansion of the airport operations and footprint, fixed base operations, providing long range planning, driving economic development, marketing and enhancing visibility of the resource. High emphasis is placed on safety, public goodwill and appropriate ground operations and complimentary airport services. Interfaces regularly with Airport Aviation and Engineering consultants, the State Aviation's Office, the FAA Regional Office and the DOTD Aviation Division. Bachelor's degree in aviation management, engineering or a related field required. Seven to ten years of airport operations and/or airport management experience required. Aviation (military or civilian) experience desired.

**Strategic Planning Senior Manager (FA06001045)**

Manages the analytical and research activities supporting an organization's strategic, short-term, and long-range goal planning function. Oversees data collection and conducts organizational reviews to identify the business's strengths and weaknesses and evaluate operational effectiveness. Leads the research of emerging trends, expansion opportunities, competitive threats, and the viability of outside business partners. Develops recommendations for internal business process improvement. Designs and executes methods to track and measure organizational performance data to use for planning. Requires a bachelor's degree. Typically reports to a director.

M03-Sr. Manager / Associate Director : Typically manages through subordinate managers and professionals in larger groups of moderate complexity. Provides input to strategic decisions that affect the functional area of responsibility. May give input into developing the budget. Typically requires 3+ years of managerial experience. Capable of resolving escalated issues arising from operations and requiring coordination with other departments.

**Competencies/Skills**

Business Intelligence | Business Operations | Strategic Analysis | Strategic Project Management | Strategy Development | Strategy Management | Trend Analysis | Strategic Planning | Risk Analysis | Long Term Planning | General Data Analysis Software

**Managerial Responsibilities**

Staffing | Pay Decisions | Training- Knowledge | Evaluation | Supervision | Budget (Partial) | Process- Policies (Partial)

**Louisiana (State) | Government | 200 - 500 FTEs**

Base (000s)				TCC (000s)				Salary Structure (000s)				Bonus Target %
25th	40th	50th	75th	Avg	25th	50th	75th	Avg	MIN	MID	MAX	50th
162.1	172.5	178.8	198.0	181.5	183.1	206.7	237.0	211.6	149.0	178.9	213.5	20.0

**South (Region) | Government | 200 - 500 FTEs**

Base (000s)				TCC (000s)				Salary Structure (000s)				Bonus Target %
25th	40th	50th	75th	Avg	25th	50th	75th	Avg	MIN	MID	MAX	50th
162.9	173.5	179.7	199.1	182.5	184.1	207.8	238.3	212.7	149.7	179.8	214.6	20.0

Data Source: Market Data | Currency: Local | Rate: Annual | Age from 1 Mar 2026 | Aging Factor: 0.0% | Display Units: Thousands | 0.0% Adjustment

### Construction Inspection Services Manager (SC16000357)

Responsible for managing any inspection related to a company's construction or engineering department. Ensures that the inspection is completed according to contract protocols. Recommends corrective action when problems are detected. Requires a bachelor's degree. Typically reports to a top management.

M03-Sr. Manager / Associate Director : Typically manages through subordinate managers and professionals in larger groups of moderate complexity. Provides input to strategic decisions that affect the functional area of responsibility. May give input into developing the budget. Typically requires 3+ years of managerial experience. Capable of resolving escalated issues arising from operations and requiring coordination with other departments.

#### Competencies/Skills

Construction Management | Construction Site Inspection | Construction Site Safety | Reading Blueprints/Diagrams

#### Managerial Responsibilities

Staffing | Pay Decisions | Training- Knowledge | Evaluation | Supervision | Budget (Partial) | Process- Policies (Partial)

Level	Experience	FLSA Status
Managers	Varies	Typically Exempt
Education	Manage People	Reports To
Bachelor's	Yes	Top Management
Job Family	Job Function	Job Focus
Quality Assurance and Control	Quality Control	Construction, Quality Control

#### Alternate Job Titles

Construction Engineering Inspection Services Manager

### Louisiana (State) | Government | 200 - 500 FTEs

Base (000s)				TCC (000s)				Salary Structure (000s)				Bonus Target %
25th	40th	50th	75th	Avg	25th	50th	75th	Avg	MIN	MID	MAX	50th
89.3	99.8	106.1	113.1	99.0	89.3	106.9	115.3	99.7	84.8	104.3	118.6	N/A

### South (Region) | Government | 200 - 500 FTEs

Base (000s)				TCC (000s)				Salary Structure (000s)				Bonus Target %
25th	40th	50th	75th	Avg	25th	50th	75th	Avg	MIN	MID	MAX	50th
89.8	100.4	106.7	113.7	99.6	89.8	107.5	115.9	100.2	85.2	104.9	119.2	N/A

Data Source: Market Data | Currency: Local | Rate: Annual | Age from 1 Mar 2026 | Aging Factor: 0.0% | Display Units: Thousands | 0.0% Adjustment

**Company Job: DIRECTOR OF BUILDING SAFETY** Based on CAMD Job: Construction Inspection Services Manager (SC16000357) Adjusted by 0.0%

Comment: N/A

# Job Pricing Report



## Community Relations Senior Manager (CM0200108)

Manages programs supporting the corporate strategy designed to promote and represent the organization and brand as a socially responsible force in the community. Creates and plans outreach programs that engage, support, and partner with the community and produce a positive impact to address local issues. Collaborates with internal and external stakeholders to develop clear objectives and deliver meaningful and measurable results. Supports community relations programs' entire life cycle, including coordinating events, managing volunteers, and executing grant proposals. Requires a bachelor's degree. Typically reports to a director.

M03-Sr. Manager / Associate Director : Typically manages through subordinate managers and professionals in larger groups of moderate complexity. Provides input to strategic decisions that affect the functional area of responsibility. May give input into developing the budget. Typically requires 3+ years of managerial experience. Capable of resolving escalated issues arising from operations and requiring coordination with other departments.

**Competencies/Skills**  
 Campaign Management | Community Outreach/Activism | Community Relations | Event Planning and Management | Grant Management | Grant Writing | Media Relations | Program Development | Program Evaluation | Proposal Writing | Public Relations | Relationship Development | Volunteer Management | Public Relations (PR) Software

**Managerial Responsibilities**  
 Staffing | Pay Decisions | Training- Knowledge | Evaluation | Supervision | Budget (Partial) | Process- Policies (Partial)

Level	Experience	FLSA Status
Managers	Varies	Typically Exempt
Education	Manage People	Reports To
Bachelor's	Yes	Director
Job Family	Job Function	Job Focus
Corporate Affairs	Public Relations	Community, Public Relations
Administration		

**Alternate Job Titles**  
 Corporate Social Responsibility Senior Manager

### Louisiana (State) | Government | 200 - 500 FTEs

Base (000s)				TCC (000s)				Salary Structure (000s)				Bonus Target %
25th	40th	50th	75th	Avg	25th	50th	75th	Avg	MIN	MID	MAX	50th
132.8	144.9	152.2	174.2	154.1	143.6	169.5	203.3	175.2	118.5	154.9	194.3	20.0

### South (Region) | Government | 200 - 500 FTEs

Base (000s)				TCC (000s)				Salary Structure (000s)				Bonus Target %
25th	40th	50th	75th	Avg	25th	50th	75th	Avg	MIN	MID	MAX	50th
133.5	145.7	153.0	175.1	154.9	144.4	170.4	204.3	176.1	119.2	155.7	195.3	20.0

Data Source: Market Data | Currency: Local | Rate: Annual | Age from 1 Mar 2026 | Aging Factor: 0.0% | Display Units: Thousands | 0.0% Adjustment

Age to date 7/1/2026  
 Aging factor 2%

Survey Job Title	Effective Date	P25	P40	P50	P75	Aged P25	Aged P40	Aged P50	Aged P75	
Strategic Planning Senior Manager (FA06001045)	3/1/2026	\$162,100.00	\$172,500.00	\$178,800.00	\$	198,000.00	\$ 163,184	\$173,653	\$179,995	\$199,324
Construction Inspection Services Manager (SC16000357)	3/1/2026	\$ 89,300.00	\$ 99,800.00	\$106,100.00	\$	113,100.00	\$ 89,897	\$100,467	\$106,809	\$113,856
Community Relations Senior Manager (CM0200108)	3/1/2026	\$132,800.00	\$144,900.00	\$152,200.00	\$	174,200.00	\$ 133,688	\$145,869	\$153,217	\$175,365
		Market Composite		\$ 128,923	\$139,996	\$145,674	\$162,848			

Company Job Title	P40	Scale	Target	Grade	Min	Mid	Max	%
Director of Community Development	\$ 139,996	Unclassified	P20	89	\$ 96,176	\$ 115,411	\$134,646	121.3%

**Note**  
 New position that will be responsible for the Planning and Building Safety departments. This position will also have the job duties of Ombudsperson. After reviewing all job matches, I am recommending Grade 89 for this position.

Human Resources Director Approval:

*Kathleen St. Pierre*

Survey Job Title	Survey Job Description	Note
Strategic Planning Senior Manager (FA06001045)	<p>Manages the analytical and research activities supporting an organization's strategic, short-term, and long range goal planning function. Oversees data collection and conducts organizational reviews to identify the business's strengths and weaknesses and evaluate operational effectiveness. Leads the research of emerging trends, expansion opportunities, competitive threats, and the viability of outside business partners. Develops recommendations for internal business process improvement. Designs and executes methods to track and measure organizational performance data to use for planning. Requires a bachelor's degree. Typically reports to a director. M03-Sr. Manager / Associate Director - Typically manages through subordinate managers and professionals in larger groups of moderate complexity. Provides input to strategic decisions that affect the functional area of responsibility. May give input into developing the budget. Typically requires 3+ years of managerial experience. Capable of resolving escalated issues arising from operations and requiring coordination with other departments.</p>	<p>Planning, Next level match from Director of Planning</p>
Construction Inspection Services Manager (SC16000357)	<p>Responsible for managing any inspection related to a company's construction or engineering department. Ensures that the inspection is completed according to contract protocols. Recommends corrective action when problems are detected. Requires a bachelor's degree. Typically reports to a top management. M03-Sr. Manager / Associate Director - Typically manages through subordinate managers and professionals in larger groups of moderate complexity. Provides input to strategic decisions that affect the functional area of responsibility. May give input into developing the budget. Typically requires 3+ years of managerial experience. Capable of resolving escalated issues arising from operations and requiring coordination with other departments.</p>	<p>Building Safety Director match</p>
Community Relations Senior Manager (CM0200108)	<p>Manages programs supporting the corporate strategy designed to promote and represent the organization and brand as a socially responsible force in the community. Creates and plans outreach programs that engage, support, and partner with the community and produce a positive impact to address local issues. Collaborates with internal and external stakeholders to develop clear objectives and deliver meaningful and measurable results. Supports community relations programs' entire life cycle, including coordinating events, managing volunteers, and executing grant proposals. Requires a bachelor's degree. Typically reports to a director. M03-Sr. Manager / Associate Director - Typically manages through subordinate managers and professionals in larger groups of moderate complexity. Provides input to strategic decisions that affect the functional area of responsibility. May give input into developing the budget. Typically requires 3+ years of managerial experience. Capable of resolving escalated issues arising from operations and requiring coordination with other departments.</p>	<p>Ombudsperson</p>

**Systems Administration Manager (IT10000760)**

Manages the maintenance and technical support of operating system environments and various computer systems of an organization. Assigns systems maintenance tasks, such as system back-up, recovery, and file maintenance to promote uptime and efficient performance. Leads troubleshooting and resolution of system issues and conducts root cause analysis (RCA) to prevent recurrences. Researches, plans, and approves system software upgrades and computer components. Monitors system performance to identify and address potential issues or opportunities for process improvements. Evaluates vendors and monitors and maintains software licensing and maintenance agreements. Manages projects to completion by defining project scopes, monitoring progress against timelines, and allocating resources. Provides system administrators and technicians with training in the best practices and technologies. Requires a bachelor's degree. Typically reports to a director.

Level	Managers	Experience	5+ Years	FLSA Status	Typically Exempt
Education	Bachelor's	Manage People	Yes	Reports To	Director
Job Family	Information Technology	Job Function	IT Support	Job Focus	Network/Systems Administration
<b>Alternate Job Titles</b>					
Operating Systems Administration Manager					

M02-Manager (True 1st level Manager) : Manages subordinate staff in the day-to-day performance of their jobs. True first level manager. Ensures that project/department milestones/goals are met and adhering to approved budgets. Has full authority for personnel actions. Typically requires 5 years experience in the related area as an individual contributor. 1 - 3 years supervisory experience may be required. Extensive knowledge of the function and department processes.

**Competencies/Skills**

Backup/Recovery | Email Administration | Licensing Management | Problem Analysis | Root Cause Analysis | Software Licensing | System Administration | System and Console Operations | System Monitoring | System Testing | Systems Troubleshooting | Upgrades Management | Vendor Management | VPN Administration | Vendor Evaluation | IT Backup Software | IT Network Software | Network Security Software | Operating System

**Managerial Responsibilities**

Staffing | Pay Decisions | Training- Knowledge | Evaluation | Supervision | Process- Policies (Partial)

**Louisiana (State) | Government | 200 - 500 FTEs**

Base (000s)				TCC (000s)				Salary Structure (000s)				Bonus Target %
25th	40th	50th	75th	Avg	25th	50th	75th	Avg	MIN	MID	MAX	50th
127.0	136.7	142.4	159.2	143.2	135.1	154.1	177.4	156.9	109.9	142.1	176.5	15.0

**South (Region) | Government | 200 - 500 FTEs**

Base (000s)				TCC (000s)				Salary Structure (000s)				Bonus Target %
25th	40th	50th	75th	Avg	25th	50th	75th	Avg	MIN	MID	MAX	50th

Age to date 7/1/2026  
Aging factor 2%

Survey Job Title	Effective Date	P25	P40	P50	P75	Aged P25	Aged P40	Aged P50	Aged P75	
Systems Administration Manager (IT10000760)	3/1/2026	\$ 127,000	\$136,700	\$142,400	\$	159,200	\$ 127,849	\$137,614	\$143,352	\$160,264
Market Composite						\$ 127,849	\$137,614	\$ 143,352	\$ 160,264	

Company Job Title	P40	Scale	Target	Grade	Min	Mid	Max	%
IT Director	\$ 137,614	Unclassified	P20	89	\$ 96,176	\$ 115,411	\$134,646	119.2%

Note  
I would recommend a grade 89 for this new position.

Human Resources Director Approval: Kathrin St. Pierre

**Survey Job Title****Survey Job Description****Note**

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Manages the maintenance and technical support of operating system environments and various computer systems of an organization. Assigns systems maintenance tasks, such as system back-up, recovery, and file maintenance to promote uptime and efficient performance. Leads troubleshooting and resolution of system issues and conducts root cause analysis (RCA) to prevent recurrences. Researches, plans, and approves system software upgrades and computer components. Monitors system performance to identify and address potential issues or opportunities for process improvements. Evaluates vendors and monitors and maintains software licensing and maintenance agreements. Manages projects to completion by defining project scopes, monitoring progress against timelines, and allocating resources. Provides system administrators and technicians with training in the best practices and technologies. Requires a bachelor's degree. Typically reports to a director. M02-Manager (True 1st level Manager) : Manages subordinate staff in the day-to-day performance of their jobs. True first level manager. Ensures that project/department milestones/goals are met and adhering to approved budgets. Has full authority for personnel actions. Typically requires 5 years experience in the related area as an individual contributor. 1 - 3 years supervisory experience may be required. Extensive knowledge of the function and department processes.

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