

1 Introduced May 26, 1998, by Councilman  
2 Callahan, seconded by Councilwoman  
3 Williams  
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6 **RESOLUTION R98-27**  
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9 A resolution of the Slidell City Council proposing an equalization of employee  
10 benefits for Municipal Police and Municipal Civil Service employees.  
11

12 WHEREAS, the City of Slidell has had two different employee benefit  
13 programs, one for Police employees and another for Municipal employees; and

14 WHEREAS, the Civil Service Boards, City Administration, and the City  
15 Council have been working towards one benefit program for all employees.

16 NOW THEREFORE BE IT RESOLVED by the Slidell City Council that it does  
17 hereby propose the following benefits for City employees:

18 Section I. City Employees as of June 30, 1998

- 19 a. Maximum vacation accumulation of three hundred sixty (360)  
20 hours on January 1st of each year.  
21  
22 b. All employees with over three hundred sixty (360) hours of  
23 vacation as of June 30, 1998, would have five (5) years to take  
24 it or lose it.  
25  
26 c. If funds are available during the fiscal year 2000 Budget, City  
27 employees would have a one-time option to sell accumulated  
28 vacation in excess of three hundred sixty (360) hours back to the  
29 City at a negotiated rate.  
30  
31 d. No provision for the sale of up to sixty (60) vacation hours on an  
32 annual basis.  
33  
34 e. Sick leave accumulation would be unlimited.  
35  
36 f. Upon separation of employment, an employee would be entitled  
37 to receive compensation for up to three hundred sixty (360)  
38 hours of vacation, if accumulated.  
39  
40 g. Upon separation by retirement and upon being eligible to  
41 receive retirement benefits, an employee would be entitled to  
42 reimbursement of three hundred sixty (360) hours of sick leave,  
43 if accumulated.  
44  
45 h. The accrual of vacation and sick leave shall be the same for all  
46 existing employees and would be as follows:

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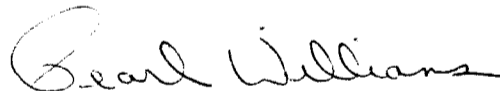
0 - 4 years	15 days
5 - 9 years	18 days
10 -15 years	21 days
15 years and over	24 days

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5 Section II. Employees Hired on or after July 1, 1998  
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- 7 a. On January 1st of each year, the maximum vacation accrual  
8 carried forward would be two hundred forty (240) hours.  
9  
10 b. If an employee is separated from employment with the City, he  
11 or she would be eligible to receive compensation for up to two  
12 hundred forty (240) hours of vacation pay, if available.  
13  
14 c. Sick leave accumulation would be unlimited.  
15  
16 d. There would be no reimbursement for sick leave upon any type  
17 of separation.  
18  
19 e. The accumulation rate for vacation would be as follows:  
20  
21                   0 - 1 year                   5 days  
22                   2 - 4 years                   12 days  
23                   5 - 9 years                   15 days  
24                   10 - 14 years                   18 days  
25                   15 - 19 years                   21 days  
26                   20 years and over                   24 days  
27  
28 f. The accumulation rate for sick leave would be fixed at twelve  
29 (12) days per year after completing the probationary period.  
30  
31 g. The City would pay 70% of all health insurance premiums.  
32  
33 h. Employees hired on or after July 1, 1998, would pay 100% of the  
34 employee portion of the retirement contribution.  
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36

37 ADOPTED this 26th day of May, 1998.  
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41 Pearl Williams  
42 President of the Council  
43 Councilwoman, District G

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46 Davis Dautreuil  
47 Council Administrator/Clerk of the Council  
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