ORDINANCE # 2017-19
INTRODUCED BY O'Keefe
DATE INTRODUCED 8/15/17
ITEM NUMBER 2017-08-05
PUBLIC HEARING 9/19/17
ADOPTED/TABLED 9/19/17
EFFECTIVE
BOOK # PAGE #
RECORDATION #
AMENDED BY ORDINANCE #
DATE AMENDED

ADOPTION INTRODUCTION

CITY OF COVINGTON
STATE OF LOUISIANA

ORDINANCE NUMBER 2017-19

AN ORDINANCE OF THE CITY OF COVINGTON AMENDING A SECTION OF THE COMPREHENSIVE PAY/STEP PLAN FOR THE COVINGTON POLICE DEPARTMENT

WHEREAS, a Comprehensive Pay/Step Plan for the Covington Police Department was proposed by the Mayor and adopted by the City Council on September 20, 2016; and

WHEREAS, said Comprehensive Pay/Step Plan provides for a two (2%) percent increase between each rank of position; and

WHEREAS, the Mayor recognized an inequity in the Comprehensive Pay/Step Plan for the Covington Police Department with regard to the Deputy Chief position; and

WHEREAS, promotion from Lieutenant to Deputy Chief includes a reclassification from non-exempt to exempt status; and

WHEREAS, exempt employees are not eligible for overtime; and

WHEREAS, this ineligibility could, and would likely, result in a reduction in total compensation from the salary plus overtime eligible to be earned by a Lieutenant versus only base salary that can be earned by the Deputy Chief; and

WHEREAS, this inequity should be corrected by distinguishing a larger percentage increase between the positions of Lieutenant and Deputy Chief.

NOW, THEREFORE, BE IT ORDAINED by the City Council of the City of Covington, at its regular session convened, that the Comprehensive Pay/Step Plan for the Covington Police Department be amended, as requested by the Mayor, to include a seven (7%) percent increase between the positions of Lieutenant and

Deputy Chief, a copy of which amended plan is attached hereto and made a part hereof. Said amendment to be retroactive and effective on promotional day of the current Deputy Chief; and

BE IT FURTHER ORDAINED that the amendment to the comprehensive pay/step plan as recommended by the Mayor is hereby approved by the City Council.

BE IT FURTHER ORDAINED that if any provision of this ordinance shall be held to be invalid, such invalidity shall not affect other provisions herein which can be given effect without the invalid provision and to this end the provisions of this ordinance are hereby declared to be severable.

WHEREUPON, this ordinance having been submitted in writing, having been read by title and adopted at a public meeting of the City Council of the City of Covington, State of Louisiana, was then submitted to an official vote as a whole, the vote thereon being as follows:

MOTION FOR ADOPTION by Rolling, seconded by Smith.

YEAS: 7 **ABSENT:** 0

NAYS: 0 **ABSTAIN:** 0

PASSED AND ADOPTED this 19th day of September, 2017.

R.S. "SAM" O'KEEFE
COUNCIL PRESIDENT

Bonnie D. Champagne
BONNIE D. CHAMPAGNE
COUNCIL CLERK

Presented to the Mayor this 20th day of September, 2017, at 1:00 o'clock P.M.

Bonnie D. Champagne
BONNIE D. CHAMPAGNE
COUNCIL CLERK

Approved ✓ or Vetoed ___ by the Mayor on this 20th day of September, 2017.

MICHAEL B. COOPER
MAYOR

Received from the Mayor on the 20TH day of September, 2017, at 3:45 o'clock P.M.

BONNIE D. CHAMPAGNE
COUNCIL CLERK

Police Pay Plan with 2% Increments at $31,000 Starting Pay
Deputy Chief at 7%

Class Title	Functional Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Deputy Chief	Deputy Chief	Year	$34,510.07	$35,200.27	$35,904.27	$36,622.36	$37,354.81	$38,101.90	$38,863.94	$39,641.22	$40,434.04	$41,242.73	$42,067.58	$42,908.93	$43,767.11	$44,642.45
		Hour	$16.5914	$16.9232	$17.2617	$17.6069	$17.9590	$18.3182	$18.6846	$19.0583	$19.4394	$19.8282	$20.2248	$20.6293	$21.0419	$21.4627
Lieutenant	Lieutenant	Year	$32,252.4000	$32,897.45	$33,555.40	$34,226.50	$34,911.03	$35,609.26	$36,321.44	$37,047.87	$37,788.83	$38,544.60	$39,315.50	$40,101.81	$40,903.84	$41,721.92
	Detective	Hour	$15.5060	$15.8161	$16.1324	$16.4551	$16.7842	$17.1198	$17.4622	$17.8115	$18.1677	$18.5311	$18.9017	$19.2797	$19.6653	$20.0586
Sergeant	Sergeant	Year	$31,620.0000	$32,252.40	$32,897.45	$33,555.40	$34,226.50	$34,911.03	$35,609.26	$36,321.44	$37,047.87	$37,788.83	$38,544.60	$39,315.50	$40,101.81	$40,903.84
	Detective	Hour	$15.2019	$15.5060	$15.8161	$16.1324	$16.4551	$16.7842	$17.1198	$17.4622	$17.8115	$18.1677	$18.5311	$18.9017	$19.2797	$19.6653
Officer	Officer	Year	$31,000.0000	$31,620.0000	$32,252.4000	$32,897.4480	$33,555.3970	$34,226.5049	$34,911.0350	$35,609.2557	$36,321.4408	$37,047.8696	$37,788.8270	$38,544.6036	$39,315.4956	$40,101.8055
	Detective	Hour	$14.9038	$15.2019	$15.5060	$15.8161	$16.1324	$16.4551	$16.7842	$17.1198	$17.4622	$17.8115	$18.1677	$18.5311	$18.9017	$19.2797
	IT/PIO															
Dispatcher	Dispatcher	Year	$24,481.60	$24,971.23	$25,470.66	$25,980.07	$26,499.67	$27,029.66	$27,570.26	$28,121.66	$28,684.10	$29,257.78	$29,842.93	$30,439.79	$31,048.59	$31,669.56
		Hour	$11.7700	$12.0054	$12.2455	$12.4904	$12.7402	$12.9950	$13.2549	$13.5200	$13.7904	$14.0662	$14.3476	$14.6345	$14.9272	$15.2258
Admin Asst	Admin Asst.	Year	$27,560.0000	$28,111.2000	$28,673.4240	$29,246.8925	$29,831.8303	$30,428.4669	$31,037.0363	$31,657.7770	$32,290.9325	$32,936.7512	$33,595.4862	$34,267.3959	$34,952.7439	$35,651.7987
		Hour	$13.2500	$13.5150	$13.7853	$14.0610	$14.3422	$14.6291	$14.9217	$15.2201	$15.5245	$15.8350	$16.1517	$16.4747	$16.8042	$17.1403
Clerk	Clerk Evidence	Year	$22,360.0000	$22,807.2000	$23,263.3440	$23,728.6109	$24,203.1831	$24,687.2468	$25,180.9917	$25,684.6115	$26,198.3038	$26,722.2698	$27,256.7152	$27,801.8495	$28,357.8865	$28,925.0443
	Clerk Records	Hour	$10.7500	$10.9650	$11.1843	$11.4080	$11.6361	$11.8689	$12.1062	$12.3484	$12.5953	$12.8472	$13.1042	$13.3663	$13.6336	$13.9063

Police Pay Plan with 2% Increments at $31,000 Starting Pay

Deputy Chief at 7%

Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
$45,535.30	$46,446.01	$47,374.93	$48,322.43	$49,288.88	$50,274.65	$51,280.15	$52,305.75	$53,351.86	$54,418.90	$55,507.28	$56,617.42	$57,749.77	$58,904.77	$60,082.86	$61,284.52
$21.8920	$22.3298	$22.7764	$23.2319	$23.6966	$24.1705	$24.6539	$25.1470	$25.6499	$26.1629	$26.6862	$27.2199	$27.7643	$28.3196	$28.8860	$29.4637
$42,556.36	$43,407.48	$44,275.63	$45,161.15	$46,064.37	$46,985.66	$47,925.37	$48,883.88	$49,861.55	$50,858.79	$51,875.96	$52,913.48	$53,971.75	$55,051.19	$56,152.21	$57,275.25
$20.4598	$20.8690	$21.2864	$21.7121	$22.1463	$22.5893	$23.0410	$23.5019	$23.9719	$24.4513	$24.9404	$25.4392	$25.9480	$26.4669	$26.9963	$27.5362
$41,721.92	$42,556.36	$43,407.48	$44,275.63	$45,161.15	$46,064.37	$46,985.66	$47,925.37	$48,883.88	$49,861.55	$50,858.79	$51,875.96	$52,913.48	$53,971.75	$55,051.19	$56,152.21
$20.0586	$20.4598	$20.8690	$21.2864	$21.7121	$22.1463	$22.5893	$23.0410	$23.5019	$23.9719	$24.4513	$24.9404	$25.4392	$25.9480	$26.4669	$26.9963
$40,903.8417	$41,721.9185	$42,556.3569	$43,407.4840	$44,275.6337	$45,161.1463	$46,064.3693	$46,985.6567	$47,925.3698	$48,883.8772	$49,861.5547	$50,858.7858	$51,875.9615	$52,913.4808	$53,971.7504	$55,051.1854
$19.6653	$20.0586	$20.4598	$20.8690	$21.2864	$21.7121	$22.1463	$22.5893	$23.0410	$23.5019	$23.9719	$24.4513	$24.9404	$25.4392	$25.9480	$26.4669
$32,302.95	$32,949.01	$33,607.99	$34,280.15	$34,965.75	$35,665.07	$36,378.37	$37,105.94	$37,848.06	$38,605.02	$39,377.12	$40,164.66	$40,967.95	$41,787.31	$42,623.06	$43,475.52
$15.5303	$15.8409	$16.1577	$16.4808	$16.8105	$17.1467	$17.4896	$17.8394	$18.1962	$18.5601	$18.9313	$19.3099	$19.6961	$20.0901	$20.4919	$20.9017
$36,364.8347	$37,092.1314	$37,833.9740	$38,590.6535	$39,362.4666	$40,149.7159	$40,952.7102	$41,771.7644	$42,607.1997	$43,459.3437	$44,328.5306	$45,215.1012	$46,119.4032	$47,041.7913	$47,982.6271	$48,942.2797
$17.4831	$17.8328	$18.1894	$18.5532	$18.9243	$19.3027	$19.6888	$20.0826	$20.4842	$20.8939	$21.3118	$21.7380	$22.1728	$22.6162	$23.0686	$23.5299
$29,503.5451	$30,093.6160	$30,695.4884	$31,309.3981	$31,935.5861	$32,574.2978	$33,225.7838	$33,890.2994	$34,568.1054	$35,259.4675	$35,964.6569	$36,683.9500	$37,417.6290	$38,165.9816	$38,929.3013	$39,707.8873
$14.1844	$14.4681	$14.7574	$15.0526	$15.3536	$15.6607	$15.9739	$16.2934	$16.6193	$16.9517	$17.2907	$17.6365	$17.9892	$18.3490	$18.7160	$19.0903