ORDINANCE # 2017-34
INTRODUCED BY O'Keefe
DATE INTRODUCED 11/14/17
ITEM NUMBER 2017-11-06
PUBLIC HEARING 12/12/17
ADOPTED/TABLED 12/12/17
EFFECTIVE 12/13/17
BOOK # _____ PAGE # _____
RECORDATION # _____
AMENDED BY ORDINANCE # _____
DATE AMENDED _____

ADOPTION INTRODUCTION

CITY OF COVINGTON
STATE OF LOUISIANA

ORDINANCE NUMBER 2017-34

AN ORDINANCE OF THE CITY OF COVINGTON AMENDING 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, an amendment to said Comprehensive Pay/Step Plan for the Covington Police Department was proposed by the Mayor and adopted by the City Council on September 19, 2017; and

WHEREAS, said amended Comprehensive Pay/Step Plan provides for a seven (7%) percent increase between the positions of Lieutenant and Deputy Chief; and

WHEREAS, the Mayor recognized an inequity in the Comprehensive Pay/Step Plan for the Covington Police Department between the positions of Officer, Sergeant and Lieutenant; and

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

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 five (5%) percent increase between the positions of Officer, Sergeant

and Lieutenant, a copy of which amended plan is attached hereto and made a part hereof. Said amendment shall become effective on December 13, 2017.

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 Coner, seconded by Callahan.

YEAS: 6 **ABSENT:** 0

NAYS: 0 **ABSTAIN:** 0

PASSED AND ADOPTED this 12TH day of December, 2017.

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

Bonnie D. Champagne
BONNIE D. CHAMPAGNE
COUNCIL CLERK

Presented to the Mayor this 13TH day of December, 2017, at 4:30 o'clock P.M.

Bonnie D. Champagne
BONNIE D. CHAMPAGNE
COUNCIL CLERK

Approved ✓ or Vetoed ___ by the Mayor on this 14th day of December, 2017.

MICHAEL B. COOPER
MAYOR

Received from the Mayor on the 14th day of December, 2017, at 10:10 o'clock A.M.

BONNIE D. CHAMPAGNE
COUNCIL CLERK

Police Step Pay Plan with 5% Increments for Promotions of Rank: Officer to Sergeant, Sergeant to Lieutenant
Lieutenant to 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	$36,569.9250	$37,301.3235	$38,047.3500	$38,808.2970	$39,584.4629	$40,376.1522	$41,183.6752	$42,007.3487	$42,847.4957	$43,704.4456	$44,578.5345	$45,470.1052	$46,379.5073	$47,307.0975
		Hour	$17.5817	$17.9333	$18.2920	$18.6578	$19.0310	$19.4116	$19.7998	$20.1958	$20.5998	$21.0118	$21.4320	$21.8606	$22.2978	$22.7438
Lieutenant	Lieutenant	Year	$34,177.5000	$34,861.0500	$35,558.2710	$36,269.4364	$36,994.8251	$37,734.7217	$38,489.4161	$39,259.2044	$40,044.3885	$40,845.2763	$41,662.1818	$42,495.4254	$43,345.3339	$44,212.2406
	Detective	Hour	$16.4315	$16.7601	$17.0953	$17.4372	$17.7860	$18.1417	$18.5045	$18.8746	$19.2521	$19.6372	$20.0299	$20.4305	$20.8391	$21.2559
Sergeant	Sergeant	Year	$32,550.0000	$33,201.0000	$33,865.0200	$34,542.3204	$35,233.1668	$35,937.8301	$36,656.5867	$37,389.7185	$38,137.5129	$38,900.2631	$39,678.2684	$40,471.8337	$41,281.2704	$42,106.8958
	Detective	Hour	$15.6490	$15.9620	$16.2813	$16.6069	$16.9390	$17.2778	$17.6234	$17.9758	$18.3353	$18.7020	$19.0761	$19.4576	$19.8468	$20.2437
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	$24,481.6000	$24,971.2320	$25,470.6566	$25,980.0698	$26,499.6712	$27,029.6646	$27,570.2579	$28,121.6630	$28,684.0963	$29,257.7782	$29,842.9338	$30,439.7925	$31,048.5883	$31,669.5601
		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

Amendment to Police Step Pay Plan
Introduction of Ordinance 11/14/2017
Adoption of Ordinance 12/12/2017
Effective Date of Ordinance 12/13/2017

Police Step Pay Plan with 5% Increments for Promotions of Rank: Officer to Sergeant, Sergeant to Lieutenant
Lieutenant to 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
$48,253.2394	$49,218.3042	$50,202.6703	$51,206.7237	$52,230.8582	$53,275.4753	$54,340.9848	$55,427.8045	$56,536.3606	$57,667.0878	$58,820.4296	$59,996.8382	$61,196.7749	$62,420.7104	$63,669.1246	$64,942.5071
$23.1987	$23.6626	$24.1359	$24.6186	$25.1110	$25.6132	$26.1255	$26.6480	$27.1809	$27.7246	$28.2791	$28.8446	$29.4215	$30.0100	$30.6102	$31.2224
$45,096.4854	$45,998.4151	$46,918.3834	$47,856.7511	$48,813.8861	$49,790.1638	$50,785.9671	$51,801.6865	$52,837.7202	$53,894.4746	$54,972.3641	$56,071.8114	$57,193.2476	$58,337.1126	$59,503.8548	$60,693.9319
$21.6810	$22.1146	$22.5569	$23.0081	$23.4682	$23.9376	$24.4163	$24.9047	$25.4028	$25.9108	$26.4290	$26.9576	$27.4968	$28.0467	$28.6076	$29.1798
$42,949.0337	$43,808.0144	$44,684.1747	$45,577.8582	$46,489.4154	$47,419.2037	$48,367.5877	$49,334.9395	$50,321.6383	$51,328.0710	$52,354.6325	$53,401.7251	$54,469.7596	$55,559.1548	$56,670.3379	$57,803.7447
$20.6486	$21.0615	$21.4828	$21.9124	$22.3507	$22.7977	$23.2536	$23.7187	$24.1931	$24.6770	$25.1705	$25.6739	$26.1874	$26.7111	$27.2454	$27.7903
$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
$32,302.9513	$32,949.0103	$33,607.9905	$34,280.1503	$34,965.7533	$35,665.0684	$36,378.3698	$37,105.9372	$37,848.0559	$38,605.0170	$39,377.1174	$40,164.6597	$40,967.9529	$41,787.3120	$42,623.0582	$43,475.5194
$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

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