

ORDINANCE # 2019-09
INTRODUCED BY D'Keefe
DATE INTRODUCED 2/5/19
ITEM NUMBER 1 2019-02-03
PUBLIC HEARING 3/19/19
ADOPTED/TABLED 3/19/19
EFFECTIVE 3
BOOK # _____ PAGE # _____
RECORDATION # 4
AMENDED BY ORDINANCE # _____
DATE AMENDED _____

ADOPTION

INTRODUCTION

**CITY OF COVINGTON
STATE OF LOUISIANA**

ORDINANCE NUMBER 2019-09

**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, the Comprehensive Pay/Step Plan provides for the position of Dispatcher; and

WHEREAS, dispatching services for the City of Covington formerly supplied by the Covington Police Department have been transferred to the St. Tammany Parish Sheriff's Office; and

WHEREAS, the position of Dispatcher has been eliminated from the Covington Police Department; and

WHEREAS, one function of a Dispatcher remains to be the responsibility of and to be performed by the Covington Police Department; and

WHEREAS, that function requires special training and certification held by only a Dispatcher or a TAC (Terminal Agency Coordinator) Officer, and

WHEREAS, the position and title of TAC Officer should replace the position and title of Dispatcher on the Comprehensive Pay/Step Plan to adequately compensate for such responsibilities, training and certification; and

WHEREAS, the Covington City Council has held all public hearings required of it in accordance with law.

1 **NOW, THEREFORE, BE IT ORDAINED** as requested by the Mayor and
2 approved by the City Council, that the Comprehensive Pay/Step Plan for the
3 Covington Police Department be amended to reflect the substitution of the title and
4 position of Dispatcher with TAC Officer, a copy of which amended plan is
5 attached hereto and made a part hereof. Said amendment to be retroactive and
6 effective upon the day of employment of the current TAC Officer; and

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

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

13 **MOTION FOR ADOPTION** by O'Keefe, seconded by Callahan.

14 **YEAS:** 6 **ABSENT:** 1 (Roberts)

15 **NAYS:** 0 **ABSTAIN:** 0

16 **PASSED AND ADOPTED** this 19th day of March, 2019.

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PATRICK McMATH
COUNCIL PRESIDENT



BONNIE D. CHAMPAGNE
COUNCIL CLERK

Presented to the Mayor this 19th day of March, 2019, at 7:25 o'clock
P.M.



BONNIE D. CHAMPAGNE
COUNCIL CLERK

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Approved or Vetoed by the Mayor on this 19th day of March, 2019.



MICHAEL B. COOPER
MAYOR

Received from the Mayor on the 19th day of March, 2019, at 7:30 o'clock
P.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	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	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
	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	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	\$38,900.2651	\$39,678.2684	\$40,471.8337	\$41,281.2704	\$42,106.8958
	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	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
	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
TAC Officer	Year	\$24,960.0000	\$25,459.2000	\$25,988.3840	\$26,487.7517	\$27,017.5067	\$27,557.8568	\$28,109.0140	\$28,671.1943	\$29,244.6181	\$29,829.5105	\$30,426.1007	\$31,034.6227	\$31,655.3152	\$32,288.4215
	Hour	\$12,0000	\$12,2400	\$12,4848	\$12,7345	\$12,9892	\$13,2490	\$13,5139	\$13,7842	\$14,0599	\$14,3411	\$14,6279	\$14,9205	\$15,2189	\$15,5233
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	Year	\$22,880.0000	\$23,337.6000	\$23,804.3520	\$24,280.4390	\$24,766.0478	\$25,261.3688	\$25,766.5962	\$26,281.9281	\$26,807.5666	\$27,343.7180	\$27,890.5923	\$28,448.4042	\$29,017.3723	\$29,597.7197
	Hour	\$11,0000	\$11,2200	\$11,4444	\$11,6733	\$11,9068	\$12,1449	\$12,3878	\$12,6355	\$12,8883	\$13,1460	\$13,4089	\$13,6771	\$13,9507	\$14,2297

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	\$58,820.4286	\$59,996.8382	\$61,196.7749	\$62,420.7104	\$63,669.1246	\$64,942.5071
\$23.1587	\$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	\$51,801.5865	\$52,837.7202	\$53,894.4746	\$54,972.3641	\$56,071.8114	\$57,193.2476	\$58,337.1126	\$59,503.8548	\$60,693.9819
\$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
\$32,934.1899	\$33,592.8737	\$34,264.7312	\$34,950.0258	\$35,649.0263	\$36,367.0069	\$37,089.2470	\$37,831.0319	\$38,587.6526	\$39,359.4056	\$40,146.5937	\$40,949.5256	\$41,768.5161	\$42,603.8865	\$43,455.9642	\$44,325.0835
\$15.8837	\$16.1504	\$16.4734	\$16.8029	\$17.1390	\$17.4817	\$17.8314	\$18.1880	\$18.5518	\$18.9228	\$19.3012	\$19.6873	\$20.0810	\$20.4826	\$20.8923	\$21.3101
\$35,364.8347	\$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
\$30,189.6741	\$30,793.4676	\$31,409.3369	\$32,037.5237	\$32,678.2741	\$33,331.8396	\$33,998.4764	\$34,678.4459	\$35,372.0149	\$36,079.4552	\$36,801.0443	\$37,537.0652	\$38,287.8065	\$39,052.5626	\$39,834.6338	\$40,631.3265
\$14.5143	\$14.8046	\$15.1006	\$15.4027	\$15.7107	\$16.0249	\$16.3454	\$16.6723	\$17.0058	\$17.3459	\$17.6928	\$18.0467	\$18.4076	\$18.7758	\$19.1513	\$19.5343