ORDINANCE # 2016-24
INTRODUCED BY O'Keefe
DATE INTRODUCED 8/16/16
ITEM NUMBER 2016-08-01
PUBLIC HEARING 1 9/20/16
ADOPTED/TABLED 9/20/16 as amended
EFFECTIVE 10/7/16
BOOK # PAGE #
RECORDATION #
AMENDED BY ORDINANCE #
DATE AMENDED

ADOPTION **INTRODUCTION**

AMENDED

CITY OF COVINGTON
STATE OF LOUISIANA

ORDINANCE NUMBER 2016-24

AN ORDINANCE OF THE CITY OF COVINGTON TO ADOPT A COMPREHENSIVE PAY/STEP PLAN FOR THE COVINGTON POLICE DEPARTMENT

WHEREAS, the Mayor recognizes the strength and value of his distinguished police force; and

WHEREAS, it is the Mayor's desire to adopt a comprehensive Pay/Step Plan for the Covington Police Department, a copy of which is attached hereto and made a part hereof; and

WHEREAS, progression up one (1) or more steps or to remain stationary on said comprehensive Pay/Step Plan for Covington Police Department employees would require recommendation by the Mayor and approval by the City Council during the annual budget process; and

WHEREAS, in an effort to assist in recruiting and hiring trained law enforcement personnel, law enforcement officers with one (1) up to six (6) years of experience with continuous employment in law enforcement and POST certification level 1 in good standing would enter the plan at **Step 2**. Those with six (6) or more years of experience with continuous employment in law enforcement and POST certification level 1 in good standing would enter the plan at **Step 3**.

WHEREAS, should an employee, through tenure, reach beyond the last or thirtieth (30th) step, the Mayor reserves the right to request an additional percentage increase for that particular employee equal to the amount requested for all other Covington Police Department employees of the same class and rank.

NOW, THEREFORE, BE IT ORDAINED as requested by the Mayor and approved by the City Council, that a comprehensive Pay/Step Plan for the Covington Police Department is hereby adopted, a copy of which is attached hereto and made a part hereof. Said plan to become effective the first (1st) day of the next complete payroll cycle following the effective date of this Ordinance.

NOW, THEREFORE, BE IT FURTHER ORDAINED that progression of steps as recommended by the Mayor and approved by the City Council shall only occur during the annual budget process.

NOW, THEREFORE, BE IT FURTHER ORDAINED that law enforcement officers entering the Covington Police Department with one (1) up to six (6) years of experience with continuous employment in law enforcement and POST certification level 1 in good standing would enter the plan at **Step 2** and those with six (6) or more years of experience with continuous employment in law enforcement and POST certification level 1 in good standing would enter the plan at **Step 3.**

NOW, THEREFORE, BE IT FURTHER ORDAINED that a tenured employee that has surpassed the final step of the comprehensive Pay/Step Plan may receive an additional annual percentage increase equal to the amount requested for all other Covington Police Department employees of the same class and rank as recommended by the Mayor and approved by the City Council.

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 as amended by Coner, seconded by Callahan.

YEAS: 5 **ABSENT:** 2 (Alexius and Rolling)

NAYS: 0 **ABSTAIN:** 0

PASSED AND ADOPTED, this 20th day of September, 2016.

R.S. Sam O'Keefe

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

Bonnie D. Champagne

BONNIE D. CHAMPAGNE
COUNCIL CLERK

Presented to the Mayor this 23rd day of September, 2016, at 2:00 o'clock P.M.

Bonnie D. Champagne

BONNIE D. CHAMPAGNE
COUNCIL CLERK

Approved ✓ or Vetoed ___ by the Mayor on this 23rd day of September, 2016.

MICHAEL B. COOPER
MAYOR

Received from the Mayor on the 23rd day of September, 2016, at 2:55 o'clock P.M.

Bonnie D. Champagne

BONNIE D. CHAMPAGNE
COUNCIL CLERK

Revised Amended Pay Plan
As of 09/20/2016

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	$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	$42,556.36
		Hour	$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	$20.4598
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	$24,960.00	$25,459.20	$25,968.38	$26,487.75	$27,017.51	$27,557.86	$28,109.01	$28,671.19	$29,244.62	$29,829.51	$30,426.10	$31,034.62	$31,655.32	$32,288.42
		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	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	$22,880.0000	$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
	Clerk Records	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

Revised Amended Pay Plan

As of 09/20/2016

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
$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	$58,420.76
$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	$28.0869
$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
$32,934.19	$33,592.87	$34,264.73	$34,950.03	$35,649.03	$36,362.01	$37,089.25	$37,831.03	$38,587.65	$39,359.41	$40,146.59	$40,949.53	$41,768.52	$42,603.89	$43,455.96	$44,325.08
$15.8337	$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
$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
$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	$39,053.5626	$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