

2022-0267

INTRODUCED BY: MATTHEW JEWELL, PARISH PRESIDENT

(PERSONNEL OFFICE)

HOLLY FONSECA, COUNCILWOMAN-AT-LARGE, DIVISION B

BOB FISHER, COUNCILMAN, DISTRICT VI

A resolution to approve the Civil Service Pay Plan as recommended by the Personnel Officer in accordance with the Compensation and Pay Classification Study conducted by SSA Consultants.

WHEREAS, a Compensation and Pay Classification Study for St. Charles Parish Civil Service Employees has been conducted by SSA Consultants; and,

WHEREAS, in accordance with the St. Charles Parish Home Rule Charter, the Civil Service Pay Plan shall become effective only after the approval by the Civil Service Board, the Parish President, and the Parish Council; and,

WHEREAS, it is the desire of the Parish Council to grant its approval of said Pay Plan.

NOW, THEREFORE, BE IT RESOLVED, THAT WE, THE MEMBERS OF THE ST. CHARLES PARISH COUNCIL, do hereby approve the Civil Service Pay Plan as recommended by the Personnel Officer in accordance with the Compensation and Pay Classification Study for St. Charles Parish Civil Service Employees conducted by SSA Consultants as approved by the Civil Service Board and the Parish President.

BE IT FURTHER RESOLVED, that the St. Charles Parish Council hereby requests that employees be provided with copies of their respective Job Analysis Questionnaire with any revisions upon request and any employee concerns be reviewed by the Personnel Office and SSA Consultants as necessary.

BE IT FURTHER RESOLVED, that the St. Charles Parish Council urges completion of the ongoing initiative to update employee job descriptions by year end and revisions to the employee evaluations form to include more objective criteria for use in 2023 and subsequent evaluations, as well as development of employee salary and benefits package statements to be distributed annually beginning in 2023.

BE IT FURTHER RESOLVED, that St. Charles Parish Council hereby requests that the Parish President have a Civil Service Compensation and Pay Classification Study initiated and completed every 3 to 5 years from January 1, 2023.

BE IT FURTHER RESOLVED, that the Civil Service Pay Plan become effective the next pay period beginning on October 1, 2022.

The foregoing proposed resolution was postponed indefinitely on September 19, 2022, by the following vote:

YEAS: BILLINGS, FONSECA, CLULEE, GIBBS, DUFRENE, FISHER,

NAYS: NONE

ABSENT: DARENSBOURG GORDON, BELLOCK, FISHER-CORMIER

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