

CITY ORDINANCE NO. CO-124-2023

**AN ORDINANCE OF THE LAFAYETTE CITY COUNCIL ADOPTING AN
ADDITIONAL PAY PLAN FOR THE LAFAYETTE POLICE DEPARTMENT FOR FY
22/23**

BE IT ORDAINED by the Lafayette City Council, that:

WHEREAS, the pay plan for employees of the Lafayette Police Department classified under the Municipal Fire and Police Civil Service system is by ordinance of the Lafayette City Council; and

WHEREAS, provision allows for a \$47,000 starting rate of pay for entry level Police Officers; and

WHEREAS, the pay increase included herein for eligible police personnel shall be deemed to include the conditional two (2%) percent pay increase utilized in Ordinance No. O-059-2019 for the fiscal year 2023-2024; and

WHEREAS, revision of the pay plan is necessary to reflect changes in the pay structure in order to provide for such an increase.

NOW, THEREFORE, BE IT FURTHER ORDAINED by the Lafayette City Council, that:

SECTION 1: All of the aforescribed "Whereas" clauses are adopted as part of this ordinance.

SECTION 2: The Lafayette City Council does hereby authorize, ratify and approve these changes in the operating budget.

SECTION 3: This ordinance shall approve costs, expenses, salaries, and benefits as reflected in pertinent documents, which are attached hereto and a part hereof and filed in the Office of the Lafayette Clerk of the Council.

SECTION 4: All ordinances or resolutions, or parts thereof, in conflict herewith are hereby repealed.

SECTION 5: This ordinance shall become effective upon signature of the Lafayette Mayor-President, the elapse of ten (10) days after receipt by the Lafayette Mayor-President without signature or veto, or upon override of a veto, whichever occurs first.

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AUTHORIZATION FOR BUDGETARY REVISIONS

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Fiscal Year: 2023
Budget Adjustment Codes: Supplemental-Fund Balance
Fund: Description: 101 GENERAL FUND - CITY
278 POLICE & FIRE RESILIENCY FUND
Justification: Increasing the use of Fund 278 Prior Year Fund Balance in the amount of \$265,538 to enact the FY23 Police Pay Plan, Effective Date, September 3, 2023, Annual recurring cost = \$1,667,632.98

ACCOUNTING UNIT	ACCOUNT	SUB ACCOUNT	ACCOUNT DESCRIPTION	ACTIVITY	ACTIVITY DESCRIPTION	ACCOUNT CATEGORY	ADJUSTMENT AMOUNT	CURRENT GL BUDGET	ADJUSTED BUDGET	CURRENT AC BUDGET	ADJUSTED BUDGET
2780999	48980	101	NET LOSS-USE OF FUND BALANCE				(265,538.00)	(15,898,750.00)	(16,164,288.00)		
2780170	74000		INT APP-CITY GENERAL FUND				265,538.00	4,399,597.00	4,665,135.00		
1010999	48500	278	CONTR FROM POLICE & FIRE RE FD				(265,538.00)	(4,399,597.00)	(4,665,135.00)		
1013100	50000		PERSONNEL SALARIES				200,267.00	19,025,365.00	19,225,632.00		
1013100	50500		RETIREMENT/MEDICARE TAX				65,271.00	6,475,016.00	6,540,267.00		
Total Adjustments							0.00				

Note: Revenue is a credit account therefore an increase is a credit (minus) and a decrease is a debit (plus). Expense is a debit account therefore an increase is a debit (plus) and a decrease is a credit (minus).

Reserve Balances (Budget Use Only)

Operating Funds

☐ Reserve Accum Use of P.Y. Fund Balance

Transfer No. _____

Balance After This Transfer _____

Capital Funds

☐ Reserve Accum Use of P.Y. Fund Balance

Transfer No. _____

Balance After This Transfer _____

DIVISION HEAD DATE DEPARTMENT HEAD DATE

BUDGET MANAGEMENT OFFICER 7/27/23
MAYOR/PRESIDENT 7/28/23

POLICE DEPARTMENT - 3100																			
TO ENACT POLICE PAY PLAN IN FY 22/23																			
FY 22/23																			
EFFECTIVE DATE: 09/03/23																			
DIV	CLASS	QTY	POSITION TITLE	NEW RATE	OLD RATE	Amount	Difference			GROSS ANNUAL RECURRING COST/(SAVINGS)		SALARIES NEEDED FOR REMAINING 4.14 PAYROLLS							
							Percent			SALARIES	RETIREMENT MEDICARE	TOTAL	SALARIES	RETIREMENT MEDICARE	TOTAL				
DEPARTMENT/DIVISION																			
3100	8010-10		POLICE SENIOR CORPORAL	36,7472	34,7865	1,9607	5.64%			4,078.26	1,333.59	5,411.85	649.38	212.35	861.73				
3100	8010-11		POLICE SENIOR CORPORAL	37,2738	36,2773	1,9965	5.66%			4,152.72	1,357.94	5,510.66	661.24	216.23	877.47				
3100	8010-12		POLICE SENIOR CORPORAL	37,2738	36,2773	1,9965	5.66%			4,152.72	1,357.94	5,510.66	661.24	216.23	877.47				
3100	8010-13		POLICE SENIOR CORPORAL	36,7472	34,7865	1,9607	5.64%			4,078.26	1,333.59	5,411.85	649.38	212.35	861.73				
3100	8010-15		POLICE SENIOR CORPORAL	36,7472	34,7865	1,9607	5.64%			4,078.26	1,333.59	5,411.85	649.38	212.35	861.73				
3100	8010-16		POLICE SENIOR CORPORAL	37,2738	36,2773	1,9965	5.66%			4,152.72	1,357.94	5,510.66	661.24	216.23	877.47				
3100	8010-18		POLICE SENIOR CORPORAL	36,7472	34,7865	1,9607	5.64%			4,078.26	1,333.59	5,411.85	649.38	212.35	861.73				
3100	8010-19		POLICE SENIOR CORPORAL	37,2738	36,2773	1,9965	5.66%			4,152.72	1,357.94	5,510.66	661.24	216.23	877.47				
3100	8010-2		POLICE SENIOR CORPORAL	34,5612	32,7366	1,8116	5.53%			3,768.13	1,232.18	5,000.31	600.00	196.20	796.20				
3100	8010-20		POLICE SENIOR CORPORAL	37,2738	36,2773	1,9965	5.66%			4,152.72	0.00	4,152.72	661.24	0.00	661.24				
3100	8010-21		POLICE SENIOR CORPORAL	36,7472	34,7865	1,9607	5.64%			4,078.26	1,333.59	5,411.85	649.38	212.35	861.73				
3100	8010-29		POLICE SENIOR CORPORAL	36,6628	33,7757	1,8871	5.59%			3,925.17	1,283.53	5,208.70	625.01	204.38	829.38				
3100	8010-3		POLICE SENIOR CORPORAL	42,8135	40,4407	2,3728	5.67%			4,935.42	1,613.88	6,549.31	785.87	256.98	1,042.85				
3100	8010-31		POLICE SENIOR CORPORAL	35,1097	33,2602	1,8495	5.56%			3,846.96	1,257.96	5,104.92	612.55	200.31	812.86				
3100	8010-36		POLICE SENIOR CORPORAL	36,7472	35,7606	0,9865	2.76%			2,052.13	671.05	2,723.17	326.76	106.85	433.61				
3100	8010-37		POLICE SENIOR CORPORAL	37,2738	36,2773	1,9965	5.66%			4,152.72	1,357.94	5,510.66	661.24	216.23	877.47				
3100	8010-38		POLICE SENIOR CORPORAL	34,5612	32,1627	2,3885	7.43%			4,968.08	1,624.56	6,592.64	791.07	258.68	1,049.75				
3100	8010-39		POLICE SENIOR CORPORAL	34,5612	32,1627	2,3885	7.43%			4,968.08	1,624.56	6,592.64	791.07	258.68	1,049.75				
3100	8010-41		POLICE SENIOR CORPORAL	33,9911	32,1627	1,8284	5.68%			3,803.07	1,243.60	5,046.68	605.57	198.02	803.59				
3100	8010-44		POLICE SENIOR CORPORAL	33,9911	32,1627	1,8284	5.68%			3,803.07	1,243.60	5,046.68	605.57	198.02	803.59				
3100	8010-45		POLICE SENIOR CORPORAL	33,9911	32,1627	1,8284	5.68%			3,803.07	1,243.60	5,046.68	605.57	198.02	803.59				
3100	8010-46		POLICE SENIOR CORPORAL	33,9911	32,1627	1,8284	5.68%			3,803.07	1,243.60	5,046.68	605.57	198.02	803.59				
3100	8010-49		POLICE SENIOR CORPORAL	36,6628	33,7757	1,8871	5.59%			3,925.17	1,283.53	5,208.70	625.01	204.38	829.38				
3100	8010-5		POLICE SENIOR CORPORAL	33,9911	32,1627	1,8284	5.68%			3,803.07	1,243.60	5,046.68	605.57	198.02	803.59				
3100	8010-51		POLICE SENIOR CORPORAL	33,9911	32,1627	1,8284	5.68%			3,803.07	1,243.60	5,046.68	605.57	198.02	803.59				
3100	8010-55		POLICE SENIOR CORPORAL	36,7472	34,7865	1,9607	5.64%			4,078.26	1,333.59	5,411.85	649.38	212.35	861.73				
3100	8010-56		POLICE SENIOR CORPORAL	36,7472	34,7865	1,9607	5.64%			4,078.26	1,333.59	5,411.85	649.38	212.35	861.73				
3100	8010-57		POLICE SENIOR CORPORAL	36,2099	34,2866	1,9243	5.61%			4,002.54	1,308.83	5,311.38	637.33	208.41	845.73				
3100	8010-58		POLICE SENIOR CORPORAL	36,7472	34,7865	1,9607	5.64%			4,078.26	1,333.59	5,411.85	649.38	212.35	861.73				
3100	8010-59		POLICE SENIOR CORPORAL	36,7472	34,7865	1,9607	5.64%			4,078.26	1,333.59	5,411.85	649.38	212.35	861.73				
3100	8010-60		POLICE SENIOR CORPORAL	36,7472	34,7865	1,9607	5.64%			4,078.26	1,333.59	5,411.85	649.38	212.35	861.73				
3100	8010-61		POLICE SENIOR CORPORAL	33,9911	32,1627	1,8284	5.68%			3,803.07	1,243.60	5,046.68	605.57	198.02	803.59				
3100	8010-62		POLICE SENIOR CORPORAL	36,2099	34,2866	1,9243	5.61%			4,002.54	1,308.83	5,311.38	637.33	208.41	845.73				
3100	8010-63		POLICE SENIOR CORPORAL	37,2738	36,2773	1,9965	5.66%			4,152.72	1,357.94	5,510.66	661.24	216.23	877.47				
3100	8010-67		POLICE SENIOR CORPORAL	36,2099	34,2866	1,9243	5.61%			4,002.54	1,308.83	5,311.38	637.33	208.41	845.73				

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Internal Memorandum

Elected Officials - Executive
Mayor-President's Office (1200)

TO: Cydra Wingerter
FROM: Josh Guillory
DATE: July 28, 2023
SUBJECT: *Ordinance for City Council – August 8, 2023*
Lafayette Police Department Pay Plan

Please place the attached ordinance on the Lafayette City Council agenda for introduction at the August 8, 2023 meeting and final adoption at the August 22, 2023 meeting.

This ordinance would authorize an additional pay plan for the Lafayette Police Department for the 22/23 fiscal year (FY22/23).

Should you have any questions or need further information, please feel free to call.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Josh S. Guillory', written over a horizontal line.

Josh Guillory
Mayor-President

cew

LAFAYETTE CITY COUNCIL MEETING

AGENDA ITEM SUBMITTAL FORM

1) **JUSTIFICATION FOR REQUEST:** An ordinance of the Lafayette City Council adopting
an additional pay plan for the Lafayette Police Department for FY22/23.

2) **ACTION REQUESTED:** Adoption of the Ordinance

3) **COUNCIL DISTRICT(S) (CIP PROGRAM/PROJECTS ONLY):** _____

4) **REQUESTED ACTION OF COUNCIL:**

A) **INTRODUCTION:** August 8, 2023

B) **FINAL ADOPTION:** August 22, 2023

5) **DOCUMENTATION INCLUDED WITH THIS REQUEST:**

A) Memo – 1 page

B) Ordinance – 1 page

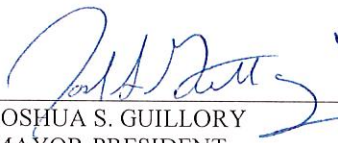
C) Budget Revision – 7 pages

6) **FISCAL IMPACT:**

 X Fiscal Impact

 No Fiscal Impact

RECOMMENDED BY:



JOSHUA S. GUILLORY
MAYOR-PRESIDENT

APPROVED FOR AGENDA:



CYDRA WINGERT
CHIEF ADMINISTRATIVE OFFICER