

**MOTION**  
**(LYING OVER)**

**NO. M-25-288**

**CITY HALL: May 22, 2025**

**BY: COUNCILMEMBERS GIARRUSSO, MORENO, MORRELL, GREEN AND THOMAS**

**WHEREAS**, at its meeting on May 9, 2025, the Civil Service Commission adopted the following amendments to the Classified Pay Plan (Police).

In accordance with Article X, Section 10 of the Constitution of Louisiana, this agency is submitting for Council approval, the following amendments to the Classified Pay Plan as adopted by the Civil Service Commission at its meeting of May 9, 2025 as outlined below:

**Submitting for Council Approval: Amendment to Civil Service Rules (Police)**

**Rule IV, Section 1.3 (Pay Plan)**

(Additions are in **bold** - Deletions have been ~~struck through~~)

1.3 The pay of all positions in the classified service shall be determined in accordance with the pay plan in effect and in accordance with the provisions of the Civil Service Law regardless of any provisions or appropriation for any different salary rate or mode of payment for any position. The regular hourly base rate shall be determined as follows:

- (a) For those non-exempt employees engaged in law enforcement activities, their regular hourly base rate shall be computed by dividing the annual salary ~~by twenty-six (26)~~ **fifty-two (52)**, and then dividing the quotient ~~by eighty five and one half (85.5)~~ **forty-two and three quarters (42.75)**. (Adopted by Commission December 16, 2002, approved by the Council June 5, 2003, effective July 13, 2003)
- (b) For those non-exempt employees engaged in fire protection activities, their regular hourly base rate shall be computed by dividing the annual salary by twenty-six (26) and then dividing the quotient by one hundred and six (106). (Amended January 20, 2023 and adopted by Council February 19, 2023 to be effective June 18, 2023)
- (c) For all other employees, their regular hourly base rate shall be

computed by dividing the appropriate annual salary by and then dividing the quotient by either thirty-five (35), forty (40) or forty-six (46) depending upon the employee's assigned work schedule.

**Rule IV, Section 9.1 (Pay Plan-Overtime)**

(Additions are in **bold** - Deletions have been ~~struck through~~)

Rule IV Pay Plan (Overtime)

9.1 Pursuant to the specific provisions of 29 U.S.C., Section 207 (k):

- (a) Any non-exempt employee engaged in law enforcement activities shall be paid overtime at the special hourly base rate for all hours worked in excess of ~~eighty-five and a half (85.5)~~ **forty-two and three quarter (42.75)** hours in a ~~fourteen (14)~~ **seven (7)** day work period. (adopted by Commission December 16, 2002, approved by the Council June 5, 2003, effective July 13, 2003)
- (b) Any non-exempt employee engaged in fire protection activities shall be paid overtime at the special hourly base rate for all hours worked in excess of one hundred and six (106) in a fourteen (14) day work period (amended October 23, 1985, ratified by the Council October 24, 1985, effective April 13, 1986)
- (c) Any non-exempt employee not covered by Section 9.2 (a) and (b), who receives state supplemental pay and/or city millage, shall be paid overtime worked in excess of forty (40) hours in a work period. (adopted April 19, 1990, approved by the City Council May 3, 1990, effective May 3, 1990)

The aforementioned rule amendments approved by the Civil Service Commission would provide for overtime compensation after a 7 day/42.75 hour period in lieu of the present 14 day/85.5 hour period. The intent of these amendments are to allow the department to pay non-exempt Police employees overtime on a weekly basis. Note that because of the programming required of the city's pay system to enact this work cycle change, it will be effective at a "to be determined" future date no later than one year after the Council's ratification of these rule amendments; and

**WHEREAS**, the Chief Administrative Office has certified that funds are available to implement the above proposed amendments to the Classified Pay Plan; **NOW THEREFORE**

**BE IT MOVED BY THE COUNCIL OF THE CITY OF NEW ORLEANS**, That in accordance with Article X, Section 10 of the Constitution of Louisiana, the amendments to the Classified Pay Plan are approved to be effective May 25, 2025.

**BE IT FURTHER MOVED,** That the Clerk of Council shall forward a certified copy of this motion to the Director of the Civil Service Commission and the Chief Administrative Officer.

**THE FOREGOING MOTION WAS READ IN FULL, THE ROLL WAS CALLED ON THE ADOPTION THEREOF, AND RESULTED AS FOLLOWS:**

**YEAS:**

**NAYS:**

**ABSENT:**

**AND THE MOTION WAS ADOPTED.**