

The following ordinance was introduced by Mr. Lindel Toups in regular session convened on April 8, 2014.

PROPOSED ORDINANCE

The following ordinance, having been previously introduced and published, was offered for final adoption by Mr. Lindel Toups, seconded by Mr. Phillip Gouaux.

**ORDINANCE NO. 5454**

**ORDINANCE APPROVING THE AWARDING OF MERIT INCREASES TO UNCLASSIFIED AND CLASSIFIED EMPLOYEES AT THEIR EMPLOYMENT ANNIVERSARY DATE; AND AUTHORIZING THE PARISH PRESIDENT TO SIGN, EXECUTE AND ADMINISTER ANY AND ALL RELEVANT DOCUMENTS.**

**WHEREAS**, the Civil Service Manual states that MERIT Increases will be implemented on the effective date set by the Lafourche Parish Council; and

**WHEREAS**, classified employees will be eligible for a maximum of two (2) percent merit increase based on their 2014 performance evaluation and administrative guidelines beginning January 1, 2014 awarded at the anniversary date; and

**WHEREAS**, unclassified employees will be eligible for a maximum of two (2) percent merit increase based on their 2014 performance evaluation and administrative guidelines beginning January 1, 2014 awarded at the anniversary date; and

**WHEREAS**, the amounts of increase for both classified and unclassified employees merit increases have been adopted into the 2014 Operations and Maintenance Budget; and

**WHEREAS**, this Ordinance was sponsored for Administration by Mr. Lindel Toups, Councilman, District 6; and

**NOW, THEREFORE, BE IT ORDAINED**, by the Lafourche Parish Council, convened in Regular Session on April 22, 2014, and hereby approves awarding merit increases to unclassified and classified employees at their employment anniversary date; and authorizing the Parish President to sign, execute and administer any and all relevant documents.

**BE IT FURTHER ORDAINED**, that:

**SECTION 1.** The 2014 Operations and Maintenance and Capital Budgets for the Lafourche Parish Council, which was proposed in regular session convened on October 8, 2013, enacted in regular session on November 26, 2013, and finally adopted on December 10, 2013 allotted up to a 2% MERIT increase for eligible unclassified and classified employees depending on their evaluation score.

**SECTION 2.** Per the Civil Service Manual, "A merit program shall be implemented and merit increases granted to eligible employees on their anniversary date or at least once a year, such increase will be implemented on the effective date set by the Lafourche Parish Council". The approval of this ordinance will set the effective date of MERIT increases for classified and unclassified employees to their anniversary date.

**SECTION 3.** If any provision or item of this ordinance or the application thereof is held invalid, such invalidity shall not affect other provisions, items of this ordinance which can be given affect without the invalid provisions, items or application, and to this end the provisions of this ordinance are declared severable.

**SECTION 4.** All ordinance or parts of Ordinances by the Lafourche Parish Council conflicting with or inconsistent with the provisions of these regulations are hereby repealed.

**SECTION 5.** This Ordinance shall be published in the Official Journal of the Lafourche Parish Council in the manner provided by law.

**SECTION 6.** A certified copy of this Ordinance shall be forwarded to the Office of the Parish Administrator, the Department of Human Resources, and the Lafourche Parish Finance Department.

**SECTION 7.** This Ordinance, having been submitted in writing, having been read and adopted by sections at a public meeting of said Council, was then submitted to an official vote as a whole, the vote thereon being as follows:

**YEAS:** Mr. Jerry Jones Mr. John Arnold Mr. Jerry LaFont  
Mr. Michael Delatte Mr. Lindel Toups Mr. Daniel Lorraine  
Mr. Joseph "Joe" Fertitta Mr. Phillip Gouaux

**NAYS:** None

**ABSENT:** Mr. Aaron Caillouet

**SECTION 8.** This Ordinance shall become effective January 1, 2014.

/s/ Daniel Lorraine  
**DANIEL LORRAINE, CHAIRMAN**  
**LAFOURCHE PARISH COUNCIL**

/s/ Carleen B. Babin  
**CARLEEN B. BABIN, COUNCIL CLERK**  
**LAFOURCHE PARISH COUNCIL**

\*\*\*\*\*

**Delivered to the Parish President on**

**April 24, 2014, at 8:00 a.m.**

**APPROVED:     X**

**UNAPPROVED:**

**VETOED:**

/s/ Charlotte A. Randolph  
**Lafourche Parish President**

**Returned to the Council Clerk on**

**April 28, 2014, at 3:00 p.m.**

\*\*\*\*\*

I, CARLEEN B. BABIN, Council Clerk for the Lafourche Parish Council, do hereby certify that the foregoing is a true and correct copy of Ordinance No. 5454, enacted by the Assembled Council in Regular Session on April 22, 2014, at which meeting a quorum was present, and was finally adopted on April 28, 2014.

GIVEN UNDER MY OFFICIAL SIGNATURE AND SEAL OF OFFICE ON THIS 7TH DAY OF MAY, 2014.

/s/ Carleen B. Babin  
**CARLEEN B. BABIN, COUNCIL CLERK**  
**LAFOURCHE PARISH COUNCIL**

DATE PUBLISHED: May 13, 2014

DATE EFFECTIVE: January 1, 2014