



VERMILION ANALYTICS

Jenelle Doucet, Ph.D.

President

662.801.1015

jenelledoucet@gmail.com

Youngsville Police Department: Pay Plan Summary

April 25, 2025

Following a meeting with Mayor Ken Ritter, Chief Financial Officer Cathryn Greig, Chief Operating Officer Terry Bourque, Chief of Police J.P. Broussard, and Cristin Boudreaux of Human Resources on April 15, 2025, it was determined that the following updated pay plans and cost estimates should be prepared:

1. The cost to place employees in the pay matrix using their years of total departmental service. A plan to do this was designed in 2024 but assumed implementation during FY 24/25. The attached plan has been reworked for rollout during FY 25/26 with the pay matrix adjusted to reflect an anticipated 3% general increase. There are no changes to starting pay and no changes to rank differentials. This plan accounts for 7 vacancies: 5 police officers, 1 sergeant, and 1 assistant chief. This is plan **2025.00**.
2. The cost to increase starting salary to \$45,000 while also adjusting employees using their total years of departmental service. Again, this was reworked for a FY 25/26 implementation and accounts for 7 departmental vacancies. Rank differentials, the percent increase between ranks, was significantly decreased to cut costs. This is plan **2025.01**.
3. The cost to implement a new, longevity-based classification corporal within Plan 2025.01. Police officers would be eligible to move to the rank of corporal with two years of service (awarded on anniversary date). This would be an internal designation and would not come with extra duties or responsibilities and would, therefore, not need approval from the Office of the State Examiner. Like plan 2025.01, the starting salary would increase to \$45,000, the rank differentials would be compressed, and employees would be placed within the matrix using their total number of years of departmental service. This is plan **2025.02**.

Summary of Results

The chart below provides a quick comparison of the four pay options currently being considered for the Youngsville Police Department. Rates of pay are displayed in the attached pay matrices without State Supplemental Pay. The costs included below are for salaries only and do not include retirement and other ancillary benefits. Costs refer to the additional salary expenses that would be incurred annually if a plan is adopted.

Summary of Enclosed Plans				
Plan No.	Starting Salary	Rank Diffs.	Corporal	Cost
3% General Increase	\$42,448.32	Unchanged	No	\$136,000
2025.00	\$42,448.32	Unchanged	No	\$376,000
2025.01	\$45,000.00	Compressed	No	\$352,000
2025.02	\$45,000.00	Compressed	Yes	\$423,000

The cost to do a 3% general increase is based on current salaries totaling \$1,612,395 (about \$49,000) plus the hiring of an assistant chief at roughly \$87,000.

As mentioned above, Plan 2025.00 moves employees to a position within the pay matrix based on their class and years of total departmental service. With implementation in FY 25/26, it also reflects an overall 3% increase to the plan and an additional year of service for all employees.

In Plan 2025.01, the rank differentials have been compressed to significantly lower costs of implementation. Rank differentials still meet or exceed those outlined in La. R.S. 33:2212(B) and are shown in the table below. Although starting salary has increased in 2025.01, its associated cost is lower than that of 2025.00.

Differences in Rank Differentials, 2025.00 vs. 2025.01		
Rank Differentials	2025.00	2025.01
PO to Sgt.	20%	10%
Sgt. to Lt.	16.7%	9%
Lt. to Capt.	14.3%	9%
Capt. to Asst. Chief	12.5%	9%
Asst. Chief to Dep. Chief	12.5%	9%

Plan 2025.02 is identical to plan 2025.01 except that it includes the internal classification of corporal. The cost to move existing police officers with two or more years of departmental service is about \$70,000.