

The following ordinance was offered by ----- and seconded by -----:

ORDINANCE NO. 462.1-2025

AN ORDINANCE REPEALING ORDINANCE NO. 462-2021 AND ENACTING A NEW SALARY SCHEDULE AND PAY PLAN FOR THE ENFORCEMENT OFFICERS OF THE CITY OF YOUNGSVILLE POLICE DEPARTMENT.

BE IT ORDAINED by the City Council of the City of Youngsville, Parish of Lafayette, Louisiana that:

WHEREAS, the City Council of the City of Youngsville, Louisiana, established and adopted a salary schedule and pay plan for the enforcement officers of the City of Youngsville Police Department on January 13, 2022 by Ordinance No. 462-2021; and

WHEREAS, it is the desire to revise and adopt a new salary schedule and pay plan for the enforcement officers of the City of Youngsville Police Department; and

WHEREAS, a new pay plan, which is attached hereto as Exhibit "A", shall establish compensation for all competitive, promotional, and appointed positions within the Youngsville Police Department (excluding the Chief of Police) and shall be implemented in accordance with the revised Rules for Implementation, attached hereto as Exhibit "B".

NOW, THEREFORE, BE IT FURTHER ORDANIED, by the City Council of the City of Youngsville, Parish of Lafayette, Louisiana that:

SECTION 1: All of the aforescribed "WHEREAS" clauses are herein adopted as part of this Ordinance.

SECTION 2: The City Council of the City of Youngsville does hereby adopt the new salary schedule and pay plan for the enforcement officers of the Youngsville Police Department which is attached hereto and made a part hereof as Exhibit "A", which pay plan shall be implemented in accordance with the Rules for Implementation which are also attached hereto and made a part herby as Exhibit "B".

SECTION 3: This Ordinance shall become effective with the payroll period beginning July 21, 2025. The City of Youngsville budget for fiscal year 2025-2026 is hereby amended to appropriate the monies necessary to fund this newly adopted pay plan.

SECTION 4: This Ordinance shall be in full effect as permitted by law.

This Ordinance having been introduced on June 26, 2025, and published by title only giving Notice of a Public Hearing on July 10, 2025, was submitted to a vote and the vote thereon was as follows:

YEAS:



# EXHIBIT "A"

## PAY PLAN FOR CITY OF YOUNGSVILLE POLICE DEPARTMENT

	Records / Evidence Clerk (1)			Chief's Secretary (2)			Police Officer (3)				Sergeant (5)					
Year	Monthly	2080	Annual	Monthly	2080	Annual	Monthly	2184	2080	Annual	w/ SSP	Monthly	2184	2080	Annual	w/ SSP
To Hire (07/01/25-06/30/26)	3,112.66	17,957.63	37,351.86	4,198.25	24,220.66	50,378.96	3,750.00	20,604.40	21,634.62	45,000.00	52,200.00	4,185.00	22,994.51	24,144.23	50,220.00	57,420.00
Hired (07/01/24-06/30/25)	3,174.91	18,316.78	38,098.90	4,282.21	24,705.07	51,386.54	3,837.00	21,082.42	22,136.54	46,044.00	53,244.00	4,280.70	23,520.33	24,696.35	51,368.40	58,568.40
1	3,238.41	18,683.12	38,860.88	4,367.86	25,199.17	52,414.27	3,925.74	21,570.00	22,648.50	47,108.88	54,308.88	4,378.31	24,056.67	25,259.50	52,539.77	59,739.77
2	3,303.17	19,056.78	39,638.10	4,455.21	25,703.15	53,462.56	4,016.25	22,067.33	23,170.70	48,195.06	55,395.06	4,477.88	24,603.74	25,833.92	53,734.56	60,934.56
3	3,369.24	19,437.91	40,430.86	4,544.32	26,217.22	54,531.81	4,108.58	22,574.61	23,703.35	49,302.96	56,502.96	4,579.44	25,161.75	26,419.83	54,953.25	62,153.25
4	3,436.62	19,826.67	41,239.48	4,635.20	26,741.56	55,622.45	4,202.75	23,092.04	24,246.64	50,433.02	57,633.02	4,683.03	25,730.92	27,017.46	56,196.32	63,396.32
5	3,505.36	20,223.21	42,064.27	4,727.91	27,276.39	56,734.90	4,298.81	23,619.82	24,800.81	51,585.68	58,785.68	4,788.69	26,311.47	27,627.04	57,464.25	64,664.25
6	3,575.46	20,627.67	42,905.55	4,822.47	27,821.92	57,869.59	4,396.78	24,158.15	25,366.05	52,761.39	59,961.39	4,896.46	26,903.63	28,248.81	58,757.53	65,957.53
7	3,646.97	21,040.22	43,763.66	4,918.92	28,378.36	59,026.99	4,496.72	24,707.24	25,942.61	53,960.62	61,160.62	5,006.39	27,507.64	28,883.02	60,076.68	67,276.68
8	3,719.91	21,461.03	44,638.94	5,017.29	28,945.93	60,207.53	4,598.65	25,267.32	26,530.69	55,183.83	62,383.83	5,118.52	28,123.72	29,529.91	61,422.22	68,622.22
9	3,794.31	21,890.25	45,531.71	5,117.64	29,524.84	61,411.68	4,702.63	25,838.60	27,130.53	56,431.51	63,631.51	5,232.89	28,752.13	30,189.74	62,794.66	69,994.66
10	3,870.20	22,328.05	46,442.35	5,219.99	30,115.34	62,639.91	4,808.68	26,421.31	27,742.37	57,704.14	64,904.14	5,349.55	29,393.11	30,862.77	64,194.55	71,394.55
11	3,947.60	22,774.61	47,371.20	5,324.39	30,717.65	63,892.71	4,916.85	27,015.67	28,366.45	59,002.22	66,202.22	5,468.54	30,046.91	31,549.25	65,622.44	72,822.44
12	4,026.55	23,230.11	48,318.62	5,430.88	31,332.00	65,170.56	5,027.19	27,621.92	29,003.01	60,326.27	67,526.27	5,589.91	30,713.78	32,249.47	67,078.89	74,278.89
13	4,107.08	23,694.71	49,284.99	5,539.50	31,958.64	66,473.97	5,139.73	28,240.29	29,652.30	61,676.79	68,876.79	5,713.71	31,393.99	32,963.69	68,564.47	75,764.47
14	4,189.22	24,168.60	50,270.69	5,650.29	32,597.81	67,803.45	5,254.53	28,871.03	30,314.58	63,054.33	70,254.33	5,839.98	32,087.80	33,692.19	70,079.76	77,279.76
15	4,273.01	24,651.97	51,276.11	5,763.29	33,249.77	69,159.52	5,371.62	29,514.38	30,990.10	64,459.41	71,659.41	5,968.78	32,795.49	34,435.27	71,625.36	78,825.36
16	4,358.47	25,145.01	52,301.63	5,878.56	33,914.77	70,542.71	5,491.05	30,170.61	31,679.14	65,892.60	73,092.60	6,100.16	33,517.34	35,193.20	73,201.86	80,401.86
17	4,445.64	25,647.91	53,347.66	5,996.13	34,593.06	71,953.57	5,612.87	30,839.95	32,381.95	67,354.45	74,554.45	6,234.16	34,253.62	35,966.30	74,809.90	82,009.90
18	4,534.55	26,160.87	54,414.61	6,116.05	35,284.92	73,392.64	5,737.13	31,522.68	33,098.82	68,845.54	76,045.54	6,370.84	35,004.62	36,754.85	76,450.10	83,650.10
19	4,625.24	26,684.09	55,502.91	6,238.37	35,990.62	74,860.49	5,863.87	32,219.07	33,830.03	70,366.45	77,566.45	6,510.26	35,770.65	37,559.18	78,123.10	85,323.10
20	4,717.75	27,217.77	56,612.96	6,363.14	36,710.43	76,357.70	5,993.15	32,929.99	34,575.86	71,917.78	79,117.78	6,652.46	36,552.00	38,379.60	79,829.56	87,029.56
21	4,812.10	27,762.13	57,745.22	6,490.40	37,444.64	77,884.85	6,125.01	33,653.91	35,336.61	73,500.14	80,700.14	6,797.51	37,348.97	39,216.42	81,570.15	88,770.15
22	4,908.34	28,317.37	58,900.13	6,620.21	38,193.53	79,442.55	6,259.51	34,392.92	36,112.57	75,114.14	82,314.14	6,945.46	38,161.88	40,069.98	83,345.56	90,545.56
23	5,006.51	28,883.72	60,078.13	6,752.62	38,957.41	81,031.40	6,396.70	35,146.71	36,940.45	76,760.42	83,960.42	7,096.37	38,991.06	40,940.61	85,156.47	92,356.47
24	5,106.64	29,461.39	61,279.69	6,887.67	39,736.55	82,652.03	6,536.64	35,915.58	37,711.36	78,439.63	85,639.63	7,250.30	39,836.81	41,828.65	87,003.60	94,203.60
25	5,208.77	30,050.62	62,505.29	7,025.42	40,531.28	84,305.07	6,679.37	36,699.83	38,534.82	80,152.43	87,352.43	7,407.31	40,699.48	42,734.46	88,887.67	96,087.67
26	5,312.95	30,651.63	63,755.39	7,165.93	41,341.91	85,991.17	6,824.96	37,499.76	39,374.75	81,899.47	89,099.47	7,567.45	41,579.41	43,658.38	90,809.42	98,009.42
27	5,419.21	31,264.66	65,030.50	7,309.25	42,168.75	87,711.00	6,973.46	38,315.69	40,231.47	83,681.46	90,881.46	7,730.80	42,476.93	44,600.77	92,769.61	99,969.61
28	5,527.59	31,889.96	66,331.11	7,455.43	43,012.12	89,465.22	7,124.92	39,147.94	41,105.33	85,499.09	92,699.09	7,897.42	43,392.40	45,562.02	94,769.00	101,969.00

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# EXHIBIT "A"

Year	Lieutenant (6)				Captain (7)				Asst. Chief(8)				Dep. Chief(9)			
	Monthly	2080	Annual	w/ SSP	Monthly	2080	Annual	w/ SSP	Monthly	2080	Annual	w/ SSP	Monthly	2080	Annual	w/ SSP
To Hire (07/01/25-06/30/26)	4,402.50	25,399.04	52,830.00	60,030.00	4,837.50	27,908.65	58,050.00	65,250.00	5,490.00	31,673.08	65,880.00	73,080.00	5,263.84	30,368.33	63,166.14	70,366.14
Hired (07/01/24-06/30/25)	4,502.55	25,976.25	54,030.60	61,230.60	4,946.25	28,536.06	59,355.00	66,555.00	5,611.80	32,375.77	67,341.60	74,541.60	5,381.12	31,044.93	64,573.46	71,773.46
1	4,604.60	26,565.01	55,255.21	62,455.21	5,057.18	29,176.01	60,686.10	67,886.10	5,736.04	33,092.52	68,832.43	76,032.43	5,500.74	31,735.06	66,008.93	73,208.93
2	4,708.69	27,165.54	56,504.32	63,704.32	5,170.32	29,828.76	62,043.82	69,243.82	5,862.76	33,823.60	70,353.08	77,553.08	5,622.76	32,438.99	67,473.11	74,673.11
3	4,814.87	27,778.08	57,778.40	64,978.40	5,285.72	30,494.57	63,428.70	70,628.70	5,992.01	34,569.30	71,904.14	79,104.14	5,747.21	33,157.00	68,966.57	76,166.57
4	4,923.16	28,402.87	59,077.97	66,277.97	5,403.44	31,173.69	64,841.27	72,041.27	6,123.85	35,329.92	73,486.23	80,686.23	5,874.16	33,889.37	70,489.90	77,689.90
5	5,033.63	29,040.16	60,403.53	67,603.53	5,523.51	31,866.39	66,282.10	73,482.10	6,258.33	36,105.74	75,099.95	82,299.95	6,003.64	34,636.39	72,043.70	79,243.70
6	5,146.30	29,690.19	61,755.60	68,955.60	5,645.98	32,572.95	67,751.74	74,951.74	6,395.50	36,897.09	76,745.95	83,945.95	6,135.71	35,398.35	73,628.57	80,828.57
7	5,261.23	30,353.23	63,134.71	70,334.71	5,770.90	33,293.64	69,250.77	76,450.77	6,535.41	37,704.26	78,424.87	85,624.87	6,270.43	36,175.55	75,245.14	82,445.14
8	5,378.45	31,029.52	64,541.41	71,741.41	5,898.32	34,028.75	70,779.79	77,979.79	6,678.11	38,527.58	80,137.36	87,337.36	6,407.84	36,968.29	76,894.05	84,094.05
9	5,498.02	31,719.34	65,976.24	73,176.24	6,028.28	34,778.55	72,339.39	79,539.39	6,823.68	39,367.36	81,884.11	89,084.11	6,547.99	37,776.89	78,575.93	85,775.93
10	5,619.98	32,422.96	67,439.76	74,639.76	6,160.85	35,543.35	73,930.17	81,130.17	6,972.15	40,223.94	83,665.79	90,865.79	6,690.95	38,601.66	80,291.45	87,491.45
11	5,744.38	33,140.65	68,932.55	76,132.55	6,296.06	36,323.45	75,552.78	82,752.78	7,123.59	41,097.65	85,483.11	92,683.11	6,836.77	39,442.92	82,041.27	89,241.27
12	5,871.27	33,872.70	70,455.21	77,655.21	6,433.99	37,119.15	77,207.83	84,407.83	7,278.06	41,988.83	87,336.77	94,536.77	6,985.51	40,301.01	83,826.10	91,026.10
13	6,000.69	34,619.38	72,008.31	79,208.31	6,574.67	37,930.76	78,895.99	86,095.99	7,435.63	42,897.84	89,227.51	96,427.51	7,137.22	41,176.26	85,646.62	92,846.62
14	6,132.71	35,381.00	73,592.48	80,792.48	6,718.16	38,758.61	80,617.91	87,817.91	7,596.34	43,825.03	91,156.06	98,356.06	7,291.96	42,069.02	87,503.55	94,703.55
15	6,267.36	36,157.85	75,208.33	82,408.33	6,864.52	39,603.01	82,374.27	89,574.27	7,760.26	44,770.76	93,123.18	100,323.18	7,449.80	42,979.63	89,397.63	96,597.63
16	6,404.71	36,950.24	76,856.49	84,056.49	7,013.81	40,464.30	84,165.75	91,365.75	7,927.47	45,735.41	95,129.64	102,329.64	7,610.80	43,908.45	91,329.58	98,529.58
17	6,544.80	37,758.47	78,537.62	85,737.62	7,166.09	41,342.82	85,993.07	93,193.07	8,098.02	46,719.34	97,176.24	104,376.24	7,775.01	44,855.85	93,300.17	100,500.17
18	6,687.70	38,582.87	80,252.37	87,452.37	7,321.41	42,238.91	87,856.93	95,056.93	8,271.98	47,722.96	99,263.76	106,463.76	7,942.51	45,822.20	95,310.17	102,510.17
19	6,833.45	39,423.76	82,001.42	89,201.42	7,479.84	43,152.92	89,758.07	96,958.07	8,449.42	48,746.65	101,393.04	108,593.04	8,113.36	46,807.87	97,360.38	104,560.38
20	6,982.12	40,281.47	83,785.45	90,985.45	7,641.44	44,082.21	91,697.23	98,897.23	8,630.41	49,790.82	103,564.90	110,764.90	8,287.63	47,813.26	99,451.58	106,651.58
21	7,133.76	41,156.33	85,605.16	92,805.16	7,806.26	45,036.14	93,675.17	100,875.17	8,815.02	50,855.86	105,780.19	112,980.19	8,465.38	48,838.76	101,584.62	108,784.62
22	7,288.44	42,048.68	87,461.26	94,661.26	7,974.39	46,006.09	95,692.68	102,892.68	9,003.32	51,942.21	108,039.80	115,239.80	8,646.69	49,884.76	103,760.31	110,960.31
23	7,446.21	42,958.89	89,354.49	96,554.49	8,145.88	46,995.45	97,750.53	104,950.53	9,195.38	53,050.29	110,344.59	117,544.59	8,831.63	50,951.69	105,979.51	113,179.51
24	7,607.13	43,887.30	91,285.58	98,485.58	8,320.80	48,004.59	99,849.54	107,049.54	9,391.29	54,180.52	112,695.49	119,895.49	9,020.26	52,039.95	108,243.10	115,443.10
25	7,771.27	44,834.27	93,255.29	100,455.29	8,499.21	49,033.91	101,990.53	109,190.53	9,591.12	55,333.36	115,093.40	122,293.40	9,212.66	53,149.98	110,551.97	117,751.97
26	7,938.70	45,800.19	95,264.40	102,464.40	8,681.20	50,083.82	104,174.34	111,374.34	9,794.94	56,509.26	117,539.26	124,739.26	9,408.92	54,282.21	112,907.01	120,107.01
27	8,109.47	46,785.42	97,313.68	104,513.68	8,866.82	51,154.73	106,401.83	113,601.83	10,002.84	57,708.68	120,084.05	127,234.05	9,609.10	55,437.09	115,309.15	122,509.15
28	8,283.66	47,790.36	99,403.96	106,603.96	9,056.16	52,247.05	108,673.87	115,873.87	10,214.39	58,932.08	122,578.73	129,778.73	9,813.28	56,615.06	117,759.33	124,959.33

CITIZENS FOR A  
New Louisiana

## EXHIBIT "B"

### **CITY OF YOUNGSVILLE POLICE DEPARTMENT PAY PLAN** **RULES FOR IMPLEMENTATION**

The rules governing the Youngsville Police Department Pay Plan shall apply to all full-time employees with the exception of the Police Chief.

**Pay Plan Administration.** The Police Chief, as the appointing authority, shall administer the pay plan according to the rules provided herein.

The pay matrix is intended for use during the fiscal year beginning July 1 and shall determine base salaries as well as promotional and demotional rates of pay.

All changes to this pay plan shall take effect beginning with the payroll period starting July 21, 2025.

**Modifications to the Pay Plan.** Unless otherwise specified by these rules, the creation of a new classifications, title changes, reassignments, and adjustments in pay ranges shall occur either through the annual budgetary process or by separate ordinance.

**Annual Salary Increases.** The pay plan establishes base salaries for all ranks, with a set and calculated annual increase of 2% based on Youngsville Police Department continuous years of service, excluding any periods of unpaid leave. Years of service shall be calculated as of first day of each fiscal year. Each employee's salary within the department shall be found on the pay plan and followed.

**State Supplemental Pay.** State Supplemental Pay, as authorized by La. R.S. 40:1667 et seq., is not included in the pay matrix. However, it shall be added to the base salary when calculating total compensation and employee benefits.

**Promotions and Demotions.** Promotion is defined as a change in employment from a class with a lower base salary to one with a higher base salary. Demotion is defined as a change in employment from a higher base salary class to a lower one. In both cases, employees shall be placed at the step in the new class that matches their current years of service with the City of Youngsville Police Department (e.g., a 3-year sergeant demoted to police officer would be placed at the 3-year step for police officer.)

**Creditable Service.** Only full-time enforcement service with the Youngsville Police Department is counted toward YCS. Prior law enforcement service at other departments is not included in this calculation.

Assistant Chief of Police shall begin at the established starting base salary for that position, as defined in the pay plan matrix.

**Market Comparison.** To ensure the pay play remains competitive, the City may, as needed, conduct a salary study of comparable law enforcement agencies. Results shall be conducted by an outside professional, and the results shall be presented to the Mayor and City Council for consideration.