



PO Box 1249
Jennings, LA 70546

NOTICE OF PUBLIC MEETING

Posted: 9/3/2026 at 5:00pm

Date: 9/8/2026 Time: 5:30pm Jennings City Council Chambers @ 154 N. Main Street, Jennings, LA

AGENDA FOR REGULAR MEETING September 8, 2026

- I. Call to Order
- II. The Prayer and Pledge of Allegiance
- III. Approve Minutes for the following Meeting
 - A. Regular Meeting of August 11, 2026
- IV. Resolutions – **Introduce and Adopt**
 - A. Resolution No. **1834A** – a resolution declaring certain property belonging to the City of Jennings as surplus and to make available for sale, donation or for disposal

V. Ordinances

Adopt:

- A. Ordinance No **1835** – an ordinance establishing an incentive-based compensation plan for eligible city employees; setting forth the purpose, legal authority, compliance criteria, eligibility, administration, and budgetary restrictions for said plan; and providing for related matters.

VI. Other Business

- A. Authorize the Mayor to enter into engagement with Langley, Williams & Company, LLC for the June 30, 2026, audit.
- B. Authorize Mayor to accept donation of property located at 1303 W. D. Rochelle

VII. Items to Add to Agenda

VIII. Items on Hold

- A. Resolution No. **1805C** – a resolution to adopt procedures for placing items on the City Council Agenda and the length of time for presentation to the council; and repealing all resolutions or parts of resolutions in conflict therewith
- B. Resolution No. **1827G** – a resolution of condolences to the family of John Baker, former City Councilman, who passed away on January 13, 2026

Adjournment

Chad Crochet, City Clerk
City of Jennings
154 N. Main Street
337-821-5500

RESOLUTION NUMBER 1834A

A resolution declaring certain property belonging to the City of Jennings as surplus and to make available for sale, donation or for disposal.

BE IT RESOLVED by the City Council of the City of Jennings, Louisiana, duly convened in regular session with a quorum present and voting that,

WHEREAS, a request has been made by the City Clerk that the following equipment is no longer used by the city and would like to present these items for sale to the highest bidder or disposal.

FIRE		
06397	UNIT WALL TWIN BED FHCOO22	TO BE DISPOSED
06389	UNIT WALL TWIN BED FHCOO22	TO BE DISPOSED
06388	UNIT WALL TWIN BED FHCOO22	TO BE DISPOSED
06390	UNIT WALL TWIN BED FHCOO22	TO BE DISPOSED
06391	UNIT WALL TWIN BED FHCOO22	TO BE DISPOSED
06394	UNIT WALL TWIN BED FHCOO22	TO BE DISPOSED
06396	UNIT WALL TWIN BED FHCOO22	TO BE DISPOSED
06392	UNIT WALL TWIN BED FHCOO22	TO BE DISPOSED
06395	UNIT WALL TWIN BED FHCOO22	TO BE DISPOSED
06393	UNIT WALL TWIN BED FHCOO22	TO BE DISPOSED

WATER REVENUE		
SW-23	2017 DODGE RAM 1500 PICKUP	3C6JR6AG8HG552126 TO BE SOLD

WATER WORKS		
NA	ADD BATHROOM TO BUILDING	NA TO BE DISPOSED
NA	BUILDING IMPROVEMENTS	NA TO BE DISPOSED
NA	7X70 COVER WITH CONCRETE SLAB	NA TO BE DISPOSED
NA	SHED FOR MATERIALS BAY	NA TO BE DISPOSED

FINANCE		
NA	8 COMPUTER MONITORS	NA TO BE SOLD
NA	3 HP PRINTERS	NA TO BE SOLD
NA	1 BROTHER PRINTER	NA TO BE SOLD

WHEREAS, these items are of no further use to the City of Jennings,

WHEREAS, it is the understanding of the City Council that these items will be sold to the highest bidder at Auction on the next available date. Location will be at 1072 North Frontage Road. All items can be previewed online at GuinnAuctions.com one week prior to the date of Auction. Items not sold will be disposed.

THEREFORE, BE IT RESOLVED by the City Council of the City of Jennings, Louisiana, that the items described herein above are hereby declared to be surplus property and the title thereto be transferred to buyer upon receipt of just compensation.

YEAS:
NAYS:
ABSTAINED:
ABSENT:

Introduced:
Adopted:

Attest:

/s/Chad Crochet
Chad Crochet, City Clerk
Jennings City Council

Stephen VanHook, President
Jennings City Council

Henry Guinn, Mayor
City of Jennings

ORDINANCE NO. 1835

AN ORDINANCE ESTABLISHING AN INCENTIVE-BASED COMPENSATION PLAN FOR ELIGIBLE CITY EMPLOYEES; SETTING FORTH THE PURPOSE, LEGAL AUTHORITY, COMPLIANCE CRITERIA, ELIGIBILITY, ADMINISTRATION, AND BUDGETARY RESTRICTIONS FOR SAID PLAN; AND PROVIDING FOR RELATED MATTERS.

WHEREAS, the City Council of the City of Jennings, Louisiana, desires to promote exceptional performance, enhance operational efficiency, and maximize the quality of services delivered to its citizens; and

WHEREAS, an incentive-based compensation plan serves as a valuable tool to recruit, retain, and motivate high-performing public servants by rewarding the attainment of objective, quantifiable City's goals; and

WHEREAS, Article VII, Section 14 of the Louisiana Constitution prohibits the donation or gratuitous payment of public funds, thereby requiring that any incentive or performance-based pay be strictly tied to services rendered and the achievement of pre-established benchmarks; and

WHEREAS, pursuant to La. R.S. 33:404.1 and applicable statutory authority, the governing authority is empowered to fix the compensation of City officials and employees.

NOW, THEREFORE, BE IT ORDAINED by the governing authority of the City of Jennings, Louisiana, that:

SECTION 1: PURPOSE AND INTENT

There is hereby established the "Jennings City Police Department Incentive-Based Compensation Plan" (hereinafter referred to as the "Plan"). The explicit intent of this Plan is to reward employee productivity and efficiency. All payments distributed under this Plan represent earned compensation for extra-standard services rendered and do not constitute bonuses, gifts, or donations of public funds.

SECTION 2: LEGAL COMPLIANCE

This Plan shall be interpreted and administered in strict conformity with Article VII, Section 14 of the Louisiana Constitution. No incentive payment shall be authorized or distributed retroactively for work already performed without a pre-existing objective benchmark. No payment shall be made unless the specific performance metrics defined under Section 3 have been fully satisfied and verified.

SECTION 3: ELIGIBILITY CRITERIA

To qualify for participation in the Plan and receive any incentive compensation, an employee must meet all the following baseline criteria:

- A. The employee must be a full-time, active employee of the Jennings City Police Department at the time the performance period concludes and when the payment is distributed.
- B. The employee must have received a "satisfactory" or equivalent rating on their most recent annual performance evaluation.
- C. The employee must not have any active, unresolved written disciplinary actions or suspensions during the evaluated performance period.
- D. The employee must achieve or exceed specific, written performance benchmarks established prior to the commencement of the evaluation period.

SECTION 4: ESTABLISHMENT OF PERFORMANCE BENCHMARKS

The mayor shall establish written performance benchmarks for participating departments or job classifications prior to each fiscal year or evaluation cycle.

- A. Benchmarks must be objective, measurable, and verifiable.
- B. Examples of eligible benchmarks include but are not limited to: demonstrable department-wide cost savings, successful completion of major capital projects ahead of schedule or under budget or meeting specific quantitative service delivery metrics.

- C. All proposed benchmarks and corresponding compensation schedules must be documented and filed with the City Clerk and the Human Resources/Payroll Department prior to implementation.

SECTION 5: ADMINISTRATION AND VERIFICATION

- A. The mayor shall oversee the administration of the Plan.
- B. At the conclusion of the established performance period, the relevant Department Head shall submit a certified report documenting the specific benchmarks achieved by eligible employees.
- C. The Mayor and the City Clerk must audit and sign off on the verification report before any funds are disbursed.

SECTION 6: FUNDING AND BUDGETARY CONTROL

The implementation of this Plan and the disbursement of any incentive payments are strictly contingent upon the availability of funds and prior appropriation within the adopted City budget. If the cumulative cost of earned incentives exceeds the appropriated departmental budget line item, no payments shall be issued until the City Council formally adopts an appropriate budget amendment.

SECTION 7: APPROVAL OF MUNICIPAL FIRE & POLICE CIVIL SERVICE BOARD

For classified police employees, the plan shall be administered in accordance with La. R.S. 33:2586 and be approved by the Municipal Fire & Police Civil Service Board.

SECTION 8: SEVERABILITY

If any section, clause, sentence, or provision of this Ordinance is for any reason held to be invalid or unconstitutional by a court of competent jurisdiction, such decision shall not affect the validity of the remaining portions of this Ordinance.

SECTION 9: REPEALER

All ordinances or parts of ordinances in conflict herewith are hereby repealed to the extent of such conflict.

SECTION 10: EFFECTIVE DATE

This Ordinance shall become effective immediately upon its signature by the mayor, or upon the expiration of the time for mayoral veto as provided by law.

BE IT FURTHER ORDAINED THAT any ordinance or laws in conflict herewith are hereby repealed.

YEAS:
NAYS:
ABSTAINED:
ABSENT:

Introduced: August 11, 2026

Adopted:

Attest:

/s/Chad Crochet
Chad Crochet, City Clerk
Jennings City Council

Stephen VanHook, President
Jennings City Council

Henry Guinn
Mayor