

City of Hattiesburg, MS

*200 Forrest St.
P.O. Box 1898
Hattiesburg, MS 39401*



Meeting Agenda - Final

Monday, March 23, 2015

9:00 AM

Council Chambers

City Council - Special Called Meeting

*City Council
Special Called Meeting*

1. Reconsider to Adopt an Ordinance establishing a classification compensation plan for the City of Hattiesburg, Mississippi, and repealing Ordinance Number 2826, adopted 8-19-03, and any other ordinances in conflict therewith, adopted March 17, 2015 and vetoed by the Mayor and returned to the Council March 20, 2015; adopt a resolution overriding the Mayor's veto.

[2015-1762](#)

Reconsider to Adopt an Ordinance establishing a classification compensation plan for the City of Hattiesburg, Mississippi, and repealing Ordinance Number 2826, adopted 8-19-03, and any other ordinances in conflict therewith, adopted March 17, 2015 and vetoed by the Mayor and returned to the Council March 20, 2015; adopt a resolution overriding the Mayor's veto.

Attachments:

[HAVPAY Ordinance, 2015](#)

[Mayor's memo-veto, HAVPAY ordinance 2015](#)

[RES- Veto Override, HAVPAY Ordinance](#)

[executed RES- Veto Override, HAVPAY Ordinance RES#2015-62](#)



City of Hattiesburg, MS

200 Forrest St.
P.O. Box 1898
Hattiesburg, MS 39401

Master

File Number: 2015-1762

File ID: 2015-1762

Type: Resolution

Status: Passed

Version: 1

Reference:

In Control: City Council -
Special Called
Meeting

File Created: 03/22/2015

Brief Title: Adopt HAVPAY Ordinance, repeal Ordinance 2826

Final Action: 03/23/2015

Minute Book Number: MB2015-91-92

Title:

Reconsider to Adopt an Ordinance establishing a classification compensation plan for the City of Hattiesburg, Mississippi, and repealing Ordinance Number 2826, adopted 8-19-03, and any other ordinances in conflict therewith, adopted March 17, 2015 and vetoed by the Mayor and returned to the Council March 20, 2015; adopt a resolution overriding the Mayor's veto.

Notes:

Sponsors:

Enactment Date:

Attachments: HAVPAY Ordinance, 2015, Mayor's memo-veto,
HAVPAY ordinance 2015, RES- Veto Override,
HAVPAY Ordinance, executed RES- Veto Override,
HAVPAY Ordinance RES#2015-62

Enactment Number:

Contact:

Meeting Date: 03/23/2015

Drafter: Debbie Bernardo

Effective Date:

History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
1	City Council - Special Called Meeting	03/23/2015	Adopt				Pass

Action Text: A MOTION was made by Carroll and seconded by Dryden to Reconsider to Adopt an Ordinance establishing a classification compensation plan for the City of Hattiesburg, Mississippi, and repealing Ordinance Number 2826, adopted 8-19-03, and any other ordinances in conflict therewith, adopted March 17, 2015 and vetoed by the Mayor and returned to the Council March 20, 2015; adopt a resolution overriding the Mayor's veto.

There being no discussion, the Motion received the affirmative vote of the Council as follows:

Yeas: 4 - Bradley, Carroll, Dryden and Naylor

Nays: 1- Delgado

Yea: 4 Bradley
 Carroll
 Naylor
 Dryden
Nay: 1 Delgado

TEL-No Vote: 0

Text of Legislative File 2015-1762

Title

Reconsider to Adopt an Ordinance establishing a classification compensation plan for the City of Hattiesburg, Mississippi, and repealing Ordinance Number 2826, adopted 8-19-03, and any other ordinances in conflict therewith, adopted March 17, 2015 and vetoed by the Mayor and returned to the Council March 20, 2015; adopt a resolution overriding the Mayor's veto.

Summary

Reconsider to Adopt HAVPAY Ordinance; Adopt Resolution to Override Mayor's veto

Budget Information

Expenditure Type

Purchasing Item

Publication Information

ORDINANCE NO. _____

AN ORDINANCE ESTABLISHING A CLASSIFICATION COMPENSATION PLAN FOR THE CITY OF HATTIESBURG, MISSISSIPPI, AND REPEALING ORDINANCE NO. 2826, ADOPTED 8-19-03, AMENDED BY ORDINANCE NO. 2562, ADOPTED 8-20-96, AMENDED BY ORDINANCE NO. 2588, ADOPTED 2-18-97, AMENDED BY ORDINANCE NO. 2614, ADOPTED 11-18-97, AMENDED BY ORDINANCE NO. 2739, ADOPTED 11-21-00, AMENDED BY ORDINANCE NO. 2756, ADOPTED 7-17-01, AMENDED BY ORDINANCE NO. 2776, ADOPTED 1-22-02 AND ANY OTHER ORDINANCES IN CONFLICT THEREWITH.

BE IT ORDAINED BY THE MAYOR AND COUNCIL OF THE CITY OF HATTIESBURG:

Section 1: General Purpose

The general purpose of this Ordinance is to establish a classification/compensation plan for the City; to establish the framework of policy-making to guide the implementation of this Ordinance; and to describe executive and legislative responsibility.

Section II: Establishment of Classification/Compensation Plan

A. Position classifications for all positions in the City, based upon similarity of duties performed and responsibilities assumed, have been created so that similar qualifications reasonably may be required for and applied to all positions in the same class. This position classification plan has been prepared by the Human Resources Manager, under the supervision of the Director of Administration, and approved by the Mayor.

1. The Classification Plan shall create job classes, job families and job titles.
2. The organization of work performed in any position shall be the responsibility of the Mayor, or his designee, and position descriptions shall be maintained by Human Resources to reflect assignment of work with qualifications and experience requirements.

B. A variable compensation plan, known as the Hattiesburg Variable Pay Plan (HAVPAY), is established, as is Career Development for Sworn Policemen and Firemen and, they are attached as Exhibit A-1, Regular Employees; Exhibit A-2, Appointed Officials/Employees; Exhibit B, Career Development for Sworn Officers, as amended by Ordinance Number 3017, adopted October 7, 2008.

1. Initial compensation is accomplished as follows:
 - a. Salary surveys of comparative public and private labor

- markets will be conducted to establish a pay grade/salary range for each position.
- b. Survey findings are compared to existing pay and salary ranges for similar positions.

Section III: Annual Adjustments Through Creation, Abolition or Realignment of Positions

Creating or abolishing positions shall be the responsibility of the Mayor. Any adjustments through realignment shall be made through the following process:

- A. Positions to be created:
Any position may be created by the Mayor, but no hiring processes may begin until the salary range has been assigned under the provisions of Section II-B and approved by the Council during any regular or special meeting.
- B. Vacant Positions:
Funds for vacant positions may be reallocated to another position by the Mayor, but the reallocation must first be approved by the Council. Any position that remains vacant for three months will be considered abolished unless the supervisor provides justification and the Council approves an extension; funding for positions that are abolished due to a vacancy of three months will return to the General Fund.
- C. Employee Transfers and Promotions – The City of Hattiesburg encourages personal and/or professional growth and development of employees through internal transfers and promotions. Any employee may request to transfer or be transferred to another position and/or promoted to a position by the Mayor; Council approval is required for any subsequent change in salary.
- D. Position to be abolished:
Any position may be abolished by the Mayor and abandoned. Reallocation of funds for abolished or abandoned positions must first be approved by the Council during any regular or special meeting.
- E. Positions to be reallocated:
Any budgeted position may be reallocated to a different division or department by the Mayor, with Council approval. Any change in the approved pay range shall be approved by the City Council.
- F. Annual adjustments and funding:
Salary surveys shall be conducted by the Human Resources Division periodically at random, and on an as-needed basis for particular positions. The results of these surveys will be delivered to the Mayor, the Council, and appropriate Director s/Chiefs.
- G. Following delivery of the salary survey results to the Mayor, the Council, and appropriate Directors/Chiefs, the Human Resources Division will recommend pay range realignments, where applicable. Upon concurrence by the Mayor, pay range amendments will be presented to the City Council for adoption. If the new ranges are adopted, payroll changes will occur as the availability of funds permit, but not before the first payroll check in October in each fiscal year.
- H. Based upon availability of funds, merit increases may be approved once per fiscal year by the Mayor and with the approval of the Council, based upon a written evaluation of each employee. Evaluations and recommendations for increases, if any, will be submitted to the Mayor annually on the date designated for increases, by the appropriate Director/Chief. At the discretion of the Mayor and with the approval of the Council, increases may be given on an - across - the - board basis. Other salary increases may be approved by the Mayor and with the approval of the Council within the approved HAVPAY ranges and within the approved budgets, from time to time as conditions may warrant. The City Council will receive quarterly transaction reports on other salary increases; on all new employees, including their positions, salaries and start dates; and on any new employees that were hired at a rate that exceeds the amount budgeted for that position. The City Council also will receive annual reports on employee salaries during the budget process.

Section IV: Responsibility of the Mayor

The administration of this Ordinance shall be the responsibility of the Mayor and the City Clerk/Director of Administration. A manpower document will be furnished to City Council Members with each proposed or amended budget to be approved by the City Council. The manpower document will include positions by title, cost center, department and dollars budgeted. Amendments to the manpower document will be recommended by Department Directors/Chiefs and approved by the City Clerk/Director of Administration and the Mayor. Dollars will be confirmed by Human Resources (Payroll), and the Director of Administration/City Clerk will advise the Council, as indicated herein.

Section V: Legislative Branch Responsibility

The City Council has established the initial pay ranges for each position title. Other changes and additions may be made from time to time by the Council at any regular or special meetings, as outlined hereinabove or upon the request of the Mayor. The City Council will control this Ordinance by its legislative responsibility in the budget process and by the approval of subsequent changes or additions at adoption of budgets or amended budgets, or at the request of the Mayor.

Section VI: Civil Service Procedure

If any provision of this Ordinance is in conflict with the Civil Service laws and regulations pertaining to certain Policemen and Firemen, or any other municipal employee, the Civil Service laws and rules shall take precedence in such instances over provisions of this Ordinance.

Section VII: Career Development Plans

The Career Development Plans for Sworn Police Officers and Fire Fighters are attached hereto and made a part of this Ordinance as if copied in its entirety herein (Attachment B).

Section VIII: Separability

If any provision of this Ordinance shall be held invalid, the remainder of this Ordinance and the application of such to persons or circumstances other than those to which it is held invalid shall not be affected thereby.

Section IX: That Ordinance 2826, adopted 8-19-03, amended by Ordinance 2562, adopted 8-20-96, amended by Ordinance No. 2588, adopted 2-18-97, amended by Ordinance No. 2614, adopted 11-18-97, amended by Ordinance no. 2739, adopted 11-21-00, amended by Ordinance No. 2756, adopted 7-17-01, amended by Ordinance No. 2776, adopted 1-22-02 and any other ordinances in conflict, be and the same are hereby repealed.

Section X: That this Ordinance shall take effect and be in force from and after passage as provided by law.

The foregoing Ordinance having been reduced to writing, the same was introduced by Council member _____, seconded by Council member _____, and was adopted by the following vote, to-wit:

YEAS:

NAYS:

THE President thereby declared the motion carried and the foregoing Ordinance adopted and approved, this the 17th day of March, A.D., 2015.

(S E A L)

ATTEST:

ADOPTED:

CLERK OF COUNCIL

PRESIDENT

THE above foregoing Ordinance having been submitted to and approved by the Mayor, this the 17th day of March, A.D., 2015.

ATTEST:

APPROVED:

DEPUTY CITY CLERK

MAYOR

CITY OF HATTIESBURG
HAY PAY DOCUMENT
08/2003

GRADE	POSITION TITLE
1 9-12	ACCOUNTANT
2 5-6	ACCOUNTING TECHNICIAN
3 7-10	ADMINISTRATIVE ASSISTANT
4 9	ADMINISTRATIVE ASSISTANT/ACCREDITATION MANAGER
5 4	ANIMAL CONTROL OFFICER
6 4	ANIMAL KEEPER
7 5	ASSESSMENT/COLLECTION ASSISTANT
8 6	ASSESSMENT/COLLECTION ASSISTANT COORDINATOR
9 16	ASSISTANT CHIEF OF POLICE
10 8-12	ASSISTANT DIVISION MANAGER
11 4	ASSISTANT RECREATION SPECIALIST
12 14	BUREAU COMMANDER
13 11	CDBG ADMINISTRATOR
14 7	CENTER SUPERVISOR
15 19	CHIEF ADMINISTRATIVE OFFICER
16 17	CHIEF FINANCIAL OFFICER
17 SET BY COUNCIL	CITY ATTORNEY
18 10	CLERK OF COUNCIL
19 9	CODE ENFORCEMENT OFFICER
20 17	COMPTROLLER
21 10	COMMUNITY DEVELOPMENT SPECIALIST
22 6-9	CREW FOREMAN
23 7-10	CREW SUPERVISOR
24 4	CREW WORKER
25 8	CRIME ANALYST
26 9	CRIME SCENE TECHNICIAN
27 4-9	CRIME STOPPERS COORDINATOR
28 3	CUSTODIAN
29 17-18	DEPARTMENT DIRECTOR/CHIEF
30 5	DEPUTY COURT CLERK
31 12	DEPUTY COURT CLERK/PROGRAM COORDINATOR
32 8	DEPUTY MUNICIPAL CLERK
33 8	DISABILITY ADVOCATE
34 9-16	DIVISION MANAGER
35 5	DRIVER
36 16	ENGINEER
37 10	ENGINEER SUPERVISOR
38 8	ENGINEER TECHNICIAN
39 5	EQUIPMENT OPERATOR
40 8	EVIDENCE TECHNICIAN
41 4-7	FACILITY MAINTENANCE REPAIRER
42 4	FACILITY MAINTENANCE WORKER
43 8	FIRE INSPECTOR - CLASS I AND CLASS II
44 9	FIRE INSPECTOR - CLASS III AND CLASS IV
45 14	GENERAL MANAGER
46 10	GIS TECHNICIAN
47 14	GOVERNMENTAL ACCOUNTING SPECIALIST

48
49
50

12
10

GRANT COORDINATOR
HOUSING COORDINATOR

CITY OF HATTIESBURG
HAV PAY DOCUMENT
08/2003

GRADE	POSITION TITLE
51 52 53 57 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90	7 9 3 13 4 15 6-9 11 10 SET BY COUNCIL SET BY COUNCIL SET BY COUNCIL SET BY COUNCIL SET BY COUNCIL 10 4-9 8-9 5 5 3 5 11 8-15 13 6 4 8 2 1 10 15 9 10 5 4 9-10 8 8 16 12 HUMAN RESOURCES GENERALIST HUMAN RESOURCES SPECIALIST INTERN LAND USE CODE ADMINISTRATOR LIFEGUARD MAJOR - POLICE DEPARTMENT MECHANIC MPO SPECIALIST MUNICIPAL COURT CLERK MUNICIPAL JUDGE POST I MUNICIPAL JUDGE POST II MUNICIPAL PROSECUTOR POST I MUNICIPAL PROSECUTOR POST II MUNICIPAL PUBLIC DEFENDER NEIGHBORHOOD DEVELOPMENT OFFICER OFFICE ASSISTANT OFFICE MANAGER OPERATING ENGINEER ZOO SECURITY CREW PARKING ATTENDANT PARKING VIOLATION OFFICER PLANNER PROGRAMMER PUBLIC RELATIONS COORDINATOR PURCHASING ASSISTANT RECORDS CLERK RECREATION SPECIALIST VISITOR SERVICES WORKER SCHOOL PATROL SHOP FOREMAN SYSTEMS ANALYST SYSTEMS TECHNICIAN TECHNICAL INSPECTOR TELECOMMUNICATOR TELESERVICE CLERK TRANSIT SPECIALIST VICTIMS ADVOCATE YOUTH COURT LIAISON ZOO ADMINISTRATOR ZOO CURATOR

2080 Hours / Year

	2080 Hours / Year				Annual Salary				Monthly Salary				Hourly Wage				2080 Hours / Year				Annual Salary				Monthly Salary				Hourly Wage																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
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CITY OF HATTIESBURG
APPOINTED OFFICIAL/EMPLOYEE

GRADE	POSITION TITLE
\$62,000	CITY ATTORNEY
\$50,000	MUNICIPAL JUDGE (3)
\$18,540	MUNICIPAL PROSECUTOR (2)
\$18,540	MUNICIPAL PUBLIC DEFENDER
17-18	DEPARTMENT DIRECTOR/CHIEFS

CITY OF HATTIESBURG POLICE DEPARTMENT
CAREER DEVELOPMENT PAY SCALE

Oct-08

STEP	POLICE OFFICER	SERGEANT	LIEUTENANT	CAPTAIN
1	\$30,000.00			
2	\$31,500.00			
3	\$33,000.00			
4	\$34,500.00			
5	\$36,000.00			
6	\$37,500.00			
7	\$39,000.00			
8	\$40,500.00	\$40,500.00		
9	\$42,000.00	\$42,000.00	\$42,000.00	
10	\$43,500.00	\$43,500.00	\$43,500.00	\$43,500.00
11	\$45,000.00	\$45,000.00	\$45,000.00	\$45,000.00
12	\$46,500.00	\$46,500.00	\$46,500.00	\$46,500.00
13	\$48,000.00	\$48,000.00	\$48,000.00	\$48,000.00
14	\$49,500.00	\$49,500.00	\$49,500.00	\$49,500.00
15	\$51,000.00	\$51,000.00	\$51,000.00	\$51,000.00
16		\$52,500.00	\$52,500.00	\$52,500.00
17		\$54,000.00	\$54,000.00	\$54,000.00
18		\$55,500.00	\$55,500.00	\$55,500.00
19		\$57,000.00	\$57,000.00	\$57,000.00
20			\$58,500.00	\$58,500.00
21			\$60,000.00	\$60,000.00
22			\$61,500.00	\$61,500.00
23			\$63,000.00	\$63,000.00
24			\$64,500.00	\$64,500.00
25			\$66,000.00	\$66,000.00

	CITY OF HATTIESBURG					
	FIRE DEPARTMENT PAY SCALE					
			Oct-08			
*RD = Relief Driver						
*FF = Firefighter						
	Firefighter	Years of Svc	Engineer	Lieutenant	Captain	Battalion Chief Assistant Chief
Recruit	\$22,000.00					
One year firefighter	\$27,600.00					
RD under 1 yr or 3 yr FF	\$29,100.00					
1 yr RD or 4 yr FF	\$29,600.00					
2 yr RD or 5 yr FF	\$30,100.00					
3yr RD or 6yr FF	\$30,600.00					
4 yr RD or 7 yr FF	\$31,100.00					
5 yr RD or 8 yr FF	\$31,600.00					
6 yr RD or 9 yr FF	\$32,100.00					
7 yr Rd or 10 yr FF	\$32,600.00					
8 yr RD or 11 yr FF	\$33,100.00	5 years	\$33,100.00			
9 yr RD or 12 yr FF	\$33,600.00	6 years	\$33,600.00	\$35,100.00		
10 yr RD or 13 yr FF	\$34,100.00	7 years	\$34,100.00	\$35,600.00		
11 yr RD or 14 yr FF	\$34,600.00	8 years	\$34,600.00	\$36,100.00	\$37,600.00	
12 yr RD or 15 yr FF	\$35,100.00	9 years	\$35,100.00	\$36,600.00	\$38,100.00	
13 yr RD or 16 yr FF	\$35,600.00	10 years	\$35,600.00	\$37,100.00	\$38,600.00	
14 yr RD or 17 yr FF	\$36,100.00	11 years	\$36,100.00	\$37,600.00	\$39,100.00	
15 yr RD or 18 yr FF	\$36,600.00	12 years	\$36,600.00	\$38,100.00	\$39,600.00	\$44,100.00
16 yr RD or 19 yr FF	\$37,100.00	13 years	\$37,100.00	\$38,600.00	\$40,100.00	\$44,600.00
17 yr RD or 20 yr FF	\$37,600.00	14 years	\$37,600.00	\$39,100.00	\$40,600.00	\$45,100.00
18 yr RD or 21 yr FF	\$38,100.00	15 years	\$38,100.00	\$39,600.00	\$41,100.00	\$45,600.00
19 yr RD or 22 yr FF	\$38,600.00	16 years	\$38,600.00	\$40,100.00	\$41,600.00	\$46,100.00
20 yr RD or 23 yr FF	\$39,100.00	17 years	\$39,100.00	\$40,600.00	\$42,100.00	\$46,600.00
21 yr RD or 24 yr FF	\$39,600.00	18 years	\$39,600.00	\$41,100.00	\$42,600.00	\$47,100.00
22 yr RD or 25 yr FF	\$40,100.00	19 years	\$40,100.00	\$41,600.00	\$43,100.00	\$47,600.00
23 yr RD or 26 yr FF	\$40,600.00	20 years	\$40,600.00	\$42,100.00	\$43,600.00	\$48,100.00
24 yr RD or 27 yr FF	\$41,100.00	21 years	\$41,100.00	\$42,600.00	\$44,100.00	\$48,600.00
25 yr RD or 28 yr FF	\$41,600.00	22 years	\$41,600.00	\$43,100.00	\$44,600.00	\$49,100.00
26 yr RD or 29 yr FF	\$42,100.00	23 years	\$42,100.00	\$43,600.00	\$45,100.00	\$49,600.00
		24 years	\$42,600.00	\$44,100.00	\$45,600.00	\$50,100.00
		25 years	\$43,100.00	\$44,600.00	\$46,100.00	\$50,600.00
		26 years	\$43,600.00	\$45,100.00	\$46,600.00	\$51,100.00
		27 years	\$44,100.00	\$45,600.00	\$47,100.00	\$51,600.00
		28 years	\$44,600.00	\$46,100.00	\$47,600.00	\$52,100.00
		29 years	\$45,100.00	\$46,600.00	\$48,100.00	\$52,600.00



MAYOR
JOHNNY L. DUPREE, PH.D.

Council - Ward 1
Kim Bradley

Council - Ward 2
Deborah Denard Delgado

Council - Ward 3
Carter Carroll

Council - Ward 4
Mary Dryden

Council - Ward 5
Henry Naylor

M E M O R A N D U M

To: Hattiesburg City Council
From: Mayor Johnny L. DuPree, Ph.D.
Date: March 20, 2015
Subject: Ordinance Number 3154

Pursuant to S21-8-17 (2) of the Mississippi Code, I am hereby notifying you of my veto of Ordinance Number 3154. This Ordinance was approved by a 4-to-1 vote on Tuesday, March 17, 2015. Below you will find my reasons to this veto.

- I asked that my administration be given the opportunity to have input with the development of this ordinance, and we were denied although the ordinance clearly states that this administration prepared this ordinance.
- Salary and Compensation attachments are incorrect.
- This ordinance states that positions not filled after three months will be abandoned. Further, the funding associated with these abandoned positions will be returned to the general fund. There are several special funding sources that do not originate from the general fund. It would not be appropriate to credit the general fund with funding from these special funds. This provision would put an undo burden on directors, and make it very difficult to hire people for jobs with such time constraints. There are other concerns, as it relates to amending personnel budgets, that reduce and increase budgets which were approved at the beginning of the fiscal year.
- It is not possible to administer an ordinance that is confusing at best.

Finally, this ordinance laughs in the face of the Mayor-Council form of government that was approved by the Federal Court and the citizens of Hattiesburg in 1985. This Council wants to operate as if the City of Hattiesburg operates as a Mayor-Alderman form of government. This ordinance will hamper this administration and those to come from operating as it was designed.

JLD/kmh

RESOLUTION

WHEREAS, the City Council at its March 17, 2015, meeting Adopted an Ordinance establishing a classification compensation plan for the City of Hattiesburg, Mississippi, and repealing Ordinance Number 2826, adopted August 19, 2003, and any other ordinances in conflict therewith, and,

WHEREAS, the Mayor of the City of Hattiesburg has exercised his authority to veto the ordinance and has provided reasons for taking that course of action; and,

WHEREAS, the City Council has deemed it responsible stewardship of the City's finances and in the best interests of the citizens of the City of Hattiesburg to amend procedures so as to provide checks and balances by including the Council in budgetary decisions made with respect to the disposition of monies resulting from salary adjustments created by the realignment of employee positions; and,

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Hattiesburg, Mississippi, does hereby override the Mayor's veto, thus adopting Ordinance 3154, an Ordinance establishing a classification compensation plan for the City of Hattiesburg, Mississippi, and repealing Ordinance Number 2826, adopted August 19, 2003, and any other ordinances in conflict therewith.

The above and foregoing Resolution, after having been first reduced to writing, was introduced by Council member _____, seconded by Council member _____, and was adopted by the following vote, to-wit:

YEAS:

NAYS:

ABSENT:

The President thereby declared the motion carried and the Resolution adopted, this the 23rd day of March, A.D., 2015.

SEAL

ATTEST:

ADOPTED:

Clerk of Council

President

RESOLUTION

WHEREAS, the City Council at its March 17, 2015, meeting Adopted an Ordinance establishing a classification compensation plan for the City of Hattiesburg, Mississippi, and repealing Ordinance Number 2826, adopted August 19, 2003, and any other ordinances in conflict therewith, and,

WHEREAS, the Mayor of the City of Hattiesburg has exercised his authority to veto the ordinance and has provided reasons for taking that course of action; and,

WHEREAS, the City Council has deemed it responsible stewardship of the City's finances and in the best interests of the citizens of the City of Hattiesburg to amend procedures so as to provide checks and balances by including the Council in budgetary decisions made with respect to the disposition of monies resulting from salary adjustments created by the realignment of employee positions; and,

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Hattiesburg, Mississippi, does hereby override the Mayor's veto, thus adopting Ordinance 3154, an Ordinance establishing a classification compensation plan for the City of Hattiesburg, Mississippi, and repealing Ordinance Number 2826, adopted August 19, 2003, and any other ordinances in conflict therewith.

The above and foregoing Resolution, after having been first reduced to writing, was introduced by Council member Carroll, seconded by Council member Dryden, and was adopted by the following vote, to-wit:

YEAS: Bradley
Carroll
Dryden
Naylor

NAYS: Delgado

ABSENT:

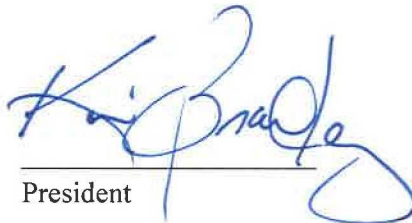
The President thereby declared the motion carried and the Resolution adopted, this the 23rd day of March, A.D., 2015.

SEAL

ATTEST:


Clerk of Council

ADOPTED:


President



MAYOR
JOHNNY L. DUPREE, PH.D.

Council - Ward 1
Kim Bradley

Council - Ward 2
Deborah Denard Delgado

Council - Ward 3
Carter Carroll

Council - Ward 4
Mary Dryden

Council - Ward 5
Henry Naylor

MEMORANDUM

To: Hattiesburg City Council
From: Mayor Johnny L. DuPree, Ph.D.
Date: March 20, 2015
Subject: Ordinance Number 3154

Pursuant to S21-8-17 (2) of the Mississippi Code, I am hereby notifying you of my veto of Ordinance Number 3154. This Ordinance was approved by a 4-to-1 vote on Tuesday, March 17, 2015. Below you will find my reasons to this veto.

- I asked that my administration be given the opportunity to have input with the development of this ordinance, and we were denied although the ordinance clearly states that this administration prepared this ordinance.
- Salary and Compensation attachments are incorrect.
- This ordinance states that positions not filled after three months will be abandoned. Further, the funding associated with these abandoned positions will be returned to the general fund. There are several special funding sources that do not originate from the general fund. It would not be appropriate to credit the general fund with funding from these special funds. This provision would put an undo burden on directors, and make it very difficult to hire people for jobs with such time constraints. There are other concerns, as it relates to amending personnel budgets, that reduce and increase budgets which were approved at the beginning of the fiscal year.
- It is not possible to administer an ordinance that is confusing at best.

Finally, this ordinance laughs in the face of the Mayor-Council form of government that was approved by the Federal Court and the citizens of Hattiesburg in 1985. This Council wants to operate as if the City of Hattiesburg operates as a Mayor-Alderman form of government. This ordinance will hamper this administration and those to come from operating as it was designed.

JLD/kmh

ORDINANCE NO. 3154

AN ORDINANCE ESTABLISHING A CLASSIFICATION COMPENSATION PLAN FOR THE CITY OF HATTIESBURG, MISSISSIPPI, AND REPEALING ORDINANCE NO. 2826, ADOPTED 8-19-03, AMENDED BY ORDINANCE NO. 2562, ADOPTED 8-20-96, AMENDED BY ORDINANCE NO. 2588, ADOPTED 2-18-97, AMENDED BY ORDINANCE NO. 2614, ADOPTED 11-18-97, AMENDED BY ORDINANCE NO. 2739, ADOPTED 11-21-00, AMENDED BY ORDINANCE NO. 2756, ADOPTED 7-17-01, AMENDED BY ORDINANCE NO. 2776, ADOPTED 1-22-02 AND ANY OTHER ORDINANCES IN CONFLICT THEREWITH.

BE IT ORDAINED BY THE MAYOR AND COUNCIL OF THE CITY OF HATTIESBURG:

Section 1: General Purpose

The general purpose of this Ordinance is to establish a classification/compensation plan for the City; to establish the framework of policy-making to guide the implementation of this Ordinance; and to describe executive and legislative responsibility.

Section II: Establishment of Classification/Compensation Plan

A. Position classifications for all positions in the City, based upon similarity of duties performed and responsibilities assumed, have been created so that similar qualifications reasonably may be required for and applied to all positions in the same class. This position classification plan has been prepared by the Human Resources Manager, under the supervision of the Director of Administration, and approved by the Mayor.

1. The Classification Plan shall create job classes, job families and job titles.
2. The organization of work performed in any position shall be the responsibility of the Mayor, or his designee, and position descriptions shall be maintained by Human Resources to reflect assignment of work with qualifications and experience requirements.

B. A variable compensation plan, known as the Hattiesburg Variable Pay Plan (HAVPAY), is established, as is Career Development for Sworn Policemen and Firemen and, they are attached as Exhibit A-1, Regular Employees; Exhibit A-2, Appointed Officials/Employees; Exhibit B, Career Development for Sworn Officers, as amended by Ordinance Number 3017, adopted October 7, 2008.

1. Initial compensation is accomplished as follows:
 - a. Salary surveys of comparative public and private labor

markets will be conducted to establish a pay grade/salary range for each position.

- b. Survey findings are compared to existing pay and salary ranges for similar positions.

Section III: Annual Adjustments Through Creation, Abolition or Realignment of Positions

Creating or abolishing positions shall be the responsibility of the Mayor. Any adjustments through realignment shall be made through the following process:

- A. Positions to be created:
Any position may be created by the Mayor, but no hiring processes may begin until the salary range has been assigned under the provisions of Section II-B and approved by the Council during any regular or special meeting.
- B. Vacant Positions:
Funds for vacant positions may be reallocated to another position by the Mayor, but the reallocation must first be approved by the Council. Any position that remains vacant for three months will be considered abolished unless the supervisor provides justification and the Council approves an extension; funding for positions that are abolished due to a vacancy of three months will return to the General Fund.
- C. Employee Transfers and Promotions – The City of Hattiesburg encourages personal and/or professional growth and development of employees through internal transfers and promotions. Any employee may request to transfer or be transferred to another position and/or promoted to a position by the Mayor; Council approval is required for any subsequent change in salary.
- D. Position to be abolished:
Any position may be abolished by the Mayor and abandoned. Reallocation of funds for abolished or abandoned positions must first be approved by the Council during any regular or special meeting.
- E. Positions to be reallocated:
Any budgeted position may be reallocated to a different division or department by the Mayor, with Council approval. Any change in the approved pay range shall be approved by the City Council.
- F. Annual adjustments and funding:
Salary surveys shall be conducted by the Human Resources Division periodically at random, and on an as-needed basis for particular positions. The results of these surveys will be delivered to the Mayor, the Council, and appropriate Director s/Chiefs.
- G. Following delivery of the salary survey results to the Mayor, the Council, and appropriate Directors/Chiefs, the Human Resources Division will recommend pay range realignments, where applicable. Upon concurrence by the Mayor, pay range amendments will be presented to the City Council for adoption. If the new ranges are adopted, payroll changes will occur as the availability of funds permit, but not before the first payroll check in October in each fiscal year.
- H. Based upon availability of funds, merit increases may be approved once per fiscal year by the Mayor and with the approval of the Council, based upon a written evaluation of each employee. Evaluations and recommendations for increases, if any, will be submitted to the Mayor annually on the date designated for increases, by the appropriate Director/Chief. At the discretion of the Mayor and with the approval of the Council, increases may be given on an - across - the - board basis. Other salary increases may be approved by the Mayor and with the approval of the Council within the approved HAVPAY ranges and within the approved budgets, from time to time as conditions may warrant. The City Council will receive quarterly transaction reports on other salary increases; on all new employees, including their positions, salaries and start dates; and on any new employees that were hired at a rate that exceeds the amount budgeted for that position. The City Council also will receive annual reports on employee salaries during the budget process.

Section IV: Responsibility of the Mayor

The administration of this Ordinance shall be the responsibility of the Mayor and the City Clerk/Director of Administration. A manpower document will be furnished to City Council Members with each proposed or amended budget to be approved by the City Council. The manpower document will include positions by title, cost center, department and dollars budgeted. Amendments to the manpower document will be recommended by Department Directors/Chiefs and approved by the City Clerk/Director of Administration and the Mayor. Dollars will be confirmed by Human Resources (Payroll), and the Director of Administration/City Clerk will advise the Council, as indicated herein.

Section V: Legislative Branch Responsibility

The City Council has established the initial pay ranges for each position title. Other changes and additions may be made from time to time by the Council at any regular or special meetings, as outlined hereinabove or upon the request of the Mayor. The City Council will control this Ordinance by its legislative responsibility in the budget process and by the approval of subsequent changes or additions at adoption of budgets or amended budgets, or at the request of the Mayor.

Section VI: Civil Service Procedure

If any provision of this Ordinance is in conflict with the Civil Service laws and regulations pertaining to certain Policemen and Firemen, or any other municipal employee, the Civil Service laws and rules shall take precedence in such instances over provisions of this Ordinance.

Section VII: Career Development Plans

The Career Development Plans for Sworn Police Officers and Fire Fighters are attached hereto and made a part of this Ordinance as if copied in its entirety herein (Attachment B).

Section VIII: Separability

If any provision of this Ordinance shall be held invalid, the remainder of this Ordinance and the application of such to persons or circumstances other than those to which it is held invalid shall not be affected thereby.

Section IX: That Ordinance 2826, adopted 8-19-03, amended by Ordinance 2562, adopted 8-20-96, amended by Ordinance No. 2588, adopted 2-18-97, amended by Ordinance No. 2614, adopted 11-18-97, amended by Ordinance no. 2739, adopted 11-21-00, amended by Ordinance No. 2756, adopted 7-17-01, amended by Ordinance No. 2776, adopted 1-22-02 and any other ordinances in conflict, be and the same are hereby repealed.

Section X: That this Ordinance shall take effect and be in force from and after passage as provided by law.

The foregoing Ordinance having been reduced to writing, the same was introduced by Council member Carroll, seconded by Council member Dryden, and was adopted by the following vote, to-wit:

YEAS: Bradley
Carroll
Dryden
Naylor

NAYS: Delgado

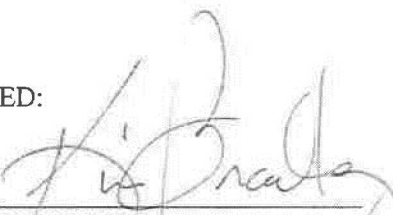
THE President thereby declared the motion carried and the foregoing Ordinance adopted and approved, this the 17th day of March, A.D., 2015.

(S E A L)

ATTEST:


CLERK OF COUNCIL

ADOPTED:


PRESIDENT

THE above foregoing Ordinance having been submitted to and approved by the Mayor, this the 17th day of March, A.D., 2015.

ATTEST:

APPROVED:

DEPUTY CITY CLERK

MAYOR

CITY OF HATTIESBURG
HAV PAY DOCUMENT
08/2003

	GRADE	POSITION TITLE
1	9-12	ACCOUNTANT
2	5-6	ACCOUNTING TECHNICIAN
3	7-10	ADMINISTRATIVE ASSISTANT
4	9	ADMINISTRATIVE ASSISTANT/ACCREDITATION MANAGER
5	4	ANIMAL CONTROL OFFICER
6	4	ANIMAL KEEPER
7	5	ASSESSMENT/COLLECTION ASSISTANT
8	6	ASSESSMENT/COLLECTION ASSISTANT COORDINATOR
9	16	ASSISTANT CHIEF OF POLICE
10	8-12	ASSISTANT DIVISION MANAGER
11	4	ASSISTANT RECREATION SPECIALIST
12	14	BUREAU COMMANDER
13	11	CDBG ADMINISTRATOR
14	7	CENTER SUPERVISOR
15	19	CHIEF ADMINISTRATIVE OFFICER
16	17	CHIEF FINANCIAL OFFICER
17	SET BY COUNCIL	CITY ATTORNEY
18	10	CLERK OF COUNCIL
19	9	CODE ENFORCEMENT OFFICER
20	17	COMPTROLLER
21	10	COMMUNITY DEVELOPMENT SPECIALIST
22	6-9	CREW FOREMAN
23	7-10	CREW SUPERVISOR
24	4	CREW WORKER
25	8	CRIME ANALYST
26	9	CRIME SCENE TECHNICIAN
27	4-9	CRIME STOPPERS COORDINATOR
28	3	CUSTODIAN
29	17-18	DEPARTMENT DIRECTOR/CHIEF
30	5	DEPUTY COURT CLERK
31	12	DEPUTY COURT CLERK/PROGRAM COORDINATOR
32	8	DEPUTY MUNICIPAL CLERK
33	8	DISABILITY ADVOCATE
34	9-16	DIVISION MANAGER
35	5	DRIVER
36	16	ENGINEER
37	10	ENGINEER SUPERVISOR
38	8	ENGINEER TECHNICIAN
39	5	EQUIPMENT OPERATOR
40	8	EVIDENCE TECHNICIAN
41	4-7	FACILITY MAINTENANCE REPAIRER
42	4	FACILITY MAINTENANCE WORKER
43	8	FIRE INSPECTOR - CLASS I AND CLASS II
44	9	FIRE INSPECTOR - CLASS III AND CLASS IV
45	14	GENERAL MANAGER
46	10	GIS TECHNICIAN
47	14	GOVERNMENTAL ACCOUNTING SPECIALIST

48	12	GRANT COORDINATOR
49	10	HOUSING COORDINATOR
50		

PAGE 2 OF 2

**CITY OF HATTIESBURG
HAY PAY DOCUMENT
08/2003**

	GRADE	POSITION TITLE
51	7	HUMAN RESOURCES GENERALIST
52	9	HUMAN RESOURCES SPECIALIST
53	3	INTERN
57	13	LAND USE CODE ADMINISTRATOR
55	4	LIFEGUARD
56	15	MAJOR - POLICE DEPARTMENT
57	6-9	MECHANIC
58	11	MPO SPECIALIST
59	10	MUNICIPAL COURT CLERK
60	SET BY COUNCIL	MUNICIPAL JUDGE POST I
61	SET BY COUNCIL	MUNICIPAL JUDGE POST II
62	SET BY COUNCIL	MUNICIPAL PROSECUTOR POST I
63	SET BY COUNCIL	MUNICIPAL PROSECUTOR POST II
64	SET BY COUNCIL	MUNICIPAL PUBLIC DEFENDER
65	10	NEIGHBORHOOD DEVELOPMENT OFFICER
66	4-9	OFFICE ASSISTANT
67	8-9	OFFICE MANAGER
68	5	OPERATING ENGINEER
69	5	ZOO SECURITY CREW
70	3	PARKING ATTENDANT
71	5	PARKING VIOLATION OFFICER
72	11	PLANNER
73	8-15	PROGRAMMER
74	13	PUBLIC RELATIONS COORDINATOR
75	6	PURCHASING ASSISTANT
76	4	RECORDS CLERK
77	8	RECREATION SPECIALIST
78	2	VISITOR SERVICES WORKER
79	1	SCHOOL PATROL
80	10	SHOP FOREMAN
81	15	SYSTEMS ANALYST
82	9	SYSTEMS TECHNICIAN
83	10	TECHNICAL INSPECTOR
84	5	TELECOMMUNICATOR
85	4	TELESERVICE CLERK
86	9-10	TRANSIT SPECIALIST
87	8	VICTIMS ADVOCATE
88	8	YOUTH COURT LIAISON
89	16	ZOO ADMINISTRATOR
90	12	ZOO CURATOR

City of Hantsburg
Dep./Grade Plan
December 15, 2001

2080 Hours / Year

Annual Salary

Monthly Salary

Hourly Wage

2080 Hours / Year

Annual Salary

Monthly Salary

Hourly Wage

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Grade Chief	\$11,712.00	\$11,631.66	\$11,547.16	\$11,458.49	\$11,365.65	\$11,268.54	\$11,167.24	\$11,061.64	\$10,951.64	\$10,837.23	\$10,718.42	\$10,595.10	\$10,467.27	\$10,334.92	\$10,198.06	\$10,056.68	\$9,910.75	\$9,760.26	\$9,605.20	\$9,445.56
	\$892.67	\$52.00	\$5.46	\$5.63	\$5.80	\$5.97	\$6.15	\$6.33	\$6.52	\$6.72	\$6.92	\$7.13	\$7.34	\$7.56	\$7.79	\$8.02	\$8.26	\$8.51	\$8.76	\$9.03
Grade Two	\$11,712.00	\$11,712.00	\$11,712.00	\$11,712.00	\$11,712.00	\$11,712.00	\$11,712.00	\$11,712.00	\$11,712.00	\$11,712.00	\$11,712.00	\$11,712.00	\$11,712.00	\$11,712.00	\$11,712.00	\$11,712.00	\$11,712.00	\$11,712.00	\$11,712.00	\$11,712.00
	\$51.67	\$5.83	\$6.01	\$6.19	\$6.38	\$6.57	\$6.76	\$6.97	\$7.18	\$7.39	\$7.61	\$7.84	\$8.08	\$8.32	\$8.57	\$8.83	\$9.09	\$9.36	\$9.64	\$9.93
Grade Three	\$11,961.33	\$11,903.17	\$11,845.91	\$11,789.54	\$11,734.06	\$11,679.45	\$11,625.71	\$11,572.84	\$11,520.84	\$11,468.81	\$11,416.75	\$11,364.66	\$11,312.53	\$11,260.36	\$11,208.15	\$11,155.90	\$11,103.61	\$11,051.28	\$10,998.91	\$10,945.50
	\$6.23	\$6.42	\$6.61	\$6.81	\$7.01	\$7.22	\$7.44	\$7.66	\$7.89	\$8.13	\$8.37	\$8.61	\$8.86	\$9.11	\$9.35	\$9.61	\$9.86	\$10.10	\$10.35	\$10.60
Grade Four	\$11,251.67	\$11,655.46	\$13,125.56	\$14,579.74	\$16,047.13	\$17,525.55	\$19,017.00	\$20,521.48	\$22,038.99	\$23,569.53	\$25,113.10	\$26,669.71	\$28,239.37	\$29,822.12	\$31,417.95	\$33,026.96	\$34,649.13	\$36,284.45	\$37,932.91	\$39,594.50
	\$1,881.4	\$1,223.78	\$1,250.50	\$1,260.50	\$1,267.26	\$1,272.85	\$1,277.35	\$1,281.85	\$1,286.35	\$1,290.85	\$1,295.35	\$1,299.85	\$1,304.35	\$1,308.85	\$1,313.35	\$1,317.85	\$1,322.35	\$1,326.85	\$1,331.35	\$1,335.85
Grade Five	\$13,683.34	\$14,153.94	\$16,631.46	\$19,113.72	\$21,600.63	\$24,092.25	\$26,588.56	\$29,089.56	\$31,595.25	\$34,105.53	\$36,620.40	\$39,140.86	\$41,666.91	\$44,198.54	\$46,735.75	\$49,278.54	\$51,826.91	\$54,380.85	\$56,940.36	\$59,505.44
	\$6.85	\$7.06	\$7.27	\$7.49	\$7.71	\$7.95	\$8.20	\$8.46	\$8.74	\$9.04	\$9.35	\$9.67	\$10.00	\$10.34	\$10.69	\$11.05	\$11.42	\$11.79	\$12.16	\$12.54
Grade Six	\$11,451.78	\$11,716.34	\$13,200.42	\$14,710.06	\$16,245.25	\$17,806.00	\$19,392.31	\$21,004.24	\$22,641.80	\$24,305.00	\$25,993.83	\$27,708.20	\$29,449.13	\$31,216.61	\$33,010.70	\$34,831.40	\$36,678.71	\$38,552.72	\$40,453.43	\$42,380.74
	\$5.22	\$5.46	\$8.80	\$8.24	\$9.34	\$10,665	\$12,091.64	\$13,623.57	\$15,261.25	\$16,904.68	\$18,553.85	\$20,208.76	\$21,869.41	\$23,535.79	\$25,207.91	\$26,885.76	\$28,569.34	\$30,258.65	\$31,953.68	\$33,654.34
Grade Seven	\$11,970.06	\$12,463.37	\$14,133.16	\$15,837.44	\$17,576.21	\$19,349.46	\$21,157.19	\$22,999.40	\$24,876.09	\$26,787.26	\$28,732.91	\$30,714.04	\$32,730.63	\$34,782.67	\$36,870.15	\$38,993.07	\$41,151.43	\$43,345.24	\$45,574.50	\$47,839.21
	\$9.12	\$9.40	\$9.68	\$9.97	\$10.27	\$10.58	\$10.89	\$11.22	\$11.56	\$11.90	\$12.26	\$12.63	\$13.01	\$13.40	\$13.80	\$14.21	\$14.64	\$15.08	\$15.53	\$16.00
Grade Eight	\$12,874.66	\$13,400.60	\$15,145.52	\$16,974.44	\$18,887.35	\$20,784.25	\$22,665.14	\$24,530.02	\$26,378.89	\$28,211.74	\$30,029.57	\$31,832.38	\$33,620.17	\$35,392.94	\$37,150.68	\$38,893.39	\$40,621.06	\$42,333.70	\$44,031.31	\$45,714.88
	\$10.04	\$10.34	\$10.65	\$10.97	\$11.30	\$11.65	\$12.01	\$12.38	\$12.76	\$13.15	\$13.56	\$13.98	\$14.41	\$14.85	\$15.30	\$15.76	\$16.24	\$16.73	\$17.23	\$17.74
Grade Nine	\$11,961.33	\$12,463.37	\$14,133.16	\$15,837.44	\$17,576.21	\$19,349.46	\$21,157.19	\$22,999.40	\$24,876.09	\$26,787.26	\$28,732.91	\$30,714.04	\$32,730.63	\$34,782.67	\$36,870.15	\$38,993.07	\$41,151.43	\$43,345.24	\$45,574.50	\$47,839.21
	\$10.93	\$11.37	\$11.71	\$12.06	\$12.43	\$12.82	\$13.20	\$13.60	\$14.01	\$14.43	\$14.86	\$15.30	\$15.76	\$16.24	\$16.73	\$17.23	\$17.74	\$18.26	\$18.79	\$19.33
Grade Ten	\$12,538.34	\$13,066.09	\$14,795.55	\$16,624.44	\$18,543.75	\$20,553.46	\$22,653.56	\$24,844.05	\$27,124.93	\$29,496.20	\$31,957.85	\$34,509.88	\$37,152.29	\$39,885.08	\$42,607.23	\$45,318.74	\$48,019.71	\$50,710.14	\$53,390.03	\$56,059.36
	\$12.14	\$12.51	\$12.88	\$13.27	\$13.67	\$14.08	\$14.50	\$14.93	\$15.38	\$15.84	\$16.31	\$16.79	\$17.28	\$17.78	\$18.29	\$18.81	\$19.34	\$19.88	\$20.43	\$20.98
Grade Eleven	\$12,704.17	\$13,232.11	\$14,962.33	\$16,791.21	\$18,719.60	\$20,747.50	\$22,875.91	\$25,004.82	\$27,234.23	\$29,464.14	\$31,694.55	\$33,925.46	\$36,156.87	\$38,388.78	\$40,621.19	\$42,853.99	\$45,087.18	\$47,320.76	\$49,554.73	\$51,789.08
	\$13.35	\$13.94	\$14.63	\$15.42	\$16.31	\$17.30	\$18.39	\$19.58	\$20.87	\$22.26	\$23.75	\$25.34	\$27.03	\$28.82	\$30.71	\$32.70	\$34.79	\$36.98	\$39.27	\$41.56
Grade Twelve	\$13,546.88	\$14,074.82	\$15,804.28	\$17,633.16	\$19,561.45	\$21,589.14	\$23,716.23	\$25,942.72	\$28,268.71	\$30,694.20	\$33,219.18	\$35,843.65	\$38,567.60	\$41,291.04	\$44,014.97	\$46,739.39	\$49,464.30	\$52,189.70	\$54,915.60	\$57,642.00
	\$13.68	\$14.09	\$14.85	\$15.74	\$16.75	\$17.88	\$19.14	\$20.53	\$22.05	\$23.70	\$25.48	\$27.39	\$29.43	\$31.60	\$33.91	\$36.36	\$38.86	\$41.41	\$44.01	\$46.66
Grade Thirteen	\$13,813.84	\$14,341.78	\$16,071.24	\$17,900.12	\$19,828.41	\$21,856.10	\$23,983.19	\$26,209.58	\$28,535.27	\$30,960.25	\$33,484.72	\$36,009.19	\$38,633.66	\$41,258.12	\$43,882.58	\$46,507.04	\$49,131.49	\$51,755.94	\$54,380.39	\$56,994.84
	\$14.16	\$14.57	\$15.33	\$16.34	\$17.50	\$18.82	\$20.30	\$21.95	\$23.78	\$25.69	\$27.69	\$29.78	\$31.96	\$34.24	\$36.62	\$39.10	\$41.68	\$44.36	\$47.14	\$49.92
Grade Fourteen	\$14,080.13	\$14,608.07	\$16,337.53	\$18,166.41	\$20,094.70	\$22,122.39	\$24,250.48	\$26,477.97	\$28,804.85	\$31,231.14	\$33,756.83	\$36,382.02	\$39,007.71	\$41,632.90	\$44,258.58	\$46,883.86	\$49,508.74	\$52,133.20	\$54,757.48	\$57,381.66
	\$14.23	\$14.64	\$15.40	\$16.41	\$17.57	\$18.89	\$20.38	\$22.05	\$23.90	\$25.94	\$28.18	\$30.62	\$33.26	\$36.10	\$39.14	\$42.38	\$45.82	\$49.46	\$53.30	\$57.34
Grade Fifteen	\$14,346.42	\$14,874.36	\$16,603.82	\$18,432.70	\$20,361.00	\$22,388.69	\$24,516.78	\$26,744.27	\$29,071.15	\$31,497.44	\$34,023.13	\$36,648.32	\$39,273.01	\$41,897.48	\$44,521.75	\$47,145.93	\$49,770.00	\$52,393.96	\$55,017.82	\$57,641.58
	\$14.54	\$14.95	\$15.71	\$16.72	\$17.98	\$19.40	\$21.00	\$22.85	\$24.96	\$27.34	\$30.00	\$32.94	\$36.18	\$39.72	\$43.56	\$47.70	\$52.14	\$56.88	\$61.92	\$67.26
Grade Sixteen	\$14,612.71	\$15,140.65	\$16,870.11	\$18,699.00	\$20,627.29	\$22,654.98	\$24,782.67	\$26,910.36	\$29,138.05	\$31,465.74	\$33,893.43	\$36,421.12	\$39,048.81	\$41,676.50	\$44,304.19	\$46,931.88	\$49,559.57	\$52,187.25	\$54,814.94	\$57,442.62
	\$14.85	\$15.26	\$16.02	\$17.03	\$18.29	\$19.82	\$21.54	\$23.49	\$25.69	\$28.14	\$30.95	\$34.19	\$37.88	\$41.92	\$46.32	\$51.08	\$56.22	\$61.76	\$67.70	\$73.94
Grade Seventeen	\$14,879.00	\$15,406.94	\$17,136.40	\$19,065.28	\$21,194.17	\$23,423.06	\$25,751.95	\$28,180.84	\$30,709.73	\$33,338.62	\$36,067.51	\$38,896.40	\$41,725.29	\$44,554.18	\$47,383.07	\$50,211.96	\$53,040.85	\$55,869.74	\$58,698.63	\$61,527.52
	\$15.16	\$15.57	\$16.33	\$17.34	\$18.60	\$20.13	\$21.95	\$24.06	\$26.48	\$29.29	\$32.53	\$36.22	\$40.36	\$44.96	\$49.92	\$55.26	\$61.00	\$67.24	\$74.00	\$81.26
Grade Eighteen	\$15,145.29	\$15,673.23	\$17,402.69	\$19,331.57	\$21,460.46	\$23,689.35	\$26,018.24	\$28,447.13	\$30,976.02	\$33,604.91	\$36,333.80	\$39,162.69	\$42,091.58	\$45,020.47	\$48,049.36	\$51,178.25	\$54,407.14	\$57,736.03	\$61,164.92	\$64,693.81
	\$15.47	\$15.88	\$16.64	\$17.65	\$18.91	\$20.44	\$22.26	\$24.37	\$26.80	\$29.61	\$32.85	\$36.54	\$40.68	\$45.28	\$50.34	\$55.88	\$61.92	\$68.46	\$75.50	\$83.14
Grade Nineteen	\$15,411.58	\$15,939.52	\$17,668.98	\$19,597.86	\$21,726.75	\$23,955.64	\$26,284.53	\$28,713.42	\$31,242.31	\$33,871.20	\$36,600.09	\$39,428.98	\$42,357.87	\$45,286.76	\$48,315.65	\$51,444.54	\$54,673.43	\$57,902.32	\$61,131.21	\$64,360.10
	\$15.78	\$16.19	\$16.95	\$17.96	\$19.22	\$20.75	\$22.57	\$24.68	\$27.11	\$29.92	\$33.16	\$36.95	\$41.39	\$46.45	\$52.19	\$58.63	\$65.87	\$73.91	\$82.85	\$92.69
Grade Twenty	\$15,677.87	\$16,205.81	\$17,935.27	\$19,864.15	\$21,993.04	\$24,221.93	\$26,550.82	\$28,979.71	\$31,508.60	\$34,137.49	\$36,866.38	\$39,695.27	\$42,624.16	\$45,653.05	\$48,781.94	\$51,910.83	\$55,139.72	\$58,468.61	\$61,797.50	\$65,126.39
	\$16.09	\$16.50	\$17.26	\$18.27	\$19.53	\$21.06	\$22.88	\$24.99	\$27.42	\$30.23	\$33.57	\$37.46	\$41.90	\$46.96	\$52.70	\$59.14	\$66.38	\$74.42	\$83.36	\$93.20

CITY OF HATTIESBURG
APPOINTED OFFICIAL/EMPLOYEE

GRADE	POSITION TITLE
\$62,000	CITY ATTORNEY
\$50,000	MUNICIPAL JUDGE (3)
\$18,540	MUNICIPAL PROSECUTOR (2)
\$18,540	MUNICIPAL PUBLIC DEFENDER
17-18	DEPARTMENT DIRECTOR/CHIEFS

CITY OF HATTIESBURG POLICE DEPARTMENT
CAREER DEVELOPMENT PAY SCALE
Oct-08

STEP	POLICE OFFICER	SERGEANT	LIEUTENANT	CAPTAIN
1	\$30,000.00			
2	\$31,500.00			
3	\$33,000.00			
4	\$34,500.00			
5	\$36,000.00			
6	\$37,500.00			
7	\$39,000.00			
8	\$40,500.00	\$40,500.00		
9	\$42,000.00	\$42,000.00	\$42,000.00	
10	\$43,500.00	\$43,500.00	\$43,500.00	\$43,500.00
11	\$45,000.00	\$45,000.00	\$45,000.00	\$45,000.00
12	\$46,500.00	\$46,500.00	\$46,500.00	\$46,500.00
13	\$48,000.00	\$48,000.00	\$48,000.00	\$48,000.00
14	\$49,500.00	\$49,500.00	\$49,500.00	\$49,500.00
15	\$51,000.00	\$51,000.00	\$51,000.00	\$51,000.00
16		\$52,500.00	\$52,500.00	\$52,500.00
17		\$54,000.00	\$54,000.00	\$54,000.00
18		\$55,500.00	\$55,500.00	\$55,500.00
19		\$57,000.00	\$57,000.00	\$57,000.00
20			\$58,500.00	\$58,500.00
21			\$60,000.00	\$60,000.00
22			\$61,500.00	\$61,500.00
23			\$63,000.00	\$63,000.00
24			\$64,500.00	\$64,500.00
25			\$66,000.00	\$66,000.00

CITY OF HATTIESBURG							
FIRE DEPARTMENT PAY SCALE							
*RD = Relief Driver			Oct-08				
*FF = Firefighter							
		Years				Battalion	Assistant
	Firefighter	of Svc	Engineer	Lieutenant	Captain	Chief	Chief
Recruit	\$22,000.00						
One year firefighter	\$27,600.00						
RD under 1 yr or 3 yr FF	\$29,100.00						
1 yr RD or 4 yr FF	\$29,600.00						
2 yr RD or 5 yr FF	\$30,100.00						
3yr RD or 6yr FF	\$30,600.00						
4 yr RD or 7 yr FF	\$31,100.00						
5 yr RD or 8 yr FF	\$31,600.00						
6 yr RD or 9 yr FF	\$32,100.00						
7 yr Rd or 10 yr FF	\$32,600.00						
8 yr RD or 11 yr FF	\$33,100.00	5 years	\$33,100.00				
9 yr RD or 12 yr FF	\$33,600.00	6 years	\$33,600.00	\$35,100.00			
10 yr RD or 13 yr FF	\$34,100.00	7 years	\$34,100.00	\$35,600.00			
11 yr RD or 14 yr FF	\$34,600.00	8 years	\$34,600.00	\$36,100.00	\$37,600.00		
12 yr RD or 15 yr FF	\$35,100.00	9 years	\$35,100.00	\$36,600.00	\$38,100.00		
13 yr RD or 16 yr FF	\$35,600.00	10 years	\$35,600.00	\$37,100.00	\$38,600.00		
14 yr RD or 17 yr FF	\$36,100.00	11 years	\$36,100.00	\$37,600.00	\$39,100.00		
15 yr RD or 18 yr FF	\$36,600.00	12 years	\$36,600.00	\$38,100.00	\$39,600.00	\$44,100.00	
16 yr RD or 19 yr FF	\$37,100.00	13 years	\$37,100.00	\$38,600.00	\$40,100.00	\$44,600.00	
17 yr RD or 20 yr FF	\$37,600.00	14 years	\$37,600.00	\$39,100.00	\$40,600.00	\$45,100.00	
18 yr RD or 21 yr FF	\$38,100.00	15 years	\$38,100.00	\$39,600.00	\$41,100.00	\$45,600.00	\$49,600.00
19 yr RD or 22 yr FF	\$38,600.00	16 years	\$38,600.00	\$40,100.00	\$41,600.00	\$46,100.00	\$50,100.00
20 yr RD or 23 yr FF	\$39,100.00	17 years	\$39,100.00	\$40,600.00	\$42,100.00	\$46,600.00	\$50,600.00
21 yr RD or 24 yr FF	\$39,600.00	18 years	\$39,600.00	\$41,100.00	\$42,600.00	\$47,100.00	\$51,100.00
22 yr RD or 25 yr FF	\$40,100.00	19 years	\$40,100.00	\$41,600.00	\$43,100.00	\$47,600.00	\$51,600.00
23 yr RD or 26 yr FF	\$40,600.00	20 years	\$40,600.00	\$42,100.00	\$43,600.00	\$48,100.00	\$52,100.00
24 yr RD or 27 yr FF	\$41,100.00	21 years	\$41,100.00	\$42,600.00	\$44,100.00	\$48,600.00	\$52,600.00
25 yr RD or 28 yr FF	\$41,600.00	22 years	\$41,600.00	\$43,100.00	\$44,600.00	\$49,100.00	\$53,100.00
26 yr RD or 29 yr FF	\$42,100.00	23 years	\$42,100.00	\$43,600.00	\$45,100.00	\$49,600.00	\$53,600.00
		24 years	\$42,600.00	\$44,100.00	\$45,600.00	\$50,100.00	\$54,100.00
		25 years	\$43,100.00	\$44,600.00	\$46,100.00	\$50,600.00	\$54,600.00
		26 years	\$43,600.00	\$45,100.00	\$46,600.00	\$51,100.00	\$55,100.00
		27 years	\$44,100.00	\$45,600.00	\$47,100.00	\$51,600.00	\$55,600.00
		28 years	\$44,600.00	\$46,100.00	\$47,600.00	\$52,100.00	\$56,100.00
		29 years	\$45,100.00	\$46,600.00	\$48,100.00	\$52,600.00	\$56,600.00