



Minutes - Final
Board of Mayor and Aldermen

Monday, November 4, 2024

10:00 AM

Robert M. Walker Building

1. Invocation, Pledge of Allegiance and Call to Order

Invocation was given by Mayor George Flaggs, Jr.
Pledge of Allegiance was led by Carla Sullivan-Sanders.

2. Roll Call

Also present:
Lee Thames, City Attorney
Deborah A. Kaiser-Nickson, City Clerk
Tasha Jordan, Associate City Clerk

Present: 3 - Mayor George Flaggs Jr.
Alderman Thomas Mayfield
Alderman Alex J. Monsour Jr.

3. Board Comments:

4. Adopt Agenda

On motion of Mayor Flaggs, Jr., seconded by Alderman Mayfield, the Mayor and Aldermen voted to adopt the Agenda, as printed. The motion was adopted unanimously by the following vote:

Aye: 3 - Mayor Flaggs Jr., Alderman Mayfield, and Alderman Monsour Jr.

Recognitions:

A. [ID-24-1305](#) Proclamation for Extra Mile Day

Attachments: [Proclamation Extra Mile Day](#)

B. [ID-24-1323](#) Employee Anniversaries:

1. Three (3) years of service:
 - a. John Owen - Traffic Department
2. Four (4) years of service:
 - a. Courtney Epps - Police Department
 - b. Christopher Craig - Water Department
3. Seven (7) years of service:
 - a. Kacie Lindsey - Animal Control
 - b. Skyla Campbell - Police Department
4. Fifteen (15) years of service:
 - a. Deborah Kaiser-Nickson - City Clerk
5. Thirty (30) years of service:
 - a. Clarence Whitaker - Fire Department

Mayor Flaggs, Jr., congratulated John Owen from the Traffic Department for three (3) years of service; Courtney Epps from the Police Department and Christopher Craig from the Water Department for four (4) years of service each; Kacie Lindsey from Animal Control and Skyla Campbell from the Police Department for seven (7) years of service each; Deborah Kaiser-Nickson from the City Clerk's office for fifteen (15) years of service; and Clarence Whitaker from the Fire Department for thirty (30) years of service. The Mayor and Aldermen congratulated all employees for their dedicated years of service with the City of Vicksburg.

Approval of Consent Agenda Items:

On motion of Alderman Monsour, Jr., seconded by Alderman Mayfield, the Mayor and Aldermen voted to approve the Consent Agenda Items. The motion was adopted unanimously by the following vote:

Aye: 3 - Mayor Flaggs Jr., Alderman Mayfield, and Alderman Monsour Jr.

- A.** [ID-24-1306](#) Adopt Board Meeting Minutes for:
1. October 21, 2024
 2. October 25, 2024
- B.** [ID-24-1324](#) Approve the following Personnel Action Forms:
1. Resignation:
 - a. Community Service (1)
 2. New Hire:
 - a. Community Development (1)
 - b. Sewer Department (2)
- C.** [ID-24-1317](#) Approve Additions to Employee Driving List:
1. Sewer Department:
 - a. Edward Mazie
 - b. Levorn Herron, Jr.
 2. Community Development:
 - a. Mesha Phillips
- D.** [ID-24-1310](#) Approve reappointments to the Board of Architectural Review:
1. Remy Massey
 2. Bryan Green

Attachments: [BOAR Reappointments](#)

- E.** [ID-24-1319](#) Approve appointment to the Public Transportation Board:
1. Keeshia Perkins to fill the unexpired term of Stan Collins
- F.** [ID-24-1308](#) Declare the following holidays as City holidays:
1. November 28 & 29, 2024 in observance of Thanksgiving
 2. December 24 & 25, 2024 in observance of Christmas
 3. January 1, 2025 in observance of New Year's Day
- pursuant to Section 3-3-7(1) of the Mississippi Code of 1972, Annotated

Attachments: [Holiday](#)

- G.** [ID-24-1309](#) Approve Sponsorship Application in the amount of \$350.00 for the month of December 2024 from Mark Jones on behalf of Lendsi Radio for the 19th Annual Christmas Caroling Contest pursuant to Section 17-3-1 and Section 17-3-3 of the Mississippi Code of 1972, as amended

Attachments: [Sponsorship Application Lendsi Radio](#)

Mayor Flaggs, Jr., stated that the sponsorship application from Mark Jones on behalf of Lendsi Radio for the 19th Annual Christmas Caroling Contest will bring into favorable notice the opportunities, possibilities, and resources of the City of Vicksburg and will be helpful toward advancing the moral, financial, and other interests of the City of Vicksburg.

The Mayor and Aldermen of the City of Vicksburg approved the sponsorship application from Mark Jones in the amount of \$350.00 for the 19th Annual Christmas Caroling Contest. The city is authorized pursuant to Section 17-3-1 and Section 17-3-3 of the Mississippi Code of 1972, as amended.

- H.** [ID-24-1318](#) Approve Sponsorship Application in the amount of \$500.00 from Bruce Robinson on behalf of 2drimhoopsLLC for River City Challenge Basketball Showcase pursuant to Section 17-3-1 and Section 17-3-3 of the Mississippi Code of 1972, as amended

Attachments: [Sponsorship Application 2drimhoopsLLC](#)

Mayor Flaggs, Jr., stated that the sponsorship application from Bruce Robinson

on behalf of 2drimhoopsLLC for the River City Challenge Basketball Showcase will bring into favorable notice the opportunities, possibilities, and resources of the City of Vicksburg and will be helpful toward advancing the moral, financial, and other interests of the City of Vicksburg.

The Mayor and Aldermen of the City of Vicksburg approved the sponsorship application from Bruce Robinson in the amount of \$500.00 for the River City Challenge Basketball Showcase. The city is authorized pursuant to Section 17-3-1 and Section 17-3-3 of the Mississippi Code of 1972, as amended.

Does this fit your needs? Any other adjustments or additional information needed?

- I. [ID-24-1322](#) Approve request from Genoa Williams for the 3rd Annual River City Barber & Beauty Competition/Day Party:
 1. Block off the parking lot area which includes Monroe & Clay Street in front of his building all the way down to Monroe & China on Sunday, December 1, 2024 from 9am to 8pm
 2. Provide a lift on the "Open Container" law
 3. Approve Sponsorship Application in the amount of \$250.00 pursuant to Section 17-3-1 and Section 17-3-3 of the Mississippi Code of 1972, as amended

Attachments: [G. Williams Block Street Sponsorship Application G. Williams](#)

Mayor Flagg, Jr. stated that the request from Genoa Williams for the 3rd Annual River City Barber & Beauty Competition/Day Party will bring into favorable notice the opportunities, possibilities, and resources of the City of Vicksburg and will be helpful toward advancing the moral, financial, and other interests of the City of Vicksburg.

The Mayor and Aldermen of the City of Vicksburg approved the following requests from Genoa Williams for the 3rd Annual River City Barber & Beauty Competition/Day Party:

- (1.) Block off the parking lot area which includes Monroe & Clay Street in front of his building all the way down to Monroe & China on Sunday, December 1, 2024, from 9 am to 8 pm,
- (2.) Provide a lift on the "Open Container" law and
- (3.) Approve Sponsorship Application in the amount of \$250.00. The city is authorized pursuant to Section 17-3-1 and Section 17-3-3 of the Mississippi Code of 1972, as amended.

The motion was adopted unanimously by the following vote:

- J. [ID-24-1320](#) Approve request from Jennifer Harper of behalf of Senior Center to reserve motor coach on December 6, 2024

Attachments: [Motor Coach Reservation Form Senior Center December 6th](#)

- K. [ID-24-1313](#) Approve the following for payment:
 1. ESG Operations (An Inframark Company) for the month of October 2024:
 - a. Invoice #135346 in the amount of \$87,791.33 for Contract Operations and Maintenance of the City's Water Treatment Facilities
 - b. Invoice #135345 in the amount of \$57,505.67 for Contract Operations and Maintenance of the City's Wastewater Treatment Facilities
 2. Integrated Right of Way, LLC (IROW):
 - a. Invoice #2024-2086 0001 in the amount of \$14,520.00 for Fisher Ferry Road Bridge Project
 3. Russ Builders:
 - a. Pay App #2 in the amount of \$178,923.60 for Ash Meadows

Subdivision Project

Attachments: [Invoices ESG](#)
[Invoice IROW](#)
[Pay App #2 Russ Builders](#)

- L. [ID-24-1307](#) Approve Claims Docket
 The City Clerk presented the Docket of Claims numbering: 32999-330004 for approval.

Routine Agenda:

- A. [ID-24-1314](#) Discuss Vicksburg Convention Center Updates
 Ms. Donna Gray, of the Vicksburg Convention Center, came before the Board to inform the public of the upcoming events at the Vicksburg Convention Center for the month of November 2024 and invited the public to attend. The Mayor and Aldermen thanked Ms. Gray for attending the meeting.
- B. [ID-24-1315](#) Discuss Vicksburg Convention and Visitors Bureau Updates
 Ms. Laura Beth Strickland, of the Vicksburg Convention & Visitors Bureau, came before the Board to inform the public of the upcoming events at the Vicksburg Convention & Visitors Bureau for the month of November 2024 and invited the public to attend. The Mayor and Aldermen thanked Ms. Strickland for attending the meeting.
- C. [ID-24-1332](#) Authorize Mayor to execute FY2025 Emergency Medical Services Operating Fund (EMSOF) Grant Application
Attachments: [EMSOF FY2025](#)
 On motion of Mayor Flaggs, Jr., seconded by Alderman Monsour, Jr., the Mayor and Aldermen voted to authorize the Mayor to execute Authorize Mayor to execute FY2025 Emergency Medical Services Operating Fund (EMSOF) Grant Application. The Vicksburg Fire Department intends to use the FY2025 Emergency Medical Services Operating Funds in the amount of \$13,156 and FY2024 Emergency Medical Services Operating Funds in the amount of \$13,156, in escrow, toward the purchase of two (2) Stryker Pro XT Stretchers at a cost of \$40,375. The motion was adopted unanimously by the following vote:
Aye: 3 - Mayor Flaggs Jr., Alderman Mayfield, and Alderman Monsour Jr.
- D. [ID-24-1333](#) ADOPT RESOLUTION AUTHORIZING COMMITMENT OF MATCHING FUNDS FOR A SITE DEVELOPMENT GRANT FROM THE MISSISSIPPI DEVELOPMENT AUTHORITY TO SUPPORT THE DEVELOPMENT OF THE NEW PORT COMPLEX
Attachments: [RESOLUTION AUTHORIZING COMMITMENT OF MATCHING FUNDS FOR A SITE](#)
 On motion of Mayor Flaggs, Jr., seconded by Alderman Monsour, Jr., the Mayor and Aldermen voted to adopt the resolution authorizing the commitment of matching funds for a site development grant from the Mississippi Development Authority to support the development of the new port complex. The motion was adopted unanimously by the following vote:
Aye: 3 - Mayor Flaggs Jr., Alderman Mayfield, and Alderman Monsour Jr.
- E. [ID-24-1311](#) Authorize the Board of Mayor and Aldermen to Execute Memorandum of Understanding with Cedar Hill Cemetery Association
Attachments: [MOU Cedar Hill Cemetery Association](#)
 On motion of Mayor Flaggs, Jr., seconded by Alderman Monsour, Jr., the Mayor and Aldermen voted to authorize the Board of Mayor and Aldermen to execute the Memorandum of Understanding with Cedar Hill Cemetery Association. The motion was adopted unanimously by the following vote:
Aye: 3 - Mayor Flaggs Jr., Alderman Mayfield, and Alderman Monsour Jr.
- F. [ID-24-1312](#) Authorize Mayor to execute Contract with American Recovery Plan Act (ARPA) Funding Recipient Mountain of Faith Ministries, Inc. in the amount of \$5,000.00 which provides emergency shelter and housing to improve

access to stable, affordable housing for women and children who are homeless which is an enumerated eligible use for disproportionately impacted households and allowed as set forth in Interim Final Rule of the U.S. Department of Treasury

Attachments: [ARPA Contract Mtn of Faith](#)

On motion of Mayor Flaggs, Jr., seconded by Alderman Monsour, Jr., the Mayor and Aldermen voted to authorize the Mayor to execute the contract with American Recovery Plan Act (ARPA) funding recipient Mountain of Faith Ministries, Inc. in the amount of \$5,000.00, which provides emergency shelter and housing to improve access to stable, affordable housing for women and children who are homeless. This is an enumerated eligible use for disproportionately impacted households and allowed as set forth in the Interim Final Rule of the U.S. Department of Treasury. The motion was adopted unanimously by the following vote:

Aye: 3 - Mayor Flaggs Jr., Alderman Mayfield, and Alderman Monsour Jr.

- G. [ID-24-1316](#) Authorize Mayor to execute Contract with American Recovery Plan Act (ARPA) Funding Recipient Lifting Lives Ministries in the amount of \$5,000.00 to provide food to families in need and the shut-in elderly through their food pantry, to provide a transitional shelter to allow homeless families to remain together, and to provide for the physical needs of these persons through their thrift store

Attachments: [ARPA Contract Lifting Lives Ministries](#)

On motion of Mayor Flaggs, Jr., seconded by Alderman Monsour, Jr., the Mayor and Aldermen voted to authorize the Mayor to execute the contract with American Recovery Plan Act (ARPA) funding recipient Lifting Lives Ministries in the amount of \$5,000.00 to provide food to families in need and the shut-in elderly through their food pantry, to provide a transitional shelter to allow homeless families to remain together, and to provide for the physical needs of these persons through their thrift store. The motion was adopted unanimously by the following vote:

Aye: 3 - Mayor Flaggs Jr., Alderman Mayfield, and Alderman Monsour Jr.

- H. [ID-24-1321](#) Authorize Mayor to execute Contract with American Recovery Plan Act (ARPA) Funding Recipient We Care Community Services in the amount of \$5,000.00 to provide food to families in need through their food pantry and food to the elderly through their community program

Attachments: [ARPA Contract We Care](#)

On motion of Mayor Flaggs, Jr., seconded by Alderman Monsour, Jr., the Mayor and Aldermen voted to authorize the Mayor to execute the contract with American Recovery Plan Act (ARPA) funding recipient We Care Community Services in the amount of \$5,000.00 to provide food to families in need through their food pantry and food to the elderly through their community program. The motion was adopted unanimously by the following vote:

Aye: 3 - Mayor Flaggs Jr., Alderman Mayfield, and Alderman Monsour Jr.

- I. [ID-24-1334](#) Authorize Kim Hopkins, Vicksburg Main Street Program Executive Director, to execute Security Guard Services Agreement with FSA Enterprise, LLC to provide downtown security

Attachments: [MainStreetSecurityRevisedcontract 2024](#)

On motion of Mayor Flaggs, Jr., seconded by Alderman Monsour, Jr., the Mayor and Aldermen voted to authorize Kim Hopkins, Vicksburg Main Street Program Executive Director, to execute the Security Guard Services Agreement with FSA Enterprise, LLC to provide downtown security. The motion was adopted unanimously by the following vote:

Aye: 3 - Mayor Flaggs Jr., Alderman Mayfield, and Alderman Monsour Jr.

Executive Session:

Mayor Flaggs, Jr. moved the Mayor and Aldermen go into a closed meeting to determine if the Board should go into executive session. The motion was seconded by Alderman Monsour, Jr. Voting aye, Mayor Flaggs, Jr., Alderman Mayfield, Alderman Monsour, Jr. None voting nay, the motion was unanimously

adopted.

The Mayor and Aldermen discussed whether they should go into executive session. Mayor Flaggs, Jr. moved to go into executive session to discuss Personnel Action Forms for: Retro Pay - Fire Department (1); Pay Adjustment - Community Service (2); Longevity Pay - Traffic Department (1); Longevity Pay - Police Department (2); Longevity Pay - Water Department (1); Longevity Pay - City Clerk (1); Longevity Pay - Fire Department (1)

The motion was seconded by Alderman Monsour, Jr. Upon vote being taken, the following voted aye: Mayor Flaggs, Jr., Alderman Mayfield, Alderman Monsour, Jr. The motion was adopted unanimously.

The Mayor and Aldermen announced they would go into executive session to discuss Personnel Action Forms for: Retro Pay - Fire Department (1); Pay Adjustment - Community Service (2); Longevity Pay - Traffic Department (1); Longevity Pay - Police Department (2); Longevity Pay - Water Department (1); Longevity Pay - City Clerk (1); Longevity Pay - Fire Department (1)

Alderman Monsour, Jr. left the meeting

The Mayor and Alderman are now in executive session.

Those present at the executive session were Mayor Flaggs, Jr., Alderman Mayfield, Kristen Harris - Chief of Staff, Lee Thames - City Attorney, Deborah A. Kaiser-Nickson - City Clerk, Tasha Jordan - Associate City Clerk, Carla Sullivan-Sanders - Human Resource Director, Kelsey Hicks - Human Resources/Safety, Anessia Steward-Martin - Human Resources Benefits Coordinator, Elizabeth Michelle Thomas - Constituent Services Representative, Charlie Hill - Deputy Chief of Police

Aye: 2 - Mayor Flaggs Jr., and Alderman Mayfield

Absent: 1 - Alderman Monsour Jr.

A. [ID-24-1325](#) Retro Pay - Fire Department (1)

On motion of Mayor Flaggs, Jr., seconded by Alderman Mayfield, Jr., the Mayor and Alderman voted to approve the Retro Pay Adjustment for a Firefighter in the amount of \$2,744.82. This retro pay is to compensate for hours worked between June 26 - October 15, 2024, where the firefighter did not receive the new rate of pay for the Emergency Responder Raise (\$2.20 per hour). Total hours worked were 24 Holiday, 495.90 Regular, and 332 Training hours, totaling 851.90 hours at \$2.20 per hour (\$1,874.18), and 263.83 Overtime hours at \$3.30 per hour (\$870.64). The motion was adopted unanimously by the following vote:

Aye: 2 - Mayor Flaggs Jr., and Alderman Mayfield

Absent: 1 - Alderman Monsour Jr.

B. [ID-24-1326](#) Pay Adjustment - Community Service (2)

On motion of Mayor Flaggs, Jr., seconded by Alderman Mayfield, Jr., the Mayor and Alderman voted to approve the Pay Adjustment of a Foreman from \$10.00 per hour to \$11.00 per hour; Pay Adjustment of a Foreman from \$10.20 per hour to \$11.20 per hour. Both employees are eligible for the city's pay increase in Community Service, effective October 16, 2024. The motion was adopted unanimously by the following vote:

Aye: 2 - Mayor Flaggs Jr., and Alderman Mayfield

Absent: 1 - Alderman Monsour Jr.

C. [ID-24-1327](#) Longevity Pay -Traffic Department (1)

On motion of Mayor Flaggs, Jr., seconded by Alderman Mayfield, Jr., the Mayor and Alderman voted to approve the Longevity Pay of a Traffic Technician from \$21.5562 per hour to \$21.7562 (21.1562 + .20 + .20 + .20) per hour, effective November 3, 2024. Employee is entitled to an additional .20 cents increase per hour for three (3) years of service in the Traffic Department. The motion was adopted unanimously by the following vote:

Aye: 2 - Mayor Flaggs Jr., and Alderman Mayfield

Absent: 1 - Alderman Monsour Jr.

- D. [ID-24-1328](#)** Longevity Pay - Police Department (2)
On motion of Mayor Flaggs, Jr., seconded by Alderman Mayfield, Jr., the Mayor and Alderman voted to Approve the Longevity Pay of a Front Desk Clerk from \$12.10 per hour to \$12.30 (11.70 + .20 + .20 + .20) per hour, effective November 4, 2024. Employee is entitled to an additional .20 cents increase per hour for four (4) years of service; Longevity Pay of a Records Specialist from \$12.10 per hour to \$12.30 (11.70 + .20 + .20 + .20) per hour, effective November 11, 2024. Employee is entitled to an additional .20 cents increase for seven (7) years of service. Both employees are in the Police Department. The motion was adopted unanimously by the following vote:
- Aye:** 2 - Mayor Flaggs Jr., and Alderman Mayfield
Absent: 1 - Alderman Monsour Jr.
- E. [ID-24-1329](#)** Longevity Pay - Water Department (1)
On motion of Mayor Flaggs, Jr., seconded by Alderman Mayfield, Jr., the Mayor and Alderman voted to approve the Longevity Pay of a Laborer at the Water Department from \$10.45 per hour to \$10.65 (10.05 + .20 + .20 + .20) per hour, effective November 4, 2024. Employee is entitled to an additional .20 cents increase per hour for four (4) years of service in the Water Department. The motion was adopted unanimously by the following vote:
- Aye:** 2 - Mayor Flaggs Jr., and Alderman Mayfield
Absent: 1 - Alderman Monsour Jr.
- F. [ID-24-1330](#)** Longevity Pay - City Clerk (1)
On motion of Mayor Flaggs, Jr., seconded by Alderman Mayfield, Jr., the Mayor and Alderman voted to approve the Longevity Pay of the City Clerk, from \$40.8654 per year to \$41.3654 (40.6954 + .17 + .50) per year in salary, effective November 5, 2024. Employee is entitled to an additional .50 cents increase per hour for fifteen (15) years of service in the City Clerk's office. The motion was adopted unanimously by the following vote:
- Aye:** 2 - Mayor Flaggs Jr., and Alderman Mayfield
Absent: 1 - Alderman Monsour Jr.
- G. [ID-24-1331](#)** Longevity Pay - Fire Department (1)
On motion of Mayor Flaggs, Jr., seconded by Alderman Mayfield, Jr., the Mayor and Alderman voted to approve the Longevity Pay of a Firefighter from \$16.13 per hour to \$18.13 (15.88 + .25 + 2.00) per hour, effective November 9, 2024. Employee is entitled to an additional \$2.00 increase per hour for thirty (30) years of service in the Fire Department. The motion was adopted unanimously by the following vote:
- Aye:** 2 - Mayor Flaggs Jr., and Alderman Mayfield
Absent: 1 - Alderman Monsour Jr.
- H. [ID-24-1342](#)** Come Out of Executive Session and Approve All Items Taken Up in Executive Session
On motion of Mayor Flaggs, Jr., seconded by Alderman Mayfield, the Mayor and Alderman voted to Come Out of Executive Session and Approve All Items Taken Up in Executive Session. The motion was adopted unanimously by the following vote:
- Aye:** 2 - Mayor Flaggs Jr., and Alderman Mayfield
Absent: 1 - Alderman Monsour Jr.

Adjournment

On motion of Mayor Flaggs, Jr., seconded by Alderman Mayfield, and unanimously passed, the Mayor and Alderman of the City of Vicksburg adjourned to meet 10 o'clock a.m., Friday, November 8, 2024, to take up and act upon any and all matters that may come before the Board.

MAYOR

ATTEST:

CITY CLERK

Aye: 2 - Mayor Flaggs Jr., and Alderman Mayfield

Absent: 1 - Alderman Monsour Jr.