

**RESOLUTION TO APPROVE CITY EMPLOYEE
WAGE INCREASES EFFECTIVE
OCTOBER 12, 2016**

WHEREAS, The Board of Mayor and Aldermen of the City of Vicksburg recognize that it is incumbent upon the City to have a knowledgeable, competitive and hard-working workforce; and

WHEREAS, the Board of Mayor and Aldermen of the City of Vicksburg find that a competitive wage attracts and retains good employees; and

WHEREAS, the Board of Mayor and Aldermen determines that it is in the best interest of the City of Vicksburg to increase the wages of City Employees as follows:

FIRE DEPARTMENT:

2016 Tier System for Vicksburg Fire Department - See attached Exhibit A

Position of Fire Chief - \$10,000.00 annual salary increase

Positions of Deputy Fire Chief - \$3,500.00 annual salary increase

Position of Training Officer - \$2,792.48 annual salary increase

Position of Fire Inspector - 2.5% annual salary increase

POLICE DEPARTMENT:

2016 Chart for Police Officer Pay, Incentive For Education, and Experience Pay :
See attached Exhibit B.

Positions of Deputy Police Chief - 2.5% annual salary increase

Positions of Crossing Guard – 3.25% hourly wage increase

RECREATION SEASONAL EMPLOYEES: (NO MORE THAN 4.5 MOS/YR)

Including umpires, score keepers, referees, Jackson Street Summer workers:
See attached Exhibit C-1 - C-3

SUMMER YOUTH AND SEASONAL WORKERS (NO MORE THAN 4.5 MOS/YR) :

Spring and Summer 2017: \$7.75/hr
Spring and Summer 2018: \$8.00/hr
Spring and Summer 2019: \$8.25/hr

REGULAR PART-TIME EMPLOYEES:

1. Tennis Court Assistants: Tennis assistants will receive \$8.00/hr capping in 2017 at \$8.25/hr.
2. All other part-time employees:
 - a. \$7.75/hr will be the beginning hourly rate. For each year thereafter, there will be a \$0.25/hr increase capping at \$8.25/hr in 2018 which will be the City's minimum wage.
 - b. Part-time workers earning \$8.00/hr who have been employed for more than six (6) months will receive an increase to \$8.25/hr.
 - c. Part-time workers earning more than \$8.25/hr will receive an increase of 2.5% of their hourly wage if employed by the City for more than six (6) months.

MINIMUM WAGE: The minimum wage for full-time regular City employees after six (6) months of employment will be increased to \$8.00/hr. Those currently earning \$8.00/hr, after six (6) months of employment, will increase to \$8.25/hr.

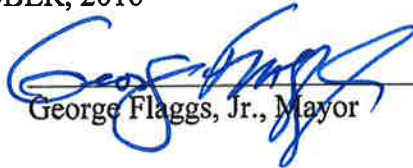
FOR CITY CIVILIAN EMPLOYEES NOT OTHERWISE ADDRESSED ABOVE:

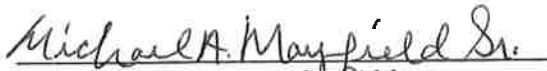
Wage increases based on hourly or salary rate:

- 3.5% for those making \$8.01/hr - \$8.50/hr
- 3.25% for those making \$8.51/hr - \$10.00/hr
- 3.0% for those making \$10.01/hr - \$12.00/hr
- 2.75% for those making \$12.01/hr to \$16.83/hr (\$35,006.40 annually)
- 2.5% for those making over \$16.84/hr or \$35,007.00 annually

ANY EMPLOYEE, OTHER THAN CIVIL SERVANTS, WHO HAS RECEIVED A RAISE, NOT A PROMOTION, WITHIN THE LAST SIX (6) MONTHS, THE EMPLOYEE WILL RECEIVE ONLY ONE OF THE WAGE INCREASES – WHICHEVER IS HIGHER - BUT NOT BOTH.

SO RESOLVED THIS THE 3RD DAY OF OCTOBER, 2016


George Flagg, Jr., Mayor



Michael A. Mayfield, Sr., Alderman



Willis T. Thompson, Alderman

CERTIFICATE

I, Walter W. Osborne, Jr., the duly appointed, qualified and acting City Clerk and lawful custodian of the Minutes of The Mayor and Aldermen of the City of Vicksburg and Seal of said City, Certify that the foregoing is a true and exact copy of a Resolution Adopted by the Mayor and Aldermen of the City of Vicksburg at a Regular Board Meeting held on Monday, October 3, 2016.

WITNESS my signature and official seal of office this 3rd day of October, 2016.


Walter W. Osborne, Jr., City Clerk



VICKSBURG FIRE DEPARTMENT SALARIES
2016 TIER SYSTEM

	2016	2016	2016
POSITION	FIREFIGHTER	EMT AMBULANCE	PARAMEDIC
FIREFIGHTER I	\$8.90	\$0.00	\$11.98
FIREFIGHTER II	\$9.44	\$10.16	\$12.47
FIREFIGHTER III	\$9.92	\$10.72	\$12.96
FIREFIGHTER IV	\$10.36	\$11.17	\$13.43
FIREFIGHTER V	\$10.83	\$11.63	\$13.81
LIEUTENANT I	\$11.65		\$14.02
LIEUTENANT II	\$11.93		\$14.33
LIEUTENANT III	\$12.18		\$14.67
LIEUTENANT IV	\$12.49		\$14.96
LIEUTENANT V	\$12.77		\$15.27
CAPTAIN I	\$13.16	\$14.57	\$15.50
CAPTAIN II	\$13.49	\$14.97	\$15.83
CAPTAIN III	\$13.75	\$15.05	\$16.15
CAPTAIN IV	\$14.04	\$15.21	\$16.45
CAPTAIN V	\$14.35	\$15.38	\$16.74
		\$15.65	
		\$15.91	
ASSISTANT CHIEF I	\$16.17		
ASSISTANT CHIEF II	\$16.44		
ASSISTANT CHIEF III	\$16.70		
ASSISTANT CHIEF IV	\$16.96		
ASSISTANT CHIEF V	\$17.22		
NON-FIREFIGHTER			2016
PARAMEDIC			\$11.43
AVERAGE TOTAL HRS	2912		\$12.01
NON-CIVIL SERVICE	ANNUAL HOURS	2080	\$12.66
PREMIUM HRS.	832		\$13.01
			\$14.01

Police Officer Base Pay, Incentive Pay for Education, and Experience pay

Effective October 12, 2016, there will be a pay raise of \$0.15/hour for all sworn officers across the board. Base pay per rank will remain as follows:

Base pay:

Patrol: \$13.65

Sergeant: \$ 18.05

Lieutenant: \$19.98

Captain: \$21.91

Educational incentive pay: the following amounts will be added to the base hourly pay for the indicated degrees:

Educational Degree:	Pay Per Hour
AA	\$0.72
BA/BS	\$1.15
Masters	\$1.44

Experience Pay: Each officer will receive the following amounts for each year of experience as a Certified Police Officer

For years 1-10, an officer will receive an additional \$0.20/hr for each year of service

For year 15, an officer will receive an additional \$0.50/hr

For year 20, an officer will receive an additional \$1.00/hr

For year 25, an officer will receive an additional \$1.50/hr

For year 30, an officer will receive an additional \$2.00/hr

Examples: added to the base hourly pay at each anniversary:

1st anniversary - add \$.20/hr

2nd anniversary - add \$.20/hr

3rd anniversary - 10th anniversary – add \$.20/hr

15th anniversary - add \$0.50/hr

20th anniversary - add \$1.00/hr

25th anniversary - add \$1.50/hr

30th anniversary - add \$2.00/hr

Other pay increase policies are still in effect as defined in the SOG for certain certifications and temporary assignments.

POOL WORKERS PAY SCALE

EFFECTIVE 2017

POSITION/GUARDS	1st Year	2nd Year	3rd Year	4th Year	PAY CAP
HEAD LIFE GUARDS WSI	\$8.50	\$8.75	\$9.00	\$9.25	\$9.50
WSI GUARDS	\$8.25	\$8.50	\$8.75	\$9.00	\$9.25
HEAD LIFE GUARDS (W/O WSI)	\$8.00	\$8.25	\$8.50	\$8.75	\$9.00
LIFE GUARDS	\$7.75	\$8.00	\$8.25	\$8.50	\$8.75
CAGE WORKERS	\$9.25	\$9.50	\$9.75	\$10.00	\$10.25
POOL MONITOR	\$8.50	\$8.75	\$9.00	\$9.25	\$9.50

JACKSON STREET SUMMER WORKERS

EFFECTIVE 2017

POSITIONS	1 ST Year	2 nd Year	Pay CAP
CAMP COUNSELORS	\$9.00	\$9.50	\$10.00
CAMP WORKERS	\$7.75	\$8.00	\$ 8.25

UMPIRES AND SCORE KEEPERS FEES:

I. UMPIRES:

- a. Little League:
 - i. Certified: UIC with five (5) years of experience: \$30.00 per game
 - ii. Certified: Babe Ruth \13-15 year olds, 11-12 year olds, 9-10 year olds, 7-8 year olds: \$25.00 per game
 - iii. Non-Certified for all age groups: \$20.00
- b. High School – Adult Baseball: \$40.00 per game
- c. Adult SlowPitch Softball:
 - i. Certified: UIC with five (5) years of experience: \$30.00 per game
 - ii. Certified: \$25.00 per game
- d. Youth FastPitch Softball:
 - i. Certified: UIC with five (5) years of experience: \$30.00 per game
 - ii. Certified: \$25.00 per game
 - iii. Non-Certified: All age groups: \$20.00 per game

II. SCORE KEEPERS:

- a. Little League Baseball, FastPitch Softball, Adult SlowPitch: \$15.00 per game
- b. High School, Adult Baseball: \$15.00 per game

BASKETBALL FEE SCHEDULE:

I. REFEREES:

- i. Certified: UIC with five (5) years of experience: \$30.00 per game
- ii. Certified: \$25.00 per game
- iii. Non-Certified: \$20.00 per game

II. SCORE KEEPERS: \$15.00 per game