



Minutes - Final
Board of Mayor and Aldermen

George Flaggs, Jr., Mayor
Michael A. Mayfield, Sr., Alderman
Alex J. Monsour, Jr., Alderman

Wednesday, October 10, 2018

10:00 AM

City Hall Annex Board Room

1. Invocation, Pledge of Allegiance and Call to Order

Invocation was given by Alderman Michael A. Mayfield, Sr.
Pledge of Allegiance was led by Deputy City Clerk Tasha W. Jordan.

2. Roll Call

Also Present:
Nancy Thomas, City Attorney
Tasha W. Jordan, Deputy City Clerk
John W. Carroll, Sr., Assistant City Clerk
Deborah A. Nickson, Deputy Clerk

Present: 3 - Mayor George Flaggs Jr.
Alderman Michael A. Mayfield Sr.
Alderman Alex J. Monsour Jr.

3. Board Comments:

4. Adopt Agenda

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

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

Routine Agenda:

A. [ID-18-1383](#) Receive Sealed Bids for:
1. James "Fuzzy" Johnson Park Improvements
Receive Sealed Bids for:
1. James "Fuzzy" Johnson Park Improvements
On motion of Alderman Mayfield, seconded by Alderman Monsour, Jr., the Board proceeded to open bids submitted for furnishing James "Fuzzy" Johnson Park Improvements in accordance with specifications and instructions for bidding on file in the office of the City Clerk: Proof of publication of legal advertisements was presented and ordered filed.

JAMES "FUZZY" JOHNSON PARK IMPROVEMENTS

NO ELECTRONIC BIDS RECEIVED

FORDICE CONSTRUCTION COMPANY, 1798 Hwy 27; Vicksburg, MS 39180
C.O.R. #00016-MC 5% Bid Bond: Yes
Total Bid: \$198,582.00

MOSS CONSTRUCTION, CO., P.O. Box 710; Vicksburg, MS 39181
C.O.R. #6442 5% Bid Bond: Yes
Total Bid: \$168,655.63

On motion of Alderman Mayfield, seconded by Alderman Monsour, Jr., the Mayor and Aldermen voted to accept and refer the foregoing bids to Stantec Consulting Services, Inc. for review and recommendations back to the Board for award. The motion was adopted unanimously by the following vote:

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

B. [ID-18-1376](#) Southern Cultural Heritage Center Updates

Ms. Stacey Mahoney, of the Southern Cultural Heritage Center, came before the Board to inform the public of the upcoming events at the Southern Cultural Heritage Center for the month of October 2018 and invited the public to attend.

The Mayor and Aldermen thanked Ms. Mahoney for attending the meeting.

- C. [ID-18-1377](#) Approve request from Lendsi Radio, LLC for radio sponsorship in the amount of \$1,180.00 (\$590 per month per station) for Vicksburg and Warren Central High School Football Games for the months of October and November 2018 pursuant to Section 17-3-1 and Section 17-3-3 of the Mississippi Code

Attachments: [Football Sponsorship](#)

On motion of Mayor Flaggs, seconded by Alderman Monsour, Jr., the Mayor and Aldermen voted to approve request from Lendsi Radio, LLC for radio sponsorship in the amount of \$1,180.00 (\$590 per month per station) for Vicksburg and Warren Central High School Football Games for the months of October and November 2018 pursuant to section 17-3-1 and Section 17-3-3 of the Mississippi Code. The motion was adopted unanimously by the following vote:

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

- D. [ID-18-1378](#) Approve request from Lendsi Radio, LLC for sponsorship in the amount of \$1,050.00 (\$350.00 per month for December 2018, January 2019, February 2019) for their Annual Christmas Caroling Contest pursuant to Section 17-3-1 and Section 17-3-3 of the Mississippi Code

Attachments: [Christmas Caroling Contest](#)

On motion of Mayor Flaggs, seconded by Alderman Monsour, Jr., the Mayor and Aldermen voted to approve request from Lendsi Radio, LLC for sponsorship in the amount of \$1,050.00 (\$350.00 per month for December 2018, January 2019, February 2019) for their Annual Christmas Caroling Contest pursuant to Section 17-3-1 and Section 17-3-3 of the Mississippi Code. The motion was adopted unanimously by the following vote:

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

- E. [ID-18-1380](#) Approve request for sponsorship in the amount of \$250.00 from the Vicksburg Girls Softball Association and RipTide Softball for Strike Out Child Abuse Softball Tournament pursuant to Section 17-3-1 and Section 17-3-3 of the Mississippi Code [South Ward Alderman's Discretionary Funds]

Attachments: [Softball Sponsorship](#)

On motion of Alderman Mayfield, seconded by Alderman Monsour, Jr., the Mayor and Aldermen voted to approve request for sponsorship in the amount of \$250.00 from the Vicksburg Girls Softball Association and RipTide Softball for Strike Out Child Abuse Softball Tournament pursuant to Section 17-3-1 and Section 17-3-3 of the Mississippi Code [South Ward Alderman's Discretionary Funds]. The motion was adopted unanimously by the following vote:

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

- F. [ID-18-1381](#) Approve request for advertisement in the amount of \$50.00 from the Warren Central High School Vikings Boys Basketball Booster for The River City Challenge pursuant to Section 17-3-1 and Section 17-3-3 of the Mississippi Code

Attachments: [WC Basketball Advertisement](#)

On motion of Alderman Monsour, Jr., seconded by Alderman Mayfield, the Mayor and Aldermen voted to approve request for advertisement in the amount of \$50.00 from the Warren Central High School Vikings Boys Basketball Booster for The River City Challenge pursuant to Section 17-3-1 and Section 17-3-3 of the Mississippi Code. The motion was adopted unanimously by the following vote:

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

- G. [ID-18-1384](#) Accept Grant Award from Mississippi Office of Highway Safety for FY19 Occupant Protection Program

Attachments: [Occupant Protection Grant Award](#)

On motion of Alderman Mayfield, seconded by Alderman Monsour, Jr., the Mayor

and Aldermen voted to Accept Grant Award from Mississippi Office of Highway Safety for FY19 Occupant Protection Program for Seat Belt and Child Restraint Education and Enforcement. The motion was adopted unanimously by the following vote:

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

- H. [ID-18-1387](#) Accept Grant Award and Authorize Mayor to Execute EEOP Certification Form for FY18 Edward Byrne Justice Assistance Grant [Blue Ink]

Attachments: [JAG Award](#)

On motion of Alderman Mayfield, seconded by Alderman Monsour, Jr., the Mayor and Aldermen voted to Accept Grant Award and Authorize Mayor to Execute EEOP Certification Form for FY18 Edward Byrne Justice Assistance Grant. The motion was adopted unanimously by the following vote:

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

- I. [ID-18-1396](#) Accept Grant Award for FY18 Bulletproof Vest Partnership Program

Attachments: [Bulletproof Vest Grant Award](#)

On motion of Alderman Mayfield, seconded by Alderman Monsour, Jr., the Mayor and Aldermen voted to Accept Grant Award for FY18 Bulletproof Vest Partnership Program for the purchase of eight (8) new vests for police officers. The motion was adopted unanimously by the following vote:

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

- J. [ID-18-1389](#) Approve re-appointments to Vicksburg Convention Center Advisory Board:
1. Gwen Edris
 2. Mary Jane Wooten
 3. Don Jarratt
 4. Derek Adams

Attachments: [VCC Appointments](#)

On motion of Alderman Mayfield, seconded by Alderman Monsour, Jr., the Mayor and Aldermen voted to approve the re-appointments to the Vicksburg Convention Center Advisory Board:

1. Gwen Edris
2. Mary Jane Wooten
3. Don Jarratt
4. Derek Adams

The motion was adopted unanimously by the following vote:

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

- K. [ID-18-1388](#) Approve request from Lifting Lives Ministries for matching funds in the amount of \$10,000.00 pursuant to Section 21-19-65 of the Mississippi Code

Attachments: [Lifting Lives](#)

On motion of Alderman Monsour, Jr., seconded by Alderman Mayfield, the Mayor and Aldermen voted to approve request from Lifting Lives Ministries for matching funds in the amount of \$10,000.00 pursuant to Section 21-19-65 of the Mississippi Code. The motion was adopted unanimously by the following vote:

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

- L. [ID-18-1390](#) Approve request from Truly Ministries, Inc. for matching funds in the amount of \$10,000.00 pursuant to Section 21-19-65 of the Mississippi Code [Mayor's Discretionary Funds]

Attachments: [Truly Ministries Allocation](#)

On motion of Alderman Mayfield, seconded by Alderman Monsour, Jr., the Mayor and Aldermen voted to approve request from Truly Ministries, Inc. for matching funds in the amount of \$10,000.00 pursuant to Section 21-19-65 of the Mississippi Code [Mayor's Discretionary Funds]. The motion was adopted unanimously by the following vote:

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

- M. [ID-18-1394](#) Authorize Contribution of \$5,000.00 to Read by Third Grade, a Tutorial Program for At-Risk Students pursuant to Senate Bill 2921 (2017 Regular Session) [Mayor's Discretionary Funds]

Attachments: [Read by Third Grade Program](#)

On motion of Alderman Mayfield, seconded by Alderman Monsour, Jr., the Mayor and Aldermen voted to Authorize Contribution of \$5,000.00 to Read by Third Grade, a Tutorial Program for At-Risk Students pursuant to Senate Bill 2921 (2017 Regular Session) [Mayor's Discretionary Funds]. The motion was adopted unanimously by the following vote:

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

- N. [ID-18-1391](#) Approve request for sponsorship in the amount of \$2,000.00 from Hydrate Campus Tours pursuant to Section 17-3-1 and Section 17-3-3 of the Mississippi Code [North Ward Alderman's Discretionary Funds]

Attachments: [Hydrate Campus Tours Sponsorship](#)

On motion of Alderman Mayfield, seconded by Alderman Monsour, Jr., the Mayor and Aldermen voted to approve the request for sponsorship in the amount of \$2,000.00 from Hydrate Campus Tours pursuant to Section 17-3-1 and Section 17-3-3 of the Mississippi Code [North Ward Alderman's Discretionary Funds]. The motion was adopted unanimously by the following vote:

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

- O. [ID-18-1395](#) Authorize Mayor to execute Letter to United Health Care regarding agent of record for health insurance and dental insurance purposes

Attachments: [Agent of Record Letter](#)

On motion of Alderman Mayfield, seconded by Alderman Monsour, Jr., the Mayor and Aldermen voted to authorize the Mayor to execute letter to United Health Care regarding agent of record for health insurance and dental insurance purposes. The motion was adopted unanimously by the following vote:

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

- P. [ID-18-1405](#) Approve recommendation to Increase City of Vicksburg's COBRA Premiums for Medical and Dental

Attachments: [Cobra Premiums](#)

On motion of Mayor Flaggs, seconded by Alderman Monsour, Jr., the Mayor and Aldermen voted to approve recommendation to Increase City of Vicksburg's COBRA Premiums for Medical and Dental. The motion was adopted unanimously by the following vote:

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

- Q. [ID-18-1406](#) Accept Recommendation of Selection Committee to decline Proposals for Request for Qualifications for:
1. Asbestos and Lead Based Paint Testing
 2. Asbestos and Lead Based Paint Abatement
- and Authorize City Clerk to re-advertise

Attachments: [Re-advertise Paint Testing and Abatement](#)

On motion of Alderman Mayfield, seconded by Alderman Monsour, Jr., the Mayor and Aldermen voted to accept recommendation of Selection Committee to decline Proposals for Request for Qualifications for:

1. Asbestos and Lead Based Paint Testing
 2. Asbestos and Lead Based Paint Abatement
- and Authorize City Clerk to re-advertisement

The motion was adopted unanimously by the following vote:

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

- R. [ID-18-1385](#) Approve the following with Hemphill Construction Co., Inc. for 2017 Water Treatment Plant Filter, Sludge Pumps, and Chemical Tank Upgrades:
1. Approve Pay Application No. 9 in the amount of \$31,092.49
 2. Approve Pay Application No. 10 Final in the amount of \$2,873.49

3. Accept Close-Out Documents (Affidavit of Release of Liens, Contractor's Conditional Release of Waiver of Liens, and Consent of Surety to Final Payment)
4. Request return original Powers of Attorney and Certificates of Deposit in lieu of retainage (totaling \$61,000.00)

Attachments: [Hemphill Final Payment](#)

On motion of Alderman Monsour, Jr., seconded by Alderman Mayfield, the Mayor and Aldermen voted to approve the following with Hemphill Construction Co., Inc. for 2017 Water Treatment Plant Filter, Sludge Pumps, and Chemical Tank Upgrades:

1. Approve Pay Application No. 9 in the amount of \$31,092.49
2. Approve Pay Application No. 10 Final in the amount of \$2,873.49
3. Accept Close-Out Documents (Affidavit of Release of Liens, Contractor's Conditional Release of Waiver of Liens, and Consent of Surety to Final Payment)
4. Request return original Powers of Attorney and Certificates of Deposit in lieu of retainage (totaling \$61,000.00)

The motion was adopted unanimously by the following vote:

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

- S.** [ID-18-1382](#) Hearing to determine whether or not the properties listed on the Community Development Agenda are a public menace to the public health, safety and welfare of the community

Attachments: [Special Assessment](#)

Hearing to determine whether or not the properties listed on the Community Development Agenda are a public menace to the public health, safety and welfare of the community

Benjie Thomas, Inspector of Community Development, came for a hearing before the Board to discuss and request permission to proceed to cut, clean and demolish the following properties:

- 2348 Grove Street, PPIN 020799; owned by US Small Business Administration (cut grass/weeds, remove trash/debris)
- 1617 Jackson Street, PPIN 017577; owned by Saul Fultz (remove dilapidated building)
- 1620 Jackson Street, PPIN 017578; owned by Ethel Bland (remove dilapidated building)
- 1201 Monroe Street, PPIN 018830; owned by Eric R. Sambold Trust c/o Eric Sambold Trustee (cut grass/weeds, remove trash/debris)
- 1904 Poplar (sub-address of 1904 Clay Street), PPIN 0178174; owned by Vicksburg Catholic Schools (cut grass/weeds, remove trash/debris, remove dilapidated building)
- 213 Second Avenue, PPIN 020494; owned by Elizabeth Freeman (cut grass/weeds, remove trash & debris, including port-a-john, removal inoperable vehicles)

On motion of Alderman Monsour, Jr., seconded by Alderman Mayfield, the Mayor and Aldermen voted to declare the foregoing properties not complied to be a public menace to the public health, safety & welfare of the community and authorize the Director of Community Development to proceed to cut, clean and demolish structures with all charges incurred to be assessed against the property owners. Along with the following actions:

- 1201 Monroe Street, PPIN 018830; owned by Eric R. Sambold Trust c/o Eric Sambold Trustee - Complied on cut grass/weeds, remove trash/debris

The motion was adopted unanimously by the following vote:

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

Policy Issues:

- A.** [ID-18-1397](#) Adopt Vicksburg Police Department Policies and Procedures:
1. Part-Time Police Officer - Policy Number 2.19

Attachments: [2.19 Part-Time Police Officer Policy](#)

On motion of Mayor Flaggs, seconded by Alderman Monsour, Jr., the Mayor and Aldermen voted to adopt the Vicksburg Police Department Policies and

Procedures: Policy 2.20 Part-Time Police Officer. The motion was adopted unanimously by the following vote:

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

Resolutions:

- B. [ID-18-1398](#)** Adopt Resolution to Support Opening of the Old Highway 80 Bridge Over the Mississippi River for Year Round Pedestrian and Bicycle Traffic and to Assist the Warren County Board of Supervisors and the Vicksburg Bridge Commission in Achieving this Goal

Attachments: [Resolution Bridge](#)

On motion of Alderman Monsour, Jr., seconded by Alderman Mayfield, the Mayor and Aldermen voted to adopt the Resolution to Support Opening of the Old Highway 80 Bridge Over the Mississippi River for Year Round Pedestrian and Bicycle Traffic and to Assist the Warren County Board of Supervisors and the Vicksburg Bridge Commission in Achieving this Goal. The motion was adopted unanimously by the following vote:

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

Enactment No: RES 2016-328

- C. [ID-18-1399](#)** Adopt Resolution for Sale of Surplus Property and authorize City Clerk to advertise Sealed Bids for Notice of Sale:
1. West Magnolia Street, PPIN 023074

Attachments: [Resolution Surplus Property](#)

On motion of Alderman Monsour, Jr., seconded by Alderman Mayfield, the Mayor and Aldermen voted to adopt the Resolution for Sale of Surplus Property and authorize City Clerk to advertise Sealed Bids for Notice of Sale: 1. West Magnolia Street, PPIN 023074 The motion was adopted unanimously by the following vote:

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

Enactment No: RES 2016-327

Contracts:

- D. [ID-18-1386](#)** Authorize Mayor to Execute Airport Hanger Lease Agreement with Steven Bullion

Attachments: [Bullion Hanger Lease](#)

On motion of Alderman Monsour, Jr., seconded by Alderman Mayfield, the Mayor and Aldermen voted to authorize the Mayor to execute Airport Hanger Lease Agreement with Steve Bullion. The motion was adopted unanimously by the following vote:

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

- E. [ID-18-1392](#)** Authorize Mayor to execute Request to Use Facility ASU - Vicksburg Campus for ACT Prep Test Taking Skills

Attachments: [Facility Agreement](#)

On motion of Alderman Monsour, Jr., seconded by Alderman Mayfield, the Mayor and Aldermen voted to authorize the Mayor to execute Request to Use Facility ASU - Vicksburg Campus for ACT Prep Test Taking Skills. The motion was adopted unanimously by the following vote:

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

- F. [ID-18-1400](#)** Authorize Mayor to execute Project Sponsor Agreement with AmeriCorps NCCC

Attachments: [Americorps Agreement](#)

On motion of Alderman Monsour, Jr., seconded by Alderman Mayfield, the Mayor and Aldermen voted to authorize the Mayor to execute Project Sponsor Agreement with AmeriCorps NCCC. The motion was adopted unanimously by the following vote:

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

- G.** [ID-18-1402](#) Authorize Mayor to execute Agreement for Professional Services for Biosolids Management with Denali Water Solutions, LLC
This agenda item was tabled.

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

- H.** [ID-18-1403](#) Authorize Mayor to execute Agreement for Central Fire Station Renovation with Wier Boerner Allin Architecture

Attachments: [WBA Agreement](#)

On motion of Alderman Monsour, Jr., seconded by Alderman Mayfield, the Mayor and Aldermen voted to authorize the Mayor to execute Agreement for Central Fire Station Renovation with Wier Boerner Allin Architecture. The motion was adopted unanimously by the following vote:

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

- I.** [ID-18-1404](#) Authorize Mayor to execute Warren County - City of Vicksburg Comprehensive Emergency Management Plan

Attachments: [Emergency Mgmt. Plan](#)

On motion of Alderman Monsour, Jr., seconded by Alderman Mayfield, the Mayor and Aldermen voted to authorize the Mayor to execute Warren County - City of Vicksburg Comprehensive Emergency Management Plan. The motion was adopted unanimously by the following vote:

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

Docket of Claims:

- J.** [ID-18-1393](#) Approve Claims Docket

The City Clerk presented the Docket of Claims numbering 1367 through 1379, 148229-148230, 148231, 148232 through 148669.

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

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

Executive Session:

Alderman Monsour, 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 Mayfield. Voting aye, Mayor Flaggs, Alderman Mayfield, Alderman Monsour, Jr. None voting nay, the motion was unanimously adopted. The Mayor and Aldermen discussed whether or not they should go into executive session. Alderman Monsour, Jr. moved to go into executive session to discuss Personnel Action Forms for New Hire in the Water Department (1); Pay Adjustments in the Fire Department (8); Resignation in the Gas Department (1); Suspension in Animal Control (1); Suspension in Gas Department (1); Suspensions in the Sewer Department (2); Suspension in Vehicle Maintenance (1); Termination in the Fire Department (1); Terminations of Summer Workers (29); Discussion Matter in the Police Department (1); Suspension in Gas Department (1); Discussion Matter in Community Development (1). The motion was seconded by Alderman Mayfield and upon being taken, the following voting aye: Mayor Flaggs, 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 New Hire in the Water Department (1); Pay Adjustments in the Fire Department (8); Resignation in the Gas Department (1); Suspension in Animal Control (1); Suspension in Gas Department (1); Suspensions in the Sewer Department (2); Suspension in Vehicle Maintenance (1); Termination in the Fire Department (1); Terminations of Summer Workers (29); Discussion Matter in the Police Department (1); Suspension in Gas Department (1); Discussion Matter in Community Development (1). The Mayor and Aldermen are now in executive session. Those present in executive session were Mayor Flaggs, Alderman Mayfield, Alderman Monsour, Jr., Nancy Thomas - City Attorney, Walter W. Osborne, Jr. - City Clerk, Tasha W. Jordan - Deputy City Clerk, Fermika Smith - Interim Human

Resource Director, John W. Carroll, Sr. - Assistant City Clerk, Deborah A. Nickson
- Deputy Clerk, Debra Goodman - Mayor's Administrative Assistant, Joseph Stubbs
- Police Officer.

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

Personnel Matters:

- A. [ID-18-1407](#)** New Hire - Water Department (1)
On motion of Alderman Monsour, Jr., seconded by Alderman Mayfield, the Mayor and Aldermen voted to approve New Hire for Foreman at \$9.00 per hour in the Water Department. The motion was adopted unanimously by the following vote:
Aye: 3 - Mayor Flaggs, Alderman Mayfield, and Alderman Monsour Jr.
- B. [ID-18-1408](#)** Pay Adjustments - Fire Department (8)
On motion of Alderman Monsour, Jr., seconded by Alderman Mayfield, the Mayor and Aldermen voted to approve Pay Adjustments for Firefighter I from \$9.25 per hour to Firefighter/Ambulance III at \$11.09 per hour, Captain I from \$13.86 per hour to Captain III at \$14.45 per hour, Paramedic I from \$11.89 per hour to Paramedic IV at \$13.47 per hour, Firefighter/Ambulance IV from \$11.54 per hour to Firefighter/Ambulance V at \$12.00 per hour, Firefighter I from \$9.25 per hour to Firefighter/Ambulance III at \$11.09 per hour, Firefighter/Paramedic III from \$13.41 per hour to Firefighter/Paramedic V at \$14.26 per hour, Captain Paramedic V from \$17.48 per hour to \$17.74. Employee has met requirements for increase in Tier Pay System which includes fifteen (15) years longevity pay of .19 cents. The motion was adopted unanimously by the following vote:
Aye: 3 - Mayor Flaggs, Alderman Mayfield, and Alderman Monsour Jr.
- C. [ID-18-1409](#)** Resignation - Gas Department (1)
On motion of Alderman Monsour, Jr., seconded by Alderman Mayfield, the Mayor and Aldermen voted to approve the Resignation for Dispatcher in the Gas Department, effective October 5, 2018. The motion was adopted unanimously by the following vote:
Aye: 3 - Mayor Flaggs, Alderman Mayfield, and Alderman Monsour Jr.
- D. [ID-18-1410](#)** Suspension - Animal Control (1)
On motion of Alderman Monsour, Jr., seconded by Alderman Mayfield, the Mayor and Aldermen voted to approve the Suspension in Animal Control for three (3) days, effective October 10, 2018. Employee violated the City of Vicksburg Policies and Procedures, specifically 4.1 (c), (h), and (i). The motion was adopted unanimously by the following vote:
Aye: 3 - Mayor Flaggs, Alderman Mayfield, and Alderman Monsour Jr.
- E. [ID-18-1411](#)** Suspension - Gas Department (1)
On motion of Alderman Monsour, Jr., seconded by Alderman Mayfield, the Mayor and Aldermen voted to approve the Suspension for Laborer in the Gas Department for two (2) days, effective October 10, 2018. Employee violated the City of Vicksburg attendance policy section 7.4(c)(i)(ii) verbal warning on June 26, 2018 and written warning on July 24, 2018. Employee continues to violate City of Vicksburg attendance policy on October 1, 2018 and October 3, 2018. Employee called in without forty-eight (48) hours notice. The motion was adopted unanimously by the following vote:
Aye: 3 - Mayor Flaggs, Alderman Mayfield, and Alderman Monsour Jr.
- F. [ID-18-1412](#)** Suspensions - Sewer Department (2)
On motion of Alderman Monsour, Jr., seconded by Alderman Mayfield, the Mayor and Aldermen voted to approve Suspensions in the Sewer Department for Laborer and Vac Con Truck Foreman for two (2) days each, effective October 10, 2018. Both employees violated the City of Vicksburg attendance policy and personnel rules and regulations 4.1. The motion was adopted unanimously by the following vote:
Aye: 3 - Mayor Flaggs, Alderman Mayfield, and Alderman Monsour Jr.

- G. [ID-18-1413](#) Suspension - Vehicle Maintenance (1)**
On motion of Alderman Monsour, Jr., seconded by Alderman Mayfield, the Mayor and Aldermen voted to table this item until October 15, 2018. The motion was adopted unanimously by the following vote:
Aye: 3 - Mayor Flaggs, Alderman Mayfield, and Alderman Monsour Jr.
- H. [ID-18-1414](#) Termination - Fire Department (1)**
On motion of Alderman Monsour, Jr., seconded by Alderman Mayfield, the Mayor and Aldermen voted to approve the Termination for Probationary Firefighter I, effective October 10, 2018 in the Fire Department. Employee did not meet requirements of his probation in the Standard Operating Guideline 9.1.1. The motion was adopted unanimously by the following vote:
Aye: 3 - Mayor Flaggs, Alderman Mayfield, and Alderman Monsour Jr.
- I. [ID-18-1415](#) Terminations - Summer Workers (29)**
On motion of Alderman Monsour, Jr., seconded by Alderman Mayfield, the Mayor and Aldermen voted to approve the Terminations of twenty-nine (29) Summer Workers, effective August 10, 2018; Main Street (1), South Ward Administration (1), North Ward Administration (1), Legal Department (1), Human Resource Department (1), Accounting Department (1), Vicksburg Family Development (2), Water & Gas Administration (1), Trimphant Church (2), Court Service (1), IT Department (1), IT/TV23 (2), Public Works Department (1), Street Ball (1), United Way (1), Central Mississippi (1), The Clinic (2), Vicksburg Police Department (2), House of Peace (2), Mayor's Office (1), Purchasing Department (1), Community Development (1), Landscaping Department (1). The motion was adopted unanimously by the following vote:
Aye: 3 - Mayor Flaggs, Alderman Mayfield, and Alderman Monsour Jr.
- J. [ID-18-1416](#) Discussion Matter - Police Department (1)**
On motion of Alderman Monsour, Jr., seconded by Alderman Mayfield, the Mayor and Aldermen voted to approve Retro Pay Adjustment for Investigator in the Police Department. Employee is entitled to retro pay for hours worked between August 1, 2018 through August 14, 2018 and August 15, 2018 through August 28, 2018 whereas employee did not receive his new rate of pay for his promotion to Lieutenant. Pay adjustment of \$2.02 per hour and for overtime hours at \$3.03. Total hours worked were 85.70x\$2.02=\$173.11 and 85.30x\$2.02=\$172.31 overtime hours of 17.90x\$3.03=\$54.24. Totaling \$399.66. The motion was adopted unanimously by the following vote:
Aye: 3 - Mayor Flaggs, Alderman Mayfield, and Alderman Monsour Jr.

Alderman Monsour, Jr., motioned the Mayor and Aldermen to come out of executive session and add to the Agenda the following: Suspension in Gas Department (1), Discussion Matter of issue to stop work order on Indiana Avenue in Community Development Department. The motion was seconded by Alderman Mayfield, and upon vote being taken, the following voting aye: Mayor Flaggs, Alderman Mayfield, Alderman Monsour, Jr. The motion was adopted unanimously.

The Mayor and Aldermen are back in Executive Session.

- K. [ID-18-1462](#) Suspension- Gas Department (1)**
On motion of Mayor Flaggs, seconded by Alderman Mayfield, Mayor Flaggs and Alderman Mayfield voted to approve the Suspension for Laborer in the Gas Department for five (5) days, effective October 1, 2018. Employee violated the City of Vicksburg attendance policy 7.4(c)(i)(ii) on September 21, 2018. Employee was a no call no show. The motion was adopted unanimously by the following vote:
Aye: 2 - Mayor Flaggs, and Alderman Mayfield
Nay: 1 - Alderman Monsour Jr.
- L. [ID-18-1469](#) Community Development Issue Stop Work Order for Property Located on Indiana Avenue**
On motion of Mayor Flaggs, seconded by Alderman Monsour, the Mayor and Aldermen voted to approve the stop work order on Indiana Avenue in Community

Development Department. The motion was adopted unanimously by the following vote:

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

M. [ID-18-1526](#) Come Out of Executive Session and Approve All Items Taken Up In Executive Session

On motion of Mayor Flaggs, seconded by Alderman Monsour, Jr., the Mayor and Aldermen 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: 3 - Mayor Flaggs, Alderman Mayfield, and Alderman Monsour Jr.

Adjournment

On motion of Mayor Flaggs, seconded by Alderman Monsour, Jr., and unanimously passed, the Mayor and Aldermen of the City of Vicksburg adjourned to meet 10 o'clock a.m., Monday, August 15, 2018, to take up and act upon any and all matters that may come before the Board.

MAYOR

ATTEST:

CITY CLERK:

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