CITY OF BAY ST. LOUIS
STATE OF MISSISSIPPI

There came on for consideration at a duly constituted meeting of the Mayor and City Council of the City of Bay St. Louis, Mississippi, held on the 8th day of September, 2026, the following Ordinance:

ORDINANCE NO. 684-09-2026

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF BAY ST. LOUIS, MISSISSIPPI, ADOPTING A SALARY SCHEDULE, ESTABLISHING MAXIMUM AUTHORIZED COMPENSATION FOR OFFICERS, EMPLOYEES, AND AUTHORIZED POSITIONS OF THE CITY OF BAY ST. LOUIS, AND AUTHORIZING THE MAYOR TO ESTABLISH ACTUAL COMPENSATION AT OR BELOW THE MAXIMUM AMOUNTS APPROVED BY THE CITY COUNCIL

Thereupon Councilperson Smith offered and moved the adoption of the following Ordinance:

WHEREAS, Miss. Code Ann. § 21-8-21(2) provides that every officer or employee of the municipality shall receive such salary or compensation as the Council shall by ordinance provide; and

WHEREAS, Miss. Code Ann. § 21-8-21(2) further provides that the salary or compensation of all employees of the municipality shall be fixed by the Council from time to time, as occasion may demand; and

WHEREAS, the City Council desires to establish by ordinance the maximum authorized salary or compensation for each officer, employee, and authorized position of the City while providing the Mayor administrative discretion to establish the actual salary or compensation paid to an employee at an amount equal to or less than the maximum authorized by the City Council; and

WHEREAS, nothing herein shall authorize the Mayor or any other officer or employee of the City to establish or pay compensation in excess of the maximum amount approved by the City Council without further action of the City Council by ordinance;

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF BAY ST. LOUIS, MISSISSIPPI, AS FOLLOWS:

SECTION 1. ADOPTION OF SALARY SCHEDULE AND MAXIMUM COMPENSATION

The personnel salary schedule attached hereto as Exhibit "A" and incorporated herein by reference is hereby adopted.

The amount stated in Exhibit "A" for each officer, employee, or authorized position shall constitute the maximum annual salary or maximum rate of compensation authorized by the City Council for that officer, employee, or position, and shall not be construed as requiring payment of the full amount stated.

The estimated total salaries and employee benefits reflected in Exhibit "A" are $9,529,802.

SECTION 2. AUTHORITY OF MAYOR TO ESTABLISH ACTUAL COMPENSATION

Subject to the maximum compensation amounts established by the City Council in Exhibit "A," the Mayor is hereby authorized to establish, approve, and adjust the actual salary or rate of compensation paid to an employee occupying an authorized City position at any amount equal to or less than the maximum amount approved by the City Council for that employee or position.

In exercising this authority, the Mayor may consider such factors as experience, qualifications, education, certifications, length of service, job performance, responsibilities, available funding, internal pay equity, market conditions, and the operational needs of the City.

Nothing in this Section shall authorize the Mayor to increase an employee's salary or rate of compensation above the maximum amount established by the City Council in Exhibit "A."

SECTION 3. COUNCIL APPROVAL REQUIRED TO EXCEED MAXIMUM

Any salary or rate of compensation exceeding the maximum amount established in Exhibit "A" shall require prior approval of the City Council by amendment of this Ordinance or adoption of another ordinance establishing a new maximum authorized compensation amount.

No administrative action, payroll adjustment, personnel action, employment offer, or other action by the Mayor, department head, Municipal Clerk, payroll personnel, or any other City official may obligate the City to pay compensation exceeding the maximum amount authorized by the City Council.

SECTION 4. NEW HIRES, VACANCIES, PROMOTIONS, AND PERSONNEL CHANGES

For any new hire, appointment, promotion, transfer, reassignment, or filling of a vacant position, the Mayor is authorized to establish the employee's actual salary or rate of compensation at an amount equal to or less than the maximum authorized compensation established by the City Council for the applicable position.

If no maximum compensation has previously been established by ordinance for a newly created position, compensation for that position shall be established by the City Council before compensation is paid.

SECTION 5. CONTINUING MAYORAL AUTHORITY WITHIN APPROVED MAXIMUMS

The authority granted to the Mayor by this Ordinance is intended to permit the Mayor to administer employee compensation within the maximum limits established by the City Council without requiring further Council action each time an employee is hired, promoted, transferred, reassigned, or receives an adjustment that does not exceed the applicable maximum.

Nothing herein shall be construed as transferring to the Mayor the authority to establish a compensation amount exceeding the maximum authorized by the City Council.

SECTION 6. CONFLICTING ORDINANCES AND RESOLUTIONS

Any and all ordinances, resolutions, or portions thereof in conflict with this Ordinance are hereby repealed to the extent of such conflict.

SECTION 7. IMPLEMENTATION

The Mayor, Municipal Clerk, Deputy City Clerk, payroll personnel, and their appropriate designees are authorized to take such administrative and ministerial actions as may be necessary to implement this Ordinance and administer payroll consistent with the maximum compensation amounts established herein.

SECTION 8. EFFECTIVE DATE

This Ordinance shall be in full force and effect thirty (30) days after the date of passage which would be the payroll checks to be disbursed on October 30, 2026, except where it should pass unanimously in which case, for the safety and benefit of the City, it shall go into effect for the payroll to be disbursed on October 16, 2026.

SECTION 9. PUBLICATION

The City Clerk shall provide notice and publication of this Ordinance as required by applicable Mississippi law.

After being reduced to writing, the foregoing Resolution was read and considered, section by section, and then as a whole, whereupon Council Member Smith moved for its adoption, and after a second by Council Member DeSalvo, the following roll call vote was had:

Council Member Jordan Bradford	YEA/NAY
Council Member Nancy Moynan	YEA/NAY
Council Member Phalba Holmes	YEA/NAY
Council Member Kyle Lewis	YEA/NAY
Council Member Linda Kay Davis	YEA/NAY
Council Member Josh DeSalvo	YEA/NAY
Council Member Larry Smith	YEA/NAY

Passed by the City Council of the City of Bay Saint Louis on the 8th day of September 2026.

CERTIFICATION

I, Caitlin Bourgeois, Deputy Municipal City Clerk for the City of Bay Saint Louis, Mississippi, do hereby certify that the foregoing Resolution was approved and adopted in the public meeting of the City Council held on September 8, 2026, a quorum being present, in the City Council Conference Chambers and to be recorded in the Minute Books, said Council being the duly elected, qualified, and acting governing body of Bay Saint Louis, Mississippi.

Presented by me to the Mayor on this, the 8th day of September 2026.

Caitlin Bourgeois

Caitlin Bourgeois, Deputy City Clerk

Approved, and signed by me on this, the 8th day of September 2026.

Michael J. Favre, Mayor