

**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 20<sup>th</sup> day of January, 2026, the following Ordinance:

**ORDINANCE NO. 678-01-2026**

**AN ORDINANCE OF THE MAYOR AND CITY COUNCIL OF THE CITY OF BAY ST. LOUIS ADOPTING SALARY SCHEDULE, ESTABLISHING SALARY COMPENSATION FOR OFFICERS, EMPLOYEES, AND OPEN POSITIONS OF THE CITY OF BAY ST. LOUIS**

Thereupon Councilperson DESALVO offered and moved the adoption of the following resolution:

**RESOLUTION BY THE MAYOR AND CITY COUNCIL OF THE CITY OF BAY ST. LOUIS, MISSISSIPPI TO AMEND CITY ORDINANCE NO. 678-01-2026 AND TO ADOPT A SALARY SCHEDULE AND TO ESTABLISH SALARY COMPENSATION FOR OFFICERS, EMPLOYEES, AND OPEN POSITIONS OF THE CITY OF BAY ST. LOUIS**

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

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

**THEREFORE, BE IT ORDAINED** by the Mayor and City Council of the City of Bay St. Louis that the attached four (4) page personnel budget ordinance, attached hereto as Exhibit A, with total estimated salaries and employee benefits of **\$9,237,496** is hereby adopted establishing the maximum compensation rate for every position of the City; and

**NOW, THEREFORE BE IT ALSO ORDAINED**, by the City Council that the Mayor of the City of Bay St. Louis is hereby authorized to compensate any position as may exist on or after the effective date of passage, with a rate not to exceed that specified amount for that particular position as reflected in the above referenced personnel budget ordinance; and

**NOW, THEREFORE BE IT ALSO ORDAINED**, that any and all ordinances or resolutions, or parts thereof, in conflict with this ordinance are hereby repealed.

**NOW, THEREFORE BE IT ALSO ORDAINED**, that the 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 17, 2025, 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 3, 2025.

**NOW, THEREFORE BE IT ALSO ORDAINED**, that the City Clerk, pursuant to Miss. Code 21-13-11, provide notice of the adoption of the Ordinance in the *Sea Coast Echo* for one (1) time.

**NOW, THEREFORE BE IT ALSO ORDAINED**, that the Mayor, City Clerk, or any of their designees are authorized to take all actions, including the revision of administrative forms and procedures to effectuate the intent of this Resolution.

The foregoing Resolution was seconded by Councilperson MOYNAN and brought to a vote as follows:

Councilperson Larry Smith	ABSENT
Councilperson Jordan Bradford	YEA
Councilperson Nancy Moynan	YEA
Councilperson Phalba Holmes	YEA
Councilperson Kyle Lewis	YEA
Councilperson Linda Davis	YEA
Councilperson Josh Desalvo	YEA

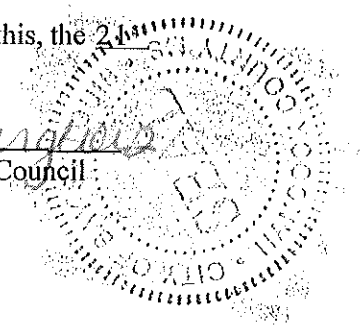
After being reduced by writing and having received a majority of affirmative votes, the Council President declared that the Resolution was carried and the Ordinance adopted as set forth above on this the 20<sup>th</sup> day of January, 2026.

**ATTESTATION**

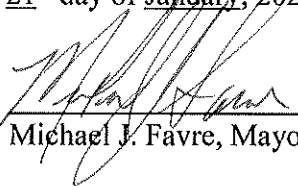
I, Caitlin Bourgeois, Clerk of Council for the City of Bay Saint Louis, Mississippi, do hereby attest that the foregoing Ordinance No. **678-01-2026** was approved and adopted in the public meeting of the City Council held on the 20th day of January, 2026, a quorum being present, in the City Council Conference Chambers and said City Council being the duly elected, qualified, and acting governing body of Bay Saint Louis.

Given under my hand and the official seal of the City of Bay Saint Louis, on this, the 21<sup>st</sup> day of January, 2026.

  
Caitlin Bourgeois, Clerk of Council



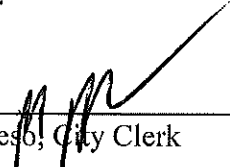
Approved/Disapproved, and signed by me on this, the 21<sup>st</sup> day of January, 2026.

  
Michael J. Favre, Mayor

**CERTIFICATION**

I, Mike Reso, Municipal Clerk for the City of Bay Saint Louis, Mississippi, do hereby certify that the foregoing Ordinance No. **678-01-2026** was approved and adopted in the public meeting of the City Council held on the 20th day of January, 2026, a quorum being present, in the City Council Conference Chambers and to be published according to Mississippi State Statute, said Council being the duly elected, qualified, and acting governing body of Bay Saint Louis.

Presented by me on this, the 21st day of January, 2026.

  
Mike Reso, City Clerk