



City of Gulfport, Mississippi

Agenda City Council

2309 15th Street
Gulfport, MS 39501

Tuesday, September 29, 2015

5:30 PM

*Gulfport City Hall
Council Chambers*

**5:30 pm
Special Meeting
Council Chambers
2nd Floor**

Declaration of Special Called Meeting

Policy Issues

- 1** Ordinance - ratifying the Cost Of Living Adjustments (COLA) and Salary Increases for certain and various employees of the City of Gulfport as previously approved in the FY 2016 budget.

Setting of Next Meeting and Adjournment



Memorandum

To: Mayor Billy Hewes and
Gulfport City Council

From: Ronda Cole, Clerk of Council
Administration

Date: 09/24/2015

Subject: Ordinance - ratifying the Cost Of Living Adjustments (COLA) and Salary Increases for certain and various employees of the City of Gulfport as previously approved in the FY 2016 budget.

Recommendation:

There came on for consideration at a duly constituted meeting of the Mayor and Members of the City Council of the City of Gulfport, Mississippi, held on the ____ day of _____, 2015, the following Ordinance:

ORDINANCE NO. _____

**AN ORDINANCE PROVIDING FOR COST OF LIVING AND SALARY OF
COMPENSATION INCREASES FOR CERTAIN AND VARIOUS EMPLOYEES OF
THE CITY OF GULFPORT, MISSISSIPPI, AND FOR RELATED PURPOSES**

WHEREAS, the Gulfport City Council, on September 15, 2015, adopted the fiscal year ending 2016 budget for the City of Gulfport, Mississippi, in the manner prescribed by law; and

WHEREAS, the aforementioned FYE 2016 budget provides for cost of living adjustments (COLA) for Full-Time employees of the City of Gulfport who were employed as of September 15, 2015, as well as base salary adjustments for certain employees in the Police, Legal, Public Works and Engineering Departments; and

WHEREAS, Mississippi Code Annotated Section 21-8-21(2) provides and requires that “[e]very officer or employee of the municipality shall receive such a salary of compensation as the council shall by ordinance provide, and the salary compensation of all employees of such municipality shall be fixed by council from time to time, as occasion may demand;” and

WHEREAS, all Full-time municipal employees employed as of September 15, 2015, (which term, for purposes of this ordinance, shall not be interpreted to include elected officials), except for those certain employees of the Police and Legal Departments identified elsewhere herein, shall receive a cost of living adjustment (COLA), of \$1,000 per annum (the COLA increases shall also include related changes to fringe benefits, including State Retirement (15.75%) and Employer FICA (7.65%)); and

WHEREAS, notwithstanding the foregoing, within the Police, Legal, Public Works and Engineering Departments, base salary increases (the base salary increase shall also include

related changes to fringe benefits including State Retirement (15.75%) and Employer FICA (7.65%)) shall be for positions, as follows:

Police Chief, Deputy Police Chief, and Commander - an increase in base salary of \$1,000 per annum;

Captain and Patrol Officer – an increase in base salary of \$2,000 per annum;

City Attorney, Assistant City Attorney – an increase in base salary of \$2,000 per annum;

Auto Mechanic, Auto Mechanic II and Equipment Specialist – an increase in base salary of \$1,000 per annum;

City Engineer – an increase in base salary of \$7,208.96.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF GULFPORT, MISSISSIPPI, AS FOLLOWS:

SECTION 1. That the matters and things set forth in the above preamble are hereby accepted as stated as the findings of the Gulfport City Council.

SECTION 2. That the COLAs and salary increases set forth above are in the best interest of the City of Gulfport as they will assist with employee retention thereby helping to ensure experienced employees working for the citizens of the City of Gulfport.

SECTION 3. That the COLA of \$1,000 per annum for Full-Time employees (the COLA increases shall also include related changes to fringe benefits including State Retirement (15.75%) and Employer FICA (7.65%)) as set forth above be and the same is hereby approved by the governing authority of the City of Gulfport as to those employees who have worked for the City for the ten (10) months immediately preceding September 15, 2015, the date of passage of the FYE 2016 budget.

SECTION 4. That the base salary increases (the base salary increases shall also include related changes to fringe benefits including State Retirement (15.75%) and Employer FICA

(7.65%)), as set forth herein below, be and the same are hereby approved by the governing authority of the City of Gulfport:

Police Chief, Deputy Police Chief, and Commander - an increase in base salary of \$1,000 per annum;

Patrol Officer to and including Captain – an increase in base salary of \$2,000 per annum;

City Attorney, Assistant City Attorney – an increase in base salary of \$2,000 per annum;

Auto Mechanic, Auto Mechanic II and Equipment Specialist – an increase in base salary of \$1,000 per annum;

City Engineer – an increase in base salary of \$7,208.96.

SECTION 5. This ordinance shall be in full force and effect thirty (30) days after the date of passage, except where it should pass unanimously in which case, for the safety and benefit of the City, it shall go into effect on October 1, 2015. It shall be published according to law and shall be spread on the minutes of the Gulfport City Council.

The above and foregoing Ordinance, after having been first reduced to writing and read by the Clerk, was introduced by _____, seconded by _____, and was adopted by the following roll call vote:

AYES

NAYS

ABSENT/ABSTAIN

WHEREUPON, the President declared the motion carried and the Ordinance adopted, this the _____ day of _____, 2015.

(SEAL)

ATTEST:

ADOPTED:

CLERK OF THE COUNCIL

PRESIDENT

The above and foregoing Ordinance was submitted to and approved by the Mayor, this
the _____ day of _____, 2015.

APPROVED:

MAYOR