

CITY OF BYRAM
MINUTES FOR SPECIAL CALLED MEETING OF
THE MAYOR AND BOARD OF ALDERMEN
TUESDAY, DECEMBER 19, 2023, 6:30 PM
City Hall: 5901 Terry Road, Byram, MS

1. Welcome and Call to Order

Mayor White called the meeting to order at 6:34 P.M.

2. Roll Call

Present: Richard White, Mayor
Erma Johnson, Alderman
Diandra Hosey, Alderman
Robert Amos, Alderman
Teresa Mack, Alderman
Roschelle Gibson, Alderman
David Moore, Alderman
Roshunda Harris-Allen, Alderman
Legal counsel present: Attorney Zach Giddy

3. Discussion and Action

a. Authorization to bid for depositories

Motion to authorize the City Clerk to bid for depositories

Moved by: Alderman Gibson

Seconded by: Alderman Amos

MOTION Passed

Ayes: Johnson, Hosey, Amos, Mack, Gibson, Moore, Harris-Allen

b. Discussion of Fire Department and Police Department salary realignments

Motion to proceed with the initial realignment recommendations made at the December 11, 2023 Work Session by Chief Errington and Chief Green, to go into effect January 8, 2024, with the understanding that there be a review in March to discuss a possible additional realignment for the fire department

Moved by: Alderman Amos

Seconded by: Alderman Hosey

MOTION Passed

Ayes: Johnson, Hosey, Amos, Mack, Gibson, Harris-Allen

Abstain: Moore

c. Discussion of modifying travel policy - Aldermen Teresa Mack

Alderman Mack requested that the discussion be tabled.

d. Waste Management - Alderman Teresa Mack

No action taken.

Motion to adjourn at 7:38 P.M.

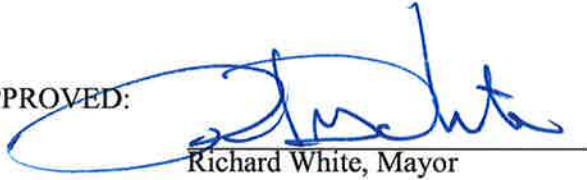
Moved by: Alderman Johnson

Seconded by: Alderman Hosey

MOTION Passed

Ayes: Johnson, Hosey, Amos, Mack, Gibson, Moore, Harris-Allen

APPROVED:


Richard White, Mayor

1-11-24
Date

ATTEST:


Angela Richburg, City Clerk

1/11/24
Date

NOTICE OF SPECIAL MEETING OF THE MAYOR AND BOARD OF ALDERMEN OF THE CITY OF BYRAM, MISSISSIPPI

Notice of a special meeting of the Mayor and Board of Aldermen is hereby given by the undersigned. Said meeting shall be held on Tuesday, December 19, 2023, 6:30 P.M. at City Hall, 5901 Terry Road, Byram, Mississippi. The business to be brought before the meeting shall be limited to the following:

- **Discussion of Fire Department and Police Department salary realignment**
- **modification of Travel Policy**
- **Waste Management information**
- **Bank Bid**

Mayor Richard White



Pursuant to the provisions of Section 21-3-21 and 25-41-13(a) of the Mississippi Code of 1972, a copy of this notice shall be given to the Mayor and all other members of Board of Aldermen via electronic mail or personal hand-delivery three (3) hours before the special meeting and a copy hereof entered into the minutes of same meeting; additionally, this Notice shall be posted within one (1) hour after such meeting is called in a prominent place available to examination and inspection by the general public.



Angela Richburg, City Clerk



City Clerk's Office

To: Mayor White and the Board of Aldermen
From: Angela Richburg, City Clerk
RE: Salary Realignment
Date: December 13, 2023

As discussed in the November 30th memo, Chief Green brought Firemen salary realignments to the Board during the November work session. At that meeting, I stated that a review was being done by me regarding the Fire and PD salaries in comparison to nearby organizations. During this November work session, Aldermen Gibson asked for information on the actual costs of such a realignment, as requested by Chief Green. The spreadsheets attached to the November 30th memo were created to show the actual costs of the \$3,000 raises for seventeen (17) Firemen of various tenure that were requested by Chief Green and the Police Officers realignments based on information presented to me by Chief Errington which included \$3,000 for 1 Officer, \$2,500 for ten (10) Officer 2, three (3) Detective 2, four (4) Sergeants, and not more than \$1,100 for eight (8) dispatchers. These increases would affect the fiscal year 2024 budget as follows: the request by Chief Green in November would cost \$54,961 and is for 17 firemen. The Police Department realignment would cost \$64,927 for the remainder of fiscal year 2024 and is for 18 officers and 8 dispatchers who take calls for both the Police and Fire departments but are paid from the Police Department budget.

Due to the various vacancies in the Police Department, there should be no budget adjustment needed for their realignment for the remainder of this fiscal year. I stated in the November 30th memo that a budget amendment of \$82,370 would be needed to provide a \$3,000 raise for the seventeen firemen and the Change order for Fire Station #2 in the amount of \$27,409 that was approved during the November board meeting. However, during my meeting with Chief Green on December 12th, he requested the Board be presented with his new request of salary realignments which is attached and would cost \$119,153 for 32 Firemen of various positions. This is an approximate increase of \$5,000 for 17 firemen, \$2,000 for 6 lieutenants, and \$1,500 for 6 Captain and 3 Deputy Chiefs. This would require the Fire Department budget amendment to be increased from \$82,370 to \$146,562. As I stated to the Fire Chief, this is not my recommendation, but the Board is able to do as it sees fit. With this being said, the Board of Aldermen needs to be prepared to forego all annual raises if necessary next budget year due to the increasing effects of the change in PERS contributions and/or

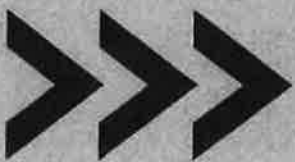
reduce capital projects in order to sustain the budget impact, as well as be prepared for how it will impact total employee moral if this is necessary due to budget constraints.

During my review of the requests both Chiefs have brought to the Board of Aldermen, not only did I study their information, but I looked at the 2022 Stennis Institute of Mississippi State First Responder Salary and Benefits Survey. I have attached information on basic Police Officers and Firemen. Additional information may be found on their website. As shown in this survey we are below the mean and will continue to be even with the first request of both Chiefs. That is why I understand and highly support the first recommendation of both chiefs. This survey also shows that firemen customarily do have a salary of \$2,500 to \$4,000 less per year, but this is because the Police receive straight salary for up to 86 hours per pay period and are not guaranteed overtime while firemen are paid straight time up to 106 hours (because of the 24-hour shift) and are guaranteed fourteen hours of overtime every other pay period (which is not included in the annual salary). According to this survey which was done in 2022, a \$3,000 raise for the seventeen firemen would place them closer to the mean salary of the 10,000 – 24,000 resident cities than the various levels of raises proposed for the police officers and dispatchers ranging from \$1,100 - \$3,000. All fire and police that were not hired or promoted from April – September did receive a 4% increase in October. While Police Chief's recommendation does not include any officers promoted during those last six months, Fire Chief's second request is asking to give additional increases to approximately 10 firemen promoted since July 2023.

2022



FIRST RESPONDER SALARY & BENEFITS SURVEY



Made possible through a partnership between The
John C. Stennis Institute of Government & Community
Development, The Mississippi Municipal League, and The
Mississippi Association of Supervisors



ASSOCIATION OF SUPERVISORS
MISSISSIPPI

FIRE MUNICIPAL SALARY STATISTICS

FIREFIGHTER

	Mean	Minimum	Maximum	10%	25%	50%	75%	90%
Over 25,000 Residents	\$40,095.99	\$30,018.00	\$49,033.00	\$33,144.60	\$34,191.24	\$39,178.00	\$47,487.33	\$48,587.50
10,000 to 24,999 Residents	\$35,904.97	\$29,120.00	\$47,119.00	\$29,850.73	\$32,124.01	\$34,602.34	\$38,907.30	\$44,770.25
5,000 to 9,999 Residents	\$30,016.91	\$18,720.00	\$37,150.08	\$23,146.24	\$29,120.00	\$31,767.00	\$33,350.00	\$34,240.38
1,000 to 4,999 Residents	\$31,351.23	\$19,000.00	\$43,210.00	\$25,638.70	\$27,235.00	\$29,021.00	\$36,312.60	\$39,334.46
0 to 999 Residents	\$29,213.60	\$29,213.60	\$29,213.60	\$29,213.60	\$29,213.60	\$29,213.60	\$29,213.60	\$29,213.60

POLICE MUNICIPAL SALARY STATISTICS

OFFICER

	Mean	Minimum	Maximum	10%	25%	50%	75%	90%
Over 25,000 Residents	\$46,259.29	\$27,500.00	\$61,274.73	\$36,486.50	\$38,906.50	\$46,550.00	\$55,444.47	\$58,117.32
10,000 to 24,999 Residents	\$39,779.18	\$31,674.00	\$51,300.00	\$33,409.91	\$34,896.23	\$37,600.68	\$45,868.30	\$48,602.02
5,000 to 9,999 Residents	\$37,798.29	\$31,200.00	\$44,474.04	\$35,185.80	\$36,897.00	\$37,236.55	\$38,851.80	\$41,319.25
1,000 to 4,999 Residents	\$33,999.57	\$27,306.72	\$44,706.48	\$29,736.00	\$31,196.88	\$34,370.00	\$35,273.75	\$37,800.40
0 to 999 Residents	\$29,496.33	\$26,000.00	\$35,360.00	\$26,225.80	\$26,564.50	\$27,129.00	\$31,244.50	\$33,713.80



City Clerk's Office

To: Mayor White and the Board of Aldermen

From: Angela Richburg, City Clerk

RE: Salary Realignments

Date: November 30, 2023

During the discussion of Firemen salary realignments at the November work session by Chief Green, I stated a review was being done for the Fire and PD. At that time, Aldermen Gibson asked for information on the actual costs of such a realignment. The attached spreadsheets were created to show the actual costs of the Firemen and Police Officers realignments. The fiscal year 2024 budget would be increased by \$54,961, but the total annual cost of realigning seventeen firemen would be \$73,281. The cost of realigning the police officers and dispatchers would cost \$64,927 for the remainder of fiscal year 2024, but would actually cost \$86,569 annually.

This would mean in order to provide a \$3,000 raise for the seventeen firemen and the Change order for Fire Station #2 in the amount of \$27,409 approved at the last board meeting, a budget amendment of approximately \$82,370 would be needed from the reserves and ending cash balance. The police department would not need a budget amendment to provide for the increases due to the number of vacancies.

Although Fire Chief included an increase for his administrative assistant, it is not included in the attached information. This is due to the fact that the position is in line with the other two administrative assistants and has received as much or more percentage increases over the past eleven years. The focus of my research was the actual firemen, police officers, and dispatcher that are proven to have extreme discrepancies in their wages compared to the new wages of surrounding areas.

Fire Salary Realignment 2023

		Hourly	OT Hourly	OTHRs	OT	Pay Projection	FICA	Medicare	PERS	Insurance	Workers' Comp	Cost per employee
Fire Fighter	3,000.00	1.04	1.56	182.00	284.38	3,284.38	203.63	47.62	587.90	23.04	164.10	4,310.67
17 Fire Fighters												73,281.44
Total Cost												73,281.44
FY2024 Jan - Dec Cost												54,961.08

* Based on Chief's request presented at the November work session.

\$3,000 pay increase = \$115.38 per pay period (before taxes)

FY24	Chief	Captain/ Asst. Chief	Lieutenant	Sergeant	Certified Officer	Recruit Officer	Dispatch
Clinton	\$ 90,000	\$ 70,000+	\$ 61,000+	\$ 54,000+	\$ 43k – 48k	\$ 42,000	\$ 13.75 - 15.25/hr
Ridgeland	\$ 105,000+	\$ 70,000	\$ 65,000	\$ 50's	Up to \$ 50K	\$ 42,000	\$ 17.50/hr
Madison	\$ 100,000+	\$ 85,000	\$ 74,000	\$ 65,000	\$ 57,500	\$ 55,500	\$ 20.00/hr
Madison SO	\$ 100,000+	\$ 80,000	\$ 61,000	\$ 54,000	Up to \$ 50K	\$ 46,000	\$ 20.00/hr
Flowood	\$ 90,000+	\$ 70,000	\$ 65,000	\$ 55,000	Up to \$ 50K	\$ 42,500	\$ 18.00/hr
Byram	\$ 77,000	\$ 60,000	\$ 55,000	\$ 45,000	\$ 36,000	\$ 31,500	\$ 12.15/hr
Gluckstadt	\$ 80,000	\$ 70,000	\$ 63,000	\$ 51 – 55k	\$ 45,000+	\$ 40,000	none
Southaven	\$ 100,000+	\$ 70's	\$ 60's	\$ 50's	\$ 65,000	\$ 55,000	\$ 19.00/hr
Olive Branch	\$ 100,000+	\$ 70's	\$ 60's	\$ 50's	\$ 65,000	\$ 55,000	\$ 19.00/hr
Oxford	\$ 100,000+			\$ 64,000	\$ 53k – 62k	\$ 51,000	\$ 18.00/hr
Gulfport	\$ 90,000+	\$ 70's	\$ 60's	\$ 57,000	\$ 51,000	\$ 39,000	\$ 18.00/hr
Raymond					\$ 41,600	Don't hire	none
Hinds SO					\$ 40,000	Varies	?
Jackson PD	\$ 115,000		\$ 57,000	\$ 54,000	\$ 48,000	\$ 45,000	\$ 16.00/hr
Richland	\$ 85,000				\$ 38,000	\$ 35,000+	\$ 16.65/hr
Florence	\$ 50,000				\$ 38,000	\$ 33,300	\$ 13.00/hr
Pelahatchie	\$ 60,000				\$ 44,000	\$ 44,000	none
Pearl					\$ 42,500	\$ 33,000	\$ 13.00/hr
UMMC PD			\$ 63,000+	\$ 52,000+	\$ 45,000+	\$ 41,660	\$ 17.10/hr
MHP					\$ 52,000	\$ 49,140	DPS ?
Rez Police					\$ 37,000	\$ 34,000	?
MBI					\$ 54,000+		n/a

Capitol Police (add \$2000 a year for bachelor's degree) :

- Recruit - \$ 40,000
- Certified less than 4 years - \$ 42,500
- Certified less than 8 years - \$ 45,000
- Certified more than 8 years - \$ 47,500
- Corporal (12 years) - \$ 50,000
- Sergeant - \$ 54,500
- Master Sergeant - \$ 62,500
- Lieutenant - \$ 68,000
- Investigator - \$ 59,000 to \$ 62,000
- Captain - \$ 74,000

~ 2022 MS State University Stennis Institute published their First Responder Salary and Benefits Municipal Survey:

- 10,000 to 24,999 residents:

	Average	Minimum	Maximum
Officer Starting Salary	\$39,779.18	\$31,674.00	51,300.00

Police Department Salary Realignment 2023

[illegible]