



September 9, 2025 Recessed City Council Meeting Agenda

September 09, 2025 at 5:30 PM

598 Main Street, Bay St. Louis, MS 39520

Call to Order

Invocation and Pledge

Agenda Amendments if Needed

Consent Agenda

1. Motion to approve the resolution by the mayor and city council of Bay St. Louis, Mississippi approving and adopting the FY 2025-2026 Budget as finally determined by the city governing authority.
2. Motion to approve the payroll ordinance 674-09-2025 for 2025-2026 effective for the pay period beginning on September 29, 2025.
3. Motion to approve Fire Department Salary Scale for the Fiscal Year 2025-2026.
4. Motion to approve Police Department Salary Scale for Fiscal Year 2025-2026.
5. Motion to approve the utility rate schedule for FY 2025-2026 effective for the October 31, 2025 bill date.
6. Motion to approve the Building Department Schedule of Fees for Fiscal Year 2025-2026.
7. Motion to approve the Zoning Permit Fee Schedule for Fiscal Year 2025-2026.
8. Motion to approve the community center rental fee schedule for 2025-2026.
9. Motion to approve BSL Municipal Harbor Event Fee Schedule for 2025-2026.
10. Motion to approve Train Depot Rental Rates for 2025-2026.
11. Motion to approve the Harbor Slip Rates and Utility Fees for 2025-2026.
12. Motion to approve Public Records Request Fee Schedule for Fiscal Year 2025-2026.
13. Motion to spread the September 9, 2025 recessed meeting notice on the minutes.

Adjourn

14. Motion to adjourn the recessed meeting of September 9, 2025.

**A RESOLUTION BY THE MAYOR AND CITY COUNCIL OF BAY ST. LOUIS,
MISSISSIPPI, APPROVING AND ADOPTING THE FY 2025-2026 BUDGET AS
FINALLY DETERMINED BY THE CITY GOVERNING AUTHORITY**

WHEREAS, the City of Bay St. Louis, as a municipal corporation in the State of Mississippi, is required to operate on a fiscal year basis beginning October 1st and ending September 30th each year; and

WHEREAS, the Governing Authority of the City is also required by no later than September 15th of each year to prepare a complete budget of the municipal revenues, expenses, and working cash balances estimated for the next fiscal year for municipal purposes; and

WHEREAS, the Governing Authority, having first held at least one public hearing to provide the general public with an opportunity to comment on the taxing and spending plan incorporated in the proposed budget at least one (1) week prior hereto, does hereby find that the proposed budget as amended and attached hereto should be adopted, as finally determined hereby, as the budget for the City of Bay St. Louis for the fiscal year of October 1, 2025, to September 30, 2026, and entered in fund, department, and purpose level (as per attached exhibit) in the official minutes.

**NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE
CITY OF BAY ST. LOUIS, MISSISSIPPI, AS FOLLOWS, TO WIT:**

Section 1. The matters, facts and things recited in the Preamble hereto are hereby adopted as the official findings of the Governing Authority.

Section 2. The proposed budget as amended, prepared and attached hereto should be, and hereby is, adopted as the budget for the City of Bay St. Louis, as finally determined hereby, for the fiscal year of October 1, 2025 to September 30, 2026, and should further be entered in fund, department, and purpose level (as per attached exhibit).

Section 3. That this Resolution be, and it is hereby ordered to be spread on the minutes of the Governing Authority, and to be in full force and effect as provided by 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 **DAVIS** the following roll call vote was had:

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

Passed by the City Council of the City of Bay Saint Louis on the 9th day of September 2025.

CERTIFICATION

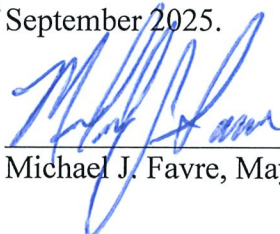
I, Michael Reso, City Clerk for the City of Bay Saint Louis, Mississippi, do hereby certify that the foregoing Resolution was approved and adopted in the public meeting of the City Council held on 9th of September, 2025, a quorum being present, in the City Council Conference Chambers and to be recorded 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 10th day of September 2025.



Michael Reso, City Clerk

Approved, and signed by me on this, the 10th day of September 2025.



Michael J. Favre, Mayor

**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 9th day of September, 2025, the following Ordinance:

ORDINANCE NO. 674-09-2025

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 Smith 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. 674-09-2025 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 **\$9,230,088** 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 Davis and brought to a vote as follows:

Councilperson Larry Smith	<u>YEA/NAY</u>
Councilperson Jordan Bradford	<u>YEA/NAY</u>
Councilperson Nancy Moynan	<u>YEA/NAY</u>
Councilperson Phalba Holmes	<u>YEA/NAY</u>
Councilperson Kyle Lewis	<u>YEA/NAY</u>
Councilperson Linda Davis	<u>YEA/NAY</u>
Councilperson Josh Desalvo	<u>YEA/NAY</u>

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 9th day of September, 2025.

ATTESTATION

I, Caitlin Bourgeois, Clerk of Council for the City of Bay Saint Louis, Mississippi, do hereby attest that the foregoing Ordinance No. **674-09-2025** was approved and adopted in the public meeting of the City Council held on the 9th day of September, 2025, 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 10 day of September, 2025.

Caitlin Bourgeois
Caitlin Bourgeois, Clerk of Council



Approved/Disapproved, and signed by me on this, the 10 day of September, 2025.

Michael J. Favre
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. **674-09-2025** was approved and adopted in the public meeting of the City Council held on the 9th day of September, 2025, 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 10 day of September, 2025.

Mike Reso
Mike Reso, City Clerk

CITY OF BAY ST LOUIS "PAYROLL ORDINANCE"

NEW SCENARIO REQUESTED

2025-2026 draft
(jan-sep)

9/9/25 1:33 PM

CITY COUNCIL	POSITION	2025 BUDGET	CURR RATE	2026		2026 BUDGET	HRS	Salary	Blended Rate			EMP/WC	TOTAL	Raise %	Dollars
				Base	Longevity				18.53%	7.65%	20%				
Bradford	council president	\$ 8.65	\$ 8.65			\$ 8.65	80	\$ 18,000	\$ 3,335	\$ 1,377	\$ 10,469	\$ 33,181			
Smith	council at large	\$ 8.08	\$ 8.08			\$ 8.08	80	\$ 16,800	\$ 3,112	\$ 1,285	\$ 5,774	\$ 26,971			
Moynan	council	\$ 8.08	\$ 8.08			\$ 8.08	80	\$ 16,800	\$ 3,112	\$ 1,285	\$ 5,774	\$ 26,972			
Holmes	council	\$ 8.08	\$ 8.08			\$ 8.08	80	\$ 16,800	\$ 3,112	\$ 1,285	\$ 7,745	\$ 28,942			
Lewis	council	\$ 8.08	\$ 8.08			\$ 8.08	80	\$ 16,800	\$ 3,112	\$ 1,285	\$ 10,469	\$ 31,667			
Davis	council	\$ 8.08	\$ 4.95			\$ 4.95	80	\$ 10,305	\$ 3,112	\$ 788	\$ 4,512	\$ 18,717			
DeSalvo	council	\$ 8.08	\$ 8.08			\$ 8.08	80	\$ 16,800	\$ 3,112	\$ 1,285	\$ 8,210	\$ 29,408			
Bourgeois	Deputy Clerk	\$ 20.11	\$ 20.11			\$ 20.71	80	\$ 43,084	\$ 7,981	\$ 3,296	\$ 7,745	\$ 35	\$ 62,141	3%	\$ 1,254.86
Overtime								\$ 250	\$ 46	\$ 19		\$ 315			
Worker's Comp												\$ 300	\$ 300		
COUNCIL TOTAL								\$ 155,638	\$ 30,035	\$ 11,906	\$ 60,698	\$ 335	\$ 258,614		
		\$ 155,388.45									v	\$ 35			

JUDICIAL	POSITION	2025 BUDGET	CURR RATE	2026		2026 BUDGET	HRS	Salary	PERS	FICA	INS	EMP/WC	TOTAL	Raise %	Dollars
				Base	Longevity										
Reynolds	Clerk of Court	\$ 21.65	\$ 21.65			\$ 22.30	80	\$ 46,383	\$ 8,592	\$ 3,548	\$ 7,745	\$ 35	\$ 66,304	3%	\$ 1,350.96
Brady	Clerk	\$ 18.14	\$ 18.14			\$ 18.68	80	\$ 38,863	\$ 7,199	\$ 2,973	\$ 5,774	\$ 35	\$ 54,845	3%	\$ 1,131.94
Mitchell	Clerk	\$ 18.72	\$ 18.72			\$ 19.28	80	\$ 40,106	\$ 7,430	\$ 3,068	\$ 5,774	\$ 35	\$ 56,412	3%	\$ 1,168.13
Maggio	Judge	\$ 6.73	\$ 6.73			\$ 6.73	80	\$ 14,000	\$ 2,594	\$ 1,071	\$ 10,469	\$ 35	\$ 28,169	0%	\$ -
Overtime								\$ 750	\$ 139	\$ 57		\$ 946			
Worker's Comp									\$ -			\$ 650	\$ 650		
JUDICIAL TOTAL								\$ 140,102	\$ 25,954	\$ 10,718	\$ 29,762	\$ 790	\$ 207,325		
		\$ 139,351.82									v	\$ 140			

ADMINISTRATION	POSITION	2025 BUDGET	CURR RATE	2026		2026 BUDGET	HRS	Salary	PERS	FICA	INS	EMP/WC	TOTAL	Raise %	Dollars
				Base	Longevity										
Favre	Mayor	\$ 38.64	\$ 38.64			\$ 38.64	80	\$ 80,376	\$ 14,890	\$ 6,149	\$ 488	\$ 101,902	0%	\$ 0.00	
Reso	City Clerk/CAO	\$ 46.95	\$ 46.95		salary	\$ 47.42	80	\$ 98,627	\$ 18,271	\$ 7,545	\$ 10,469	\$ 35	\$ 134,946	1%	\$ 976.50
Gonzales	Comptroller-Dep Clk	\$ 38.95	\$ 38.95		salary	\$ 39.34	80	\$ 81,836	\$ 15,160	\$ 6,260	\$ 5,774	\$ 35	\$ 109,066	1%	\$ 810.26
Favre	Benefits/Insurance clerk	\$ 23.40	\$ 23.40			\$ 24.10	80	\$ 50,136	\$ 9,288	\$ 3,835	\$ 5,774	\$ 35	\$ 69,068	3%	\$ 1,463.59
Feuerstein	Deputy Clerk-Acctg	\$ 25.09	\$ 25.09			\$ 25.84	80	\$ 53,755	\$ 9,958	\$ 4,112	\$ 7,745	\$ 35	\$ 75,605	3%	\$ 1,567.33
Fore	Deputy Clerk	\$ 19.85	\$ 19.85			\$ 20.84	80	\$ 43,348	\$ 8,030	\$ 3,316	\$ 10,469	\$ 35	\$ 65,199	5%	\$ 2,060.25
Stewart	Deputy Clerk-Acctg	\$ 22.22	\$ 22.22			\$ 22.89	80	\$ 47,604	\$ 8,819	\$ 3,642	\$ 5,774	\$ 35	\$ 65,874	3%	\$ 1,386.53
Black	Deputy Clerk-Acctg	\$ 17.04	\$ 17.04			\$ 17.55	40	\$ 18,249	\$ 3,381	\$ 1,396	\$ -	\$ 35	\$ 23,061	3%	\$ 1,055.15
Overtime								\$ 3,000	\$ 556	\$ 230		\$ 3,785			
Worker's Comp									\$ -			\$ 1,650	\$ 1,650		
ADMIN TOTAL								\$ 476,930	\$ 88,351	\$ 36,485	\$ 46,493	\$ 1,895	\$ 650,155		
												v			

		2026		2026													
BUILDING	POSITION	2025 BUDGET	CURR RATE	Base	Longevity	2026 BUDGET	HRS	Salary	PERS	FICA	INS	EMP/WC	TOTAL	Raise %	Dollars		
Burke	Zoning/PR	\$ 25.87	\$ 25.87			\$ 26.65	80	\$ 55,424	\$ 10,267	\$ 4,240	\$ 7,745	\$ 35	\$ 77,711	3%	\$ 1,614.29		
Ladner	Building Official (salar)	\$ 29.72	\$ 29.72		salary	\$ 30.91	80	\$ 64,290	\$ 11,910	\$ 4,918	\$ 8,210	\$ 35	\$ 89,363	4%	\$ 2,472.70		
Owen	Code Enforcement	\$ 20.73	\$ 20.73			\$ 21.35	80	\$ 44,412	\$ 8,227	\$ 3,398	\$ 5,774	\$ 35	\$ 61,846	3%	\$ 1,293.55		
Dauphin, A.	Clerk	\$ 19.89	\$ 19.89			\$ 20.88	80	\$ 43,438	\$ 8,047	\$ 3,323	\$ 5,774	\$ 35	\$ 60,617	5%	\$ 2,067.03		
Boxx	inspector	\$ 24.43	\$ 23.25			\$ 25.16	80	\$ 52,339	\$ 9,696	\$ 4,004	\$ 5,774	\$ 35	\$ 71,848	3%	\$ 1,524.43		
Overtime								\$ 3,000	\$ 556	\$ 230			\$ 3,785				
Worker's Comp									\$ -	\$ -		\$ 9,750	\$ 9,750				
BUILDING TOTAL								\$ 262,903	\$ 48,703	\$ 20,112	\$ 33,277	\$ 9,925	\$ 374,920				
		\$ 259,903.21										\$ 175					

		2026		2026													
BUILDING & GROUN	POSITION	2025 BUDGET	CURR RATE	Base	Longevity	2026 BUDGET	HRS	Salary	PERS	FICA	INS	EMP/WC	TOTAL	Raise %	Dollars		
Matheny	Supervisor	\$ 23.00	\$ 23.00			\$ 24.00	40	\$ 24,960	\$ 4,624	\$ 1,909	\$ 3,873	\$ 18	\$ 35,383	4%	\$ 2,080.00		
Whitney	Building Labor	\$ 17.00	\$ 17.00			\$ 17.51	80	\$ 36,421	\$ 6,747	\$ 2,786	\$ 7,745	\$ 35	\$ 53,734	3%	\$ 1,060.80		
	overtime							\$ 2,500	\$ 463	\$ 191			\$ 3,154				
												\$ 7,000	\$ 7,000				
BUILDING TOTAL								\$ 63,881	\$ 11,834	\$ 4,887	\$ 11,618	\$ 7,053	\$ 99,272				
		\$ 61,380.80										\$ 53					

		2026		2026													
POLICE	POSITION	2025 BUDGET	CURR RATE	Base	Longevity	2026 BUDGET	HRS	Salary	PERS	FICA	INS	EMP/WC	TOTAL	Raise %	Dollars		
1 Kingston	Chief	39.52	\$ 39.52	\$ 39.91		\$ 39.91	80	\$ 83,016	\$ 15,379	\$ 6,351	\$ 8,210	\$ 35	\$ 112,990	1%	\$ 821.94		
2	Asst Chief	\$ 36.02	\$ 36.02	\$ 36.02		\$ 36.02	80	\$ 74,000	\$ 13,709	\$ 5,661	\$ 5,774	\$ 35	\$ 99,179	0%	\$ 1.60		
3	captain	\$ 27.58		\$ 28.41		\$ 28.41	84	\$ 62,042	\$ 11,493	\$ 4,746	\$ 5,774	\$ 35	\$ 84,090	3%	\$ 1,807.04		
4 Phillips	lieutenant	\$ 25.96	\$ 28.66	\$ 26.74	\$ 2.50	\$ 29.24	84	\$ 63,858	\$ 11,830	\$ 4,885	\$ 5,774	\$ 35	\$ 86,381	3%	\$ 1,700.90		
5 Murphy	lieutenant	\$ 25.96	\$ 28.66	\$ 26.74	\$ 2.50	\$ 29.24	84	\$ 63,858	\$ 11,830	\$ 4,885	\$ 5,774	\$ 35	\$ 86,381	3%	\$ 1,700.90		
	sergeant	\$ 24.34				\$ -							\$ -	-100%	\$ -		
6 Stockstill	sergeant	\$ 24.34	\$ 24.34	\$ 25.31	\$ 0.50	\$ 25.81	87.69	\$ 58,853	\$ 10,903	\$ 4,502	\$ 5,774	\$ 35	\$ 80,067	4%	\$ 2,219.75		
7 Hampton	sergeant	\$ 24.34	\$ 25.96	\$ 25.31	\$ 2.00	\$ 27.31	87.69	\$ 62,273	\$ 11,536	\$ 4,764	\$ 7,745	\$ 35	\$ 86,353	4%	\$ 2,219.75		
8 stinson	sergeant	\$ 24.34	\$ 24.86	\$ 25.31	\$ 1.00	\$ 26.31	87.69	\$ 59,993	\$ 11,114	\$ 4,589	\$ 7,745	\$ 35	\$ 83,477	4%	\$ 2,219.75		
9 jones a.	sergeant	\$ 24.34	\$ 24.34	\$ 25.31	\$ 0.50	\$ 25.81	87.69	\$ 58,853	\$ 10,903	\$ 4,502	\$ 8,210	\$ 35	\$ 82,503	4%	\$ 2,219.75		
10 Osbourn	Detective	\$ 24.34	\$ 25.39	\$ 25.31	\$ 1.50	\$ 26.81	84	\$ 58,561	\$ 10,848	\$ 4,480	\$ 5,774	\$ 35	\$ 79,698	4%	\$ 2,126.34		
11 Olsen	Detective	\$ 24.34	\$ 25.39	\$ 25.31	\$ 1.50	\$ 26.81	84	\$ 58,561	\$ 10,848	\$ 4,480	\$ 7,745	\$ 35	\$ 81,669	4%	\$ 2,126.34		
12 Weir, D	Detective	\$ 24.34	\$ 26.47	\$ 25.31	\$ 2.50	\$ 27.81	84	\$ 60,745	\$ 11,253	\$ 4,647	\$ 10,469	\$ 35	\$ 87,149	4%	\$ 2,126.34		
13 Taylor Jr	DETECTIVE/HIDTA	\$ 24.34	\$ 27.04	\$ 25.31	\$ 2.50	\$ 27.81	84	\$ 60,745	\$ 11,253	\$ 4,647	\$ 5,774	\$ 35	\$ 82,454	4%	\$ 2,126.34		
14 Geoffrey	DETECTIVE/SO	\$ 24.34	\$ 25.84	\$ 25.31	\$ 2.00	\$ 27.31	84	\$ 59,653	\$ 11,051	\$ 4,563	\$ 5,774	\$ 35	\$ 81,076	4%	\$ 2,126.34		
15	Corporal			\$ 24.68		\$ 24.68	87.69	\$ 56,269	\$ 10,424	\$ 4,305	\$ 5,774	\$ 35	\$ 76,806	100%	\$ 56,268.92		
16	Corporal	\$ 23.25		\$ 24.68		\$ 24.68	87.69	\$ 56,269	\$ 10,424	\$ 4,305	\$ 5,774	\$ 35	\$ 76,806	6%	\$ 3,260.31		
17	Corporal	\$ 23.25		\$ 24.68		\$ 24.68	87.69	\$ 56,269	\$ 10,424	\$ 4,305	\$ 5,774	\$ 35	\$ 76,806	6%	\$ 3,260.31		
18	Corporal	\$ 23.25		\$ 24.68		\$ 24.68	87.69	\$ 56,269	\$ 10,424	\$ 4,305	\$ 8,210	\$ 35	\$ 79,242	6%	\$ 3,260.31		
19 Lovett	Patrol Officer	\$ 23.25	\$ 24.87	\$ 24.18	\$ 2.00	\$ 26.18	87.69	\$ 59,689	\$ 11,057	\$ 4,566	\$ 5,774	\$ 35	\$ 81,121	4%	\$ 2,120.34		

20	Armentrout	Patrol Officer	\$ 23.25	\$ 25.96	\$ 24.18	\$ 2.50	\$ 26.68	87.69	\$ 60,829	\$ 11,269	\$ 4,653	\$ 5,774	\$ 35	\$ 82,560	4%	\$ 2,120.34
21	Fullerton	Patrol Officer	\$ 23.25	\$ 24.34	\$ 24.18	\$ 1.50	\$ 25.68	87.69	\$ 58,549	\$ 10,846	\$ 4,479	\$ 8,210	\$ 35	\$ 82,119	4%	\$ 2,120.34
22	Kirsch	Patrol Officer	\$ 23.25	\$ 23.26	\$ 24.18	\$ -	\$ 24.18	87.69	\$ 55,129	\$ 10,213	\$ 4,217	\$ 8,210	\$ 35	\$ 77,804	4%	\$ 2,120.34
23	HA	Patrol Officer	\$ 23.25	\$ 23.77	\$ 24.18	\$ 1.00	\$ 25.18	87.69	\$ 57,409	\$ 10,635	\$ 4,392	\$ 8,210	\$ 35	\$ 80,681	4%	\$ 2,120.34
24	duhon	Patrol Officer	\$ 23.25	\$ 22.50	\$ 24.18	\$ -	\$ 24.18	87.69	\$ 55,129	\$ 10,213	\$ 4,217	\$ 8,210	\$ 35	\$ 77,804	4%	\$ 2,120.34
25	Sikes	Patrol Officer	\$ 23.25	\$ 23.26	\$ 24.18	\$ -	\$ 24.18	87.69	\$ 55,129	\$ 10,213	\$ 4,217	\$ 5,774	\$ 35	\$ 75,368	4%	\$ 2,120.34
26	Pham	Patrol Officer	\$ 23.25	\$ 23.26	\$ 24.18	\$ -	\$ 24.18	87.69	\$ 55,129	\$ 10,213	\$ 4,217	\$ 8,210	\$ 35	\$ 77,804	4%	\$ 2,120.34
27	Wilder	Patrol Officer	\$ 23.25	\$ 23.26	\$ 24.18	\$ -	\$ 24.18	87.69	\$ 55,129	\$ 10,213	\$ 4,217	\$ 8,210	\$ 35	\$ 77,804	4%	\$ 2,120.34
28		Patrol Officer	\$ 23.25		\$ 24.18		\$ 24.18	87.69	\$ 55,129	\$ 10,213	\$ 4,217	\$ 5,774	\$ 35	\$ 75,368	4%	\$ 2,120.34
29		Patrol Officer	\$ 23.25		\$ 24.18		\$ 24.18	87.69	\$ 55,129	\$ 10,213	\$ 4,217	\$ 5,774	\$ 35	\$ 75,368	4%	\$ 2,120.34
30		Patrol Officer	\$ 23.25		\$ 24.18		\$ 24.18	87.69	\$ 55,129	\$ 10,213	\$ 4,217	\$ 5,774	\$ 35	\$ 75,368	4%	\$ 2,120.34
31		Patrol Officer	\$ 23.25		\$ 24.18		\$ 24.18	87.69	\$ 55,129	\$ 10,213	\$ 4,217	\$ 5,774	\$ 35	\$ 75,368	4%	\$ 2,120.34
32		Patrol Officer	\$ 23.25				\$ -								-100%	\$ -
33		Patrol Officer	\$ 23.25				\$ -								-100%	\$ -
34	Hicks	Bailiff/Patrol Officer	\$ 23.25	\$ 23.77	\$ 24.18	\$ 1.00	\$ 25.18	87.69	\$ 57,409	\$ 10,635	\$ 4,392	\$ 5,774	\$ 35	\$ 78,245	4%	\$ 2,120.34
35	Cardinale	Deputy Clerk	\$ 19.57	\$ 19.57	\$ 20.16		\$ 20.16	80	\$ 41,933	\$ 7,768	\$ 3,208	\$ 7,745	\$ 35	\$ 60,689	3%	\$ 1,227.20
36	Mossey	animal control	\$ 17.46	\$ 17.46	\$ 17.98		\$ 17.98	80	\$ 37,398	\$ 6,928	\$ 2,861	\$ 5,774	\$ 35	\$ 52,996	3%	\$ 1,081.60
	HolidayPay	87.69 hours has holiday included							\$ -	\$ -				\$ -		\$ -
	Grant Overtime								\$ 20,000	\$ 3,705	\$ 1,530			\$ 25,235		\$ -
	Overtime								\$ 100,000	\$ 18,525	\$ 7,650			\$ 126,175		\$ -
		workers comp							\$ (179,108)	\$ (32,321)	\$ (13,347)			\$ (224,775)		\$ -
		Attrition Factor										\$ (57,705)	\$ 86,500	\$ 28,795		\$ -
		total shift hours include +272 per patrolman tot hr=39296														\$ -
	POLICE TOTAL								\$ 1,920,355	\$ 356,605	\$ 147,262	\$ 173,114	\$ 87,690	\$ 2,685,026		\$ -
		\$ 1,900,355.01											\$ 1,190			\$ -
		\$ 2,079,462.69							1,800,355.01							\$ -

	FIRE	POSITION	2025 BUDGET	CURR RATE	Base	Longevity	2026 BUDGET	HRS	Salary	PERS	FICA	INS	EMP/WC	TOTAL	Raise %	#VALUE!
	Strong	chief	\$ 37.00	\$ 37.00	\$ 38.11		\$ 38.11	80.00	\$ 79,259	\$ 14,683	\$ 6,063	\$ 7,745	\$ 35	\$ 107,784	3%	\$ 2,308.50
	Avery	deputy chief	\$ 33.18	\$ 33.18	\$ 34.17		\$ 34.17	80.00	\$ 71,082	\$ 13,168	\$ 5,438	\$ 10,469	\$ 35	\$ 100,192	3%	\$ 2,070.36
1	Anderson	captain	\$ 16.55	\$ 17.83	\$ 17.21	1.50	\$ 18.71	115.69	\$ 56,279	\$ 10,426	\$ 4,305	\$ 5,774	\$ 35	\$ 76,818	4%	\$ 1,985.24
2	Catalano	captain	\$ 16.55	\$ 18.17	\$ 17.21	1.50	\$ 18.71	115.69	\$ 56,279	\$ 10,426	\$ 4,305	\$ 5,774	\$ 35	\$ 76,818	4%	\$ 1,985.24
3	Farve	captain	\$ 16.55	\$ 18.17	\$ 17.21	1.50	\$ 18.71	115.69	\$ 56,279	\$ 10,426	\$ 4,305	\$ 10,469	\$ 35	\$ 81,513	4%	\$ 1,985.24
4	Garber	lieutenant	\$ 15.69	\$ 15.69	\$ 16.32	1.50	\$ 17.82	115.69	\$ 53,601	\$ 9,930	\$ 4,101	\$ 10,469	\$ 35	\$ 78,136	4%	\$ 1,895.00
5		lieutenant	\$ 15.69		\$ 16.32		\$ 16.32	115.69	\$ 49,090	\$ 9,094	\$ 3,755	\$ 4,331	\$ 35	\$ 66,304	4%	\$ 1,895.00
6		lieutenant	\$ 15.69		\$ 16.32	-	\$ 16.32	115.69	\$ 49,090	\$ 9,094	\$ 3,755	\$ 5,774	\$ 35	\$ 67,748	4%	\$ 1,895.00
7	Woods	Sr. Firefighter	\$ 15.14	\$ 16.75	\$ 15.75	1.50	\$ 17.25	115.69	\$ 51,887	\$ 9,612	\$ 3,969	\$ 5,774	\$ 35	\$ 71,277	4%	\$ 1,834.84
8	Hoffmann	Sr. Firefighter	\$ 15.14	\$ 16.75	\$ 15.75	1.50	\$ 17.25	115.69	\$ 51,887	\$ 9,612	\$ 3,969	\$ 5,774	\$ 35	\$ 71,277	4%	\$ 1,834.84
9	Everhart	Sr. Firefighter	\$ 15.14	\$ 15.79	\$ 15.75	0.90	\$ 16.65	115.69	\$ 50,082	\$ 9,278	\$ 3,831	\$ 5,774	\$ 35	\$ 69,000	4%	\$ 1,834.84
10	Johnson	firefighter	\$ 14.11	\$ 14.12	\$ 14.67	-	\$ 14.67	115.69	\$ 44,126	\$ 8,174	\$ 3,376	\$ 5,774	\$ 35	\$ 61,486	4%	\$ 1,684.45
11	Cuevas	firefighter	\$ 14.11	\$ 14.12	\$ 14.67	-	\$ 14.67	115.69	\$ 44,126	\$ 8,174	\$ 3,376	\$ 5,774	\$ 35	\$ 61,486	4%	\$ 1,684.45
12	Dedeaux	firefighter	\$ 14.11	\$ 13.39	\$ 14.67	-	\$ 14.67	115.69	\$ 44,126	\$ 8,174	\$ 3,376	\$ 5,774	\$ 35	\$ 61,486	4%	\$ 1,684.45
13	Proulx	firefighter	\$ 14.11	\$ 14.75	\$ 14.67	0.90	\$ 15.57	115.69	\$ 46,834	\$ 8,676	\$ 3,583	\$ 5,774	\$ 35	\$ 64,901	4%	\$ 1,684.45
14	Warden	firefighter	\$ 14.11	\$ 14.12	\$ 14.67	-	\$ 14.67	115.69	\$ 44,126	\$ 8,174	\$ 3,376	\$ 5,774	\$ 35	\$ 61,486	4%	\$ 1,684.45

15	Dumornay	firefighter	\$ 14.11	\$ 14.12	\$ 14.67	0.60	\$ 15.27	115.69	\$ 45,931	\$ 8,509	\$ 3,514	\$ 5,774	\$ 35	\$ 63,763	4%	\$ 1,684.45
16	Beaugez	firefighter	\$ 14.11	\$ 14.12	\$ 14.67	-	\$ 14.67	115.69	\$ 44,126	\$ 8,174	\$ 3,376	\$ 5,774	\$ 35	\$ 61,486	4%	\$ 1,684.45
17	Maurice	firefighter	\$ 14.11	\$ 14.12	\$ 14.67	-	\$ 14.67	115.69	\$ 44,126	\$ 8,174	\$ 3,376	\$ 7,745	\$ 35	\$ 63,457	4%	\$ 1,684.45
18	Leger	firefighter	\$ 14.11	\$ 14.12	\$ 14.67	-	\$ 14.67	115.69	\$ 44,126	\$ 8,174	\$ 3,376	\$ 8,210	\$ 35	\$ 63,922	4%	\$ 1,684.45
19	Decorte	firefighter	\$ 14.11	\$ 14.12	\$ 14.67	-	\$ 14.67	115.69	\$ 44,126	\$ 8,174	\$ 3,376	\$ 5,774	\$ 35	\$ 61,486	4%	\$ 1,684.45
20	Chighizola	firefighter	\$ 14.11	\$ 14.12	\$ 14.67	0.30	\$ 14.97	115.69	\$ 45,029	\$ 8,342	\$ 3,445	\$ 5,774	\$ 35	\$ 62,624	4%	\$ 1,684.45
21	Mallini	firefighter		\$ 14.12	\$ 14.67	-	\$ 14.67	115.69	\$ 44,126	\$ 8,174	\$ 3,376	\$ 5,774	\$ 35	\$ 61,486	100%	\$ 44,126.48
	Walley	reserve firefighter	\$ 12.98	\$ 12.98	\$ 13.50		\$ 13.50	4.58	\$ 1,608	\$ 298	\$ 123		\$ 35	\$ 2,063	4%	
	England	reserve firefighter	\$ 12.98	\$ 12.98	\$ 13.50		\$ 13.50	4.58	\$ 1,608	\$ 298	\$ 123		\$ 35	\$ 2,063	4%	
	Polk	reserve firefighter	\$ 12.98	\$ 12.98	\$ 13.50		\$ 13.50	4.58	\$ 1,608	\$ 298	\$ 123		\$ 35	\$ 2,063	4%	
	Janssen	reserve firefighter	\$ 12.98	\$ 12.98	\$ 13.50		\$ 13.50	4.58	\$ 1,608	\$ 298	\$ 123		\$ 35	\$ 2,063	4%	
	Mallini Sr	reserve firefighter	\$ 12.98	\$ 12.98	\$ 13.50		\$ 13.50	4.58	\$ 1,608	\$ 298	\$ 123		\$ 35	\$ 2,063	4%	
	Sekinger	reserve firefighter	\$ 12.98	\$ 12.98	\$ 13.50		\$ 13.50	4.58	\$ 1,608	\$ 298	\$ 123		\$ 35	\$ 2,063	4%	
	Sellier	reserve firefighter	\$ 12.98	\$ 12.98	\$ 13.50		\$ 13.50	4.58	\$ 1,608	\$ 298	\$ 123		\$ 35	\$ 2,063	4%	
	Alexander	reserve firefighter	\$ 12.98	\$ 12.98	\$ 13.50		\$ 13.50	4.58	\$ 1,608	\$ 298	\$ 123		\$ 35	\$ 2,063	4%	
	Smith	reserve firefighter	\$ 12.98	\$ 12.98	\$ 13.50		\$ 13.50	4.58	\$ 1,608	\$ 298	\$ 123		\$ 35	\$ 2,063	4%	
		reserve firefighter	\$ 12.98	\$ 12.98	\$ 13.50		\$ 13.50	4.58	\$ 1,608	\$ 298	\$ 123		\$ 35	\$ 2,063	4%	
Holiday Pay Factor of 96 hours per year is above in the 3129																
Vac/Pers/Sick Leave factor (120 Hours of)			(to pay another fire fighter to fill in)				\$ 23.82	2,400	\$ 57,177	\$ 10,592	\$ 4,374			\$ 72,144		
Attrition Factor														\$ (18,978)		\$ (18,978)
Worker's Comp														\$ 73,750		\$ 73,750
FIRE TOTAL							annual		\$ 1,232,999	\$ 228,413	\$ 94,324	\$ 132,844	\$ 74,905	\$ 1,763,485		
			\$ 1,085,038.70											\$ 1,155		
			\$ 147,959.82	estimated overtime number										\$ 1,602,993		
			\$ 1,175,821													

#	PUBLIC WORKS	POSITION	2025 BUDGET	CURR RATE	2026 Base	2026 Longevity	2026 BUDGET	HRS	Salary	PERS	FICA	INS	EMP/WC	TOTAL	Raise %	Dollars
1	Vanney	director public works	\$ 38.63	38.63		salary	\$ 39.78	40	\$ 41,375	\$ 7,665	\$ 3,165	\$ 2,887	\$ 18	\$ 55,110	3%	\$ 2,410.20
2	Perniciaro	clerk	\$ 21.00	21.00			\$ 21.63	80	\$ 44,990	\$ 8,334	\$ 3,442	\$ 5,774	\$ 35	\$ 62,576	3%	\$ 1,310.40
3	Delcuze	purchasing/inventory	\$ 21.40	21.40			\$ 22.04	80	\$ 45,847	\$ 8,493	\$ 3,507	\$ 8,210	\$ 35	\$ 66,093	3%	\$ 1,335.36
4	Holt	chief mechanic	\$ 21.63	21.00			\$ 22.28	80	\$ 46,340	\$ 8,585	\$ 3,545	\$ 5,774	\$ 35	\$ 64,279	3%	\$ 1,349.71
5	Matheny	field supervisor operator bldg/grounds	\$ 23.00	23.00			\$ 24.00	40	\$ 24,960	\$ 4,624	\$ 1,909	\$ 3,873	\$ 35	\$ 35,401	4%	see dept 192
6		electrician/operator	\$ 20.51				\$ 21.13	80	\$ 43,941	\$ 8,140	\$ 3,361	\$ 5,774	\$ 35	\$ 61,251	3%	\$ 1,279.82
7	Dahl	Carpenter/Concrete	\$ 20.00	20.00			\$ 20.60	80	\$ 42,848	\$ 7,938	\$ 3,278	\$ 8,210	\$ 35	\$ 62,308	3%	\$ 1,248.00
8	Meek	Operator/Truck Driver ROW	\$ 19.04	19.04			\$ 19.61	80	\$ 40,791	\$ 7,557	\$ 3,121	\$ 5,774	\$ 35	\$ 57,277	3%	\$ 1,188.10
9	Rushing	Labor	\$ 16.48	16.48			\$ 17.30	80	\$ 35,984	\$ 6,666	\$ 2,753	\$ 5,774	\$ 35	\$ 51,212	5%	\$ 1,705.60
11	S Johnson	building caretaker	\$ 17.51	17.51			\$ 18.39	80	\$ 38,251	\$ 7,086	\$ 2,926	\$ 5,774	\$ 35	\$ 54,072	5%	\$ 1,830.40
12	McKay	field supervisor drainage operator	\$ 24.21	24.21		salary	\$ 30.00	80	\$ 62,400	\$ 11,560	\$ 4,774	\$ 7,745	\$ 35	\$ 86,513	24%	\$ 12,043.20
13	Owens	operator drainage	\$ 20.60	17.00			\$ 21.22	80	\$ 44,133	\$ 8,176	\$ 3,376	\$ 5,774	\$ 35	\$ 61,494	3%	\$ 1,285.44
14	Wahl	operator drainage	\$ 19.57	19.57			\$ 20.16	80	\$ 41,927	\$ 7,767	\$ 3,207	\$ 5,774	\$ 35	\$ 58,710	3%	\$ 1,221.17
15	Favre (Al)	operator drainage	\$ 16.48	16.48			\$ 20.16	80	\$ 41,933	\$ 7,768	\$ 3,208	\$ 229	\$ 35	\$ 53,173	22%	\$ 7,654.40
16	Kennedy	operator truck driver row	\$ 18.54	18.54			\$ 19.10	80	\$ 39,720	\$ 7,358	\$ 3,039	\$ 7,745	\$ 35	\$ 57,897	3%	\$ 1,156.90
17	Hertz	operator truck driver row	\$ 17.51	17.51			\$ 18.04	80	\$ 37,513	\$ 6,949	\$ 2,870	\$ 5,774	\$ 35	\$ 53,142	3%	\$ 1,092.62
18	Epperson	operator truck driver row	\$ 17.51	17.25			\$ 18.04	80	\$ 37,513	\$ 6,949	\$ 2,870	\$ 5,774	\$ 35	\$ 53,142	3%	\$ 1,092.62

19	M Ladner	tractor main drains roads	\$ 19.57	19.57			\$ 20.16	80	\$ 41,927	\$ 7,767	\$ 3,207	\$ 8,210	\$ 35	\$ 61,146	3%	\$ 1,221.17
20	Boudreaux	Labor	\$ 16.48	16.48			\$ 17.30	80	\$ 35,984	\$ 6,666	\$ 2,753	\$ 7,745	\$ 35	\$ 53,183	5%	\$ 1,705.60
21	Green	Labor	\$ 16.48	16.48			\$ 17.30	80	\$ 35,984	\$ 6,666	\$ 2,753	\$ 5,774	\$ 35	\$ 51,212	5%	\$ 1,705.60
22	Williams A	Labor	\$ 16.48	16.00			\$ 17.30	80	\$ 35,984	\$ 6,666	\$ 2,753	\$ 5,774	\$ 35	\$ 51,212	5%	\$ 1,705.60
23	Boxx	Labor	\$ 15.45	15.45			\$ 16.22	80	\$ 33,738	\$ 6,250	\$ 2,581	\$ 5,774	\$ 35	\$ 48,377	5%	\$ 1,601.60
24	Archila	Labor	\$ 15.45	15.45			\$ 16.22	80	\$ 33,738	\$ 6,250	\$ 2,581	\$ 5,774	\$ 35	\$ 48,377	5%	\$ 1,601.60
10		Labor	\$ 0.00				\$ 16.22	80	\$ 33,738	\$ 6,250	\$ 2,581	\$ 5,774	\$ 35	\$ 48,377	100%	\$ 33,737.60
25	Rodi	Labor	\$ 0.00	15.45			\$ 16.22	80	\$ 33,738	\$ 6,250	\$ 2,581	\$ 5,774	\$ 35	\$ 48,377	100%	\$ 33,737.60
		Overtime		-					\$ 20,000	\$ 3,705	\$ 1,530			\$ 25,235		
		Attrition Factor		-					\$ (97,475)	\$ (18,057)	\$ (7,457)	\$ (18,405)		\$ (141,394)		
		Worker's Comp		-									\$ 74,000	\$ 74,000		
PUBLIC WORKS TOTAL				-					\$ 917,822	\$ 170,027	\$ 70,213	\$ 128,833	\$ 74,858	\$ 1,361,752		
		\$	897,822.01										\$ (858)			
		\$	995,297.21													

PARKS & RECREATION	POSITION	2025 BUDGET	CURR RATE			RATE	HRS	Salary	PERS	FICA	INS	EMP/WC	TOTAL	Raise %	Dollars
Garriga	Supervisor	\$ 27.24	\$ 27.24			\$ 27.78	80	\$ 57,783	\$ 10,777	\$ 4,420	\$ 7,745	\$ 35	\$ 80,760	2%	\$ 1,133.00
	Laborer	\$ 18.13				\$ 18.67	80	\$ 38,837	\$ 7,243	\$ 2,971	\$ 5,774	\$ 35	\$ 54,861	3%	\$ 1,127.03
Bates	Laborer	\$ 16.48	\$ 16.00			\$ 16.97	80	\$ 35,307	\$ 6,585	\$ 2,701	\$ 5,774	\$ 35	\$ 50,401	3%	\$ 1,028.35
	overtime							\$ 500	\$ 93	\$ 38			\$ 632		
												\$ 6,500	\$ 6,500		
PARKS & RECREATION TOTAL								\$ 132,427	\$ 24,698	\$ 10,131	\$ 19,293	\$ 6,605	\$ 193,154		
		\$	131,927.18									\$ 105			

GENERAL FUND-Budget TOTAL \$ 5,303,057 \$ 984,619 \$ 406,039 \$ 635,932 \$ 264,055 \$ 7,593,702

		2026		2026													
UTILITIES ADMIN	POSITION	2025 BUDGET	CURR RATE	Base	Longevity	RATE	HRS	Salary	PERS	FICA	INS	EMP/WC	TOTAL	Raise %	Dollars		
Garcia	Dep Clk-Supervisor	\$ 24.67	\$ 24.67			\$ 25.16	80	\$ 52,340	\$ 9,761	\$ 4,004	\$ 7,745	\$ 35	\$ 73,885	2%	\$ 1,026.27		
	Dep Clerk	\$ 17.72				\$ 18.25	80	\$ 37,955	\$ 7,079	\$ 2,904	\$ 5,774	\$ 35	\$ 53,746	3%	\$ 1,097.16		
Jenkins	Dep Clerk	\$ 16.87	\$ 16.87			\$ 17.75	80	\$ 36,920	\$ 6,886	\$ 2,824	\$ 5,774	\$ 35	\$ 52,439	5%	\$ 1,830.40		
	Overtime							\$ 500	\$ 93	\$ 38	\$ -		\$ 632				
								\$ -		\$ -		\$ 550	\$ 550				
UT. ADMIN. TOTAL								\$ 127,715	\$ 23,819	\$ 9,770	\$ 19,293	\$ 655	\$ 181,252				
		\$	127,214.63									\$ 105					

		2026		2026													
UTILITIES	POSITION	2025 BUDGET	CURR RATE	Base	Longevity	RATE	HRS	Salary	PERS	FICA	INS	EMP/WC	TOTAL	Raise %	Dollars		
1	Vanney	\$ 38.63	\$ 38.63	\$ -	salary	\$ 39.78	40	\$ 41,375	\$ 7,716	\$ 3,165	\$ 2,887	\$ 18	\$ 55,161	3%	see dept 300		
	Supervisor				salary	\$ 30.00	80	\$ 62,400	\$ 11,638	\$ 4,774	\$ 4,331	\$ 35	\$ 83,177	100%	\$ 62,400.00		

2		lift station tech/electrical	\$ 22.66			\$ 23.11	80	\$ 48,075	\$ 8,966	\$ 3,678	\$ 5,774	\$ 35	\$ 66,528	2%	\$ 942.66
3	Thoms	water oper/maint	\$ 22.66	\$ 22.66		\$ 23.11	80	\$ 48,075	\$ 8,966	\$ 3,678	\$ 5,774	\$ 35	\$ 66,528	2%	\$ 942.66
4	Summers	Gas Operator	\$ 22.66	\$ 22.66		\$ 23.11	80	\$ 48,075	\$ 8,966	\$ 3,678	\$ 8,210	\$ 35	\$ 68,964	2%	\$ 942.66
5	Allen	Field Supervisor Util	\$ 22.66	\$ 22.66		\$ 23.11	80	\$ 48,075	\$ 8,966	\$ 3,678	\$ 5,774	\$ 35	\$ 66,528	2%	\$ 942.66
6	McPhearson	Lead tech install operator	\$ 21.12	\$ 21.12		\$ 21.75	80	\$ 45,237	\$ 8,437	\$ 3,461	\$ 5,774	\$ 35	\$ 62,943	3%	\$ 1,307.18
7	Ferrill	Lead tech install operator	\$ 21.12	\$ 15.00		\$ 21.75	80	\$ 45,247	\$ 8,439	\$ 3,461	\$ 5,774	\$ 35	\$ 62,957	3%	\$ 1,317.89
8	Galloway	Utilities Equip Op/Labor	\$ 19.57	\$ 19.57		\$ 20.16	80	\$ 41,927	\$ 7,819	\$ 3,207	\$ 5,774	\$ 35	\$ 58,763	3%	\$ 1,221.17
9	Langston	Utilities Equip Op/Labor	\$ 19.57	\$ 17.00		\$ 20.16	80	\$ 41,927	\$ 7,819	\$ 3,207	\$ 5,774	\$ 35	\$ 58,763	3%	\$ 1,221.17
10	Turcotte	Utilities Equip Op/Labor	\$ 18.54	\$ 17.50		\$ 19.10	80	\$ 39,720	\$ 7,408	\$ 3,039	\$ 5,774	\$ 35	\$ 55,975	3%	\$ 1,156.90
11	Dedeaux	Locater	\$ 18.54	\$ 18.54		\$ 19.10	80	\$ 39,720	\$ 7,408	\$ 3,039	\$ 5,774	\$ 35	\$ 55,975	3%	\$ 1,156.90
12	Wilson	utilities labor	\$ 17.51	\$ 17.51		\$ 18.04	80	\$ 37,513	\$ 6,996	\$ 2,870	\$ 5,774	\$ 35	\$ 53,188	3%	\$ 1,092.62
13	Legendre, K	utilities labor	\$ 17.51	\$ 17.51		\$ 18.04	80	\$ 37,513	\$ 6,996	\$ 2,870	\$ 5,774	\$ 35	\$ 53,188	3%	\$ 1,092.62
14	Johnson, G	meter tech repairs	\$ 18.51	\$ 16.50		\$ 19.07	80	\$ 39,656	\$ 7,396	\$ 3,034	\$ 5,774	\$ 35	\$ 55,894	3%	\$ 1,155.02
15	Lacy	meter tech repairs	\$ 18.51	\$ 18.51		\$ 19.07	80	\$ 39,656	\$ 7,396	\$ 3,034	\$ 5,774	\$ 35	\$ 55,894	3%	\$ 1,155.02
16		Labor	\$ -	\$ -		\$ 18.04	80	\$ 37,523	\$ 6,998	\$ 2,871	\$ 5,774	\$ 35	\$ 53,201	100%	\$ 37,523.20
		Overtime						\$ 12,000	\$ 2,238	\$ 918	\$ -	\$ -	\$ 15,156		
		Attrition Factor						\$ (37,513)	\$ (6,996)	\$ (2,870)	\$ (12,033)		\$ (59,412)		
		workers comp											\$ 24,000		
		UT. OPERATIONS TOTAL						\$ 716,203	\$ 133,572	\$ 54,790	\$ 84,231	\$ 24,578	\$ 1,013,373		
			\$ 704,203.19									\$ 578			
			\$ 741,716.61												

UTILITY FUND TOTAL \$ 843,918 \$ 157,391 \$ 64,560 \$ 103,524 \$ 25,233 \$ 1,194,624

HARBOR	POSITION	2025		2026		RATE	HRS	Salary	PERS	FICA	INS	EMP/WC	TOTAL	Raise %	Dollars
		BUDGET	CURR RATE	Base	Longevity										
Hales	harbormaster	\$ 27.45	\$ 27.45			\$ 28.00	80	\$ 58,238	\$ 10,861	\$ 4,455	\$ 8,210	\$ 35	\$ 81,799	2%	\$ 1,141.92
Caughlin	deputy harbormaster	\$ 24.07	\$ 24.07			\$ 24.79	80	\$ 51,568	\$ 9,617	\$ 3,945	\$ 8,210	\$ 35	\$ 73,375	3%	\$ 1,501.97
Forstall	Prop Custodian	\$ 16.48	\$ 16.48			\$ 16.99	80	\$ 35,329	\$ 6,589	\$ 2,703	\$ -	\$ 35	\$ 44,655	3%	\$ 1,050.42
Wills	Harbor security	\$ 15.45	\$ 15.45			\$ 15.91	80	\$ 33,100	\$ 6,173	\$ 2,532	\$ 5,774	\$ 35	\$ 47,614	3%	\$ 964.08
White	Harbor security	\$ 16.48	\$ 16.48			\$ 18.00	80	\$ 37,440	\$ 6,983	\$ 2,864	\$ 5,774	\$ 35	\$ 53,096	9%	\$ 3,161.60
Draper	Harbor Clerk	\$ 16.48	\$ 16.48			\$ 17.75	80	\$ 36,920	\$ 6,886	\$ 2,824	\$ 403	\$ 35	\$ 47,068	8%	\$ 2,641.60
Leblanc	Maint/Janitorial	\$ 15.45	\$ 15.45			\$ 15.91	80	\$ 33,100	\$ 6,173	\$ 2,532	\$ 5,774	\$ 35	\$ 47,614	3%	\$ 964.08
Machael	Part-time staff	\$ 13.39	\$ 13.39			\$ 14.00	60	\$ 21,840	\$ 4,073	\$ 1,671	\$ -	\$ 35	\$ 27,619	5%	\$ 1,268.80
	Overtime							\$ 3,500	\$ 653	\$ 268			\$ 4,421		
												\$ 14,500	\$ 14,500		
	HARBOR TOTAL						TOTAL	\$ 311,034	\$ 58,008	\$ 23,794	\$ 34,145	\$ 14,780	\$ 441,762		
		\$ 307,534.47										\$ 280			

HARBOR FUND TOTAL \$ 311,034 \$ 58,008 \$ 23,794 \$ 34,145 \$ 14,780 \$ 441,762

TOTALS ALL FUNDS \$ 6,458,010 \$ 1,200,018 \$ 494,392 \$ 773,600 \$ 304,068 \$ 9,230,088

General Fund Proposed Budget \$ 7,593,702

Utility Fund
Harbor Fund

Proposed Budget
Proposed Budget

	\$	1,194,624
	\$	<u>441,762</u>
TOTAL	\$	9,230,088

**Fire Department Salary Scale
2025-2026
Effective October 1, 2025
Approved by City Council on**

Position	Hourly Rate	Annual at 3,120 hours
Firefighter - Non-Certified	\$ 13.50	\$ 42,242
Reserve Firefighter - Certified (Part Time)	\$ 13.50	\$ 42,242
Firefighter - Certified	\$ 14.67	\$ 45,902
Sr. Firefighter	\$ 15.75	\$ 49,282
Lieutenant	\$ 16.32	\$ 51,065
Captain	\$ 17.21	\$ 53,850

Years in BSL	Longevity Pay	Annual Salary Increase at 3,129 hours
1	\$ -	\$ -
2	\$ -	\$ -
3	\$ -	\$ -
4	\$ 0.30	\$ 939
5	\$ 0.60	\$ 1,877
6	\$ 0.90	\$ 2,816
7	\$ 1.20	\$ 3,755
8	\$ 1.50	\$ 4,694

NOTES

- Longevity pay is only for full-time employees.
- Chief and deputy chief are not eligible for longevity pay since they are exempt, salaried employees.
- Longevity pay begins on the employment anniversary date at beginning of 4th year.
- Longevity pay is calculated for years worked as of October 1.
- Longevity pay is added once a year on October 1.
- Part-time firefighters must be certified.

**Police Department Salary Scale
2025-2026
Effective October 1, 2025
Approve by City Council on**

Training	Patrol
New hire / Probationary - Non-Certified	\$ 22.00
Patrol Officer - Certified FTO	\$ 23.00
Patrol Officer - Certified	\$ 24.18
Patrol Corporal	\$ 24.68
Patrol Sergeant	\$ 25.31
Criminal/Narcotics Detective	\$ 25.31
Patrol Leutenient	\$ 26.74
Captain	\$ 28.41

Years in BSL	Longevity Pay	Annual Salary Increase at 2,184 hours
1	\$ -	\$ -
2	\$ -	\$ -
3	\$ 0.50	\$ 1,092
4	\$ 1.00	\$ 2,184
5	\$ 1.50	\$ 3,276
6	\$ 2.00	\$ 4,368
7	\$ 2.50	\$ 5,460

NOTES

Longevity pay is only for full-time employees

Chief and deputy chief are not eligible for longevity pay since they are exempt, salaried employees.

Longevity pay is calculated for years worked as of October 1.

Longevity pay begins on the employment anniversary date at beginning of 3rd year.

**Police Department Salary Scale
2025-2026
Effective October 1, 2025
Approve by City Council on**

Longevity pay is added to payroll once a year on October 1.

**BAY ST. LOUIS
UTILITY RATE SCHEDULE**

Effective October 1, 2025 Billing Cycle Dates

The following monthly rates shall be charged for all utility services provided by the City.

RESIDENTIAL

1. Gas (cubic feet)	
a. 0 to 1,000 (minimum)	\$16.00
b. 1,000 to 15,000 (per 1,000)	\$16.00
c. Over 15,000 (per 1,000)	\$16.00
2. Water (gallons)	
a. 0 to 2,000 (minimum)	\$7.00
b. Over 2,000 (per 1,000)	\$2.00
3. Sewer (flat rate)	\$17.00
4. Wastewater (gallons)	
a. 0 to 2,000 (minimum)	\$12.00
b. Over 2,000 (per 1,000)	\$3.36
5. Garbage Collection (flat rate)	\$18.50

COMMERCIAL

1. Gas (cubic feet)	
a. 0 to 1,000 (minimum)	\$16.00
b. 1,000 to 25,000 (per 1,000)	\$16.00
c. 25,000 to 50,000 (per 1,000)	\$16.00
d. Over 50,000 (per 1,000)	\$16.00
e. Industrial Rate (per 1,000)	\$8.65
2. Water (gallons)	
a. 0 to 2,000 (minimum)	\$11.00
b. Over 2,000 (per 1,000)	\$2.25
3. Sewer (gallons)	
a. 0 to 2,000 (minimum)	\$17.00
b. Over 2,000 (per 1,000)	\$1.50
4. Wastewater (gallons)	
a. 0 to 2,000 (minimum)	\$12.00
b. Over 2,000 (per 1,000)	\$3.36
5. Garbage Collection (flat rate)	\$18.50

City of Bay St Louis
Building Department Fee Schedule
 Effective October 1, 2025

Residential and Commercial Construction	Reference ICC Building Valuation \$90.00 Base Fee; Plus \$9.00 per \$1,000
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TYPE	Fee
Plan Review (Commercial & Residential)	Additional ½ of the total construction permit fee
Alarm (Fire & Burglar)	\$145
Banner	\$35
Boathouses	\$145
Bulkhead & Piers	\$145
Change of Contractor	\$80
Change of Occupancy	\$80
Construction Trailer	\$250
Demolition of Structure	\$150
Non-structural Fence	\$70
Structural Fence	\$125
Floodplain Development Permit	\$80
Moving of Structure	\$250
Land Disturbance *	\$150
Mobile Home	\$250
Permit Renewal **	\$60
Re-Inspection (First Occurrence)	\$40

TYPE	Fee
Re-Inspection (Second Occurrence)	\$80
Re-Inspection (Third Occurrence)	\$160
Sign	\$100
Slab Removal	\$150
Tree Removal	\$75
Electrical Commercial	
Electrical Permit	\$100 for the first \$2,499 PLUS \$4.00 for each additional \$100 or fraction thereof
Service Inspection	\$80
Temporary Pole	\$80
Electrical Residential	
Multi-family per meter	\$80
One/Two Family Dwelling	\$100
Per Circuit	\$15
Service Change	\$80
Service Inspection	\$80
Swimming Pool	\$45
Temporary Pole	\$80
Mechanical Commercial	1.45% of the total construction valuation, but not less than \$60
Mechanical Residential	Base Fee \$45.00 PLUS \$5.50 for each \$1,000 valuation or fraction thereof
Plumbing Commercial	1.45% of the total construction valuation, but not less than \$160

TYPE	Fee
Plumbing Residential	
Base Fee	\$160
Backflow Preventer	\$10.00
Fire Spinkler System	\$145.00
Fixtures	Covered in base fee
Gas Line	\$50.00
Gas Outlets	\$8.00 Each
Gas Tank Install	\$75.00
Grease Trap	\$50.00
Grinder Pump	\$80.00
Hood Suppression System	\$80.00
Water or Sewer Connection	Covered in base fee
Swimming Pool	\$50.00

CONTRACTOR FEE

Fee for Each License Held	\$125
Additional Lee Fee (after 30 days expired)	\$50

All permits must have all proper documentation before permits will be issued.

*Land disturbance permits are only good for 30 days.

** Permit are valid for 6 month and be renewed 2 times. After the second permit renewal, the permit shall be void and re-issued after new application is submitted.

Penalties

When work for which a permit required by this code is started or proceeded prior to obtaining said permit, the fees herein specified shall be doubled, but the payment of such doubled fee shall not relieve any persons from fully complying with the

requirements of this code in the execution of the work nor from any other penalties prescribed herein.

City of Bay St Louis
Permitting & Zoning Department Fee Schedule
 Effective October 1, 2025

Application	Fee
Special Use District	\$250
Sketch Plat	\$250
Preliminary Plat	First 2 reviews free/\$2,000 each review after 2nd review
Final Plat Approval	\$250
Exempt Subdivision	\$250
Variance	\$250
Text Amendment	\$500
Map Amendment	\$500
Special Exception	\$250
Site Plan Review	\$500
Planned Unit Development (PUD)	\$500
Appeal Decisions	\$100



**COMMUNITY CENTER RENTAL FEE SCHEDULE
2025-2026**

BSL Community Hall	Dates (1 day only)	Regular Rate	Non-Profit Rate	Damage Deposit
Entire Building	Friday, Saturday or Sunday	\$1,800	\$1,800	\$500
Entire Building	Monday – Thursday	\$1,800	\$900	\$500
Meeting Room	Monday – Thursday only	\$275	\$275	\$500
Hourly Fee	Monday – Thursday only	\$150	\$150	\$500

Old Town Community Center	Dates (1 day only)	Regular Rate	Non-Profit Rate	Damage Deposit
Entire Building	Friday or Saturday	\$750	\$750	\$400
Entire Building	Sunday – Thursday	\$750	\$400	\$400
Hourly Fee	Monday – Thursday only	\$100	\$100	\$400

- A 10% non-refundable deposit is due when booking the room. This is applied to the rental rate.
- The full rental fee is due 60 days prior to the rental, and the damage deposit is due 30 days prior to the rental.
- Hourly fees are for minimum of 2-hour or maximum of 4-hour rental period.
- At the City's discretion, fees for local government functions may be waived partially or entirely.
- Rental is for one day only.
- The Damage Deposit is refundable if the facility is cleaned properly and facility and/or equipment is not damaged.



HARBOR EVENTS RATES 2025-2026

FOR PROFIT ORGANIZATIONS OR PRIVATE EVENTS

- \$400.00 for first 24 hours w/5 parking spots (Monday – Sunday).
- \$200.00 for each additional day needed. Limited to day before and after event
- \$300.00 Minimum Refund Cleanup Deposit
- Slip Rates at Transient Dockage Rate

NON-PROFIT GROUPS:

- \$400.00 for first 24 hours w/5 parking spots (Friday, Saturday, Sunday)
- \$200.00 for first 24 hours 2/5 parking spots (Monday – Thursday)
- \$200.00 for each additional day needed. Limited to day before and day after event.
- \$300.00 Minimum Refundable Cleanup Deposit
- Slip rates at Transient Dockage Rate.

HARBOR SAND BEACH AREA

- For Profit Organizations or Private Event: \$200.00 per day
\$300.00 Refundable Cleanup Deposit
- Non-Profit Groups: \$100.00 per day
\$300.00 Refundable Cleanup Deposit

OTHER INFORMATION

- The Harbor Parking Lot is no longer available to rent
- At City's discretion, fees for local government functions may be waived partially or entirely for city sponsored events and special events.
- For more information, please contact Julie Draper, Harbor Clerk at 228-466-5452 or at jdraper@baystlouis-ms.gov.

A PLACE APART

**RENTAL RATES FOR TRAIN DEPOT
2025-2026**

Private Events (Weddings, Festivals, Arts & Craft Shows, Birthdays, Celebrations, Etc.)

Ground Rentals with Bathrooms \$400/day

Local Non-for-Profit Events

Ground Rentals with bathrooms \$200/day

Other Fees:

Bathrooms \$50/day

Barricades \$5 each

Use of Bollards on Depot Way \$50

Security Deposit: \$200. This covers any incidental damage to the facility.

Cleaning Deposit: \$300. This ensures the facility is cleaned completely, by the renter, following the event.

NOTE: For large events (i.e. festivals, weddings, arts & crafts show, etc.), the City may require the renter to provide portolets, a front load dumpster(s), security and/or certificate of insurance listing the City of Bay St. Louis as additional insured on site at their expense.

**BAY ST. LOUIS MUNICIPAL HARBOR
SLIP RATES AND UTILITY FEES**

2025-2026

Effective October 1, 2025

MS RESIDENTS	OUT OF STATE RESIDENTS
<p><u>ANNUAL LEASE</u></p> <p>DOCK 1 - \$7.00/FOOT DOCKS 2-5 - \$4.75/FOOT</p> <p><u>6 MONTH LEASE</u></p> <p>DOCK 1 - \$7.50/FOOT DOCKS 2-5 - \$5.25/FOOT</p> <p><u>3 MONTH LEASE</u></p> <p>DOCK 1 - \$8.00/FOOT DOCKS 2-5 - \$5.75/FOOT</p>	<p><u>ANNUAL LEASE</u></p> <p>DOCK 1 - \$8.05/FOOT DOCKS 2-5 - \$5.25/FOOT</p> <p><u>6 MONTH LEASE</u></p> <p>DOCK 1 - \$8.55/FOOT DOCKS 2-5 - \$5.75/FOOT</p> <p><u>3 MONTH LEASE</u></p> <p>DOCK 1 - \$9.05/FOOT DOCKS 2-5 - \$6.25/FOOT</p>

TRANSIENT SLIP RENTAL RATE

\$1.75/foot

UTILITY RATES

30 AMP Service - \$43.50/month

50 AMP Service - \$67.50/month

**** (2) 30's Or (2) 50's – double the rate above**

\$15.00 Environmental Fee will be charged monthly for the purpose of potable water, pump-out service and garbage disposal.

Slip fee + utility + environmental fee + MS sales tax = monthly rate

****3% processing fee on all credit card payments****

PUBLIC RECORDS REQUESTS
SCHEDULE OF FEES
Effective October 1, 2025

Description of Service Provided	Rate
Letter Copies: Pages-Single Sided (black & white)	\$0.25
Letter Copies: Pages-Single Sided (color)	\$0.50
Letter Copies: Pages – Double Sided (black & white)	\$0.50
Letter Copies: Pages – Double Sided (color)	\$1.00
Legal Copies: Pages- Single Sided (black & white)	\$0.25
Legal Copies: Pages- Single Sided (color)	\$0.50
Legal Copies: Pages-Double Sided (black & white)	\$0.50
Legal Copies: Pages-Double Sided (color)	\$1.00
Ledger Copies: Pages-Single Sided (black & white)	\$0.75
Ledger Copies: Pages-Single Sided (color)	\$1.50
Ledger Copies: Pages-Double Sided (black & white)	\$1.50
Ledger Copies: Pages-Double Sided (color)	\$3.00
Oversized Copies: Pages-Single Side (black and white)	\$5.00
Oversized Copies: Pages-Single Side (color)	\$6.00
Scanning (letter, legal or ledger)	\$0.25
Jump Drive (each)	\$8.00
Computerized Records Hours	\$85.00
Staff Labor Time (Hourly rate billed 1/4 hours)	\$29.00
City Clerk or Police Chief Review (Hourly rate billed ¼ hours)	\$50.00
City Attorney Review (Hour rate billed ¼ hours)	\$200.00
Mailing Fees	TBD

Note: Staff and city clerk labor time includes salary and benefits for hourly rate.

Please make check payable to:
City of Bay St. Louis
688 Highway 90
Bay St. Louis, MS 39520

RECESSED MEETING NOTICE

The City of Bay St. Louis will hold a recessed meeting on **Tuesday, September 9, 2025** at 5:30pm at 598 Main Street in the Conference Center to approve the FY 2025-2026 Budget, Payroll and Fee schedules.

Clerk of Council
Caitlin Bourgeois