

Ordinance No. 2471

ORDINANCE TO AMEND THE CODE OF ORDINANCES SECTIONS 15-1-2 AND 15-1-8  
TO ADDRESS COMPENSATION SCHEDULE AND PAY RATES

WHEREAS, Section 15-1-2 Appendix A should be streamlined to reflect salary increases and ranges of pay; and

WHEREAS, Section 15-1-8(a) requires a revised methodology to control any deviation in starting salary for each employment classification; and

NOW, THEREFORE, BE IT ORDAINED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF BILOXI, MISSISSIPPI, AS FOLLOWS:

SECTION ONE: The Appendix A referred to in Section 15-1-2 is deleted and shall be replaced with the Appendix A attached as Exhibit "A".

SECTION TWO: Sections 15-1-8(a) of the Code of Ordinances of the City of Biloxi, Mississippi, 1992, IS hereby amended to read as follows:

Sec. 15-1-8. Pay rates generally.

(a) The rate of pay of an employee on appointment to any position shall be the minimum rate of the scale for the class to which the position is allocated, except as otherwise provided in this section. ~~The appointing authority may make an appointment for a period not to exceed one year to a position at no more than two steps below the minimum step for that class, where the appointee does not have the minimum qualifications for that class specification. The appointing authority may make an appointment to a higher rate, not to exceed two additional steps, with the authorization of the director of administration and the approval of the mayor, or, in the case of temporary employees, for a period not exceeding 180 days' duration.~~ Where a person already in the service is transferred, he shall be paid at the same rate as in his former position, if there is such a rate in the scale for the new position, and, if not, at the nearest higher rate. Where a person already in the service is demoted, he shall be paid according to the salary range for that class to which he is demoted. Where a person already in the service is promoted, he shall be paid the minimum beginning rate for the class to which he is promoted, except where the salary received in the lower class equals or exceeds the minimum rate in the new class, in which case the salary range for the new class shall equal that of the lower class or exceed that of the lower class by one step. Where a former employee is reemployed in the service in the same or similar class from which he resigned, he may, upon authorization by the director of administration and the mayor, be paid at the same rate as in his former position.

Ord. No. 2471

SECTION THREE: This Ordinance shall become effective on January 1, 2022.

The foregoing Ordinance having first been reduced to writing, was read by the Clerk and moved by Councilmember Tisdale, seconded by Councilmember Gines, and was adopted by the following vote:

YEAS:	Lawrence	Tisdale	NAYS:	None
	Gines	Glavan		
	Newman	Barrett		
	Deming			

The President then declared the Ordinance adopted, as amended, this the 7<sup>th</sup> day of December, 2021.

ATTEST:

APPROVED:



Kei Campbell  
CLERK OF THE COUNCIL

Paul L. Tisdale  
PRESIDENT OF THE COUNCIL

Submitted to and approved by the Mayor, this the 10<sup>th</sup> day of December, 2021.

APPROVED:

[Signature]  
MAYOR

**City of Biloxi Compensation Schedule FY 2021-2022**

<b>POSITION</b>	<b>PAY GRADE</b>		<b>MIN</b>	<b>MAX</b>
Host/Hostess	10	BW	1000.00	1217.08
Janitor I		HR	12.50	15.21
Public Works Clerk		YR	26000.00	31643.99
Secretary I				
Administrative Secretary	11	BW	1000.00	1265.78
Facility Worker		HR	12.50	15.82
		YR	26000.00	32910.19
Construction Worker I	12	BW	1000.00	1316.94
Executive Secretary I		HR	12.50	16.46
Janitor II		YR	26000.00	34240.48
Laborer				
Lifeguard I				
Maintenance Worker III				
Police & Fire Mechanic Helper				
Utility Crewmember I				
Bridgetender	13	BW	1000.00	1370.70
Building Maintenance Worker I		HR	12.50	17.13
Construction Worker II		YR	26000.00	35638.13
Craft Worker I				
Crew Leader I				
Engineering Inspector I				
Equipment Mechanic I				
Fire Records Clerk				
Harbormaster				
Light Equipment Operator				
Public Works Janitor II				
Cemetery Supervisor	14	BW	1012.71	1427.17
Center Supervisor I		HR	12.66	17.84
Crew Leader II		YR	26330.40	37106.53
Crime Unit Clerk				
Facility Supervisor				
Lead Harbormaster				
Police Records Clerk				
Public Works Crewleader				
Utility Crewmember II				
Warehouse Clerk				

**EXHIBIT A**

**City of Biloxi Compensation Schedule FY 2021-2022**

<b>POSITION</b>	<b>PAY GRADE</b>		<b>MIN</b>	<b>MAX</b>
Animal Control Officer	15	BW	1051.92	1486.51
Building Maintenance Worker II		HR	13.15	18.58
Dispatcher		YR	27349.85	38649.26
Construction Worker III				
Deputy Court Clerk				
Executive Secretary II				
Historic Site Interpreter I				
Lifeguard II				
Maintenance Supervisor I				
Permit/Code Enforcement Coord. I				
Police Desk Clerk				
Police Desk/Data Entry Clerk				
Public Works Office Assistant				
Public Works Secretary				
Reservation/Secretary				
Auxiliary Services Coordina	16	BW	1093.11	1548.85
Center Supervisor II		HR	13.66	19.36
Craft Worker II		YR	28420.92	40270.10
Crew Leader III				
Engineering Inspector II				
Equipment Operator				
Janitor Leader				
Maintenance Crewmember				
Museum Service Manager				
Public Works Purchasing Clerk				
Utility Billing Clerk				
Utility Crewmember III				
Accountant I	17	BW	1136.39	1614.35
Chief Executive Secretary		HR	14.20	20.18
Computer Operator I		YR	29546.21	41973.00
Downtown Service Assistant				
Engineering Surveyor I				
Historic Site Interpreter II				
Intel Research Specialist				
Museum Manager				
Permit Clerk/Code Enf. Coord. II				
Planning Technican I				

**City of Biloxi Compensation Schedule FY 2021-2020**

<b>POSITION</b>	<b>PAY GRADE</b>		<b>MIN</b>	<b>MAX</b>
Code Enforcement Coordin	18	BW	1181.86	1683.16
Community Service Supervisor		HR	14.77	21.04
Construction Supervisor		YR	30728.47	43762.10
Dispatcher I				
Equipment Operator II				
Grounds Maintenance Supervisor				
Head Lifeguard				
Maintenance Supervisor II				
Public Works Supervisor				
Receptionist				
Recreation Center Manager				
Senior Deputy Court Clerk				
Theater Manager				
Computer Operator II/Office	19	BW	1229.64	1755.45
Dispatcher II		HR	15.37	21.94
Engineering Technician		YR	31970.57	45641.77
Maintenance Mechanic				
Museum Technican				
Planning Technican II				
Police & Fire Mechanic				
Maintenance Coordinator	20	BW	1279.83	1831.41
Municipal Court Bailiff		HR	16.00	22.89
Office Manager		YR	33275.56	47616.61
Therapeutic Recreation Specialist				
Utility Crew Supervisor				
Accountant II	21	BW	1332.56	1911.21
Computer Oper. III/Office Asst.		HR	16.66	23.89
Court Clerk		YR	34646.62	49691.42
Dispatcher III				
Grant Writer				
Engineering Tech. II				
License Administrator				
Maintenance Supervisor III				

**City of Biloxi Compensation Schedule FY 2021-2022**

POSITION	PAY		MIN	MAX
	GRADE			
Administrative Assistant I	22	BW	1387.96	1995.05
Aquatic Specialist		HR	17.35	24.94
Athletic Specialist		YR	36087.08	51871.27
Dispatcher IV				
Construction Foreman				
Engineer Inspector III				
Engineer Surveyor II				
Federal Programs Specialist				
Maintenance Coordinator III				
Network Engineer Assistant				
Payroll Clerk				
Planner				
Recreation Specialist				
Sign Shop Supervisor				
Staff Support Officer				
Budget Technician II	23	BW	1446.17	2083.13
Code Enforcement Officer		HR	18.08	26.04
Communications Floor Supervisor		YR	37600.47	54161.47
Engineering Inspector IV				
Events Coordinator				
Fire Mechanic Supervisor				
GIS Technican				
Police Mechanic Supervisor				
Administrative Assistant II	24	BW	1507.33	2175.68
Asst. Communications Super.		HR	18.84	27.20
Asst. Purchasing Agent		YR	39190.47	56567.61
Citizen Services Representative				
Database Manager				
Outreach Services Specialist				
Paralegal				
Public Affairs Specialist				
Risk Manager				
Warehouse Supervisor				
Building Inspector	25	BW	1571.58	2272.91
City Arborist/Network Admn.		HR	19.64	28.41
Code Enforcement Admn.		YR	40860.97	59095.57
Electrical Inspector				
Mechanical Inspector				
Mechanical/Plumbing Inspector				
Plumbing Inspector				
Project Coordinator				

**City of Biloxi Compensation Schedule FY 2021-2022**

<b>POSITION</b>	<b>PAY GRADE</b>		<b>MIN</b>	<b>MAX</b>
Building Maintenance Supt.	26	BW	1639.08	2375.06
Communications Supervisor		HR	20.49	29.69
Parks & Beautification Superintendent		YR	42616.04	61751.50
Personnel Assistant				
Public Works Superintendent				
Recreation Superintendent				
Federal Programs Manager	27	BW	1710.00	2482.38
Senior Planner		HR	21.37	31.03
Utility Electrician		YR	44459.95	64541.89
Asst. Finance Manager	28	BW	1784.51	2595.14
Commercial Building Code Inspector		HR	22.31	32.44
Downtown Service Manager		YR	46397.22	67473.54
Museum Curator				
Network Engineer				
Payroll Officer				
Safety Coordinator/Utility Supervisor				
Administrative Assistant III	29	BW	1862.79	2713.60
Aquatic Coordinator		HR	23.28	33.92
Budget Finance Manager		YR	48432.56	70553.61
Contracts/Cap. Projects Mgr.				
Technology Service Supervisor				
Utility Billing Supervisor				
Building Official		BW	1945.04	2838.06
Executive Planner	30	HR	24.31	35.48
Historical Administrator		YR	50570.93	73789.61
Asst. Contoller/Asst. Manag	31	BW	2031.44	2968.82
Asst. Parks and Recreation Director		HR	25.39	37.11
Engineer I		YR	52817.57	77189.42
Purchasing Agent				
Utility/Construction Manager				
GIS Manager	32	BW	2122.23	3106.21
		HR	26.53	38.83
		YR	55177.93	80761.36
Consultant	33	BW	2217.61	3250.54
		HR	27.72	40.63
		YR	57657.80	84514.12

**City of Biloxi Compensation Schedule FY 2021-2022**

POSITION	PAY GRADE	MIN			MAX		
Assistant Project Manager	34	BW	2317.82		3402.19		
		HR	28.97		42.53		
		YR	60263.20		88456.87		
Engineer II	35	BW	2423.10		3561.51		
		HR	30.29		44.52		
		YR	63000.51		92599.22		
Information Systems Manaç	36	BW	2533.71		3728.90		
		HR	31.67		46.61		
		YR	65876.39		96951.27		
Port Manager	37	BW	2649.92		3904.76		
		HR	33.12		48.81		
		YR	68897.86		101523.65		
Public Affairs Manager	38	BW	2772.01		4089.52		
		HR	34.65		51.12		
		YR	72072.29		106327.50		
Engineer III	39	BW	2900.29		4300.84		
		HR	36.25		53.76		
		YR	75407.43		111821.80		
Controller/Manager of Acco Court Administrator Human Resources Manager	40	BW	3035.05		4505.90		
		HR	37.94		56.32		
		YR	78911.41		117153.39		
City Engineer	41	BW	3176.65		5308.80		
		HR	39.71		66.36		
		YR	82592.78		138028.78		
	42	BW	3325.40		5547.77		
		HR	41.57		69.35		
		YR	86460.52		144241.95		
	43	BW	3481.69		5798.83		
		HR	43.52		72.49		
		YR	90524.06		150769.67		
	44	BW	3645.90		6199.46		
		HR	45.57		77.49		
		YR	94793.32		161186.07		



### Seasonal Position

POSITION	PAY GRADE			MIN	MAX
Playground Worker I	1 SP	BW		697.22	982.19
		HR		8.72	12.28
		YR		18127.70	25537.04
Playground Worker II	2 SP	BW		729.40	1028.80
		HR		9.12	12.86
		YR		18964.42	26748.85
Playground Bus Driver Seasonal Maintenance Worker III Seasonal Lifeguard I	3 SP	BW		763.21	1077.77
		HR		9.54	13.47
		YR		19843.49	28022.01
Playground Worker III	4 SP	BW		798.73	1129.22
		HR		9.98	14.12
		YR		20767.07	29359.63
Playground Coordinator	5 SP	BW		836.05	1183.27
		HR		10.45	14.79
		YR		21737.40	30764.96
Playground Supervisor Seasonal Lifeguard II	6 SP	BW		875.26	1240.06
		HR		10.94	15.50
		YR		22756.85	32241.43

**City of Biloxi**  
**Public Safety Compensation Schedule FY 2021-2022**

**POLICE DEPARTMENT**

<b>Rank</b>	
<i>Patrol Officer 3rd Class</i>	<i>38546</i>
<i>Patrol Officer 2nd Class</i>	<i>45009</i>
<i>Patrol Officer 1st Class</i>	<i>49498</i>
<i>Patrol Officer 1st Investigator</i>	<i>54193</i>
<i>Master Patrol Officer</i>	<i>55150</i>
<i>Sergeant</i>	<i>57328</i>
<i>Lieutenant</i>	<i>62124</i>
<i>Captain</i>	<i>68812</i>
<i>Major</i>	<i>73020</i>
<i>Assistant Chief</i>	<i>82019</i>

**FIRE DEPARTMENT**

<b>Rank</b>	
<i>Firefighter I</i>	<i>38184</i>
<i>Firefighter II</i>	<i>44586</i>
<i>Firefighter III</i>	<i>49033</i>
<i>Firefighter III FTO</i>	<i>51485</i>
<i>Captain</i>	<i>55589</i>
<i>Fire Inspector</i>	<i>61980</i>
<i>Battalion Chief</i>	<i>68560</i>
<i>Deputy Chief</i>	<i>73020</i>
<i>Assistant Chief</i>	<i>82019</i>