

CITY OF PETAL
MINUTE BOOK 23

BE IT REMEMBERED THAT THERE WAS BEGUN AND HELD THE REGULAR MEETING OF THE MAYOR AND BOARD OF ALDERMEN OF THE CITY OF PETAL, MISSISSIPPI ON JANUARY 6, 2004 AT 7:00 P.M. IN THE BOARDROOM OF SAID CITY.

THOSE PRESENT	MAYOR TONY PHILLIPS
ATTORNEY	THOMAS W TYNER
ALDERMEN	MICHAEL W DRAUGHN WILLIE W HINTON JOE C MCMURRY, SR STEVE STRINGER WILLIAM A TRAVIS
OTHERS PRESENT	DANIEL WARREN MICHELLE MITCHELL ANNE CLARK TOMMY FEDRICK SHAROLD FRANKLIN LEE SHELBOURN MIKE ANDREWS PATRICK BLANKNSHIP AND MANY OTHERS

THE MAYOR DECLARED A QUORUM PRESENT AND DECLARED THE CITY COUNCIL IN SESSION.

THE INVOCATION WAS OFFERED BY MAYOR TONY PHILLIPS.

WHEREAS, MAYOR PHILLIPS PRESENTED THE AGENDA WITH THE FOLLOWING CHANGES:

- IX. GENERAL BUSINESS
 - 3. OMIT
 - 5. OMIT
 - 13. REQUEST TO ADVERTISE FOR STREET SUPERVISOR
 - 14. REQUEST TO CHANGE THE DONATED SICK LEAVE POLICY
 - 15. REQUEST TO ADOPT BYRD PARKWAY AS A CITY STREET
- XI. ORDERS & ORDINANCES
 - 2. RECOMMENDATION FOR MICHELLE MITCHELL TO RECEIVE HER RAISE RETRO BACK TO OCTOBER 2003.

THEREUPON, ALDERMAN STRINGER MADE A MOTION TO ADOPT THE AGENDA AS AMENDED. ALDERMAN MCMURRY SECONDED THE MOTION.

THOSE PRESENT AND VOTING "AYE"

ALDERMAN MICHEAL W DRAUGHN
ALDERMAN WILLIE W HINTON
ALDERMAN JOE C MCMURRY, SR
ALDERMAN STEVE STRINGER
ALDERMAN WILLIAM A TRAVIS

THOSE PRESENT AND VOTING "NAY"

NONE

WHEREAS, MAYOR PHILLIPS PRESENTED THE MINUTES FOR THE REGULAR MEETING OF DECEMBER 16, 2003.

THEREUPON, ALDERMAN HINTON MADE A MOTION THAT THE MINUTES OF THE REGULAR MEETING OF DECEMBER 16, 2003 BE ACCEPTED AS WRITTEN. ALDERMAN STRINGER SECONDED THE MOTION.

THOSE PRESENT AND VOTING "AYE"

ALDERMAN MICHEAL W DRAUGHN
ALDERMAN WILLIE W HINTON
ALDERMAN JOE C MCMURRY, SR
ALDERMAN STEVE STRINGER
ALDERMAN WILLIAM A TRAVIS

THOSE PRESENT AND VOTING "NAY"

NONE

WHEREAS, MAYOR PHILLIPS CALLED FOR PUBLIC COMMENT.

THEREUPON, PATRICK BLANKENSHIP, MIKE ANDREWS, AND MARTHA D'LO, WHO LIVE IN TRAILWOOD, ADDRESSED THE MAYOR AND BOARD OF ALDERMEN ON THE ZONING CHANGE OF HWY 42 FROM R-1 TO C-2. THEY WOULD LIKE TO KNOW WHY THERE WAS NOT ANY SIGNS POSTED ON THIS PROPERTY TO REZONE HWY 42, AND WHAT PROCESS WAS USED.

AT THIS TIME, ALDERMAN MICHAEL DRAUGHN LEFT THE ROOM.

THEREUPON, DANIEL WARREN ADDRESSED THE MAYOR AND BOARD OF ALDERMEN TO ASK FOR AN EXCEPTION ON EAVES FOR THE MOBILE HOME LOCATED ON BAKER STREET.

THEREUPON, ALDERMAN HINTON MADE A MOTION TO GRANT THE EXCEPTION ON EAVES FOR THE MOBILE HOME AND TO ADD PORCH, CARPORT AND SKIRTING TO MEET BUILDING INSPECTOR DAN TOLBERT APPROVAL BEFORE THE WATER AND POWER CAN BE HOOKED UP. ALDERMAN MCMURRY SECONDED THE MOTION.

THOSE PRESENT AND VOTING "AYE"

ALDERMAN WILLIE W HINTON
ALDERMAN JOE C MCMURRY, SR
ALDERMAN STEVE STRINGER
ALDERMAN WILLIAM A TRAVIS

THOSE PRESENT AND VOTING "NAY"

NONE

ALDERMAN MICHAEL DRAUGHN RE-ENTERED THE ROOM.

WHEREAS, MAYOR PHILLIPS PRESENTED A REQUEST FROM CHIEF LEE SHELBOURN TO PURCHASE TWO ADDITIONAL TELEPHONES TO BE PLACED IN THE POLICE DEPARTMENT.

THEREUPON, ALDERMAN MCMURRY MADE A MOTION FOR THE POLICE DEPARTMENT TO PURCHASE TWO ADDITIONAL TELEPHONES TO BE PLACED IN THE POLICE DEPARTMENT. ALDERMAN STRINGER SECONDED THE MOTION.

THOSE PRESENT AND VOTING "AYE"

ALDERMAN MICHEAL W DRAUGHN
ALDERMAN WILLIE W HINTON
ALDERMAN JOE C MCMURRY, SR
ALDERMAN STEVE STRINGER
ALDERMAN WILLIAM A TRAVIS

THOSE PRESENT AND VOTING "NAY"

NONE

WHEREAS, MAYOR PHILLIPS PRESENTED A REQUEST FROM CHIEF LEE SHELBOURN TO CHARGE \$5.00 FOR FINGERPRINTING IN THE POLICE DEPARTMENT AND FOR THE PROCEEDS TO GO INTO GENERAL FUND.

THEREUPON, ALDERMAN MCMURRY MADE A MOTION FOR THE POLICE DEPARTMENT TO CHARGE \$5.00 FOR FINGERPRINTING AND FOR THE PROCEEDS TO GO INTO THE GENERAL FUND. ALDERMAN HINTON SECONDED THE MOTION.

THOSE PRESENT AND VOTING "AYE"

ALDERMAN MICHEAL W DRAUGHN
ALDERMAN WILLIE W HINTON
ALDERMAN JOE C MCMURRY, SR
ALDERMAN STEVE STRINGER
ALDERMAN WILLIAM A TRAVIS

THOSE PRESENT AND VOTING "NAY"

NONE

WHEREAS, MAYOR PHILLIPS A REQUEST TO TRANSFER 1997 FORD F-250 FROM THE WATER DEPARTMENT TO THE STREET DEPARTMENT.

THEREUPON, ALDERMAN STRINGER MADE A MOTION TO TRANSFER THE 1997 FORD F-250 FROM THE WATER DEPARTMENT TO THE STREET DEPARTMENT. ALDERMAN DRAUGHN SECONDED THE MOTION.

THOSE PRESENT AND VOTING "AYE"

ALDERMAN MICHEAL W DRAUGHN
ALDERMAN WILLIE W HINTON
ALDERMAN JOE C MCMURRY, SR
ALDERMAN STEVE STRINGER
ALDERMAN WILLIAM A TRAVIS

THOSE PRESENT AND VOTING "NAY"

NONE

WHEREAS, MAYOR PHILLIPS PRESENTED A REQUEST TO ACCEPT THE UNMARKED CITY VEHICLES.

SEE EXHIBIT "A"

UNMARKED CITY VEHICLES

THEREUPON, ALDERMAN HINTON MADE A MOTION TO ACCEPT THE LIST OF UNMARKED CITY VEHICLES. ALDERMAN DRAUGHN SECONDED THE MOTION.

THOSE PRESENT AND VOTING "AYE"

ALDERMAN MICHEAL W DRAUGHN
ALDERMAN WILLIE W HINTON
ALDERMAN JOE C MCMURRY, SR
ALDERMAN STEVE STRINGER
ALDERMAN WILLIAM A TRAVIS

THOSE PRESENT AND VOTING "NAY"

NONE

WHEREAS, MAYOR PHILLIPS PRESENTED A RECOMMENDATION TO CHANGE THE VACATION POLICY IN THE PERSONNEL HANDBOOK.

SEE EXHIBIT "B"

VACATION POLICY

THEREUPON, ALDERMAN STRINGER MADE A MOTION TO CHANGE THE VACATION POLICY. ALDERMAN MCMURRY SECONDED THE MOTION.

THOSE PRESENT AND VOTING "AYE"

ALDERMAN WILLIE W HINTON
ALDERMAN JOE C MCMURRY, SR
ALDERMAN STEVE STRINGER

THOSE PRESENT AND VOTING "NAY"

ALDERMAN MICHEAL W DRAUGHN
ALDERMAN WILLIAM TRAVIS

WHEREAS, MAYOR PHILLIPS PRESENTED A REQUEST FOR ESTIMATE #2 FOR DRAINAGE IMPROVEMENTS (CITY WIDE) FOR SHOWS, DEARMAN, AND WAITS, INC FOR \$109,060.00.

THEREUPON, ALDERMAN HINTON MADE A MOTION TO AUTHORIZE MAYOR PHILLIPS TO EXECUTE THE REQUEST FOR CASH. ALDERMAN STRINGER SECONDED THE MOTION.

THOSE PRESENT AND VOTING "AYE"

ALDERMAN MICHEAL W DRAUGHN
ALDERMAN WILLIE W HINTON
ALDERMAN JOE C MCMURRY, SR

ALDERMAN STEVE STRINGER
ALDERMAN WILLIAM A TRAVIS

THOSE PRESENT AND VOTING "NAY"

NONE

WHEREAS, MAYOR PHILLIPS PRESENTED THE FOLLOWING PROOFS OF PUBLICATION:

- A. ORDINANCE NUMBER 1979 (42A-127)
- B. NOTICE OF PUBLIC HEARING-RE-DISTRICTING

THEREUPON, ALDERMAN DRAUGHN MADE A MOTION THAT THE FOREGOING PROOFS OF PUBLICATION BE ACCEPTED AND FILED. ALDERMAN MCMURRY SECONDED THE MOTION.

THOSE PRESENT AND VOTING "AYE"

ALDERMAN MICHEAL W DRAUGHN
ALDERMAN WILLIE W HINTON
ALDERMAN JOE C MCMURRY, SR
ALDERMAN STEVE STRINGER
ALDERMAN WILLIAM A TRAVIS

THOSE PRESENT AND VOTING "NAY"

NONE

WHEREAS, MAYOR PHILLIPS PRESENTED THE CLAIMS #74725-75077 OF THE CITY OF PETAL GENERAL FUNDS AND THE CITY OF PETAL WATER AND SEWER FUNDS FOR THE MONTH OF DECEMBER 2003.

THEREUPON, ALDERMAN STRINGER MADE A MOTION TO PAY THE CLAIMS #74725-75077 FOR THE CITY OF PETAL GENERAL FUNDS AND THE CITY OF PETAL WATER AND SEWER FUNDS FOR THE MONTH OF DECEMBER 2003. ALDERMAN MCMURRY SECONDED THE MOTION.

ALDERMAN DRAUGHN APPROVES THE CLAIM DOCKET WITH THE EXCEPTION OF PAYING THE MAYOR AND CITY CLERK SALARIES.

THOSE PRESENT AND VOTING "AYE"

ALDERMAN MICHEAL W DRAUGHN
ALDERMAN WILLIE W HINTON
ALDERMAN JOE C MCMURRY, SR
ALDERMAN STEVE STRINGER
ALDERMAN WILLIAM A TRAVIS

THOSE PRESENT AND VOTING "NAY"

NONE

WHEREAS, MAYOR PHILLIPS PRESENTED THE AUDIT FROM PINE BELT REGIONAL SOLID WASTE MANAGEMENT AUTHORITY'S AUDIT FOR FISCAL YEAR 2002.

THEREUPON, ALDERMAN MCMURRY MADE A MOTION TO ACCEPT THE AUDIT FROM PINE BELT REGIONAL SOLID WASTE MANAGEMENT AUTHORITY FOR FISCAL YEAR 2002. ALDERMAN STRINGER SECONDED THE MOTION.

THOSE PRESENT AND VOTING "AYE"

ALDERMAN MICHEAL W DRAUGHN
ALDERMAN WILLIE W HINTON
ALDERMAN JOE C MCMURRY, SR
ALDERMAN STEVE STRINGER
ALDERMAN WILLIAM A TRAVIS

THOSE PRESENT AND VOTING "NAY"

NONE

WHEREAS, MAYOR PHILLIPS PRESENTED A REQUEST TO ADVERTISE FOR STREET SUPERVISOR.

THEREUPON, ALDERMAN DRAUGHN MADE A MOTION TO AUTHORIZE THE CITY CLERK TO ADVERTISE FOR A STREET SUPERVISOR. ALDERMAN HINTON SECONDED THE MOTION.

THOSE PRESENT AND VOTING "AYE"

ALDERMAN MICHEAL W DRAUGHN
ALDERMAN WILLIE W HINTON
ALDERMAN JOE C MCMURRY, SR
ALDERMAN STEVE STRINGER
ALDERMAN WILLIAM A TRAVIS

THOSE PRESENT AND VOTING "NAY"

NONE

WHEREAS, MAYOR PHILLIPS PRESENTED THE FOLLOWING POLICY CHANGE WHICH WOULD ALLOW AN EMPLOYEE OF THE CITY OF PETAL TO DONATE SICK LEAVE TO ANOTHER CITY EMPLOYEE IN NEED OF ADDITIONAL LEAVE DUE TO A CATASTROPHIC INJURY OR ILLNESS.

SEE EXHIBIT "C"

DONATED LEAVE POLICY

THEREUPON, ALDERMAN HINTON MADE A MOTION TO ADOPT THE FOREGOING DONATED SICK LEAVE POLICY. ALDERMAN MCMURRY SECONDED THE MOTION.

THOSE PRESENT AND VOTING "AYE"

ALDERMAN MICHEAL W DRAUGHN
ALDERMAN WILLIE W HINTON
ALDERMAN JOE C MCMURRY, SR
ALDERMAN STEVE STRINGER
ALDERMAN WILLIAM A TRAVIS

THOSE PRESENT AND VOTING "NAY"

NONE

WHEREAS, MAYOR PHILLIPS PRESENTED THE RECOMMENDATION FROM SHOWS, DEARMAN & WAITS, INC TO DEDICATE BYRD PARKWAY TO THE CITY OF PETAL.

SEE EXHIBIT "D"

BYRD PARKWAY

THEREUPON, ALDERMAN HINTON MADE A MOTION TO ACCEPT THE RECOMMENDATION FROM SHOWS, DEARMAN, AND WAITS, INC TO ACCEPT BYRD PARKWAY AS A CITY STREET. ALDERMAN STRINGER SECONDED THE MOTION.

THOSE PRESENT AND VOTING "AYE"

ALDERMAN MICHEAL W DRAUGHN
ALDERMAN WILLIE W HINTON
ALDERMAN JOE C MCMURRY, SR
ALDERMAN STEVE STRINGER
ALDERMAN WILLIAM A TRAVIS

THOSE PRESENT AND VOTING "NAY"

NONE

WHEREAS, MAYOR PHILLIPS PRESENTED A REQUEST TO ATTEND THE 2004 ICSC PROGRAM ON FEBRUARY 4-5, 2004 IN BILOXI, MS.

THEREUPON, ALDERMAN MCMURRY MADE A MOTION TO AUTHORIZE MAYOR PHILLIPS TO ATTEND THE 2004 ICSC PROGRAM ON FEBRUARY 4-5, 2004 IN BILOXI, MS AND TO PAY HIS EXPENSES. ALDERMAN STRINGER SECONDED THE MOTION.

THOSE PRESENT AND VOTING "AYE"

ALDERMAN MICHEAL W DRAUGHN
ALDERMAN WILLIE W HINTON
ALDERMAN JOE C MCMURRY, SR

ALDERMAN STEVE STRINGER
ALDERMAN WILLIAM A TRAVIS

THOSE PRESENT AND VOTING "NAY"

NONE

WHEREAS, MAYOR PHILLIPS PRESENTED A REQUEST FROM RECREATION DIRECTOR TOM HARDGES TO TERMINATE EMPLOYEE VARETTA WYATT EFFECTIVE DECEMBER 31, 2003.

THEREUPON, ALDERMAN STRINGER MADE A MOTION TO ACCEPT THE RECOMMENDATION FROM RECREATION DIRECTOR TOM HARDGES TO TERMINATE VARETTA WYATT EFFECTIVE DECEMBER 31, 2003. ALDERMAN MCMURRY SECONDED THE MOTION.

THOSE PRESENT AND VOTING "AYE"

ALDERMAN MICHEAL W DRAUGHN
ALDERMAN WILLIE W HINTON
ALDERMAN JOE C MCMURRY, SR
ALDERMAN STEVE STRINGER
ALDERMAN WILLIAM A TRAVIS

THOSE PRESENT AND VOTING "NAY"

NONE

WHEREAS, MAYOR PHILLIPS PRESENTED A REQUEST FROM JUDGE SHEILA SMALLWOOD TO GRANT MICHELLE MITCHELL HER \$500.00 PAY RAISE RETROACTIVE TO OCTOBER 1, 2003.

THEREUPON, ALDERMAN DRAUGHN MADE A MOTION TO GIVE MICHELLE MITCHELL HER \$500.00 PAY RAISE RETROACTIVE TO OCTOBER 1, 2003. ALDERMAN MCMURRY SECONDED THE MOTION.

THOSE PRESENT AND VOTING "AYE"

ALDERMAN MICHEAL W DRAUGHN
ALDERMAN JOE C MCMURRY, SR

THOSE PRESENT AND VOTING "NAY"

ALDERMAN WILLIE W HINTON
ALDERMAN STEVE STRINGER
ALDERMAN WILLIAM A TRAVIS

WHEREAS, THOMAS W TYNER, CITY ATTORNEY, HAS REQUESTED AN EXECUTIVE SESSION.

THEREUPON, ALDERMAN MCMURRY MADE A MOTION TO CLEAR THE ROOM IN ORDER TO DETERMINE IF AN EXECUTIVE SESSION IS NEEDED. ALDERMAN STRINGER SECONDED THE MOTION.

THOSE PRESENT AND VOTING "AYE"

ALDERMAN MICHAEL W DRAUGHN
ALDERMAN WILLIE W HINTON
ALDERMAN JOE C MCMURRY, SR
ALDERMAN STEVE STRINGER
ALDERMAN WILLIAM A TRAVIS

THOSE PRESENT AND VOTING "NAY"

NONE

WHEREAS, MAYOR PHILLIPS REOPENED THE MEETING.

THEREUPON, ALDERMAN TRAVIS MADE A MOTION TO ENTER INTO AN EXECUTIVE SESSION TO DISCUSS LEGAL MATTERS. ALDERMAN STRINGER SECONDED THE MOTION.

THOSE PRESENT AND VOTING "AYE"

ALDERMAN MICHAEL W DRAUGHN

ALDERMAN WILLIE W HINTON
ALDERMAN JOE C MCMURRY, SR
ALDERMAN STEVE STRINGER
ALDERMAN WILLIAM A TRAVIS

THOSE PRESENT AND VOTING "NAY"

NONE

THEREUPON, ALDERMAN TRAVIS MADE A MOTION TO ADJOURN THE EXECUTIVE SESSION. ALDERMAN HINTON SECONDED THE MOTION.

THOSE PRESENT AND VOTING "AYE"

ALDERMAN MICHAEL W DRAUGHN
ALDERMAN WILLIE W HINTON
ALDERMAN JOE C MCMURRY, SR
ALDERMAN STEVE STRINGER
ALDERMAN WILLIAM A TRAVIS

THOSE PRESENT AND VOTING "NAY"

NONE

NO OFFICIAL ACTION WAS TAKEN IN EXECUTIVE SESSION.

THEREUPON, ALDERMAN TRAVIS MADE A MOTION TO RECESS THIS MEETING UNTIL 4:30 P.M., WEDNESDAY, JANUARY 7, 2004. ALDERMAN STRINGER SECONDED THE MOTION.

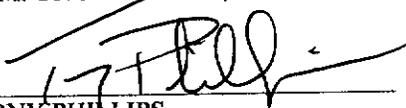
THOSE PRESENT AND VOTING "AYE"

ALDERMAN MICHAEL W DRAUGHN
ALDERMAN WILLIE W HINTON
ALDERMAN JOE C MCMURRY, SR
ALDERMAN STEVE STRINGER
ALDERMAN WILLIAM A TRAVIS

THOSE PRESENT AND VOTING "NAY"

NONE

THEREBEING NO FURTHER BUSINESS OF THE REGULAR MEETING OF THE MAYOR AND BOARD OF ALDERMEN OF THE CITY OF PETAL, MISSISSIPPI WAS RECESSED ON THIS THE 6TH DAY OF JANUARY, UNTIL 4:30 P.M. ON JANUARY 7, 2004.



TONY PHILLIPS
MAYOR

(SEAL)

ATTEST:



JEAN ISHEE
CITY CLERK



EXHIBIT "A"

UNMARKED VEHICLES

2004 DODGE INTREPID	VIN# 2B3HD46V24H593137
1997 MAZDA 626	VIN# 1YVGE22C9V5610406
1991 CHEVY CAPRICE	VIN# 1G1BN53EXMW174457
1997 FORD TAURUS	VIN# 1FALP52UXVA238290
1999 FORD RANGER	VIN# 1FTYR10C9XUA24129
1995 HONDA ACCORD	VIN# 1HGCD5656SA066682

ALL OF THESE VEHICLES ARE USED BY
THE POLICE DEPARTMENT

EXHIBIT "B"

AMENDED VACATION:

(B) ANNUAL LEAVE SHALL BE GRANTED TO THOSE ELIGIBLE EMPLOYEES IN THE EMPLOYMENT OF THE CITY.

EFFECTIVE JANUARY 6, 2004, AN ELIGIBLE CITY EMPLOYEE WHO HAS WORKED TWELVE (12) MONTHS WILL BE AWARDED ONE WEEK ANNUAL LEAVE ON HIS/HER ANNIVERSARY DATE. TWO WEEKS ANNUAL LEAVE IS AWARDED TO THE EMPLOYEE AFTER WORKING TWO (2) YEARS UPON REACHING HIS/HER ANNIVERSARY DATE. UPON REACHING THE 10TH ANNIVERSARY, THE EMPLOYEE WILL BE ENTITLED TO THREE (3) WEEKS OF PAID VACATION UPON REACHING THE ANNIVERSARY DATE OF THE FOLLOWING YEAR.

FOR EMPLOYEES REGULARLY SCHEDULED TO WORK 40 HOURS A WEEK, UPON REACHING THE 16TH ANNIVERSARY, ONE DAY OF VACATION WILL BE ADDED PER YEAR THE FOLLOWING YEAR ON ANNIVERSARY DATE UNTIL A MAXIMUM OF FIVE (5) WEEKS OR 25 DAYS OF PAID VACATION PER YEAR IS REACHED.

EFFECTIVE JANUARY 6, 2004, FOR FIRE DEPARTMENT PERSONNEL, VACATIONS WILL BE SCHEDULED BY SHIFTS, 1 WEEK OF VACATION WILL BE EQUAL TO TWO 24 HOUR SHIFTS, 2 WEEKS OF VACATION WILL BE EQUAL TO FOUR 24 HOUR SHIFTS AND 3 WEEKS OF VACATION WILL BE EQUAL TO SIX 24 HOUR SHIFTS, 4 WEEKS OF VACATIONS WILL BE EQUAL TO EIGHT 24 HOUR SHIFTS AND 5 WEEKS OF VACATION WILL BE EQUAL TO TEN 24 HOUR SHIFTS. UPON REACHING THE 16TH ANNIVERSARY, THE EMPLOYEE WILL BE ENTITLED TO ONE 24 HOUR SHIFT, WHICH WILL BE ADDED THE FOLLOWING YEAR. UPON REACHING THE 20TH ANNIVERSARY, THE EMPLOYEE WILL BE ENTITLED TO ONE 24 HOUR SHIFT WHICH WILL BE ADDED THE FOLLOWING YEAR. UPON REACHING THE 22ND ANNIVERSARY, THE EMPLOYEE WILL BE ENTITLED TO ONE 24 HOUR SHIFT WHICH WILL BE ADDED THE FOLLOWING YEAR. UPON REACHING THE 25TH ANNIVERSARY, THE EMPLOYEE WILL BE ENTITLED TO ONE 24 HOUR SHIFT WHICH WILL BE ADDED THE FOLLOWING YEAR TOTALING UP TO FIVE WEEKS OR TEN 24 HOUR SHIFTS OF VACATION.

EFFECTIVE JANUARY 6, 2004, FOR POLICE DEPARTMENT PERSONNEL, VACATIONS WILL BE SCHEDULED BY SHIFTS, 1 WEEK OF VACATION WILL BE EQUAL TO FOUR 12 HOUR SHIFTS, 2 WEEKS OF VACATION WILL BE EQUAL TO SEVEN 12 HOUR SHIFTS AND 3 WEEKS OF VACATION WILL BE EQUAL TO ELEVEN 12 HOUR SHIFTS. UPON REACHING THE 16TH ANNIVERSARY, THE EMPLOYEE WILL BE ENTITLED TO ONE 12 HOUR SHIFT, WHICH WILL BE ADDED THE FOLLOWING YEAR. UPON REACHING THE 18TH ANNIVERSARY, THE EMPLOYEE WILL BE ENTITLED TO ONE 12 HOUR SHIFT WHICH WILL BE ADDED THE FOLLOWING YEAR. UPON REACHING THE 20TH ANNIVERSARY, THE EMPLOYEE WILL BE ENTITLED TO ONE 12 HOUR SHIFT WHICH WILL BE ADDED THE FOLLOWING YEAR. UPON REACHING THE 22ND ANNIVERSARY, THE EMPLOYEE WILL BE ENTITLED TO ONE 12 HOUR SHIFT WHICH WILL BE ADDED EACH YEAR FOR THE NEXT FOUR YEARS UNTIL A MAXIMUM OF FIVE WEEKS OR EIGHTEEN 12 HOUR SHIFTS ARE REACHED.

6/18/96 REVISED 1/06/04

EXHIBIT "C"

DONATED SICK LEAVE POLICY
REVISED 1/06/04

ANY CITY EMPLOYEE MAY DONATE A PORTION OF HIS/HER UNUSED SICK LEAVE TO ANOTHER CITY EMPLOYEE WHO IS SUFFERING FROM A CATASTROPHIC INJURY OR ILLNESS.

"CATASTROPHIC INJURY OR ILLNESS" MEANS A SEVERE CONDITION OR COMBINATION OF CONDITIONS AFFECTING THE MENTAL OR PHYSICAL HEALTH OF AN EMPLOYEE, INCLUDING PREGNANCY, THAT REQUIRES THE SERVICES OF A LICENSED PHYSICIAN FOR AN EXTENDED PERIOD OF TIME AND THAT FORCES THE EMPLOYEE TO EXHAUST ALL LEAVE TIME ACCUMULATED BY THAT EMPLOYEE, RESULTING IN THE LOSS OF COMPENSATION FROM THE CITY.

"DONOR" EMPLOYEE DONATING SICK LEAVE TO ANOTHER EMPLOYEE.

"RECIPIENT" EMPLOYEE RECEIVING THE SICK LEAVE FROM ANOTHER EMPLOYEE.

"COMMITTEE" WILL CONSIST OF THE MAYOR, CITY CLERK AND THE DEPARTMENT HEAD OR SUPERVISOR OF THE RECIPIENT.

AN EMPLOYEE MUST HAVE AN ACCUMULATION OF 40 SICK DAYS IN ORDER TO QUALIFY AS A DONOR AND THEN CAN ONLY DONATE A MAXIMUM OF UP TO 20 DAYS. THE DONOR MUST MAINTAIN A BALANCE OF 40 SICK DAYS. THE DONOR MUST DESIGNATE THE EMPLOYEE WHO IS TO RECEIVE THE LEAVE AND THE AMOUNT OF LEAVE TO BE DONATED IN WRITING TO THE CITY CLERK, WHO WILL THEN NOTIFY THE DEPARTMENT HEADS OF BOTH THE DONOR AND RECIPIENT.

AN EMPLOYEE MUST HAVE EXHAUSTED ALL OF HIS/HER EARNED VACATION AND SICK LEAVE TO BE ELIGIBLE TO RECEIVE ANY LEAVE DONATED BY OTHER EMPLOYEES. THE MAXIMUM AMOUNT OF LEAVE THAT AN EMPLOYEE MAY RECEIVE IS A TOTAL OF 60 DAYS.

BEFORE AN EMPLOYEE MAY RECEIVE DONATED LEAVE, HE/SHE MUST PROVIDE THE CITY CLERK WITH A PHYSICIAN'S STATEMENT THAT STATES THE BEGINNING DATE OF THE CATASTROPHIC INJURY OR ILLNESS, A DESCRIPTION OF THE INJURY OR ILLNESS, AND A PROGNOSIS FOR RECOVERY AND THE ANTICIPATED DATE THAT THE EMPLOYEE WILL BE ABLE TO RETURN TO WORK.

IF AN EMPLOYEE IS AGGRIEVED BY THE DECISION OF THE COMMITTEE THAT THE EMPLOYEE IS NOT ELIGIBLE TO RECEIVE DONATED LEAVE BECAUSE IN THE COMMITTEE'S DETERMINATION THE INJURY OR ILLNESS IS NOT A CATASTROPHIC INJURY OR ILLNESS, THE EMPLOYEE MAY APPEAL THE DECISION TO THE BOARD OF ALDERMEN.

IF THE TOTAL AMOUNT OF LEAVE THAT IS DONATED TO ANY EMPLOYEE IS NOT USED BY THE RECIPIENT EMPLOYEE, THE DONATED LEAVE SHALL BE RETURNED TO THE DONOR EMPLOYEES ON A PRO RATA BASIS, BASED ON THE RATIO OF THE NUMBER OF DAYS OF LEAVE DONATED BY EACH DONOR EMPLOYEE TO THE TOTAL NUMBER OF DAYS OF LEAVE DONATED BY ALL DONOR EMPLOYEES.

DONATED LEAVE SHALL NOT BE USED IN LIEU OF DISABILITY RETIREMENT.

EXHIBIT "D"

STATE OF MISSISSIPPI
COUNTY OF FORREST
CITY OF PETAL

A part of the Northeast 1/4 of the Southeast 1/4, all in Section 31, Township 5 North, Range 12 West, City of Petal, County of Forrest, State of Mississippi and being more particularly described as commencing at the Southwest Corner of the said Northeast 1/4 of the Southeast 1/4 of Section 31, thence run N00°27'51"W along the West Line of the said Northeast 1/4 of the Southeast 1/4 for 341.08 feet to a point on the Northern Right of Way Line of Proposed State Route No. 42, thence run S76°50'00"E along the said Northern Right of Way Line of Proposed State Route No. 42 for 160.20 feet to the Point of Beginning (POB 2); thence run N11°34'06"E for 210.10 feet, thence run Northwesterly along an Arc to the Left for 155.24 feet, said Arc having a Radius of 243.00 feet, a Chord Bearing of N06°43'36"W and a Chord Distance of 152.62 feet, thence run N25°01'43"W for 131.32 feet, thence run Northwesterly along an Arc to the Right for 89.90 feet, said Arc having a Radius of 305.00 feet, a Chord Bearing of N16°35'04"E and a Chord Distance of 89.58 feet, thence run N79°04'32"E for 60.09 feet, thence run Southeasterly along an Arc to the Left for 75.22 feet, said Arc having a Radius of 245.00 feet, a Chord Bearing of S16°15'10"E and a Chord Distance of 74.92 feet, thence run S25°01'43"E for 180.94 feet, thence run Southeasterly along an Arc to the Right for 132.61 feet, said Arc having a Radius of 315.00 feet, a Chord Bearing of S12°58'05"E and a Chord Distance of 131.64 feet, thence run S40°49'15"E for 28.68 feet, thence run S78°25'59"E for 311.82 feet, thence run Northeasterly along an Arc to the Left for 193.11 feet, said Arc having a Radius of 245.00 feet, a Chord Bearing of N78°59'12"E and a Chord Distance of 188.15 feet, thence run S33°35'37"E for 60.00 feet, thence run Southwesterly along an Arc to the Right for 240.40 feet, said Arc having a Radius of 305.00 feet, a Chord Bearing of S78°59'12"W and a Chord Distance of 234.23 feet, thence run N78°25'59"W for 297.10 feet, thence run S56°34'04"W for 31.11 feet, thence run S11°34'06"W for 134.16 feet to a Point in the said Northern Right of Way Line of Proposed State Route No. 42, thence run N76°50'00"W along the said Northern Right of Way Line of Proposed State Route No. 42 for 100.03 feet to the Point of Beginning (POB 2), comprising 1.83 Acres (79,536.18 Square Feet), more or less.

William F. Waits, P.E., R.L.S.
Civil Engineer No. 12261
Land Surveyor No. 2639

*1 Byed
Parkway
Dedication*

THIS

PAGE

LEFT

BLANK

INTENTIONALLY!