

**MINUTES OF THE SPECIAL CALL MEETING
OF THE MAYOR AND BOARD OF ALDERMEN
OF THE CITY OF STARKVILLE, MISSISSIPPI
NOVEMBER 30, 2021 AT 3:00 P.M.**

Be it remembered that the Mayor and Board of Aldermen met in a Special Call Meeting on November 30, 2021 at 3:00 p.m. in the Municipal Court Room of City Hall, located at 110 West Main Street, Starkville, MS. Present were Mayor Lynn Spruill, Aldermen Ben Carver, Sandra Sistrunk, Jeffery Rupp, Mike Brooks, Hamp Beatty, Roy A'. Perkins and Henry Vaughn, Sr. as well as City Clerk Lesa Hardin and City Attorney Chris Latimer.

The meeting was properly noticed pursuant to Miss. Code Ann §21-3-21 and a copy of that notice is included in the minutes. The public and media were welcomed and attended.

**NOTICE OF SPECIAL CALL MEETING OF THE MAYOR AND BOARD OF ALDERMEN OF
THE CITY OF STARKVILLE
TUESDAY, NOVEMBER 30, 2021 AT 3:00 P.M.**

IN ACCORDANCE WITH THE PROVISIONS OF SECTION 21-3-21 OF THE MISSISSIPPI CODE OF
1972, AS AMENDED, NOTICE OF A SPECIAL CALL MEETING OF THE MAYOR AND BOARD OF
ALDERMEN OF THE CITY OF STARKVILLE TO BE HELD IN THE MUNICIPAL COURT ROOM OF
STARKVILLE CITY HALL, 110 WEST MAIN STREET
ON TUESDAY, NOVEMBER 30, 2021 AT 3:00 P.M.
STARKVILLE, MISSISSIPPI 39759

The specific subject of the meeting is as follows:

**DISCUSSION AND CONSIDERATION OF AMENDING THE EIGHTH RESOLUTION OF THE
MAYOR AND BOARD OF ALDERMEN OF THE CITY OF STARKVILLE PASSED SEPTEMBER 7,
2021, TO INCLUDE ADDITIONAL LANGUAGE FOR ALTERNATIVES TO THE \$75 INSURANCE
SURCHARGE TO BE PAID BY UNVACCINATED EMPLOYEES.**

Mayor Lynn Spruill called the meeting to order.

Upon the motion of Alderman Perkins, seconded by Alderman Brooks, to amend Section 1 of the Eighth Resolution of the Mayor and Board of Aldermen of the City of Starkville, Mississippi declaring additional measures relating to City employees for the control of contagious and infectious diseases for the protection of public health and welfare for the operation of the Municipality and related purposes by adopting Circular Letter 2021-11 Covid-19 Vaccination Policy as presented.

Mayor Spruill the read the following into the minutes in order to update the numbers in the Resolution:

Whereas on March 11, 2020, the Mississippi State Department of Health confirmed the first case of COVID-19 in Mississippi, and as of November 28, 2021, there were at least 513,622 confirmed cases in Mississippi of COVID-19, which have resulted in at least 10,264 deaths and additional positive tests are anticipated; and

Whereas, as of November 28, 2021, there have been at least 7,210 confirmed cases of COVID-19 in Oktibbeha County which have resulted in at least 138 deaths, and additional positive tests are anticipated;



Navarrete Ashford
COO/HR Director

THE CITY OF STARKVILLE
PERSONNEL DEPARTMENT
CITY HALL, 110 WEST MAIN STREET
STARKVILLE, MISSISSIPPI 39759

Phone: 662-323-2525, ext. 3124
Fax: 662-323-2588
Email: n.ashford@cityofstarkville.org

November 27, 2021

CIRCULAR LETTER 2021-11

TO: All City Employees
FROM: Navarrete Ashford, COO/Human Resources Director
SUBJECT: COVID-19 VACCINATION POLICY

The City of Starkville is a workplace that protects the health and safety of its workers as well as the public. This is particularly important because the City's workforce serves the entire public of the City of Starkville, which includes some of our most vulnerable citizens, both young and old. During this COVID-19 pandemic, protecting the public and the City's employees has meant taking a number of measures such as working remotely, limiting public access to certain public spaces, and wearing masks.

Over the past several months, and as the Delta Variant of COVID-19 has endangered the City's workforce and the community at large, it has become abundantly clear that the best way the City can protect its workplace, its employees, and the general public, is by City employees receiving the COVID-19 vaccine. COVID-19 vaccines have proven to protect against serious illness from the novel coronavirus and lessen rates of transmission. Vaccines provide stronger, longer, and better protection against infection from the coronavirus than the antibodies a person produces after they've been infected with COVID-19.

It's for all of these reasons that the City urges you to vaccinate yourself against COVID-19.

In order to support City employees in getting vaccinated and to protect the employees and the public, effective immediately, the City will be implementing the following:

- Allowing healthcare agencies to provide on-site vaccinations to all employees free of charge.
- Offer paid leave for employees to get vaccinated, and an additional eight-hour day (8hrs), to rest if employees are not feeling well after the vaccination.

www.cityofstarkville.org

- Employees who have gotten the vaccine but get the virus or who must quarantine because of virus protocols will be able to do so with paid leave up to 5 days (40hrs).

Unvaccinated Employees shall adhere to the following:

- Wear a mask in all indoor locations on City property if they have not been fully vaccinated unless isolated in individual offices with the door closed. Employees who work outdoors who are not fully vaccinated must wear a mask in crowded spaces and when they are unable to maintain a distance of six (6) feet.
- Use sick leave for those days off sick due to Covid-related issues and days required to quarantine.
- Incur a \$75/month health insurance surcharge to take effect on December 17, 2021.
- This policy allows a waiver of the \$75/month health insurance surcharge for any employee for whom it is unreasonably difficult due to a medical condition or medically inadvisable to become vaccinated against Covid-19. To be considered for such waiver, an unvaccinated employee shall provide the City's HR Department anytime from December 1, 2021, through December 15, 2021, with a written statement from the employee's personal physician stating that a health factor makes it unreasonably difficult or medically inadvisable for the individual to become vaccinated against Covid-19. Such waiver period shall be made available to the City's employees by the HR Department on an annual basis thereafter. The City may seek verification of waiver requests to the extent medical judgment is required to evaluate the validity of the request. A request for waiver does not excuse an unvaccinated employee from otherwise complying with the policy.
- Employees who are unvaccinated due to medical or religious reasons may request a reasonable accommodation. Requests for accommodations due to medical or religious reasons must be individualized and based on an employee's particular circumstances and will be reviewed on a case-by-case basis. A request for accommodation due to a medical reason shall follow the medical waiver process outlined above. A request for an accommodation due to medical or religious reasons does not excuse an unvaccinated employee from otherwise complying with the policy.

Being fully and properly vaccinated under this Policy includes all individuals who have received:

- Two (2) doses in a 2-dose vaccine series, such as the Pfizer or Moderna vaccines; or
- One (1) dose in a single-dose vaccine, such as Johnson & Johnson's Janssen vaccine.

If an employee does not meet these requirements such employee is NOT fully vaccinated in accordance with this Policy

COVID-19 vaccines are an important tool to help stop the pandemic, but they don't mean other precautionary measures should be abandoned. After vaccination, everyone in the workplace should continue to follow all current guidance to protect themselves and others, staying at least 6 feet away from others, avoiding crowds, and cleaning hands often.

We understand some individuals may still have questions about the COVID-19 vaccine. We recommend visiting the CDC's page [Myths and Facts About COVID-19 Vaccines](#) for more information.

Compliance:

Employees' failure to meet the expectations/requirements of this policy will be considered unacceptable unprofessional behavior, which may result in disciplinary action up to and including termination, with or without any written warnings.

Please feel free to reach out to HR with any questions you may have.

NA/msp

The Board voted as follows:

Alderman Ben Carver	Voted: Nay
Alderman Sandra Sistrunk	Voted: Yea
Alderman Jeffrey Rupp	Voted: Nay
Alderman Mike Brooks	Voted: Yea
Alderman Hamp Beatty	Voted: Nay
Alderman Roy A'. Perkins	Voted: Yea
Alderman Henry Vaughn, Sr.	Voted: Nay

Having not received a majority affirmative vote, the Mayor declared the motion failed.

Upon the motion of Alderman Sistrunk, seconded by Alderman Brooks, to adjourn, the Board voted as follows:

Alderman Ben Carver	Voted: Absent
Alderman Sandra Sistrunk	Voted: Yea
Alderman Jeffrey Rupp	Voted: Yea
Alderman Mike Brooks	Voted: Yea
Alderman Hamp Beatty	Voted: Yea
Alderman Roy A'. Perkins	Voted: Yea
Alderman Henry Vaughn, Sr.	Voted: Yea

Having received a majority affirmative vote, the Mayor declared the motion passed and the meeting adjourned.

SIGNED AND SEALED THIS THE _____ DAY OF JANUARY, 2022.

Attest:

D. LYNN SPRUILL, MAYOR

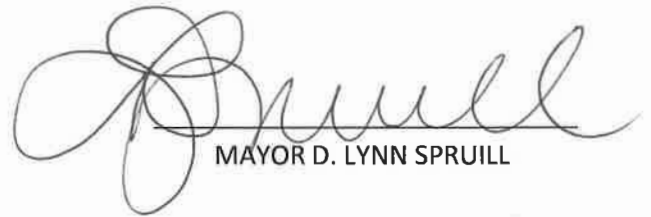
(SEAL)

Lesa Hardin, City Clerk

**NOTICE OF SPECIAL CALL MEETING OF THE MAYOR AND BOARD OF ALDERMEN
OF THE CITY OF STARKVILLE
NOVEMBER 30, 2021**

IN ACCORDANCE WITH THE PROVISIONS OF SECTION 21-3-21 OF THE MISSISSIPPI CODE OF 1972, AS AMENDED, MAYOR D. LYNN SPRUILL DOES HEREBY GIVE NOTICE OF A SPECIAL CALL MEETING OF THE MAYOR AND BOARD OF ALDERMEN OF THE CITY OF STARKVILLE, MISSISSIPPI, TO MEET ON TUESDAY, NOVEMBER 30, 2021 AT 3:00 P.M., IN THE STARKVILLE BOARD ROOM OF THE STARKVILLE CITY HALL LOCATED AT 110 WEST MAIN STREET, STARKVILLE, MISSISSIPPI 39759.

The specific subject of the meeting is as follows:



MAYOR D. LYNN SPRUILL

DISCUSSION AND CONSIDERATION OF AMENDING THE EIGHTH RESOLUTION OF THE MAYOR AND BOARD OF ALDERMEN OF THE CITY OF STARKVILLE PASSED SEPTEMBER 7, 2021, TO INCLUDE ADDITIONAL LANGUAGE FOR ALTERNATIVES TO THE \$75 INSURANCE SURCHARGE TO BE PAID BY UNVACCINATED EMPLOYEES.

The above notice was executed by a Police Officer of the City of Starkville, Mississippi; via electronic transmission – email; and with said notice displayed on the front door of City Hall and posted on the City website.

Said notice was executed more than three hours prior to the Special Call Meeting.

NOTICE UPON SERVICE:

Police Officer