



**SPECIAL COUNCIL MEETING OF THE CITY COUNCIL
CITY OF JACKSON, MISSISSIPPI**

November 24, 2025

AGENDA

10:30 AM

AGENDA ITEMS

- 1. ORDER APPOINTING AKILAH IRVIN TO THE BOARD OF TRUSTEES FOR THE JACKSON PUBLIC SCHOOL DISTRICT. (HORHN)**
- 2. ORDER CONFIRMING THE MAYOR'S REAPPOINTMENT OF WILLIE A. COOPER, SR. TO THE MUNICIPAL ELECTION COMMISSION. (HORHN)**
- 3. ORDER CONFIRMING THE MAYOR'S REAPPOINTMENT OF SANDRA GRIFFIN MCCALL TO THE MUNICIPAL ELECTION COMMISSION. (HORHN)**
- 4. ORDER CONFIRMING THE MAYOR'S APPOINTMENT OF MIADEON MCINTYRE TO THE MUNICIPAL ELECTION COMMISSION. (HORHN)**
- 5. ORDER CONFIRMING THE MAYOR'S REAPPOINTMENT OF ANTHONY VERNACI TO THE MUNICIPAL ELECTION COMMISSION. (HORHN)**
- 6. ORDER CONFIRMING THE MAYOR'S APPOINTMENT OF IRENE WILLIAMS TO THE MUNICIPAL ELECTION COMMISSION. (HORHN)**
- 7. ORDER CONFIRMING THE MAYOR'S REAPPOINTMENT OF MICHAEL BOOKER TO THE PLANNING BOARD. (HORHN)**
- 8. ORDER CONFIRMING THE MAYOR'S APPOINTMENT OF JON DAVID COLE TO THE CENTRAL MISSISSIPPI PLANNING AND DEVELOPMENT DISTRICT, INC. (CMPDD) (HORHN)**
- 9. ORDER CONFIRMING THE MAYOR'S APPOINTMENT OF DR. LARRY NIXON TO THE CENTRAL MISSISSIPPI PLANNING AND DEVELOPMENT DISTRICT. (HORHN)**
- 10. ORDER AUTHORIZING THE MAYOR TO EXECUTE A RENEWAL AGREEMENT WITH DELTA DENTAL CONCERNING THE PROVISION OF A FULLY FUNDED DENTAL INSURANCE PLAN FOR ACTIVE MUNICIPAL EMPLOYEES AND RETIREES FOR THE PERIOD JANUARY 1, 2026 THROUGH DECEMBER 31, 2026. (T. MARTIN, HORHN)**
- 11. ORDER AUTHORIZING THE MAYOR TO RENEW THE CONTRACT WITH METLIFE TO PROVIDE GROUP LIFE AND ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE COVERAGE TO ACTIVE AND RETIRED CITY EMPLOYEES PARTICIPATING IN THE SELF-FUNDED HEALTH PLAN**

FOR THE PERIOD JANUARY 1, 2026 THROUGH DECEMBER 31, 2026. (T. MARTIN, HORHN)

12. ORDER OF THE JACKSON CITY COUNCIL ACKNOWLEDGING RECEIPT OF THE CITY OF JACKSON'S ANNUAL COMPREHENSIVE FINANCIAL REPORT AND AUDIT OF THE STATE TORT CLAIMS FUND FOR THE FISCAL YEAR ENDED SEPTEMBER 30, 2023. (JACKSON CITY COUNCIL)

13. DISCUSSION: AUDIT (JACKSON CITY COUNCIL)

ANNOUNCEMENTS

ADJOURNMENT

**ORDER APPOINTING AKILAH IRVIN TO THE BOARD OF TRUSTEES
FOR THE JACKSON PUBLIC SCHOOL DISTRICT**

WHEREAS, the Mayor recommends that the governing authority for the City of Jackson confirm Akilah Irvin to serve on the Board of Trustees for the Jackson Public School District for Ward 1; and

WHEREAS, in municipalities designated as having a mayor-council form of government and having a population in excess of one hundred thousand (100,000) according to the 2000 federal decennial census, the boards of trustees of the municipal separate school district located in the municipality may, if authorized by ordinance of the municipal governing authority, consist of seven (7) members residing in each of the seven (7) wards in the municipality, to be appointed by the Mayor and confirmed by the city council (Miss. Code Ann. § 37-7-203(3)); and

WHEREAS, the Mayor recommends Akilah Irvin, a resident of Ward 1, to serve on the Board of Trustees for the Jackson Public School District. After evaluating her qualifications, the Mayor recommends that she fill the Ward 1 vacancy; and

WHEREAS, Akilah Irvin shall serve for a term of five years.

IT IS, THEREFORE, ORDERED that the Mayor's appointment of Akilah Irvin to the Jackson Public School Board is confirmed, with the term to expire on June 30, 2030.

Agenda Item No. 1
Date: November 24,
2025 By: Horhn

CORE COMPETENCIES

QMS Development/Management - Regulatory Reporting/Compliance
Manufacturing/Operations Management - Project Management - Program
Development / Management - Root Cause Analysis - Internal/External Auditing
Supplier Engagement - Product/Process Innovation - Continuous Improvement

PROFESSIONAL PROFILE

- Trusted Quality Leader with over 20 years of experience leading quality initiatives, resulting in measurable improvements in Quality Systems, Regulatory Compliance, and customer satisfaction
- Lean Six Sigma Black Belt, proficient in teaching and effective use of CI tools to deliver cost savings at all levels of the business, delivering business value and enabling significant bottom-line growth via cost reduction and efficiency improvements.
- Proven organizational leader with experience building a cohesive and productive environment focused on achieving strategic program objectives.

CAREER EXPERIENCE & ACCOMPLISHMENTS

SENIOR DIRECTOR OF QUALITY | PRECISION SPINE, INCORPORATED, PEARL, MS | 2020-present

- Serve on the site Senior Leadership Team as the Quality Representative of a Medical Device manufacturing facility tasked with providing leadership to employees who are engaged in inspection and compliance activities related to our Quality Management System; the advancing of our regulatory programs by promoting an understanding of the site's responsibilities in complying with regulatory standards related to FDA, Brazil, and AUS requirements under MD SAP / ISO 13485, and resolving complex technical product issues that arise via customer complaints or process nonconformances.
- Provide leadership, development, and administrative supervision to the site Quality Team of Engineers and Inspection Technicians. Develop inspection and compliance related guidance; provide scientific and technical direction where needed; coordinate advanced training opportunities; and develop short/long term goals for the department including financial planning and capex expenditure projects.
- ISO 13485 Lead Auditor responsible for planning, scheduling and conducting compliance-based audits, internal external, and supplier, that adequately assess adherence to Regulatory and ISO standards. This includes generating subsequent audit finding reports, managing corrective action implementation and verification of the effectiveness of the implemented processes.

PROCESS IMPROVEMENT LEADER | ELIOR NA SHARED SERVICES CENTER, RIDGELAND, MS | 2017-2020

- Introduced and educated the accounting and finance workforce on the concept of Process Improvement/Managing Daily Improvements via the establishment of KPIs and goals, identification of process inefficiencies, and root cause analysis tools.
- Determined focused areas that required additional emphasis and lead Kaizen blitz(es), Root Cause Corrective Action Investigations, Six Sigma projects with the end goal of optimizing and automating routine accounting tasks and processes for maximum efficiency.
- Re-ignited Employee Engagement by understanding the holistic needs, aspirations, and motivations of our team members and curated the employee experience accordingly.

PRINCIPAL OPERATIONS ENGINEER | RAYTHEON CORPORATION, FOREST, MS | 2015-2017

- Developed long-range strategic, scientific, and tactical plans for inclusion in the site's 5-year strategy including scope of work, program initiatives, resource development and training, and infrastructure requirements.
- Worked in partnership with Site Leadership Team to establish strategic continuous improvement initiatives across all business functions that delivered on key business objectives and site core competencies.
- Drove program area improvements via the site Six Sigma program through training, coaching, and mentoring personnel in six sigma tools and methodology. Process involved leading complex studies, defining problems and project scope, evaluating findings, formulating overall concepts for improvement and recommending solutions.

*Key Accomplishments include \$6MM program recovery by (1) partnering with an international customer to clarify customer requirements, (2) implementing new process aids and visual standards, and (3) realigning the operations team and work area to gain maximum efficiency. *Active Security Clearance

CATEGORY QUALITY MANAGER | RB MANUFACTURING LLC, BRANDON, MS | 2007-2015

- ISO 9001 Site Management Rep who owned and executed the site Quality Management System. Also led the development and implementation of all site Inspection Control Plans and test execution plans for new product start-ups.
- Global auditor who was responsible for assessing quality risks and compliance throughout the international network of RB factories and suppliers by evaluating business practices against RB standards and applicable regulations as well as execution of internal procedures. Ensured timely completion of corrective actions by aligning on risk profiles of nonconformances and by building team consensus on required improvement actions.
- Led the site Quality Team of engineers, auditors, inspectors and temporary resources that drove the Quality culture of the plant. This team worked with R&D to conduct product trials for new developments, partnered with Engineering in the selection and validation of manufacturing equipment and process, and executed Quality Control plan sampling protocols of finished goods.

Key Accomplishments include two-time Global Quality Improvement Award winner; 60% reduction in consumer complaints by category; led teams that delivered >\$3MM in annual savings via Lean Six Sigma Projects – energy reduction, material transactional processes, and overall plant operating efficiencies; led initiatives that shifted the Brandon plant from a “Very High Risk” Quality rating to “Low Risk” Quality status within 12 months of hire, achieving ISO 9001:2008 certification within 1 year.

QUALITY MANAGER | MARS FOOD INC, GREENVILLE, MS | 2004-2007

QUALITY MANAGER (JAN 2007 – JUN 2007)

- Managed a team of 4 Technicians and 1 Quality Engineer responsible for the assurance of product quality to standards outlined by both internal/external customers via the site Quality Management System/HACCP program.
- Utilizing Lean Six Sigma DMAIC methodology, drove Quality KPI improvements to include First Pass Yield, Consumer/Customer Complaints, and CAPA/Nonconformances
- Site R&D Manager, responsible for ensuring new products/suppliers were successfully integrated into the plant's QMS.

COMMISSIONING VALIDATION & START-UP MANAGER (JAN 2006 – DEC 2006)

QUALITY ENGINEER (2004 – 2006)

Key Accomplishments include leading teams that delivered over \$1MM in cost savings to the business within 1st year via case count consolidations, packaging redesigns, manufacturing process improvements, and reducing plant changeover times across 4 packaging lines by 50% via Kaizen/SMED initiatives.

ADDITIONAL ROLES: PRODUCT DEVELOPMENT ENGINEER | KRAFT FOODS INC, GLENVIEW, IL | 2001-2004

TRAINING & CERTIFICATIONS

MDSAP	ISO 9001:2008; 13485 (Certified Lead Auditor)
Lean Six Sigma (Black Belt)	HACCP
cGMP	

COMMUNITY ENGAGEMENT

Alpha Kappa Alpha Sorority, Incorporated	Jackson Public School Bond Oversight Committee
Leader Greater Jackson Cohort 35	#CAP-College Admissions Process-Wingfield High School (2021/2022)

EDUCATION

MASTER OF SCIENCE | NORTH CAROLINA A&T STATE UNIVERSITY | CHEMICAL ENGINEERING

BACHELOR OF SCIENCE | JACKSON STATE UNIVERSITY | CHEMISTRY

DIVISION 7. - JACKSON MUNICIPAL SCHOOL DISTRICT BOARD OF TRUSTEES

Footnotes:

--- (15) ---

Editor's note— Ord. No. 2010-20(2), §§ 1—4, adopted Aug. 17, 2010, did not specifically amend the Code; therefore, said provisions have been included as Art. V, Div. 7, §§ 2-516—2-519, at the editor's discretion.

Sec. 2-516. - Requirements.

The municipality must be designated as having a mayor-council form of government under MCA 1972, title 21, chapter 8, and have a population in excess of 100,000 according to the 2000 decennial census.

(Ord. No. 2010-20(2), § 1, 8-17-10)

Sec. 2-517. - Composition.

The board of trustees of the municipal separate school district located in the municipality shall consist of seven members residing in each of the seven wards in the municipality, to be appointed by the mayor and confirmed by the city council.

(Ord. No. 2010-20(2), § 2, 8-17-10)

Sec. 2-518. - Confirmation procedure.

The confirmation procedure shall be as follows:

- (1) Each board member shall reside in the ward from which he or she is appointed; and
- (2) Members shall serve until a new term commences and new members shall be selected from wards not currently represented on the board; and
- (3) One of the two additional appointments shall serve a term of five years and one for a term of four years, with all subsequent appointments for a five-year term; and
- (4) Each new appointment shall be made by the mayor and confirmed by the city council of the municipality at the first meeting of the governing authorities held in the month of June following the effective date of this act and thereafter each year, and the term of office of each member so selected shall commence on the first Saturday of July following; and
- (5) Each new appointment made by the mayor and confirmed by the city council shall be in accordance with section 2-41 of the Jackson Code of Ordinances.

(Ord. No. 2010-20(2), § 3, 8-17-10)

Sec. 2-519. - Term of current members.

All members of the school board currently serving shall finish their term.

(Ord. No. 2010-20(2), § 4, 8-17-10)

Secs. 2-520—2-524. - Reserved.



JACKSON
PUBLIC SCHOOLS
Transforming lives through
excellent education

Jackson Public Schools by City Council Wards

	Zone 4 Ward 1 Council Member Ashby Foote	Zone 3 Ward 2 Council Member Tina Clay	Zone 3 and Zone 4* Ward 3 Council Member Kenneth I. Stokes	Zone 1 and Zone 2* Ward 4 Council Member Brian Grizzell	Zone 2 Ward 5 Council Member Vernon Hartley	Zone 1 Ward 6 Council Member Lashia Brown-Thomas	Zone 3* and Zone 4 Ward 7 Council Member Kevin Parkinson
	Board President Vacant	Board Member Burbette Taylor	Board Member Frank Figgers	Board Vice President Barbara Hilliard	Board Member Dr. Jeanne M. Hairston	Board Member Cynthia Thompson	Board Secretary Mitch McGuffey
Elementary	Boyd Elementary Casey Elementary McLeod Elementary Spann Elementary	John Hopkins Elem Green Elem Obama Elementary North Jackson Elem	Johnson Elementary *McWillie Elementary	Timberlawn Elementary *Van Winkle Elementary	Clausell Elementary Isable Elementary Pecan Park Elementary	Bates Elementary Key Elementary Oak Forest Elementary Wilkins Elementary	*Galloway Elementary Shirley Elementary *Walton Elementary
Middle		Kirksey Middle Northwest Middle	Powell Middle		Blackburn Middle	Cardozo Middle Peoples Middle	Bailey APAC Middle
High		Callaway High	Lanier Junior Senior High		Jim Hill High Provine High	Forest Hill High	Murrah High

Special Programs

Capital City Alternative
Re-engaging for All to Progress (REAP)

Fast Track
Virtual High School

Career Development Center
JPS-Tougaloo ECHS

Jackson Middle College
JROTC

Henley-Young-Patton Juvenile
Justice Center

Revised: July 14, 2025

Jackson Public Schools Board of Trustees Elects New Officers, Bids Farewell to President (<https://www.jackson.k12.ms.us/p/~board/jps-news-features-news/post/jackson-public-schools-board-of-trustees-elects-new-officers-amid-presidents-pending-departure>)

Jun 26 2025



Barbara Hilliard
Board President

Cynthia Thompson
Board Vice President

Mitch McGuffey
Board Secretary

At its regular meeting on Tuesday, June 17, 2025, the Jackson Public Schools Board of Trustees elected new officers. All positions were unanimously approved.

Barbara Hilliard, who previously served as vice president, was elected to serve as president. Cynthia Thompson, formerly the board secretary, was elected as vice president. Mitch McGuffey was elected to serve as secretary.

The new officers' terms will begin on July 1, 2025, and continue through June 30, 2026.

According to JPS policy, Board officers include a president, vice president, and secretary. The superintendent and their designee serve as assistant secretaries. Elections are held prior to the first regular meeting in July.



Jackson Public Schools extends heartfelt thanks to Dr. Ed Sivak for his service as Board President. His tenure on the Board has come to an end and was honored during his final meeting on June 17, 2025.

Dr. Ed Sivak, the outgoing Board president, has completed his tenure as president of the Jackson Public Schools Board of Trustees. During his final Board meeting on June 17, he was presented with a plaque by Superintendent Errick L. Greene and the Board of Trustees in recognition of his years of dedicated service to Jackson Public Schools.

DIVISION 7. - JACKSON MUNICIPAL SCHOOL DISTRICT BOARD OF TRUSTEES

Footnotes:

--- (15) ---

Editor's note— Ord. No. 2010-20(2), §§ 1—4, adopted Aug. 17, 2010, did not specifically amend the Code; therefore, said provisions have been included as Art. V, Div. 7, §§ 2-516—2-519, at the editor's discretion.

Sec. 2-516. - Requirements.

The municipality must be designated as having a mayor-council form of government under MCA 1972, title 21, chapter 8, and have a population in excess of 100,000 according to the 2000 decennial census.

(Ord. No. 2010-20(2), § 1, 8-17-10)

Sec. 2-517. - Composition.

The board of trustees of the municipal separate school district located in the municipality shall consist of seven members residing in each of the seven wards in the municipality, to be appointed by the mayor and confirmed by the city council.

(Ord. No. 2010-20(2), § 2, 8-17-10)

Sec. 2-518. - Confirmation procedure.

The confirmation procedure shall be as follows:

- (1) Each board member shall reside in the ward from which he or she is appointed; and
- (2) Members shall serve until a new term commences and new members shall be selected from wards not currently represented on the board; and
- (3) One of the two additional appointments shall serve a term of five years and one for a term of four years, with all subsequent appointments for a five-year term; and
- (4) Each new appointment shall be made by the mayor and confirmed by the city council of the municipality at the first meeting of the governing authorities held in the month of June following the effective date of this act and thereafter each year, and the term of office of each member so selected shall commence on the first Saturday of July following; and
- (5) Each new appointment made by the mayor and confirmed by the city council shall be in accordance with section 2-41 of the Jackson Code of Ordinances.

(Ord. No. 2010-20(2), § 3, 8-17-10)

Sec. 2-519. - Term of current members.

All members of the school board currently serving shall finish their term.

{Ord. No. 2010-20(2), § 4, 8-17-10}

Secs. 2-520—2-524. - Reserved.

Office of the City Attorney

455 East Capitol Street
Post Office Box 2779
Jackson, Mississippi 39207-2779
Telephone: (601) 960-1799
Facsimile: (601) 960-1756

OFFICE OF THE CITY ATTORNEY

This **ORDER APPOINTING AKILAH IRVIN TO THE BOARD OF TRUSTEES FOR THE JACKSON PUBLIC SCHOOL DISTRICT** is legally sufficient for placement in NOVUS Agenda.



Drew Martin, *City Attorney*

Sondra Moncure, *Special Assistant* SM

10/27/25

Date

ORDER CONFIRMING THE MAYOR'S REAPPOINTMENT OF WILLIE A. COOPER, SR. TO THE MUNICIPAL ELECTION COMMISSION.

WHEREAS, the Mayor recommends that the governing authority for the City of Jackson reappoint Willie A. Cooper, Sr. to the Municipal Election Commission; and

WHEREAS, the governing authorities of municipalities having a population of one hundred thousand (100,000) or more according to the last federal decennial census shall appoint seven (7) election commissioners (Miss. Code Ann. Section 23-15-221(1)); and

WHEREAS, Willie A. Cooper, Sr.'s term expired on June 30, 2025; and

WHEREAS, Willie A. Cooper, Sr., a resident of Ward 2, has been reappointed to the Municipal Election Commission by the Mayor after an evaluation of his qualifications.

IT IS, THEREFORE, ORDERED that the Mayor's reappointment of Willie A. Cooper, Sr. to the Municipal Election Commission for Ward 2 is confirmed, with his term set to expire on June 30, 2029.

Agenda Item No. 2

Date: November 24, 2025

By: Horhn

Willie A. Cooper, Sr.

SUMMARY

Retired banker with a specialized background in business development, consumer lending, and business lending. I am known as a business leader with excellent communication and people skills.

EXPERIENCE

BancorpSouth Bank

1973-2020

AmSouth Bank

First American National Bank

Deposit Guaranty National Bank

Vice President/Business Development Officer/Branch Manager

- Originated and serviced loans. Established and maintained relationships with local business owners and assisted customers/the community with financial literacy. Managed branch staff, branch operations, and all consumer financial matters.

EDUCATION

BS in Business Administration: Jackson State University: 1969-1973

American Institute of Banking: Jackson, MS 1974-1975

Graduate School of Banking: Louisiana State University 1983-1984

School of Banking: University of MS 1993-1994

PREVIOUS COMMUNITY INVOLVEMENT

West Jackson Community Development Corporation-Board Member/Treasurer

Pearl Street Community Development-Board Member

Jackson Public Schools Site Committee-Board Member and Site Consultant

Junior Achievement-Business Consultant

Association of Urban Bankers-Vice President and President

MS Cultural Art Coalition-Board Member and Treasurer

Middle MS Girl Scouts Council-Volunteer and Super Dad

Andrew Jackson Council of Boy Scouts-Assistant Scout Master

REFERENCES

Louis Wright, City of Jackson-ph# 601-960-2312-email:louisw@jacksonms.gov

Victor Sexton, City of Jackson-ph# 601-953-4160-email:vsexton@city.jackson.ms.us


Robert Gibbs, Attorney-ph# 601-487-2631-email:rgibbs@gibbstravis.com

Office of the City Attorney

455 East Capitol Street
Post Office Box 2779
Jackson, Mississippi 39207-2779
Telephone: (601) 960-1799
Facsimile: (601) 960-1756

OFFICE OF THE CITY ATTORNEY

This **ORDER CONFIRMING THE MAYOR'S REAPPOINTMENT OF WILLIE A. COOPER, SR. TO THE MUNICIPAL ELECTION COMMISSION** is legally sufficient for placement in NOVUS Agenda.



Drew Martin, City Attorney

Sondra Moncure, Special Assistant 



Date

**ORDER CONFIRMING THE MAYOR'S REAPPOINTMENT OF
SANDRA GRIFFIN MCCALL TO THE MUNICIPAL ELECTION
COMMISSION.**

WHEREAS, the Mayor recommends that the governing authority for the City of Jackson reappoint Sandra Griffin McCall to the Municipal Election Commission; and

WHEREAS, the governing authorities of municipalities having a population of one hundred thousand (100,000) or more according to the last federal decennial census shall appoint seven (7) election commissioners (Miss. Code Ann. Section 23-15-221(1)); and

WHEREAS, Sandra Griffin McCall's term expired on June 30, 2025; and

WHEREAS, Sandra Griffin McCall, a resident of Ward 3, has been reappointed to the Municipal Election Commission by the Mayor after an evaluation of her qualifications.

IT IS, THEREFORE, ORDERED that the Mayor's reappointment of Sandra Griffin McCall to the Municipal Election Commission for Ward 3 is confirmed, with her term set to expire June 30, 2029.

Item No.: 3
Date: November 24, 2025
By: Horhn

SANDRA F. GRIFFIN MCCALL

PROFESSIONAL EXPERIENCE:

Retired Professional Development Specialist

Jackson Public Schools

Retired Professional Development Coordinator

Ask for More Project – Jackson Public Schools Lanier Feeder Pattern Schools

PERSONAL SKILLS:

Organized and Efficient Planner

Self-Motivated

Team Builder

EDUCATION:

Lanier High School - Diploma

Attended Alcorn University – Coursework in Business Education

ACHIEVEMENTS/AFFILIATIONS/HONORS:

Former President of the Jackson PTSA Council

Former Mississippi PTA State President

Former Secretary of “We Care About JPS” Committee

Secretary, Hinds County Democratic Executive Committee

Member of the Jackson Public Schools Bond Oversight Committee

The Sandra McCall Mississippi PTA Teacher Education Scholarship

The Links, Inc. Parent Award

PTA Excellence in Leadership Award

Political Consultant/Coordinator

Member, Mississippi Voter Protection Council (Stacey Abrams’ Fair Fight Program)


I have assisted in Campaigns to elect candidates on the National, State, and Local levels. I have worked with Voter Registration, GOTV (Get Out to Vote), Voter Protection, and trained poll workers and watchers.


Office of the City Attorney

455 East Capitol Street
Post Office Box 2779
Jackson, Mississippi 39207-2779
Telephone: (601) 960-1799
Facsimile: (601) 960-1756

OFFICE OF THE CITY ATTORNEY

This **ORDER CONFIRMING THE MAYOR'S REAPPOINTMENT OF SANDRA GRIFFIN MCCALL TO THE MUNICIPAL ELECTION COMMISSION** is legally sufficient for placement in NOVUS Agenda.



Drew Martin, *City Attorney*
Sondra Moncure, *Special Assistant* 



Date

ORDER CONFIRMING THE MAYOR'S APPOINTMENT OF MIADEON MCINTYRE TO THE MUNICIPAL ELECTION COMMISSION.

WHEREAS, the Mayor recommends that the governing authority for the City of Jackson appoint Miadeon McIntyre to the Municipal Election Commission; and

WHEREAS, the governing authorities of municipalities having a population of one hundred thousand (100,000) or more according to the last federal decennial census shall appoint seven (7) election commissioners (Miss. Code Ann. Section 23-15-221(1)); and

WHEREAS, Linda Sanders' term expired on June 30, 2025; and

WHEREAS, Miadeon McIntyre., a resident of Ward 4, has been reappointed to the Municipal Election Commission by the Mayor after an evaluation of her qualifications.

IT IS, THEREFORE, ORDERED that the Mayor's appointment of Miadeon McIntyre to the Municipal Election Commission for Ward 4 is confirmed, with her term set to expire on June 30, 2029.

Item No.: 4
Date: November 4, 2025
By: Horhn

Office of the City Attorney


455 East Capitol Street
Post Office Box 2779
Jackson, Mississippi 39207-2779
Telephone: (601) 960-1799
Facsimile: (601) 960-1756

OFFICE OF THE CITY ATTORNEY

This **ORDER CONFIRMING THE MAYOR'S APPOINTMENT OF MIADEON MCINTYRE TO THE MUNICIPAL ELECTION COMMISSION** is legally sufficient for placement in NOVUS Agenda.



Drew Martin, *City Attorney*

Sondra Moncure, *Special Assistant* 



Date



MIADEON MCINTYRE

Summary

Dynamic professional with extensive experience in contact center operations at Regions Bank, excelling in staff training and performance evaluations. Proven ability to enhance customer service protocols and foster strong client relationships. Adept at problem-solving and effective communication, driving team success and operational efficiency.

Skills

- Call center operations
- Staff training
- Performance evaluations
- Recruitment interviewing
- Customer service protocols
- Relationship management
- Market analysis
- Contract preparation
- Operational procedures
- Team leadership
- Problem solving
- Effective communication

Experience

Regions Bank | Jackson, MS
Contact Center Supervisor
04/2017 - Current

- Supervised daily operations of contact center team at financial institution.
- Trained staff on customer service protocols and banking products.
- Conducted performance evaluations to assess team member effectiveness.
- Collaborated with management to refine operational procedures and policies.
- Participated in recruitment efforts by interviewing potential candidates for open positions.

Executive Realty Professionals, LLC | Jackson, MS
Real Estate Broker
02/2010 - Current

- Negotiated property sales and leases to achieve client satisfaction.
- Conducted market analyses to determine competitive pricing strategies.
- Managed client relationships to ensure clear communication and trust.
- Coordinated property showings and open houses for prospective buyers.
- Prepared legal documents and contracts for real estate transactions.
- Collaborated with mortgage lenders to facilitate financing solutions for buyers.

AT&T Communications | Jackson, MS
Contact Center Team Leader
07/2001 - 06/2017

- Led daily operations of contact center team to ensure excellent customer service.
- Trained new team members on communication protocols and system usage.
- Monitored call quality and provided constructive feedback to agents.
- Conducted regular team meetings to discuss goals and share updates.
- Maintained accurate records of team performance and customer interactions.

Education and Training

University of Maryland Global Campus | Hyattsville, MD

Bachelor of Science in Finance

05/2016

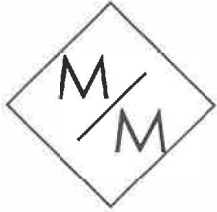
Provine High School | Jackson, MS

High School Diploma

06/1991

References

References available upon request.



MIADEON MCINTYRE

September 14, 2025

City of Jackson

RE: Election Commissioner

Dear Hiring Manager,

I am writing to express my interest in the Election Commissioner position with the City of Jackson. With a decade of experience as a Call Center Supervisor, I have developed strong customer service skills and a proven ability to manage teams effectively in high-pressure environments.

In my previous role, I honed my abilities to coordinate activities and ensure that operations ran smoothly. My hands-on approach has always been about getting things done efficiently while maintaining excellent service standards. I understand the importance of preparing polling locations and selecting poll workers who are not only capable but also embody the values of trustworthiness and community engagement.

My experience has equipped me with the skills necessary for effective communication, problem-solving, and team management—qualities that are essential for overseeing election processes. Additionally, working closely with diverse groups has deepened my commitment to fostering an inclusive environment where every voice is heard.

I am enthusiastic about the opportunity to contribute to ensuring fair and smooth elections in our city. I believe that my proactive working style aligns well with your needs for this role. Thank you for considering my application; I look forward to discussing how I can support your team in making our elections successful.

Sincerely,

Miadeon McIntyre

**ORDER CONFIRMING THE MAYOR'S REAPPOINTMENT OF
ANTHONY VERNACI TO THE MUNICIPAL ELECTION
COMMISSION.**

WHEREAS, the Mayor recommends that the governing authority for the City of Jackson reappoint Anthony Vernaci to the Municipal Election Commission; and

WHEREAS, the governing authorities of municipalities having a population of one hundred thousand (100,000) or more according to the last federal decennial census shall appoint seven (7) election commissioners (Miss. Code Ann. Section 23-15-221(1)); and

WHEREAS, Anthony Vernaci's term expired on June 30, 2025; and

WHEREAS, Anthony Vernaci, a resident of Ward 7, has been reappointed to the Municipal Election Commission by the Mayor after an evaluation of his qualifications.

IT IS, THEREFORE, ORDERED that the Mayor's reappointment of Anthony Vernaci to the Municipal Election Commission for Ward 7 is confirmed, with his term set to expire on June 30, 2029.

Agenda Item No. 5

Date: November 24, 2025


By: Horhn


Office of the City Attorney

455 East Capitol Street
Post Office Box 2779
Jackson, Mississippi 39207-2779
Telephone: (601) 960-1799
Facsimile: (601) 960-1756

OFFICE OF THE CITY ATTORNEY

This **ORDER CONFIRMING THE MAYOR'S REAPPOINTMENT OF ANTHONY VERNACI TO THE MUNICIPAL ELECTION COMMISSION** is legally sufficient for placement in NOVEMBER Agenda.



Drew Martin, City Attorney
Sondra Moncure, Special Assistant 



Date



ANTHONY VERNACI

SUMMARY

Talented Senior Director of Operations and 5+ years of experience in managing and coaching, budget management, system creation and implementation, enrollment oversight, and local, state, and federal compliance. Successful at managing regional and school-based operations and meeting outlined metrics and hope to expand my impact and success in a role with a large sphere of influence and more opportunity to coach others.

SKILLS

- Budget management
- Facility oversight and capital improvements
- Staff management and coaching
- Expert in Excel, Word, PowerPoint, Google Docs/Sheets/Forms
- Data compilation and analyzation
- System creation and management

EXPERIENCE

Senior Director of Operations / RePublic Charter Schools - Jackson, MS

08/2019 – Current

- Operational Leadership + Development: Directly manage and coach 3 full-time regional staff members (Director or Enrollment and Community Engagement, Recruitment Associate, and Operations Associate) and coach 6 full-time school-based staff members (Directors and Deans of Operations). Lead and execute on leadership development for all operations leaders within our network. Serve as the main face of the region to external stakeholders including families, community, and vendors for all three Jackson schools.
- Vendor Management + Facilities: Establish contracts and maintain relationships with all major vendors in the region. Oversee the physical plant for all three of our schools which includes managing major construction and renovation projects.
- Student Enrollment, Data + Compliance: Oversee the student enrollment process from initial recruitment to completely enrolled for the entire region of about 1800 scholars across three schools. Actively monitor enrollment data to ensure that we meet both enrollment and fiscal goals for the current and upcoming school year. Oversee management of all school student information systems including PowerSchool and MSIS. Ensure that all schools meet all local, state, and federal compliance reporting requirements.
- Region-level Finances and Human Resources: Manage and monitor all school-based budgets of about \$16M. Manage all regional purchasing processes, invoice submissions, and reimbursements. Assist the on-boarding process of all new hires including the facilitation of initial HR paperwork needs and background checks.

Director of Operations / Reimagine Prep Public Charter School - Jackson, MS

03/2017 – 07/2019

- Operational Leadership + Management: Developed school systems and coached entire school team around systems. Managed and coached 3 full-time staff members and 2 part-time staff members which included a Dean of Operations, Front Desk Receptionist, two Food Service Associates, and an Operations Fellow. Coached and collaborated with other peers throughout the network to increase operational excellence at other schools. Served as the main face of the school to external stakeholders including families, community, and vendors
- Student Enrollment, Data + Compliance: Oversaw the schools enrollment process from initial recruitment to completely enrolled. Actively monitored enrollment data to ensure that we met both enrollment and fiscal goals for the upcoming school year. Managed all in school student information systems including PowerSchool and MSIS. Ensure that the school met all local, state, and federal compliance reporting requirements
- School-level Finances and Human Resources: Managed and monitored a school-based budget of \$5.3M. Managed all school-based purchasing processes, invoice submission, and reimbursements. Assisted in the on-boarding process of all new hires including the facilitation of initial HR paperwork needs and background checks

Director of Operations In Residency / RePublic Schools, Inc. - Nashville, TN

10/2016 - 02/2017

- Served as a Director of Operations "in-training" at one of RePublic's schools in Nashville, TN and in Jackson, MS

Operations Fellow / RePublic Schools, Inc. - Jackson, MS

05/2016 - 09/2016

- Oversaw facility improvement plans
- Managed parent communication
- Coached food service staff

Campaign Research Consultant (Paid) / MS District 1 Public Service Commissioner Candidate - Jackson, MS

01/2015 - 11/2015

- Tasked with collecting demographic data in the eastern counties of District 1 in MS
- Also collected leadership and contact information for county and municipal governments; research guided candidate in campaign outreach

President / Student Body Association - Millsaps College - Jackson, MS

01/2015 - 12/2015

- Served as Chairman of Senate. Responsible for running weekly Senate meetings. Position required setting agenda and overseeing protocol
- Key accomplishment: Re-wrote and re-structured SBA Constitution and by-laws. Presented new document to the Senate and the student body at-large for approval and receiving confirmation
- Passed legislation that recommend administration to add "gender identity" and "gender expression" to our college's Discriminatory Harassment Policy in the Student Handbook

Research Analyst Intern / MS House Representative Cecil Brown - Jackson, MS

08/2013 - 05/2014

- Collected data for education reform bill around superintendent elections vs. appointments and how that correlates to student outcomes and district performance. Analyzed data and created reports for floor presentation

EDUCATION AND TRAINING

Millsaps College - Jackson, MS

2016

Bachelor of Arts: Political Science

- GPA: 3.76 | *magna cum laude*
- Minors: Economics, Spanish, Latin American Studies
- 2014 Study Abroad: Merida, Yucatan, Mexico

Hancock High School - Kiln, MS

2012

High School Diploma

- GPA: 4.67 | Highest Honors
- Class Rank: 7 of 248
- Distinction: *Mississippi Scholar*

VOLUNTEER WORK

- Member of Millsaps College Young Alumni Advisory Board: Advises Millsaps College on a variety of initiatives and programming
- Member of Alumni Advisory Board for Theta Eta Zeta of Lambda Chi Alpha: Oversee fraternity chapter finance, operations, and administrative systems by working closely with chapter officers

ORDER CONFIRMING THE MAYOR'S APPOINTMENT OF IRENE WILLIAMS TO THE MUNICIPAL ELECTION COMMISSION.

WHEREAS, the Mayor recommends that the governing authority for the City of Jackson appoint Irene Williams to the Municipal Election Commission; and

WHEREAS, the governing authorities of municipalities having a population of one hundred thousand (100,000) or more according to the last federal decennial census shall appoint seven (7) election commissioners (Miss. Code Ann. Section 23-15-221(1)); and

WHEREAS, Florine Keeler's term expired on June 30, 2025; and

WHEREAS, Irene Williams, a resident of Ward 6, has been appointed to the Municipal Election Commission by the Mayor after an evaluation of her qualifications.

IT IS, THEREFORE, ORDERED that the Mayor's appointment of Irene Williams to the Municipal Election Commission for Ward 2 is confirmed, with her term set to expire on June 30, 2029.

Ci gpf c'Kgo 'Pq0aa8aaa
F cw<P qxgo dgt '46.'4247
D{<J qtj p'''

Office of the City Attorney

455 East Capitol Street
Post Office Box 2779
Jackson, Mississippi 39207-2779
Telephone: (601) 960-1799
Facsimile: (601) 960-1756

OFFICE OF THE CITY ATTORNEY

This **ORDER CONFIRMING THE MAYOR'S APPOINTMENT OF IRENE WILLIAMS TO THE MUNICIPAL ELECTION COMMISSION** is legally sufficient for placement in NOVUS Agenda.



Drew Martin, City Attorney
Sondra Moncure, Special Assistant 

10/27/25
Date

**ORDER CONFIRMING THE MAYOR'S REAPPOINTMENT OF
MICHAEL BOOKER TO THE PLANNING BOARD**

WHEREAS, the Mayor recommends that Michael Booker be reappointed to serve on the City of Jackson's Planning Board; and

WHEREAS, on October 12, 2021, the governing authorities for the City of Jackson confirmed Michael Booker's appointment to the Planning Board as the Ward 2 representative; and

WHEREAS, the term of Michael Booker expired on October 31, 2025; and

WHEREAS, Michael Booker has agreed to continue serving on the Planning Board; and

WHEREAS, the reappointment of Michael Booker to the Planning Board is permitted because Section 2-419 of the City of Jackson Code of Ordinances states that members of the Planning Board are eligible to succeed themselves at the pleasure of the council; and

WHEREAS, the best interest of the City of Jackson would be served by reappointing Michael Booker to the Planning Board.

IT IS, THEREFORE ORDERED that the mayor's recommendation to reappoint Michael Booker to the Planning Board is confirmed by the council.

IT IS THEREFORE ORDERED that Michael Booker's service shall be without compensation, and the term of his service shall expire on October 31, 2029.

Agenda Item No.: 7
Date: November 24, 2025
By: Horhn

Michael D Booker

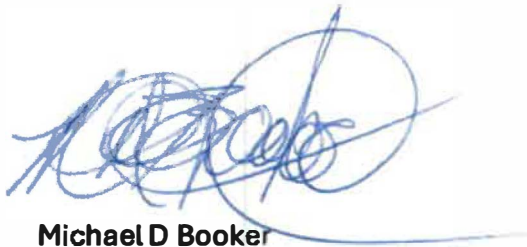
October 14, 2025,

**The Honorable John Horn, Mayor, City of Jackson
219 South President Street
Jackson, MS, 39201**

Dear Mayor Horn,

**Please accept this correspondence as documentation of my request to continue serving
on the Planning Board for the City of Jackson, MS.**

Best Regards

A handwritten signature in blue ink, appearing to read "Michael D Booker", with a long horizontal line extending from the end of the signature.

Michael D Booker

MICHAEL D BOOKER

5

CURRENT POSITION:

12/2019-Present Jackson Market President Cadence Bank Jackson MS

Responsible for day-to-day management of Cadence Bank Retail operations in Jackson and Hinds County with emphasis on delivery of banking services and enhancement of Market Share.

9/2013-12/2019 Senior Vice-President Corporate Banking, BancorpSouth Bank
Responsible for delivery of BancorpSouth's corporate banking services across Bank's eight state footprint in the southeastern U. S. as part of a team of fifteen commercial lenders located in various markets within the bank's trade area.

5/2004—9/2013 Community Bank President, BancorpSouth Clinton MS

**8/2000 - 2/2004 Senior Advisor to the Executive Director of the
Mississippi Development Authority**

Responsible for planning, organizing, implementing, and overseeing MDA's programs, policies, goals, objectives, and initiatives as directed by the Executive Director. Specifically charged to lead MDA's efforts relative to economic development in minority communities and with minority businesses across the state.

Also charged to lead and coordinate MDA's economic development initiatives and responsibility with ports, airports and railroads. Duties included formulation and interpretation of policies, rules and regulation, interaction with legislative, economic development, and community leaders in promoting department interest, representing the agency's interest through public speaking engagements, panel discussions and promotion of agency goals and objectives at functions of note.

Represented the state of Mississippi on trade missions and trips to Japan, Cuba, Panama City, Costa Rica, Guatemala, and Canada.

BANKING EXPERIENCE

**7/1992 - 8/2000 Senior Vice-President, Manager Commercial Loan
Department, BancorpSouth, Jackson, MS**

Managed department of four commercial lenders with over \$75 million in loans and oversight responsibility for twenty plus lenders throughout Jackson Division with over \$225 million in loans. Served as division's Senior Lender with responsibility for loan committee, credit review, problem credit coordination and reporting to Corporate Credit

MICHAEL D BOOKER

Administration. Implemented the division's Community Reinvestment Act efforts including hiring staff and initiating a program of work. [REDACTED]

2/1987- 7/1992 Vice-President and First Vice President Commercial Loans, BancorpSouth, Jackson, MS

Responsible for increasing market share and presence of BancorpSouth in the Jackson market. Primary focus was the development of an upscale customer base through delivery of commercial banking services. Grew individual loan portfolio from zero to approximately \$40 million in 8/2000.

5/1976 – 2/1987

Various positions with BancorpSouth, Tupelo, MS including Vice-President commercial lending, Assistant to the Senior Vice-President Corporate Banking, Retail Lender and Consumer Compliance Officer, Manager-Credit Department, and Operations Systems Specialist.

EDUCATION

Masters of Business Administration with emphasis in Finance, Mississippi State University, 1975

Bachelor of Science in Business Administration, Mississippi State University, 1974.

Graduate, New South Economic Development Course, University of Southern Mississippi 2002

Graduate, The National Graduate School of Commercial Bank Lending, Norman, Oklahoma, 1991. Honorable Mention

Graduate, The Graduate School of Banking, Madison, Wisconsin, 1985. Top 3% of class of 277 bankers

Graduate, National Installment Credit School, Norman, Oklahoma, 1981. Second in class of 269 bankers

Awarded American Institute of Banking Basic, Standard, Advanced, and General Certificates

Salutatorian-Shannon High School, Shannon, Mississippi, 1971

MICHAEL D BOOKER

COMMUNITY INVOLVEMENT

Board of Directors-Mississippi Bankers Association, 2007 to 2010

Chairman-City of Jackson Planning and Zoning Board, 2000 to present

Board of Directors- Mississippi Organ Recovery Agency 2010 to present

**Board of Directors & Current Treasurer, Clinton Community Development Foundation
2009 to 2013**

Charter and current member-100 Black Men of Jackson

President-Central Jackson Soccer Organization, 1996 to 2003

Board of Directors-USA International Ballet Competition, 2000 to present

Member-New Hope Baptist Church, Jackson, MS

Leadership Jackson Graduate 1989

Leadership Lee County graduate 1987

Past President-The Arts Alliance of Jackson and Hinds County

Past Chairman Jackson 2000

Past President-Jubilee Jam Foundation

Past Chairman-United Negro College Fund, Jackson Chapter

**Past Chairman and Board Member-Mississippi Hospital Equipment and Facilities
Authority. The Governor's appointee.**

Past President-Smith Robertson Museum and Cultural Center

**Past Board Member-Mississippi Museum of Art, Mississippi Symphony Orchestra,
Metro Jackson Crime Committee, Junior League of Jackson (Advisory Board)**

REFERENCES: Upon Request

Sec. 2-419. - Term of office.

Members of the planning board shall be eligible to succeed themselves at the pleasure of the city council. All appointments to the board shall be for a period of four years, except as follows: Three of the members appointed in 1992 shall serve a term of one year, and one member appointed in 1992 shall serve a term of two years. Upon the expiration of such terms, all appointees shall serve for a term of four years each. Any member may be removed by the council for good cause shown after a notice of charges and an opportunity for hearing have been afforded the member.

(Code 1971, § 2-170; Ord. No. 1992-36, § 1, 7-14-92)

ORDER CONFIRMING THE MAYOR'S REAPPOINTMENT OF MICHAEL BOOKER TO THE PLANNING BOARD.

WHEREAS, the Planning Board consists of fifteen(15) members nominated by the Mayor for a term of four years; and

WHEREAS, Michael Booker will represent Ward 2 on the Planning Board.

IT IS, THEREFORE, ORDERED that the Mayor's reappointment of Michael Booker to the Planning Board be confirmed with said term to expire October 31, 2029.


Agenda Item No.: _____
Date: November 24, 2025
By: Horhn

Office of the City Attorney


455 East Capitol Street
Post Office Box 2779
Jackson, Mississippi 39207-2779
Telephone: (601) 960-1799
Facsimile: (601) 960-1756

OFFICE OF THE CITY ATTORNEY

This **ORDER CONFIRMING THE MAYOR'S REAPPOINTMENT OF MICHAEL BOOKER TO THE PLANNING BOARD** is legally sufficient for placement in NOVUS Agenda.



Drew Martin, City Attorney
Sondra Moncure, Special Assistant
Carrie Johnson, Deputy City Attorney



Sondra Moncure



Date

ORDER CONFIRMING THE MAYOR'S APPOINTMENT OF JON DAVID COLE TO THE CENTRAL MISSISSIPPI PLANNING AND DEVELOPMENT DISTRICT, INC. (CMPDD).

WHEREAS, Mayor John Horhn recommends that the City Council of Jackson, Mississippi, appoint Jon David Cole to serve as the minority representative on CMPDD's Board of Directors to represent the municipality in order to support and advance the civic improvement and economic development of the Jackson Metropolitan Area; and

WHEREAS, according to CMPDD's bylaw, "Article VI. Board of Directors," the City of Jackson shall appoint four (4) members to the Board of Directors — two (2) of which shall be elected officials, one (1) from business and industry, and the other a minority representative; and

WHEREAS, the term of the office of all members of the Board of Directors shall be for four (4) years; and

WHEREAS, after evaluation of his qualifications, the City Council has appointed Jon David Cole to serve as the minority representative on CMPDD's Board of Directors for the City of Jackson, Mississippi.

IT IS HEREBY ORDERED that the Mayor's appointment of Mr. Jon David Cole to the Central Mississippi Planning and Development District, Inc., to serve as the minority representative for the City of Jackson is confirmed for a term of four (4) years.

Agenda Item No. 8
Date: November 24, 2025
By: Horhn

Jon David Cole

Entrepreneur and Team Leader with a Passion for Building Strong Brands and Local Communities.

EXPERIENCE

The Country Squire, Jackson — Owner/Operator

2016 - Present

Lead successful and growing retail company with global reach. Initiated strategic vision for the company, reformed branding and community presence, capitalized business with creative solutions and fiscal discipline, exponentially grown staff, and multiplied annual revenue by 12-fold.

The Country Squire, Jackson, MS — General Manager

2012 - 2016

Managed retail business including hiring/leading employees, ordering, merchandising, marketing, and events.

VALIC/AIG, Ridgeland, MS — Financial Advisor

2011

Assisted state and local government employees in managing retirement funds and strategy.

Watkins Development LLC, Jackson, MS — Associate Developer

2009 - 2010

Assisted in efforts to obtain historic tax credits for Farish Street Entertainment District. Directed task management efforts. Conducted general activities including assisting with financial documents, liaising with contractors, strategic planning, and project identification.

EDUCATION

Mississippi State University, Starkville, MS — B.A.

2002 - 2006

Bachelor of Arts in History with emphasis in Britain and Western Europe, Renaissance, and Reformation.

Reformed Theological Seminary, Jackson, MS

2011 - 2013

Master's-level coursework in Marriage and Family Therapy.

SKILLS

Community building.

Creative messaging and advertising.

Team leadership.

Strategic planning.

AWARDS and ACTIVITIES

Student Body President

Mississippi State University
2005 - 2006

Mr. MSU

Mississippi State University
2005 - 2006

MSU Hall of Fame

Elected 2006

MSU National Alumni Association

Board of Directors
2005 - 2006

Holy Trinity Anglican Church

Active Member, Sunday School
Teacher
2011 - Present

**Certified Retail Tobacconist and
Master of Pipes**

Jon David Cole

October 17, 2025

The Honorable John Horhn

Mayor, City of Jackson
219 S. President Street
Jackson, MS 39205

Re: Letter of Interest – Appointment to the Board of Directors, Central Mississippi Planning and Development District

Dear Mayor Horhn,


I am writing to express my sincere interest in being considered for appointment to the **Board of Directors for the Central Mississippi Planning and Development District (CMPDD)**. As a Mississippian, a longtime resident of Jackson, and a small business owner deeply invested in our community's vitality, I am eager to contribute my experience and perspective to the important regional work of economic development and strategic planning.

As the **Owner and Operator of The Country Squire**, a 55-year-old historic institution in our city, I have spent more than a decade leading a local business that has grown into a brand with international reach. My work has required vision, fiscal discipline, and collaboration with public and private partners to strengthen Jackson's economic and cultural landscape. These experiences have given me a practical understanding of small business development, workforce needs, and community engagement—key elements in the mission of CMPDD.

In addition to my professional background, I have been active in local civic and faith communities, emphasizing leadership that builds bridges and promotes responsible growth. I believe Jackson's future depends on constructive partnerships between entrepreneurs, civic leaders, and regional and state partners, and I am committed to helping facilitate those connections through service on this board.

I would be honored to serve at your appointment and to represent the City of Jackson with the same dedication and integrity that I bring to my business and community endeavors. Thank you for considering my interest in this important role. I would welcome the opportunity to discuss how my experience could benefit the District and the City.

Sincerely,



Jon David Cole

**Central Mississippi
Planning and Development District, Inc.**

By-Laws

Article I

Name of Organization

The name of the organization shall be “Central Mississippi Planning and Development District, Incorporated.”

Article II

Purpose

The purpose of the Central Mississippi Planning and Development District, Incorporated is:

- a) To aid and promote the civic improvement and economic development of the following seven (7) counties comprising the District: Copiah, Hinds, Madison, Rankin, Simpson, Warren, and Yazoo and the Jackson Metropolitan Area.
- b) To provide technical assistance which will be useful in alleviating or preventing conditions of excessive unemployment or underemployment within the District’s jurisdiction. Such assistance includes, but is not limited to, project planning and feasibility studies, management and operational assistance, and studies evaluating the needs of, and developing potentialities for, economic growth of the District. Such assistance may be provided by the District staff or through the employment of private individuals, partnerships, firms, corporations, or other suitable institutions under contracts entered into for such purposes.

called by the President of the Board of Directors, Steering Committee or the Chief Executive Officer in consultation with the President or Steering Committee. Notice of said special meeting shall be forwarded to each Board member and his alternate in sufficient time to attend the meeting.

Article VI

Board of Directors

Section 1. **Membership** - The Board of Supervisors of each of the following counties: Copiah, Hinds, Madison, Rankin, Simpson, Warren and Yazoo, shall appoint three (3) persons to serve on the Board of Directors — one (1) shall be a county official, one (1) shall be from business and industry, and one (1) shall be a minority representative. The Mayors of each municipality within the respective counties, excluding Jackson in Hinds County, shall meet and select one (1) member to represent the municipalities as the fourth member of the Board of Directors from their county. The City of Jackson shall appoint four (4) members to the Board of Directors — two (2) of which shall be elected officials, one (1) from business and industry, and the other a minority representative. Board members are encouraged to represent a wide variety of interests and may be eligible for classification in more than one category. The past President of the District Board of Directors shall remain a member of the District Board, as well as the Steering Committee, in a non-voting capacity, if not reappointed to the Board of Directors. The Board of Directors is empowered to appoint up to three (3) Directors At-Large for a two (2) year term, as they deem necessary.

Section 2. **Alternates** - Each member of the Board of Directors may appoint one (1) person as an alternate to attend Board of Directors meetings. The alternate's name shall be submitted in writing by each Board member to the Board of Directors within 30 days after

Article III

Membership

Section 1. Eligibility - The membership of Central Mississippi Planning and Development District, Incorporated shall be composed of persons appointed to represent their respective local governmental unit on the Board of Directors and/or various committees which are established or may be established by the Board of Directors of the District.

Section 2. Composition of Members - The members of Central Mississippi Planning and Development District, Incorporated shall represent all segments of the economy --- agricultural, educational, financial, business, labor, professional, local, county, and state governments, civic interests, and representatives of minority groups.

Section 3. Admissions and Withdrawals - Any local governmental unit situated within the counties of Copiah, Hinds, Madison, Rankin, Simpson, Warren, and Yazoo may become participants or withdraw from the Central Mississippi Planning and Development District, Incorporated. Admission and withdrawal procedures are as follows:

- a) Admission. A majority of the governmental unit's governing body must signify by means of a formal resolution or order of its intent to be admitted, and said resolutions or order is forwarded to the Board of Directors for their approval or disapproval.
- b) Withdrawal. A majority of the governmental unit's governing body must signify by means of a formal resolution or order of its intent to withdraw, and said resolution or order must state the reasons for withdrawal from the District. The resolution or order must be forwarded to the Board of Directors. If any

- c) to promote, stimulate, develop, and advance economic potentials, business prosperity, and the general welfare of the United States and its citizens, and State of Mississippi and its citizens, and citizens of the Central Mississippi Planning and Development District. Such promotion, stimulation, development, and advancement includes, but is not limited to:
1. Promoting, stimulating, developing, and advancing the cooperation between public and private enterprises in the economic development of depressed areas.
 2. Harnessing the varied resources and abilities available to the counties comprising the District to build a solid base for expanding industry.
 3. Cooperating with Federal and State Governments by assisting communities, areas, counties, and regions suffering substantial and persistent unemployment and underemployment by taking effective steps in planning and financing the public works and development facilities.
 4. Promoting cooperation among officials at every level of government — local, county, state and federal.
- d) To foster, develop, and review policies, plans, and priorities for regional growth, development, and conservation.
- e) To review and coordinate federal, state, and local programs of regional importance, and to administer the reviewing of those programs designated for review under Federal Executive Order Number 12372.

Section 2. Term of Office - The officers of the Board of Directors shall serve two year terms beginning immediately upon election.

Section 3. Nominating Committee - The Nominating Committee shall be appointed by the President of the Board of Directors.

Section 4. Election of Officers - The Officers of the Board of Directors for the District shall be elected at the June Meeting of the Board of Directors. The current Vice-President will automatically be elevated to the office of President.

Section 5. Duties of Officers - The Officers of the Cental Mississippi Planning and Development District, Incorporated shall perform the following duties:

- a) President - The President shall be the Chief Official of the Corporation. He shall give such counsel and advice which, from time to time, may by him be deemed essential to the best interests of the District, and see that all orders and resolutions of the Board of Directors are carried into effect. He shall perform all other duties incidental to the office and any that may be required of him by the laws of the State of Mississippi and such other duties as, from time to time, may be assigned to him by the Board of Directors. He shall preside at all meetings of the Board of Directors and at all meetings of the Steering Committee.
- b) Vice-President - In the absence of the President, the Vice-President shall have all the powers and shall perform all the duties of the President. The Vice-President shall also be a member of the Steering Committee.
- c) Secretary-Treasurer - It shall be the duty of the Secretary-Treasurer or his representative to record the presence of the members of the Board of Directors at

governmental unit should withdraw from the District, it will forfeit its financial contribution for the remainder of the fiscal year and it will lose 12372 review of all Federally funded projects within its jurisdiction. All funds being administered or under the authority of the District being received or eligible to be received within the governmental unit's jurisdiction, will immediately cease upon receipt of the withdrawal resolution or order.

Section 4. Conflicts of Interest - No person shall be appointed to the District Board of Directors who is in a position to exercise any function of responsibility in the review or approval or undertaking or carrying out of the District overall program, which affects or could affect his or her personal interest or the interest of any corporation, partnership, or association in which he or she is directly or indirectly interested or has any personal pecuniary interest direct or indirect. No officer, member, agent, or employee of the District shall engage in any activity which will provide financial benefit as a result of his or her relationship with the District above that to which he or she legally is entitled through direct compensation. This section shall be strictly adhered to in order to prevent any covert, as well as overt conflicts.

Article IV

Officers

Section 1. Officers - The officers of the Central Mississippi Planning and Development District, Incorporated Board of Directors shall consist of a President, a Vice-President, and Secretary-Treasurer. These officers shall be elected at the June meeting of the Board of Directors.

the beginning of each meeting. He or his designated representative shall also be responsible for presenting the Minutes from prior meetings to the Board of Directors for additions or corrections. After approval by the Board of Directors, the Minutes will be subscribed, dated, and placed in the Official Minute Book by the Secretary-Treasurer. The Secretary-Treasurer shall be the designated officer responsible for counter signing warrants drawn on the District's accounts and shall be covered by the District's financial bond.

Section 6. Vacancies of Officer - If any office is vacated during a term, then that office shall be filled by an election held at the next regularly scheduled meeting of the Board of Directors. The election procedures followed to fill the vacancy shall conform to those outlined by Article IV, Section 4 of these By- Laws.

Article V

Board of Directors

Section 1. Regular Meetings - A regular meeting of the Board of Directors shall be held the second Wednesday of each third calendar month. Notice will be forwarded to each member of the Board of Directors and his alternate prior to the meeting specifying the place and time of the meeting. If the regular meeting conflicts with a holiday or other major event, notice will be given and the meeting rescheduled.

Section 2. Annual Meeting - The annual meeting shall be the regularly scheduled meeting on the second Wednesday in the second quarter. Notice of the annual meeting shall be made in the same manner as prescribed for the regular meetings.

Section 3. Special Meetings - Special meetings of the Board of Directors may be

appointment to the Board. While the designation of a permanent alternate is the preferred method of absentee voting, a member of the Board of Directors may choose to appoint an individual to represent him/her on a meeting by meeting basis. Each Board member shall have one (1) vote; if the Board member is absent, his alternate shall have all the rights and privileges of said Board member, which will entitle the alternate to said Board member's vote. If both the Board member and the alternate are in attendance, the alternate will not have any of the rights and privileges of membership, nor the power to vote.

Section 3. Attendance - If any member of the Board of Directors or his appointed alternate is absent for three (3) successive meetings of the Board, a letter shall be issued to that Board member's appointing body informing them that the Board member is in violation of the By-Laws of the District and that a new member must be appointed to the Board of Directors.

Section 4. Quorum - A quorum of the Board of Directors shall consist of a majority of its total voting membership.

Section 5. Voting - A majority of the members of the Board of Directors casting votes is required in order to adopt or pass a motion, resolution, or other official action.

Section 6. Term of Office - The term of office of all members of the Board of Directors shall be for four (4) years. These appointments will begin shortly after the new cycle of local officials are elected and installed in office for their four (4) year terms. This new process will begin with the 2015 elections. The current Board of Directors and Officers will remain in place during this transition. The tenure of office of members of the Board of Directors shall be terminated at death, resignation, or at the time of the election of his successor, and Directors who are elected to office shall commence immediately to serve their term of office. In the event that a person is appointed to the Board of Directors in the capacity of an elected official and that elected official should vacate his elected position, then membership on the District Board of

Directors shall also terminate at that time. The unit of government which was responsible for that appointment shall then make another appointment of an elected official.

Section 7. Duties of the Board of Directors - The Board of Directors shall have the following duties and responsibilities:

- a) To employ such personnel for the operation of the District as they deem necessary and delegate such duties to such personnel as the Board may deem advisable. The Board of Directors shall also have the power to discharge any person so employed by it.
- b) To approve a budget for the operation of the District for each fiscal year.
- c) To recommend and approve regional policies, studies, plans, or other appropriate matters.
- d) To seek and coordinate the assistance of State and Federal agencies having interest in promoting the objectives of the Central Mississippi Planning and Development District, Incorporated.
- e) To equip and maintain an office or offices to administer the affairs of the District.
- f) To receive, for the Corporation, money, material labor, or property from private individuals, private corporations, and city, county, state, and federal governments.

Section 8. Teleconferencing, Video-Conferencing, E-Mail, Facsimile and Mail Balloting. These types of meeting and/or votes may be used only for Board of Directors and Committee action. These procedures are only to be used between regularly scheduled meetings and must address an issue which is time sensitive. All actions taken by this method must be ratified and incorporated in the Minutes of the next scheduled meeting.

Article VII

Committees

Section 1. Steering Committee - The Steering Committee will be granted the authority to act for the Board of Directors between regularly scheduled meetings of the Board of Directors. The Steering Committee will help direct policy and administrative functions and will be a source of guidance to the Chief Executive Officer. The Steering Committee will be governed by the same rules and procedures as the Board of Directors and shall maintain adequate records and minutes to document actions and proceedings. The membership of the Steering Committee shall include: Immediate Past President of the Board of Directors, Current President, Vice-President, and Secretary-Treasurer of the Board of Directors. The ex-officio members of the Committee will be empowered to appoint between three and five members to the Steering Committee from the membership of the Board of Directors who shall be reflective of the Districts racial, urban and rural composition. The President of the Board of Directors shall serve as Chairman; the President, Vice-President, or Chief Executive Officer shall have the authority to call meetings of this Committee.

Section 2. Metropolitan Planning Organization (MPO) - The Metropolitan Planning Organization (MPO) shall have the responsibility for the policy decisions affecting overall growth and development unique to the Jackson Metropolitan Area. The principal function of the MPO will be to seek common solutions to mutual problems affecting more than one governmental unit within the highly urbanized counties of Hinds, Madison, and Rankin. The Metropolitan Planning Organization shall be governed by the same rules and procedures as the Board of Directors for regular and special meetings and quorum. It shall keep such records and make such reports as deemed necessary to keep the full Board of Directors informed of its actions. The Chairman of the MPO shall be elected by a majority vote from the membership of

the MPO. The MPO may also choose to elect a Vice-Chairman if it deems necessary. The MPO shall meet as needed. The MPO shall consist of the elected officials currently serving on the District's Board of Directors from the City of Jackson and the counties of Hinds, Madison and Rankin. Also, each municipality not otherwise represented, within the Urban Transportation Planning Study Boundary, shall appoint one (1) member to this MPO. Membership in this MPO shall also include the County Administrator/Comptroller from Hinds, Madison and Rankin Counties unless the respective Boards of Supervisors chose to designate someone else. The four (4) minority representatives from the City of Jackson and counties of Hinds, Madison and Rankin shall also be members of this MPO. Also serving as a voting member of this MPO for transportation related matters will be the Director of the Mississippi Department of Transportation. The MPO is authorized to appoint up to three (3) additional at-large members as deemed necessary.

Section 3. Special Committees - The Board of Directors shall have the authority to appoint any special committee that they deem necessary for the efficient operation of the District's affairs. These committees may include but not be limited to the following: Aging Advisory, Revolving Loan Fund, Metropolitan Planning Organization, Mississippi Small Business Loan, Local Workforce Development Board, and, if deemed necessary, an Economic Advisory Committee.

Section 4. Arbitration Committee - Should any member political subdivision (County or Municipality) feel aggrieved at any decision of the Board of Directors, the Steering Committee, or the Metropolitan Planning Policy Committee, a written request may be made to the President of the Board of Directors for an arbitration hearing. At such hearing there shall be present appropriate State or Federal representatives if such agencies are involved, the President of the Board of Directors of the Central Mississippi Planning and Development District,

Incorporated, and a designated representative of the aggrieved party. Opportunity shall be given for a presentation of the facts relative to the problem and a decision reached as to the merits of the case. The final statement of this Committee shall be presented in the form of a written statement of recommendations to the Board of Directors of the Central Mississippi Planning and Development District, Inc. and will be subject to their review and final action.

Article VIII

Amendments To By-Laws

Section 1. Amendments - These By-Laws may be amended at any regular or special meeting of the Board of Directors by an affirmative vote of two-thirds (2/3) of the total membership of said Board. Written notice of said amendment and a copy of the amendment shall be sent to each member of the Board of Directors at least five (5) days prior to any said meeting.

Office of the City Attorney

455 East Capitol Street
Post Office Box 2779
Jackson, Mississippi 39207-2779
Telephone: (601) 960-1799
Facsimile: (601) 960-1756

OFFICE OF THE CITY ATTORNEY

This **ORDER CONFIRMING THE MAYOR'S APPOINTMENT OF JON DAVID COLE TO THE CENTRAL MISSISSIPPI PLANNING AND DEVELOPMENT DISTRICT, INC. (CMPDD))** is legally sufficient for placement in NOVUS Agenda.



Drew Martin, City Attorney
Sondra Moncure, Special Assistant 



Date

10/24/25 THE CITY OF JACKSON

ORDER CONFIRMING THE MAYOR’S APPOINTMENT OF DR. LARRY NIXON TO THE CENTRAL MISSISSIPPI PLANNING AND DEVELOPMENT DISTRICT. INC. (CMPDD).

WHEREAS, Mayor John Horhn recommends that the City Council of Jackson, Mississippi, appoint Dr. Larry Nixon to serve as the business representation on CMPDD’s Board of Directors to represent the municipality in order to support and advance the civic improvement and economic development of the Jackson Metropolitan Area; and

WHEREAS, according to CMPDD 's bylaw, “Article VI. Board of Directors.” the City of Jackson shall appoint four (4) members to the Board of Directors — two (2) of which shall be elected officials, one (1) from business and industry, and the other a minority representative; and

WHEREAS, the term of the office of all members of the Board of Directors shall be for four (4) years; and

WHEREAS, after evaluation of his qualifications, the City Council has appointed Dr. Larry Nixon to serve as the business representative on CMPDD’s Board of Directors to represent the municipality to aid and promote the civic improvement and economic development of the Jackson Metropolitan Area.

IT IS, THEREFORE, ORDERED that the Mayor’s appointment of Dr. Larry Nixon to the Central Mississippi Planning and Development District, Inc., to serve as the business representative for the City of Jackson is confirmed for a term of four (4) years.

Agenda Item No. 2

Date: November 24, 2025

By: Horhn

Office of the City Attorney

455 East Capitol Street
Post Office Box 2779
Jackson, Mississippi 39207-2779
Telephone: (601) 960-1799
Facsimile: (601) 960-1756

OFFICE OF THE CITY ATTORNEY

This **ORDER CONFIRMING THE MAYOR'S APPOINTMENT OF DR. LARRY NIXON TO THE CENTRAL MISSISSIPPI PLANNING AND DEVELOPMENT DISTRICT** is legally sufficient for placement in NOVUS Agenda.



Drew Martin, City Attorney

Sondra Moncure, Special Assistant 



Date

**Central Mississippi
Planning and Development District, Inc.**

By-Laws

Article I

Name of Organization

The name of the organization shall be “Central Mississippi Planning and Development District, Incorporated.”

Article II

Purpose

The purpose of the Central Mississippi Planning and Development District, Incorporated is:

- a) To aid and promote the civic improvement and economic development of the following seven (7) counties comprising the District: Copiah, Hinds, Madison, Rankin, Simpson, Warren, and Yazoo and the Jackson Metropolitan Area.
- b) To provide technical assistance which will be useful in alleviating or preventing conditions of excessive unemployment or underemployment within the District’s jurisdiction. Such assistance includes, but is not limited to, project planning and feasibility studies, management and operational assistance, and studies evaluating the needs of, and developing potentialities for, economic growth of the District. Such assistance may be provided by the District staff or through the employment of private individuals, partnerships, firms, corporations, or other suitable institutions under contracts entered into for such purposes.

- c) to promote, stimulate, develop, and advance economic potentials, business prosperity, and the general welfare of the United States and its citizens, and State of Mississippi and its citizens, and citizens of the Central Mississippi Planning and Development District. Such promotion, stimulation, development, and advancement includes, but is not limited to:
1. Promoting, stimulating, developing, and advancing the cooperation between public and private enterprises in the economic development of depressed areas.
 2. Harnessing the varied resources and abilities available to the counties comprising the District to build a solid base for expanding industry.
 3. Cooperating with Federal and State Governments by assisting communities, areas, counties, and regions suffering substantial and persistent unemployment and underemployment by taking effective steps in planning and financing the public works and development facilities.
 4. Promoting cooperation among officials at every level of government — local, county, state and federal.
- d) To foster, develop, and review policies, plans, and priorities for regional growth, development, and conservation.
- e) To review and coordinate federal, state, and local programs of regional importance, and to administer the reviewing of those programs designated for review under Federal Executive Order Number 12372.

Article III

Membership

Section 1. Eligibility - The membership of Central Mississippi Planning and Development District, Incorporated shall be composed of persons appointed to represent their respective local governmental unit on the Board of Directors and/or various committees which are established or may be established by the Board of Directors of the District.

Section 2. Composition of Members - The members of Central Mississippi Planning and Development District, Incorporated shall represent all segments of the economy --- agricultural, educational, financial, business, labor, professional, local, county, and state governments, civic interests, and representatives of minority groups.

Section 3. Admissions and Withdrawals - Any local governmental unit situated within the counties of Copiah, Hinds, Madison, Rankin, Simpson, Warren, and Yazoo may become participants or withdraw from the Central Mississippi Planning and Development District, Incorporated. Admission and withdrawal procedures are as follows:

- a) Admission. A majority of the governmental unit's governing body must signify by means of a formal resolution or order of its intent to be admitted, and said resolutions or order is forwarded to the Board of Directors for their approval or disapproval.
- b) Withdrawal. A majority of the governmental unit's governing body must signify by means of a formal resolution or order of its intent to withdraw, and said resolution or order must state the reasons for withdrawal from the District. The resolution or order must be forwarded to the Board of Directors. If any

governmental unit should withdraw from the District, it will forfeit its financial contribution for the remainder of the fiscal year and it will lose 12372 review of all Federally funded projects within its jurisdiction. All funds being administered or under the authority of the District being received or eligible to be received within the governmental unit's jurisdiction, will immediately cease upon receipt of the withdrawal resolution or order.

Section 4. Conflicts of Interest - No person shall be appointed to the District Board of Directors who is in a position to exercise any function of responsibility in the review or approval or undertaking or carrying out of the District overall program, which affects or could affect his or her personal interest or the interest of any corporation, partnership, or association in which he or she is directly or indirectly interested or has any personal pecuniary interest direct or indirect. No officer, member, agent, or employee of the District shall engage in any activity which will provide financial benefit as a result of his or her relationship with the District above that to which he or she legally is entitled through direct compensation. This section shall be strictly adhered to in order to prevent any covert, as well as overt conflicts.

Article IV

Officers

Section 1. Officers - The officers of the Central Mississippi Planning and Development District, Incorporated Board of Directors shall consist of a President, a Vice-President, and Secretary-Treasurer. These officers shall be elected at the June meeting of the Board of Directors.

Section 2. Term of Office - The officers of the Board of Directors shall serve two year terms beginning immediately upon election.

Section 3. Nominating Committee - The Nominating Committee shall be appointed by the President of the Board of Directors.

Section 4. Election of Officers - The Officers of the Board of Directors for the District shall be elected at the June Meeting of the Board of Directors. The current Vice-President will automatically be elevated to the office of President.

Section 5. Duties of Officers - The Officers of the Cental Mississippi Planning and Development District, Incorporated shall perform the following duties:

- a) President - The President shall be the Chief Official of the Corporation. He shall give such counsel and advice which, from time to time, may by him be deemed essential to the best interests of the District, and see that all orders and resolutions of the Board of Directors are carried into effect. He shall perform all other duties incidental to the office and any that may be required of him by the laws of the State of Mississippi and such other duties as, from time to time, may be assigned to him by the Board of Directors. He shall preside at all meetings of the Board of Directors and at all meetings of the Steering Committee.
- b) Vice-President - In the absence of the President, the Vice-President shall have all the powers and shall perform all the duties of the President. The Vice-President shall also be a member of the Steering Committee.
- c) Secretary-Treasurer - It shall be the duty of the Secretary-Treasurer or his representative to record the presence of the members of the Board of Directors at

the beginning of each meeting. He or his designated representative shall also be responsible for presenting the Minutes from prior meetings to the Board of Directors for additions or corrections. After approval by the Board of Directors, the Minutes will be subscribed, dated, and placed in the Official Minute Book by the Secretary-Treasurer. The Secretary-Treasurer shall be the designated officer responsible for counter signing warrants drawn on the District's accounts and shall be covered by the District's financial bond.

Section 6. Vacancies of Officer - If any office is vacated during a term, then that office shall be filled by an election held at the next regularly scheduled meeting of the Board of Directors. The election procedures followed to fill the vacancy shall conform to those outlined by Article IV, Section 4 of these By- Laws.

Article V

Board of Directors

Section 1. Regular Meetings - A regular meeting of the Board of Directors shall be held the second Wednesday of each third calendar month. Notice will be forwarded to each member of the Board of Directors and his alternate prior to the meeting specifying the place and time of the meeting. If the regular meeting conflicts with a holiday or other major event, notice will be given and the meeting rescheduled.

Section 2. Annual Meeting - The annual meeting shall be the regularly scheduled meeting on the second Wednesday in the second quarter. Notice of the annual meeting shall be made in the same manner as prescribed for the regular meetings.

Section 3. Special Meetings - Special meetings of the Board of Directors may be

called by the President of the Board of Directors, Steering Committee or the Chief Executive Officer in consultation with the President or Steering Committee. Notice of said special meeting shall be forwarded to each Board member and his alternate in sufficient time to attend the meeting.

Article VI

Board of Directors

Section 1. Membership - The Board of Supervisors of each of the following counties: Copiah, Hinds, Madison, Rankin, Simpson, Warren and Yazoo, shall appoint three (3) persons to serve on the Board of Directors — one (1) shall be a county official, one (1) shall be from business and industry, and one (1) shall be a minority representative. The Mayors of each municipality within the respective counties, excluding Jackson in Hinds County, shall meet and select one (1) member to represent the municipalities as the fourth member of the Board of Directors from their county. The City of Jackson shall appoint four (4) members to the Board of Directors — two (2) of which shall be elected officials, one (1) from business and industry, and the other a minority representative. Board members are encouraged to represent a wide variety of interests and may be eligible for classification in more than one category. The past President of the District Board of Directors shall remain a member of the District Board, as well as the Steering Committee, in a non-voting capacity, if not reappointed to the Board of Directors. The Board of Directors is empowered to appoint up to three (3) Directors At-Large for a two (2) year term, as they deem necessary.

Section 2. Alternates - Each member of the Board of Directors may appoint one (1) person as an alternate to attend Board of Directors meetings. The alternate's name shall be submitted in writing by each Board member to the Board of Directors within 30 days after

appointment to the Board. While the designation of a permanent alternate is the preferred method of absentee voting, a member of the Board of Directors may choose to appoint an individual to represent him/her on a meeting by meeting basis. Each Board member shall have one (1) vote; if the Board member is absent, his alternate shall have all the rights and privileges of said Board member, which will entitle the alternate to said Board member's vote. If both the Board member and the alternate are in attendance, the alternate will not have any of the rights and privileges of membership, nor the power to vote.

Section 3. Attendance - If any member of the Board of Directors or his appointed alternate is absent for three (3) successive meetings of the Board, a letter shall be issued to that Board member's appointing body informing them that the Board member is in violation of the By-Laws of the District and that a new member must be appointed to the Board of Directors.

Section 4. Quorum - A quorum of the Board of Directors shall consist of a majority of its total voting membership.

Section 5. Voting - A majority of the members of the Board of Directors casting votes is required in order to adopt or pass a motion, resolution, or other official action.

Section 6. Term of Office - The term of office of all members of the Board of Directors shall be for four (4) years. These appointments will begin shortly after the new cycle of local officials are elected and installed in office for their four (4) year terms. This new process will begin with the 2015 elections. The current Board of Directors and Officers will remain in place during this transition. The tenure of office of members of the Board of Directors shall be terminated at death, resignation, or at the time of the election of his successor, and Directors who are elected to office shall commence immediately to serve their term of office. In the event that a person is appointed to the Board of Directors in the capacity of an elected official and that elected official should vacate his elected position, then membership on the District Board of

Directors shall also terminate at that time. The unit of government which was responsible for that appointment shall then make another appointment of an elected official.

Section 7. Duties of the Board of Directors - The Board of Directors shall have the following duties and responsibilities:

- a) To employ such personnel for the operation of the District as they deem necessary and delegate such duties to such personnel as the Board may deem advisable. The Board of Directors shall also have the power to discharge any person so employed by it.
- b) To approve a budget for the operation of the District for each fiscal year.
- c) To recommend and approve regional policies, studies, plans, or other appropriate matters.
- d) To seek and coordinate the assistance of State and Federal agencies having interest in promoting the objectives of the Central Mississippi Planning and Development District, Incorporated.
- e) To equip and maintain an office or offices to administer the affairs of the District.
- f) To receive, for the Corporation, money, material labor, or property from private individuals, private corporations, and city, county, state, and federal governments.

Section 8. Teleconferencing, Video-Conferencing, E-Mail, Facsimile and Mail Balloting. These types of meeting and/or votes may be used only for Board of Directors and Committee action. These procedures are only to be used between regularly scheduled meetings and must address an issue which is time sensitive. All actions taken by this method must be ratified and incorporated in the Minutes of the next scheduled meeting.

Article VII

Committees

Section 1. Steering Committee - The Steering Committee will be granted the authority to act for the Board of Directors between regularly scheduled meetings of the Board of Directors. The Steering Committee will help direct policy and administrative functions and will be a source of guidance to the Chief Executive Officer. The Steering Committee will be governed by the same rules and procedures as the Board of Directors and shall maintain adequate records and minutes to document actions and proceedings. The membership of the Steering Committee shall include: Immediate Past President of the Board of Directors, Current President, Vice-President, and Secretary-Treasurer of the Board of Directors. The ex-officio members of the Committee will be empowered to appoint between three and five members to the Steering Committee from the membership of the Board of Directors who shall be reflective of the Districts racial, urban and rural composition. The President of the Board of Directors shall serve as Chairman; the President, Vice-President, or Chief Executive Officer shall have the authority to call meetings of this Committee.

Section 2. Metropolitan Planning Organization (MPO) - The Metropolitan Planning Organization (MPO) shall have the responsibility for the policy decisions affecting overall growth and development unique to the Jackson Metropolitan Area. The principal function of the MPO will be to seek common solutions to mutual problems affecting more than one governmental unit within the highly urbanized counties of Hinds, Madison, and Rankin. The Metropolitan Planning Organization shall be governed by the same rules and procedures as the Board of Directors for regular and special meetings and quorum. It shall keep such records and make such reports as deemed necessary to keep the full Board of Directors informed of its actions. The Chairman of the MPO shall be elected by a majority vote from the membership of

the MPO. The MPO may also choose to elect a Vice-Chairman if it deems necessary. The MPO shall meet as needed. The MPO shall consist of the elected officials currently serving on the District's Board of Directors from the City of Jackson and the counties of Hinds, Madison and Rankin. Also, each municipality not otherwise represented, within the Urban Transportation Planning Study Boundary, shall appoint one (1) member to this MPO. Membership in this MPO shall also include the County Administrator/Comptroller from Hinds, Madison and Rankin Counties unless the respective Boards of Supervisors chose to designate someone else. The four (4) minority representatives from the City of Jackson and counties of Hinds, Madison and Rankin shall also be members of this MPO. Also serving as a voting member of this MPO for transportation related matters will be the Director of the Mississippi Department of Transportation. The MPO is authorized to appoint up to three (3) additional at-large members as deemed necessary.

Section 3. Special Committees - The Board of Directors shall have the authority to appoint any special committee that they deem necessary for the efficient operation of the District's affairs. These committees may include but not be limited to the following: Aging Advisory, Revolving Loan Fund, Metropolitan Planning Organization, Mississippi Small Business Loan, Local Workforce Development Board, and, if deemed necessary, an Economic Advisory Committee.

Section 4. Arbitration Committee - Should any member political subdivision (County or Municipality) feel aggrieved at any decision of the Board of Directors, the Steering Committee, or the Metropolitan Planning Policy Committee, a written request may be made to the President of the Board of Directors for an arbitration hearing. At such hearing there shall be present appropriate State or Federal representatives if such agencies are involved, the President of the Board of Directors of the Central Mississippi Planning and Development District,

Incorporated, and a designated representative of the aggrieved party. Opportunity shall be given for a presentation of the facts relative to the problem and a decision reached as to the merits of the case. The final statement of this Committee shall be presented in the form of a written statement of recommendations to the Board of Directors of the Central Mississippi Planning and Development District, Inc. and will be subject to their review and final action.

Article VIII

Amendments To By-Laws

Section 1. Amendments - These By-Laws may be amended at any regular or special meeting of the Board of Directors by an affirmative vote of two-thirds (2/3) of the total membership of said Board. Written notice of said amendment and a copy of the amendment shall be sent to each member of the Board of Directors at least five (5) days prior to any said meeting.

LARRY JAMES NIXON JR.

General

Board certified anesthesiologist proficient in pediatric, cardiovascular, obstetric and regional anesthesia and critical care. Current medical director of anesthesia service and Chief of Staff. Over 20 years experience in leadership both executive and clinical. Responsible for developing policies for safety, compliance, education and efficiency in general medicine, anesthesia and critical care. Presented with many community awards for community service and leadership. Current owner & CEO of Perioperative Services of Mississippi.

EMPLOYMENT/APPOINTMENTS

Perioperative Service of Mississippi April 2017-Current 234 E. Capitol St
Jackson, MS 39201
Founder & Medical Director

University of Southern Mississippi
Hattiesburg, MS 39401
Clinical Site Director for Student CRNA's
2022-Current

University of Alabama Birmingham
1720 2nd Ave South
Birmingham, AL 35294
Clinical Site Director for Student CRNA's
2023-Current

William Cary University
710 William Carey Parkway
Hattiesburg, MS 39401
Clinical Coordinator For Medical Students
2019-Current

Our Lady of The Lake
5414 Brittany Drive
Baton Rouge, LA 70808
Clinical Coordinator
2018-2022

Northstar Anesthesia
6335 State Hwy 161 #200
Irving, TX 75038
Medical Director & Chief of Staff
2015-2017

Surgical Anesthesia Associates August 1, 2005-2015
1850 Chadwick Drive
Jackson, MS 39204
Partner
2005-2015

MEDICAL TRAINING

Anesthesiology & Critical Care Medicine Residency
July 1, 2002-June 2005
Emory University
Atlanta, Georgia

Family Medicine Internship
July 1, 2001-June 2002 Spartanburg Regional Health System
Spartanburg, South Carolina

EDUCATION

Doctorate of Medicine May, 2001
Medical University of South Carolina
Charleston, South Carolina
Dean's Scholar

Bachelor of Science in Biology May, 1997 Summa Cum Laude
Benedict College
Columbia, South Carolina

HONORS AND AWARDS

Graduate:

Physician of the Quarter, Central Mississippi Medical Center, 2006, 2009
Summer Health Professions Research Fellowship, 1998
Dean's Scholarship, 1997-2001
Graduate Incentive Scholarship, 1997-2000

Undergraduate:

Ronald McNair's Scholars Program Director's Award, 1995
Who's Who Among Students in American Universities & Colleges, 1996
Minority Biomedical Research Support, 1994-1997
Dean's List, (eight of eight semesters), 1993-1997
Honors Program, 1995-1997
Beta Kappa Chi, National Science Honor Society, 1996-1997

RESEARCH AND PRESENTATIONS

Pain Management in Sickle Cell Disease

Sickle Cell Education Day
Jackson, MS 2008

Neonatal Resuscitation
Emory University- Atlanta, GA, 2003
Presented at Chairman's Conference, Emory University

Expression of Calpain in Human Astrocytomas
Medical University of South Carolina- Charleston, SC, 1998
Presented at Student Research Day, MUSC

The Effects of Polychlorinated Biphenyl's on Expression of Rat Leydig Cells
University of South Carolina School of Medicine, Columbia, SC 1997

Migration of Leukocytes Across Human Umbilical Vein Endothelial Cells
Rockefeller University, New York, NY, 1996
Presented: National Institute of Health Minority Research Symposium, 1996
Student National Medical Association Medical Education Conference, 1997

PROFESSIONAL MEMBERSHIPS

American Society of Anesthesiologist,
Mississippi Society of Anesthesiologist
Mississippi Society of Anesthesiologist Political Action Committee, President

LICENSURE AND CERTIFICATION

Controlled Substance Registration (DEA)
Mississippi Medical Licensure

EXPERIENCE

Vice President & Co-Founder
Cure Sickle Cell Foundation,
Jackson, MS 2006-2018

Co-Coordinator
Young Scientist Program
Cannon Street YMCA, Charleston, SC, 1997-1998

Research Assistant
University of South Carolina School of Medicine, Columbia, SC, 1997

Activities Coordinator
Health Careers Opportunity Program
Benedict College, Columbia, SC 1997

Research Assistant
Minority Biomedical Research Support
Benedict College, Columbia, SC, 1994-1997

Medical Office Assistant
Doctor Carl I. Mitchell's Office of Internal Medicine, Columbia, SC, 1993-1994

ORDER AUTHORIZING THE MAYOR TO EXECUTE A RENEWAL AGREEMENT WITH DELTA DENTAL CONCERNING THE PROVISION OF A FULLY FUNDED DENTAL INSURANCE PLAN FOR ACTIVE MUNICIPAL EMPLOYEES AND RETIREES FOR THE PERIOD JANUARY 1, 2026 THROUGH DECEMBER 31, 2026.

WHEREAS, Section 25-15-101 of the Mississippi Code provides that the governing board of a municipality may negotiate and secure for all or specified groups of employees and their dependents a policy or policies of group insurance covering health and group contract or contracts covering hospital and/or medical services or benefits of its employees and their dependents as may desire such insurance and other coverage;

WHEREAS, pursuant to the authority provided in Section 25-15-101, the governing authorities for the City of Jackson has previously offered dental insurance coverage to municipal employees and also retirees of the municipality through Delta Dental; and

WHEREAS, the City's agreement with Delta Dental for the current plan year will expire on December 31, 2025; and

WHEREAS, employees and their dependents, and retirees participating in the group dental plans of the City have the option of choosing from among two types of plans; and

WHEREAS, the Platinum Plan offers the following benefits and coverages at the rates specified; and

Platinum Plan 1 and Rates

Coinsurances	PPO Network	Premier Network	Non-Delta Dental
Diagnostic and preventive services Exams, X-Rays, Prophylaxis, Fluoride, Sealants	100%	100%	100%
Basic services Minor Restorative, Stainless Steel Crowns, Endodontics, Periodontics Surgical, Periodontics Non-Surgical, Periodontal Maintenance, Denture Repair/Reline/Rebase, Extractions, Surgical Extractions, Other Oral Surgery, Palliative Treatment, IV sedation & Anesthesia, Consultation	80%	80%	80%
Major services Major Restorative, Prosthodontics Removable, Prosthodontics Fixed, Implants Surgical, Implants Non-Surgical	80%	80%	80%
Orthodontic services Dependent children	50%	50%	50%
Additional services Space Maintainers, Temporomandibular joint dysfunction (TMJ)	Not Covered	Not Covered	Not Covered

Agenda Item No. 10
Date: November 24, 2025
(T.Martin, Horhn)

Deductibles	PPO Network	Premier Network	Non-Delta Dental
Annual deductible Per individual/family per calendar year	\$50/\$150	\$50/\$150	\$50/\$150
Orthodontic deductible Per individual per lifetime	\$0	\$0	\$0
Maximums	PPO Network	Premier Network	Non-Delta Dental
Annual maximum Per individual per calendar year	\$1,500	\$1,500	\$1,500
Orthodontic maximum Per individual per lifetime	\$1,000	\$1,000	\$1,000
TMJ maximum Per individual per lifetime	Not Covered	Not Covered	Not Covered

Initial contract term: 01/01/2026 to 12/31/2026

Enrollee
Only \$28.86

Enrollee
& 1 Dependent \$63.01

Enrollee
& 2+ Dependents \$90.34

WHEREAS, the Silver Plan offers the following benefits and coverages at the rates specified; and

Silver Plans and Rates

Coverages	PPO Network	Premier Network	Non-Delta Dental
Diagnostic and preventive services Exams, X-Rays, Prophylaxis, Fluoride, Sealants	100%	100%	100%
Basic services Minor Restorative, Stainless Steel Crowns, Palliative Treatment, IV sedation & Anesthesia, Consultation	80%	80%	80%
Major services Endodontics, Periodontics Surgical, Periodontics Non-Surgical, Periodontal Maintenance, Denture Repair/Reline/Rebase, Surgical Extractions, Other Oral Surgery, Major Restorative, Prosthodontics Removable, Prosthodontics Fixed, Implants Surgical, Implants Non-Surgical	25%	25%	25%
Orthodontic services	Not Covered	Not Covered	Not Covered
Additional services Space Maintainers, Temporomandibular joint dysfunction (TMJ)	Not Covered	Not Covered	Not Covered
Additional services Extractions	50%	50%	50%

Deductibles	PPO Network	Premier Network	Non-Delta Dental
Annual deductible Per individual/family per calendar year	\$50/\$150	\$50/\$150	\$50/\$150
Orthodontic deductible Per individual per lifetime	Not Covered	Not Covered	Not Covered

Maximums	PPO Network	Premier Network	Non-Delta Dental
Annual maximum Per individual per calendar year	\$1,000	\$1,000	\$1,000
Orthodontic maximum Per individual per lifetime	Not Covered	Not Covered	Not Covered
TMJ maximum Per individual per lifetime	Not Covered	Not Covered	Not Covered

Initial contract term: 01/01/2026 to 12/31/2026

Enrollee
Only \$20.32

Enrollee
& 1 Dependent \$44.29

Enrollee
& 2+ Dependents \$63.46

WHEREAS, Delta Dental has informed the Department of Human Resources that it is amenable to renewing its agreement with the City of Jackson and offering the same plans to municipal employees *without a change in* the benefits, and coverage but with a 13% rate increase; and

WHEREAS, considering the uncertainties in the economic sector and insurance trends, the best interest of the City of Jackson, the employees, dependents, and retirees would be served by renewing the agreement with Delta Dental for the Plan Year commencing January 1, 2026 and ending December 31, 2026.

IT IS HEREBY ORDERED that the Mayor is authorized to execute an agreement with Delta Dental renewing the plan offerings, coverages, and benefits at the rates indicted above.

IT IS HEREBY ORDERED that the cost of the coverage shall be fully paid by the employees and retirees electing to participate in the plans offered.

IT IS FINALLY ORDERED that the cost of the coverage may be deducted from the wages paid to the employee by the City of Jackson upon written consent of the employee.



MEMORANDUM

TO: John Horhn
Mayor

FROM: Toya Martin, Director
Department of Human Resources

DATE: November 7, 2025

RE: **ORDER AUTHORIZING THE MAYOR TO EXECUTE A
RENEWAL AGREEMENT WITH DELTA DENTAL CONCERNING THE
PROVISION OF A FULLY FUNDED DENTAL INSURANCE PLAN FOR
ACTIVE MUNICIPAL EMPLOYEES AND RETIREES FOR THE PERIOD
JANUARY 1, 2026 THROUGH DECEMBER 31, 2027**

Attached is the order to renew the Delta Dental agreement. Please let me know if you have any questions.

/tm

CITY COUNCIL AGENDA ITEM 10 POINT DATA SHEET

November 18, 2025

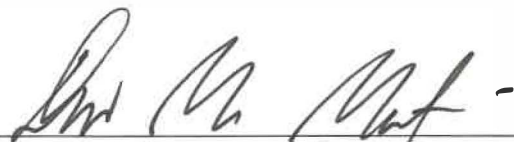
POINTS		COMMENTS																																														
1.	Brief Description/Purpose																																															
2.	Public Policy Initiative <ol style="list-style-type: none"> 1. Youth & Education 2. Crime Prevention 3. Changes in City Government 4. Neighborhood Enhancement 5. Economic Development 6. Infrastructure and Transportation 7. Quality of Life 	ORDER AUTHORIZING THE MAYOR TO EXECUTE A RENEWAL AGREEMENT WITH DELTA DENTAL CONCERNING THE PROVISION OF A FULLY FUNDED DENTAL INSURANCE PLAN FOR ACTIVE MUNICIPAL EMPLOYEES AND RETIREES FOR THE PERIOD JANUARY 1, 2026 THROUGH DECEMBER 31, 2027																																														
3.	Who will be affected	City Employees																																														
4.	Benefits	Dental Plan for City Employees																																														
5.	Schedule (beginning date)	Upon Council approval																																														
6.	Location: § WARD § CITYWIDE (yes or no) (area) § Project limits if applicable	N/A																																														
<input type="checkbox"/> <input type="checkbox"/> 7.	Action implemented by: § City Department § Consultant	Department of Human Resources																																														
8.	COST																																															
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 9.	Source of Funding § General Fund § Grant § Bond § Other	Fully Funded Plan paid for through employee premium deductions																																														
10.	EBO participation	<table border="0"> <tr> <td>ABE</td> <td>_____ %</td> <td>WAIVER</td> <td>yes</td> <td>_____</td> <td>no</td> <td>_____</td> <td>N/A</td> <td>_____</td> </tr> <tr> <td>AABE</td> <td>_____ %</td> <td>WAIVER</td> <td>yes</td> <td>_____</td> <td>no</td> <td>_____</td> <td>N/A</td> <td>_____</td> </tr> <tr> <td>WBE</td> <td>_____ %</td> <td>WAIVER</td> <td>yes</td> <td>_____</td> <td>no</td> <td>_____</td> <td>N/A</td> <td>_____</td> </tr> <tr> <td>HBE</td> <td>_____ %</td> <td>WAIVER</td> <td>yes</td> <td>_____</td> <td>no</td> <td>_____</td> <td>N/A</td> <td>_____</td> </tr> <tr> <td>NABE</td> <td>_____ %</td> <td>WAIVER</td> <td>yes</td> <td>_____</td> <td>no</td> <td>_____</td> <td>N/A</td> <td>_____</td> </tr> </table>		ABE	_____ %	WAIVER	yes	_____	no	_____	N/A	_____	AABE	_____ %	WAIVER	yes	_____	no	_____	N/A	_____	WBE	_____ %	WAIVER	yes	_____	no	_____	N/A	_____	HBE	_____ %	WAIVER	yes	_____	no	_____	N/A	_____	NABE	_____ %	WAIVER	yes	_____	no	_____	N/A	_____
ABE	_____ %	WAIVER	yes	_____	no	_____	N/A	_____																																								
AABE	_____ %	WAIVER	yes	_____	no	_____	N/A	_____																																								
WBE	_____ %	WAIVER	yes	_____	no	_____	N/A	_____																																								
HBE	_____ %	WAIVER	yes	_____	no	_____	N/A	_____																																								
NABE	_____ %	WAIVER	yes	_____	no	_____	N/A	_____																																								

1Office of the City Attorney


455 East Capitol Street
Post Office Box 2779
Jackson, Mississippi 39207-2779
Telephone: (601) 960-1799
Facsimile: (601) 960-1756

OFFICE OF THE CITY ATTORNEY


This **ORDER AUTHORIZING THE MAYOR TO EXECUTE A RENEWAL AGREEMENT WITH DELTA DENTAL CONCERNING THE PROVISION OF A FULLY FUNDED DENTAL INSURANCE PLAN FOR ACTIVE MUNICIPAL EMPLOYEES AND RETIREES FOR THE PERIOD JANUARY 1, 2026 THROUGH DECEMBER 31, 2026** is legally sufficient for placement in NOVUS Agenda.



Drew Martin, City Attorney



Sondra Moncure, Special Assistant



Monica Clay, Sr. Deputy Attorney

11/12/25
Date



Dental Proposed Rates

Group: City of Jackson - MS

Plan: Delta Dental PPO™ – Copy of Current Plan 1

Contract type: Non-Retention

Full Contract term: 01/01/2026 to 12/31/2026

Initial contract term: 01/01/2026 to 12/31/2026



**Enrollee
Only**
\$28.86



**Enrollee
& 1 Dependent**
\$63.01



**Enrollee
& 2+ Dependents**
\$90.34

The above rates include 0.00% broker commission.

The above rates are not valid unless accompanied by the provisions in the attached pages.

Coinsurances	PPO Network	Premier Network	Non-Delta Dental
Diagnostic and preventive services^{1, 2} Exams, X-Rays, Prophylaxis, Fluoride, Sealants	100%	100%	100%
Basic services Minor Restorative, Stainless Steel Crowns, Endodontics, Periodontics Surgical, Periodontics Non-Surgical, Periodontal Maintenance, Denture Repair/Reline/Rebase, Extractions, Surgical Extractions, Other Oral Surgery, Palliative Treatment, IV sedation & Anesthesia, Consultation	80%	80%	80%
Major services³ Major Restorative, Prosthodontics Removable, Prosthodontics Fixed, Implants Surgical, Implants Non-Surgical	80%	80%	80%
Orthodontic services^{1, 3} Dependent children	50%	50%	50%
Additional services Space Maintainers, Temporomandibular joint dysfunction (TMJ)	Not Covered	Not Covered	Not Covered

Deductibles	PPO Network	Premier Network	Non-Delta Dental
Annual deductible Per individual/family per calendar year	\$50/\$150	\$50/\$150	\$50/\$150
Orthodontic deductible Per individual per lifetime	\$0	\$0	\$0

Maximums	PPO Network	Premier Network	Non-Delta Dental
Annual maximum Per individual per calendar year	\$1,500	\$1,500	\$1,500
Orthodontic maximum Per individual per lifetime	\$1,000	\$1,000	\$1,000
TMJ maximum Per individual per lifetime	Not Covered	Not Covered	Not Covered

Reimbursement is based on the PPO contracted fees for PPO dentists, the Premier contracted fees for Premier dentists and the 80th Percentile for non-Delta Dental dentists.

¹ Annual deductible is waived for diagnostic, preventive & orthodontic services.

² Annual maximum is waived for diagnostic & preventive services.

³ 12 month waiting period applies to major & orthodontic services.



Assumptions and guidelines

Proposal Disclosure

The rates quoted in this proposal are based on the information provided to Delta Dental at the time the proposal was released. This proposal is not a contract. If the group wishes to sign a contract with Delta Dental, it will be required to complete and sign a Group Application. Delta Dental's acceptance of a completed Group Application will be based on verification of group enrollment specifications.

If during the Contract Term any new or increased tax, assessment or fee is imposed on the amounts payable to or by Delta Dental under this Contract or any immediately preceding contract between Delta Dental and Contractholder, the Premium amount will be increased by the amount of any such new or increased tax, assessment or fee by written notice to Contractholder, and the Contract shall thereby be modified on the date set forth in the notice.

Maximum Contract Allowance

Contracted dentists are paid directly by Delta Dental and by agreement cannot bill the enrollee more than their contracted fee. Non-contracted dentists may not always accept Delta Dental's program allowance as payment in full. The enrollee is responsible for paying up to the non-contracted dentist's submitted charge.

Fully Insured Non-Retention Contract

Any profit or loss remaining at the end of the contract period will be absorbed by Delta Dental. The client assumes no liability in a loss situation.

Rate Guarantee

Rates are valid if purchased by the proposed effective date of 1/1/2026. Delta Dental recommends 90 days advance notice for implementation.

Contribution and Participation

Rates assume an employer contribution of 0% toward the employee cost and 0% toward the dependent cost of coverage for all eligible employees. Rates assume that there will be a minimum enrollment of 1,129 primary enrollees.

Eligibility

Eligible employees may enroll on the first day of the month following completion of the employer's required eligibility period. Eligible employees who decline dental coverage may elect to enroll at the next open enrollment. The same requirements also apply for dependent coverage. Primary enrollees electing dependent coverage must enroll all eligible dependents in the dental program. Eligibility for employees and dependents is subject to all state laws or regulatory requirements. Enrollees eligible for optional continuation of group benefits under the Consolidated Omnibus Reconciliation Act of 1986 (COBRA) may continue coverage as allowed by law.

Limitations and Exclusions

The proposed plan designs are based on the current limitations and exclusions, processing policies, and contract specifications.

Deductibles and Maximums

Deductible and maximum amounts for in network and out-of-network are inclusive of each other and not in addition to.

Single Dental Carrier

It is assumed that Delta Dental is to be the only dental carrier and that all primary enrollees (and their dependent enrollees) will be covered under our plan(s).

Missing Teeth

Restorative treatment and replacement of teeth extracted prior to the effective date are covered benefits.

Posterior Composites

Posterior Composites paid at the Amalgam Benefits.

Takeover

Takeover of ortho maximums is included.



Dental Proposed Rates

Group: City of Jackson - MS

Plan: Delta Dental PPO™ – Copy of Current Plan 2

Contract type: Non-Retention

Full Contract term: 01/01/2026 to 12/31/2026

Initial contract term: 01/01/2026 to 12/31/2026



**Enrollee
Only**
\$20.32



**Enrollee
& 1 Dependent**
\$44.29



**Enrollee
& 2+ Dependents**
\$63.46

The above rates include 0.00% broker commission.

The above rates are not valid unless accompanied by the provisions in the attached pages.

Coinsurances	PPO Network	Premier Network	Non-Delta Dental
Diagnostic and preventive services¹ Exams, X-Rays, Prophylaxis, Fluoride, Sealants	100%	100%	100%
Basic services Minor Restorative, Stainless Steel Crowns, Palliative Treatment, IV sedation & Anesthesia, Consultation	80%	80%	80%
Major services² Endodontics, Periodontics Surgical, Periodontics Non-Surgical, Periodontal Maintenance, Denture Repair/Reline/Rebase, Surgical Extractions, Other Oral Surgery, Major Restorative, Prosthodontics Removable, Prosthodontics Fixed, Implants Surgical, Implants Non-Surgical	25%	25%	25%
Orthodontic services	Not Covered	Not Covered	Not Covered
Additional services Space Maintainers, Temporomandibular joint dysfunction (TMJ)	Not Covered	Not Covered	Not Covered
Additional services Extractions	50%	50%	50%

Deductibles	PPO Network	Premier Network	Non-Delta Dental
Annual deductible Per individual/family per calendar year	\$50/\$150	\$50/\$150	\$50/\$150
Orthodontic deductible Per individual per lifetime	Not Covered	Not Covered	Not Covered

Maximums	PPO Network	Premier Network	Non-Delta Dental
Annual maximum Per individual per calendar year	\$1,000	\$1,000	\$1,000
Orthodontic maximum Per individual per lifetime	Not Covered	Not Covered	Not Covered
TMJ maximum Per individual per lifetime	Not Covered	Not Covered	Not Covered

Reimbursement is based on the PPO contracted fees for PPO dentists, the Premier contracted fees for Premier dentists and the 80th Percentile for non-Delta Dental dentists.

¹ Annual deductible is waived for diagnostic & preventive services.

² 6 month waiting period applies to major services.



Assumptions and guidelines

Proposal Disclosure

The rates quoted in this proposal are based on the information provided to Delta Dental at the time the proposal was released. This proposal is not a contract. If the group wishes to sign a contract with Delta Dental, it will be required to complete and sign a Group Application. Delta Dental's acceptance of a completed Group Application will be based on verification of group enrollment specifications.

If during the Contract Term any new or increased tax, assessment or fee is imposed on the amounts payable to or by Delta Dental under this Contract or any immediately preceding contract between Delta Dental and Contractholder, the Premium amount will be increased by the amount of any such new or increased tax, assessment or fee by written notice to Contractholder, and the Contract shall thereby be modified on the date set forth in the notice.

Maximum Contract Allowance

Contracted dentists are paid directly by Delta Dental and by agreement cannot bill the enrollee more than their contracted fee. Non-contracted dentists may not always accept Delta Dental's program allowance as payment in full. The enrollee is responsible for paying up to the non-contracted dentist's submitted charge.

Fully Insured Non-Retention Contract

Any profit or loss remaining at the end of the contract period will be absorbed by Delta Dental. The client assumes no liability in a loss situation.

Rate Guarantee

Rates are valid if purchased by the proposed effective date of 1/1/2026. Delta Dental recommends 90 days advance notice for implementation.

Contribution and Participation

Rates assume an employer contribution of 0% toward the employee cost and 0% toward the dependent cost of coverage for all eligible employees. Rates assume that there will be a minimum enrollment of 1,129 primary enrollees.

Eligibility

Eligible employees may enroll on the first day of the month following completion of the employer's required eligibility period. Eligible employees who decline dental coverage may elect to enroll at the next open enrollment. The same requirements also apply for dependent coverage. Primary enrollees electing dependent coverage must enroll all eligible dependents in the dental program. Eligibility for employees and dependents is subject to all state laws or regulatory requirements. Enrollees eligible for optional continuation of group benefits under the Consolidated Omnibus Reconciliation Act of 1986 (COBRA) may continue coverage as allowed by law.

Limitations and Exclusions

The proposed plan designs are based on the current limitations and exclusions, processing policies, and contract specifications.

Deductibles and Maximums

Deductible and maximum amounts for in network and out-of-network are inclusive of each other and not in addition to.

Single Dental Carrier

It is assumed that Delta Dental is to be the only dental carrier and that all primary enrollees (and their dependent enrollees) will be covered under our plan(s).

Missing Teeth

Restorative treatment and replacement of teeth extracted prior to the effective date are covered benefits.

Posterior Composites

Posterior Composites paid at the Amalgam Benefits.

ORDER AUTHORIZING THE MAYOR TO RENEW THE CONTRACT WITH METLIFE TO PROVIDE GROUP LIFE AND ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE COVERAGE TO ACTIVE AND RETIRED CITY EMPLOYEES PARTICIPATING IN THE SELF FUNDED HEALTH PLAN FOR THE PERIOD JANUARY 1, 2026 THROUGH DECEMBER 31, 2026.

WHEREAS, the City of Jackson received renewal information from Metlife to renew the policy that provides group life and accidental death and dismemberment (AD&D) insurance coverage for its active and retired employees covered under the City of Jackson's Self-Funded Health Insurance Plan; and

WHEREAS, the City of Jackson currently provides \$10,000 group life insurance coverage for each active employee and accidental death and dismemberment for active employees participating in its self-funded health insurance plan; and \$5,000.00 for persons retired on or after January 1, 1995 who are participants in the plan; and

WHEREAS, the coverage afforded persons retired and participating prior to January 1, 1995 will not be modified and will be based on specific coverages existing and in effect as of December 31, 1994; and

WHEREAS, on October 16, 2025 Metlife sent correspondence advising that coverage for the period commencing January 1, 2026 through December 31, 2026 could be renewed at the rate of \$0.581 per \$1,000 for group life coverage and \$0.044 for AD&D coverage; and

WHEREAS, MetLife previously provided basic life coverage for the City at \$0.465 per \$1,000 and the renewal rate at \$0.581 is a 25.00% increase; and

WHEREAS, MetLife previously provided accidental death and dismemberment at \$0.44 and the renewal rate at \$0.44 is with no increase; and

WHEREAS, MetLife currently provides the City with Group Life and AD&D insurance and has an established relationship with the group; and

WHEREAS, the best interest of the City would be served by renewing the current contract at the rate of \$0.581 per \$1,000 for group life coverage and \$0.044 for AD&D coverage; and

IT IS HEREBY ORDERED that the renewal of the MetLife be accepted and executed for said coverage.

IT IS HEREBY ORDERED that amounts not exceeding \$0.581 per \$1,000.00 for Group Life Coverage and \$0.044 for AD&D coverage be paid.

IT IS FURTHER ORDERED that the Mayor be authorized to execute the necessary documents to effectuate said insurance.

Agenda Item No. 11
Date: November 24, 2025
By: Horhn



MEMORANDUM

TO: John Horhn
Mayor

FROM: Toya Martin, Director
Department of Human Resources

DATE: November 7, 2025

RE: **ORDER AUTHORIZING THE MAYOR TO RENEW THE CONTRACT WITH METLIFE TO PROVIDE GROUP LIFE AND ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE COVERAGE TO ACTIVE AND RETIRED CITY EMPLOYEES PARTICIPATING IN THE SELF FUNDED HEALTH PLAN FOR THE PERIOD JANUARY 1, 2026 THROUGH DECEMBER 31, 2026.**

Attached is the order to renew the Metlife agreement. Please let me know if you have any questions.

/tm

CITY COUNCIL AGENDA ITEM 10 POINT DATA SHEET

November 18, 2025

POINTS		COMMENTS
1.	Brief Description/Purpose	
2.	Public Policy Initiative <ol style="list-style-type: none"> 1. Youth & Education 2. Crime Prevention 3. Changes in City Government 4. Neighborhood Enhancement 5. Economic Development 6. Infrastructure and Transportation 7. Quality of Life 	ORDER AUTHORIZING THE MAYOR TO RENEW THE CONTRACT WITH METLIFE TO PROVIDE GROUP LIFE AND ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE COVERAGE TO ACTIVE AND RETIRED CITY EMPLOYEES PARTICIPATING IN THE SELF FUNDED HEALTH PLAN FOR THE PERIOD JANUARY 1, 2026 THROUGH DECEMBER 31, 2026.
3.	Who will be affected	City Employees
4.	Benefits	Life Insurance for Active and Retired Employees
5.	Schedule (beginning date)	Upon Council approval
6.	Location: § WARD § CITYWIDE (yes or no) (area) § Project limits if applicable	N/A
<input type="checkbox"/> <input type="checkbox"/> 7.	Action implemented by: § City Department § Consultant	Department of Human Resources
8.	COST	
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 9.	Source of Funding § General Fund § Grant § Bond § Other	Insurance Fund for Active Employees; Retired Employees pays premiums

10.	EBO participation	ABE	_____	%	WAIVER	yes	_____	no	_____	N/A	_____
		AABE	_____	%	WAIVER	yes	_____	no	_____	N/A	_____
		WBE	_____	%	WAIVER	yes	_____	no	_____	N/A	_____
		HBE	_____	%	WAIVER	yes	_____	no	_____	N/A	_____
		NABE	_____	%	WAIVER	yes	_____	no	_____	N/A	_____

1 Office of the City Attorney


455 East Capitol Street
Post Office Box 2779
Jackson, Mississippi 39207-2779
Telephone: (601) 960-1799
Facsimile: (601) 960-1756

OFFICE OF THE CITY ATTORNEY

This **ORDER AUTHORIZING THE MAYOR TO RENEW THE CONTRACT WITH METLIFE TO PROVIDE GROUP LIFE AND ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE COVERAGE TO ACTIVE AND RETIRED CITY EMPLOYEES PARTICIPATING IN THE SELF FUNDED HEALTH PLAN FOR THE PERIOD JANUARY 1, 2026 THROUGH DECEMBER 31, 2026** is legally sufficient for placement in NOVUS Agenda.


Drew Martin, City Attorney

~~Sondra Moneure, Special Assistant~~

Monica Clay, Sr. Deputy Attorney 

11/12/25
Date

January 1, 2026
Renewal Package

for

City of Jackson

provided by



MetLife Representative

***Phone Number -
Fax Number -***

This renewal is for plan year, January 1, 2026 to December 31, 2026.

The information included in this renewal is proprietary to Metropolitan Life Insurance Company. It is intended for use only by City of Jackson and may not be shared with any other party without the written permission of Metropolitan Life Insurance Company.

TECHNICAL OVERVIEW

RENEWAL RATE ADJUSTMENTS

Coverage	Current Rate	Renewal Rate	Change in Rate +/- %
Basic Life <i>Rates guaranteed through 12/31/2027</i>	\$0.465	\$0.581	+25.00%
Basic Life – with Dental <i>Rates guaranteed through 12/31/2027</i>	\$0.465	\$0.505	+8.5%
Basic Life – with Dental and CP to EDB Plan Change <i>Rates guaranteed through 12/31/2027</i>	\$0.465	\$0.465	0.00%
Personal AD&D <i>Rates guaranteed through 12/31/2027</i>	\$0.044	\$0.044	0.00%

LIFE / AD&D BENEFITS

RENEWAL ANALYSIS

MetLife reviews past claims experience to predict future claims activity, which is the basis for setting new rates.

Life premium rates are established to account for claims charges, margin and retention charges. In calculating your renewal rates for the upcoming policy year, we use the following process:

- Claims data is divided into yearly blocks.
- For each year, claim charges are divided by the premium to determine the claim loss ratio.
- Claim loss ratios for each year are then adjusted to reflect the demographics of the current group.
- The expected claim loss ratio for each year is then averaged into a single claim loss ratio.
- The expected claim loss ratio is then adjusted for margin and retention charges.

In some cases, we do not use all of a group's past claims experience when determining future experience and rates. Some rates are a combination of past experience and a manual rate that is based on the demographics of the group. Credibility is the term we use to describe how much of the rate is based on claims experience and how much is based on manual rate. The amount of credibility assigned to a group's prior experience is generally based on a number of considerations, including, but not limited to, the frequency of claims for the coverage in question, the severity of the claims for the coverage in question, the size of the group, and the amount of prior experience available for analysis.

UNDERWRITING ASSUMPTIONS

- The rates may be changed any time the current plan or contribution structure is modified.
- MetLife reserves the right to retroactively adjust rates from the effective date of a plan change.
- MetLife reserves the right to change the rates if the number of covered employees and/or dependents or volume of insurance changes by more than 10%.

SUPPORTING EXHIBITS

Please refer to the Exhibit Section of this renewal for all supporting Exhibits.

LIFE / AD&D EXHIBIT 1A

BASIC LIFE RENEWAL ANALYSIS

City of Jackson

Group Number #104321

Renewal Date January 1, 2026

10/01/2021 - 10/01/2022 - 10/01/2023 - 10/01/2024 -
09/30/2022 09/30/2023 09/30/2024 03/31/2025

Incurred Analysis

Death Claims Paid	\$64,000	\$117,000	\$72,500	\$39,500
Claims Above Pooling Level	\$0	\$0	\$0	\$0
Change in Death Pendings	\$55,000	(\$55,000)	\$4,500	\$10,500
Conversion Charge	\$0	\$0	\$0	\$0
Portability Charge	\$0	\$0	\$0	\$0
Interest to Beneficiaries	\$82	\$155	\$83	\$259
Pool charges	\$0	\$0	\$0	\$0
Change in Disability Reserves	\$0	\$0	\$0	\$0
Change in IBNR	\$35,636	(\$3,853)	(\$2,302)	\$19
Subtotal	\$154,718	\$58,302	\$74,781	\$50,278
Demographic Adjustment	1.000	1.000	1.000	1.000
Total Incurred Claims	\$154,718	\$58,302	\$74,781	\$50,278

Premium Analysis

Premium Earned	\$92,083	\$82,127	\$76,179	\$38,114
Adjusted Premium	\$92,083	\$82,127	\$76,179	\$38,114
Loss Ratio	168.0%	71.0%	98.2%	131.9%

**ORDER OF THE JACKSON CITY COUNCIL ACKNOWLEDGING
RECEIPT OF THE CITY OF JACKSON'S ANNUAL COMPREHENSIVE
FINANCIAL REPORT AND AUDIT OF THE STATE TORT CLAIMS FUND
FOR THE FISCAL YEAR ENDED SEPTEMBER 30, 2023.**

WHEREAS, the Jackson City Council finds:

- a. The City's audit for the year ending September 30, 2023, has been completed.
- b. The Jackson City Council received a qualified opinion on its financial statements from certified public accountants at Tann, Brown, & Russ Co., PLLC.
- c. The Jackson City Council received a copy of the Annual Comprehensive Finance Report and the State Tort Claims Fund Audited Financial Statements, as well as related audit reports and recommendations.

WHEREAS, the Annual Comprehensive Financial Report and the Audit of the State Tort Claims Fund for the year ended September 30, 2023, and the related audit reports and recommendations are accepted.

IT IS HEREBY ORDERED that receipt of the Annual Comprehensive Financial Report and Audit of the State Tort Claims Fund, as well as related audit reports and recommendations, for the fiscal year ended September 30, 2023, performed by Tann, Brown & Russ Co., PLLC, is acknowledged and accepted by the Jackson City Council.

**Agenda Item No. 12
November 24, 2025
(Jackson City Council)**

1 Office of the City Attorney


455 East Capitol Street
Post Office Box 2779
Jackson, Mississippi 39207-2779
Telephone: (601) 960-1799
Facsimile: (601) 960-1756

OFFICE OF THE CITY ATTORNEY

This **ORDER OF THE JACKSON CITY COUNCIL ACKNOWLEDGING RECEIPT OF THE CITY OF JACKSON'S ANNUAL COMPREHENSIVE FINANCIAL REPORT AND AUDIT OF THE STATE TORT CLAIMS FUNDS FOR THE FISCAL YEAR ENDED SEPTEMBER 30, 2023** is legally sufficient for placement in NOVUS Agenda.



Drew Martin, City Attorney 

Sondra Moncure, Special Assistant 

11/24/25

Date