## **City Profiles: Abbeville**

ay Increase		Paid Ho	lidays	
scal Year Begins:	October	Thanksgiving:	<b>✓</b>	
ay Increase:	Yes	Thanksgiving Frid	day After	
y Increase Percent:	2%	Chrsitmas:	<b>✓</b>	
1		New Years Day:	•	
Budget Actions		MLK Day:	✓	
otal Number of Employees:	55	Independance D		
. ,		Labor Day:	<b>✓</b>	
evenue Percent Change From Previous Year:	6%	Memorial Day:	<b>✓</b>	
ction taken to reduce spending (Yes/No)		Confederate Me	· —	
Personnel Cuts		Presidents Day:	<b>✓</b>	
Delay/Cancel Capital Projects		Veterans Day:		
Cuts in Other Services:		Jefferson Davis E Other:		
Modify Health Care Benefits			✓	
Public Safety Cuts:			and Christmas Eve	
Across the Board Services Cuts:		Columbus Day	allu Cillistillas Eve	
Rengotiate Debt:		Insuran	ce Coverage	
Modify Pension Benefits/Plans:				
Human Services Cuts:		Individual Medic	al Coverage:	Yes
Specific Personnel Cuts		Pct. of Individual	_	90%
Hiring freeze:		Individual Covera	age Cost Per Month:	\$405.00
Reduce/eliminate travel Budget:		Dependent Med	ical Coverage:	No
Salary/ Wage reduction/freeze:		Pct. Dependent (	_	
Reduce/Eliminate prof. Development Budget			rage Cost Per Month:	
Layoffs:				
Early Retirements		Medical Insuranc	ce for Elected Officials:	Yes
Furloughs			nce for Employees:	No
Reduce Health Care Benefits:		Life Insurance fo		Yes
Revise Union Contracts:		Other Benefits fo	. ,	No
Reduce Pension Benefits:		Other Benefits (S	Specify):	
Changes represents new way of doing business	s			
Fringe Benefits				
Number of Paid Holidays: 12	Vacati	on Hours Per Month:	0-4 yrs 40 hours, 5-14 yr 120 Hours	rs 80 hours, 15 & O
Retirement Plan: Yes	Vacati	on Days Per Year:		
Retirement Plan is RSA: Yes	Cicly LL	ours Per Month:	96 hours per year, Maxi	mum of Jului

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### **City Profiles: Alabaster**

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#### **Paid Holidays Pay Increase** Fiscal Year Begins: October Thanksgiving: **✓** Pay Increase: No Thanksgiving Friday After **✓** Chrsitmas: **✓** Pay Increase Percent: New Years Day: **✓ Budget Actions** MLK Day: **✓** Independance Day: **✓ Total Number of Employees:** 266 Labor Day: 6.5% Revenue Percent Change From Previous Year: Memorial Day: **✓** Confederate Memorial Day: Action taken to reduce spending (Yes/No) Presidents Day: **Personnel Cuts** Veterans Day: **✓** Delay/Cancel Capital Projects Jefferson Davis Birthday: **Cuts in Other Services:** Other: **✓** Modify Health Care Benefits Other (Specify): **Public Safety Cuts:** Christmas Eve, Good Friday, 1 floating holiday Across the Board Services Cuts: Rengotiate Debt: **Insurance Coverage** Modify Pension Benefits/Plans: **Human Services Cuts:** Individual Medical Coverage: Yes Pct. of Individual Coverage Paid: 70% **Specific Personnel Cuts** Individual Coverage Cost Per Month: 315 Hiring freeze: Reduce/eliminate travel Budget: Dependent Medical Coverage: Yes Salary/ Wage reduction/freeze: Pct. Dependent Coverage Paid: 70% Reduce/Eliminate prof. Development Budget Dependent Coverage Cost Per Month: 452.9 Layoffs: Medical Insurance for Elected Officials: No **Early Retirements** Disability Insurance for Employees: Yes **Furloughs** Life Insurance for Employees: Yes Reduce Health Care Benefits: Other Benefits for Employees: **Revise Union Contracts:** Other Benefits (Specify): **Reduce Pension Benefits:** EAP, Flexible Spending Accounts Changes represents new way of doing business **Fringe Benefits** Number of Paid Holidays: 12 Vacation Hours Per Month: 0-5 yrs, 3.5 hrs bi-weekly; 6-10 yrs, 5 hrs; 11+ yrs 6.25 hrs (based on 40 hr ee - rates differ for police and fire based on hours worked) Retirement Plan: Yes Vacation Days Per Year: Retirement Plan is RSA: Yes Sick Hours Per Month: 8 hours per month for 40 hour employee; 8.5 hrs for police on 14 day work period; 11 hrs for fire on 28 day work period Retirement Plan is Private: No Sick Days Per Year:

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### **City Profiles: Alexander City**

Pay Increase			Paid Hol	idays	
scal Year Begins:		October	Thanksgiving:	<b>✓</b>	
ay Increase:		No	Thanksgiving Frid		
ay Increase Percent:			Chrsitmas:	•	
Budget Actions			New Years Day: MLK Day:	<b>✓</b>	
otal Number of Employees:		311	Independance Da		
evenue Percent Change From Pre	vious Year:	2%	Labor Day: Memorial Day:	<b>✓</b>	
ction taken to reduce spending (	Yes/No)		Confederate Men		
Personnel Cuts			Presidents Day:		
Delay/Cancel Capital Projects			Veterans Day:	<b>✓</b>	
Cuts in Other Services:			Jefferson Davis Bi	rthday:	
Modify Health Care Benefits			Other:	<b>✓</b>	
Public Safety Cuts:			Other (Specify):		
Across the Board Services Cuts	:		Christmas Eve		
Rengotiate Debt:			-		
Modify Pension Benefits/Plans	:		Insuranc	e Coverage	
Human Services Cuts:			Individual Medica	l Coverage:	Yes
Specific Personnel Cuts			Pct. of Individual	Coverage Paid:	100%
Hiring freeze:			Individual Covera	ge Cost Per Month:	\$471.00
Reduce/eliminate travel Budge	et:		Dependent Medic	cal Coverage:	Yes
Salary/ Wage reduction/freeze			Pct. Dependent C	_	50%
Reduce/Eliminate prof. Develo				age Cost Per Month:	\$374.00
Layoffs:	h		- сромаем осто	-6	701 1100
Early Retirements			Medical Insurance	e for Elected Officials:	Yes
Furloughs			Disability Insuran	ce for Employees:	No
Reduce Health Care Benefits:			Life Insurance for	Life Insurance for Employees:	
Revise Union Contracts:			Other Benefits fo	r Employees:	No
Reduce Pension Benefits:			Other Benefits (S	• •	
Changes represents new way o	of doing business		Discount at Cit	y Golf Course, 5% discou	nt for Utilities
	-				
Fringe Benefits					
Number of Paid Holidays:	10	Vad	cation Hours Per Month:		s annually, 3-10 yrs - 13 iys, 15-20 - 18 days, 20-
Retirement Plan:	Yes	Vac	cation Days Per Year:		
Retirement Plan is RSA:	Yes	Sic	k Hours Per Month:	8 hours per month reg	gardless of service
Retirement Plan is Private:	No	Sic	k Days Per Year:		

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### **City Profiles: Anderson**

Pay Increase			Paid Hol	idays	
Fiscal Year Begins:		October	Thanksgiving:		<u> </u>
Pay Increase:		No	Thanksgiving Frid	lay After	
Pay Increase Percent:			Chrsitmas:		<u></u>
			New Years Day:		•
<b>Budget Actions</b>			MLK Day:		
Total Number of Francisco		2	Independance Da	ay:	✓
Total Number of Employees:		3	Labor Day:		
Revenue Percent Change From Pre	vious Year:		Memorial Day:		
Action taken to reduce spending (	Yes/No)		Confederate Mer	morial Day:	
Personnel Cuts			Presidents Day:		
Delay/Cancel Capital Projects			Veterans Day:		
Cuts in Other Services:			Jefferson Davis B	irthday:	
Modify Health Care Benefits			Other:		•
Public Safety Cuts:			Other (Specify):		
Across the Board Services Cuts	:				
Rengotiate Debt:			Incuran	ce Coverage	a
Modify Pension Benefits/Plans	:			c coverage	
Human Services Cuts:			Individual Medica	al Coverage:	No
Specific Personnel Cuts			Pct. of Individual	Coverage Paid:	No
Hiring freeze:			Individual Covera	ige Cost Per Month:	
Reduce/eliminate travel Budge	·+·		Dependent Medi	cal Coverage:	
Salary/ Wage reduction/freeze			Pct. Dependent (	_	
Reduce/Eliminate prof. Develo				rage Cost Per Month:	No
Layoffs:	pinent baaget		Dependent cover	rage cost i er ivioritii.	NO
Early Retirements			Medical Insuranc	e for Elected Officials	:
Furloughs			Disability Insuran	ce for Employees:	
Reduce Health Care Benefits:			Life Insurance for	Employees:	No
Revise Union Contracts:			Other Benefits fo	r Employees:	No
Reduce Pension Benefits:			Other Benefits (S	pecify):	
			No		
Changes represents new way o	of doing business				
Fringe Benefits					
Number of Paid Holidays:	5	Va	ecation Hours Per Month:	Days	
Retirement Plan:		Va	cation Days Per Year:		
Retirement Plan is RSA:	No	Sic	ck Hours Per Month:	10 to Police Chief s	since he is the only full time
Retirement Plan is Private:	No	Sic	ck Days Per Year:		

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### **City Profiles: Ashland**

ay Increase		Paid Ho	lidays	
cal Year Begins:	October	Thanksgiving:	<b>✓</b>	
y Increase:	Yes	Thanksgiving Fri	day After	
y Increase Percent:	2%	Chrsitmas:	•	
J J		New Years Day:	•	
udget Actions		MLK Day:	✓	
tal Number of Employees:	38	Independance D	,	
, ,	2%	Labor Day:	•	
venue Percent Change From Previous Year:	270	Memorial Day:	<b>✓</b>	
tion taken to reduce spending (Yes/No)		Confederate Me		
Personnel Cuts		Presidents Day:		
Delay/Cancel Capital Projects		Veterans Day:	Disth down	
Cuts in Other Services:		Jefferson Davis E Other:		
Modify Health Care Benefits		Other (Specify):	•	
Public Safety Cuts:		CHRISTMAS E	√F	
Across the Board Services Cuts:		CHRISTIVIAS L	VL	
Rengotiate Debt:		Insuran	ce Coverage	
Modify Pension Benefits/Plans:				
Human Services Cuts:		Individual Medic	_	Yes
Specific Personnel Cuts		Pct. of Individua	_	100%
Hiring freeze:		Individual Cover	age Cost Per Month:	529
Reduce/eliminate travel Budget:		Dependent Med	ical Coverage:	No
Salary/ Wage reduction/freeze:		Pct. Dependent (	_	
Reduce/Eliminate prof. Development Budg	get 🔳	Dependent Cove	rage Cost Per Month:	
Layoffs:				
Early Retirements			ce for Elected Officials:	Yes
Furloughs		•	nce for Employees:	No
Reduce Health Care Benefits:		Life Insurance fo		No
Revise Union Contracts:		Other Benefits fo		Yes
Reduce Pension Benefits:		Other Benefits (S		
Changes represents new way of doing busi	iness	MONTHLY GY	M MEMEBRSHIP, LIFE FLIG	HI INSURANCE
Fringe Benefits				
Number of Paid Holidays: 10	Vacati	on Hours Per Month:	1 WK AFTER 1 YR, 2 WH AFTER 10 YEARS	KS AFTER 3 YRS, 3 WKS
Retirement Plan: Yes	Vacati	on Days Per Year:		
Retirement Plan: Yes Retirement Plan is RSA: Yes		on Days Per Year:	8 HRS PER MONTH	

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### **City Profiles: Ashville**

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iscal Year Begins:		October	Thanksgiving:	[·	<u> </u>
ay Increase:		Yes	Thanksgiving Frid		<u>✓</u>
ay Increase Percent:		2%	Chrsitmas:	[-	<b>V</b>
			New Years Day:	[-	✓
Budget Actions			MLK Day:	[-	✓
and Noveley of Francisco		24	Independance Da	ıy:	<b>✓</b>
otal Number of Employees:		24	Labor Day:		<b>✓</b>
evenue Percent Change From Pre	vious Year:		Memorial Day:		<b>✓</b>
ction taken to reduce spending (	Yes/No)		Confederate Mer	norial Day:	<b>y</b>
Personnel Cuts			Presidents Day:	[-	<b>✓</b>
Delay/Cancel Capital Projects			Veterans Day:	Į.	✓
Cuts in Other Services:			Jefferson Davis B	irthday:	
Modify Health Care Benefits			Other:	Į.	✓
Public Safety Cuts:			Other (Specify):		
Across the Board Services Cuts	:		Good Friday, C	olumbus Day, Christma	is Eve, New Year's Eve
Rengotiate Debt:			Incuran	o Coveres	
Modify Pension Benefits/Plans	:		Illsuranc	e Coverage	
Human Services Cuts:			Individual Medica	al Coverage:	Yes
Spacific Darcannal Cuts			Pct. of Individual	Coverage Paid:	100%
Specific Personnel Cuts			Individual Covera	ge Cost Per Month:	\$450.00
Hiring freeze:					
Reduce/eliminate travel Budge			Dependent Medi	_	Yes
Salary/ Wage reduction/freeze	:		Pct. Dependent C	overage Paid:	100% for employees hired before April 2017 and 80% for employees hired after April 2017
Reduce/Eliminate prof. Develo	pment Budget		Dependent Cover	rage Cost Per Month:	\$647.00
Layoffs:			NA - di - di la suasa -	- for Florid Officials	.,
Early Retirements				e for Elected Officials:	Yes
Furloughs				ce for Employees:	No
Reduce Health Care Benefits:			Life Insurance for	. ,	Yes
Revise Union Contracts:			Other Benefits fo		No
Reduce Pension Benefits:			Other Benefits (S	ресіту):	
Changes represents new way o	of doing business				
Fringe Benefits					
Number of Paid Holidays:	16	\	/acation Hours Per Month:	after 2 years 80 hou hours, after 15 years year 42, after 2 year	oyees after 1 year 40 hours, rs, after 10 years, 120 s 160 hours; Police after 1 s 84, after 10 years 126, ours; Fire after 1 year 48
Retirement Plan:	Yes	\	/acation Days Per Year:		
Retirement Plan is RSA:	Yes	9	Sick Hours Per Month:	Regular (40 hour/we	eek) Employees 96 hours

**Paid Holidays** 

**Pav Increase** 

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Retirement Plan is Private:

No

Sick Days Per Year:

#### **City Profiles: Baileyton**

Fiscal Year Begins:  Pay Increase:  Pay Increase Percent:  Pay Increase Percent:  Budget Actions  Total Number of Employees:  Revenue Percent Change From Previous Year:  Action taken to reduce spending (Yes/No)  Personnel Cuts Delay/Cancel Capital Projects Cuts in Other Services:  Modify Health Care Benefits Public Safety Cuts: Across the Board Services Cuts:  No No Thanksgiving:  Thanksgiving Friday After  Chrsitmas:  New Years Day:  N	
Pay Increase Percent:  Budget Actions  MLK Day: Independance Day: Labor Day: Memorial Day: Action taken to reduce spending (Yes/No)  Personnel Cuts Delay/Cancel Capital Projects Cuts in Other Services: Modify Health Care Benefits Public Safety Cuts:  Chrsitmas: New Years Day: MLK Day: Independance Day: Labor Day: Confederate Memorial Day: Presidents Day: Veterans Day: Jefferson Davis Birthday: Other: Other (Specify):	
New Years Day:  MLK Day: Independance Day: Labor Day: Revenue Percent Change From Previous Year:  Action taken to reduce spending (Yes/No)  Personnel Cuts Delay/Cancel Capital Projects Cuts in Other Services: Modify Health Care Benefits Public Safety Cuts:  New Years Day: MLK Day: Independance Day: Labor Day: Confederate Memorial Day: Presidents Day: Veterans Day: Jefferson Davis Birthday: Other: Other (Specify):	
Revenue Percent Change From Previous Year:  Action taken to reduce spending (Yes/No)  Personnel Cuts Delay/Cancel Capital Projects Cuts in Other Services: Modify Health Care Benefits Public Safety Cuts:  New Years Day:  MLK Day: Independance Day: Labor Day: Confederate Memorial Day: Presidents Day: Veterans Day: Veterans Day: Jefferson Davis Birthday: Other: Other (Specify):	
Independance Day: Labor Day: Labor Day: Action taken to reduce spending (Yes/No)  Personnel Cuts Delay/Cancel Capital Projects Cuts in Other Services: Modify Health Care Benefits Public Safety Cuts:  Independance Day: Labor Day: Confederate Memorial Day: Presidents Day: Veterans Day: Veterans Day: Jefferson Davis Birthday: Other: Other (Specify):	
Revenue Percent Change From Previous Year:  Action taken to reduce spending (Yes/No)  Personnel Cuts Delay/Cancel Capital Projects Cuts in Other Services: Modify Health Care Benefits Public Safety Cuts:  Base Labor Day:  Memorial Day: Confederate Memorial Day: Presidents Day: Veterans Day: Veterans Day: Jefferson Davis Birthday: Other: Other (Specify):	
Revenue Percent Change From Previous Year:  Action taken to reduce spending (Yes/No)  Personnel Cuts  Delay/Cancel Capital Projects  Cuts in Other Services:  Modify Health Care Benefits  Public Safety Cuts:  Memorial Day:  Confederate Memorial Day:  Veterans Day:  Veterans Day:  Jefferson Davis Birthday:  Other:  Other (Specify):	
Action taken to reduce spending (Yes/No)  Personnel Cuts  Delay/Cancel Capital Projects  Cuts in Other Services:  Modify Health Care Benefits  Public Safety Cuts:  Confederate Memorial Day:  Veterans Day:  Veterans Day:  Jefferson Davis Birthday:  Other:  Other:  Other (Specify):	
Personnel Cuts  Delay/Cancel Capital Projects  Cuts in Other Services:  Modify Health Care Benefits  Public Safety Cuts:  Presidents Day:  Veterans Day:  Jefferson Davis Birthday:  Other:  Other:  Other (Specify):	
Personnel Cuts  Delay/Cancel Capital Projects  Cuts in Other Services:  Modify Health Care Benefits  Public Safety Cuts:  Veterans Day:  Jefferson Davis Birthday:  Other:  Other:  Other (Specify):	
Delay/Cancel Capital Projects  Cuts in Other Services:  Modify Health Care Benefits  Public Safety Cuts:  Jefferson Davis Birthday:  Other:  Other:  Other (Specify):	
Cuts in Other Services:  Modify Health Care Benefits  Public Safety Cuts:  Other:  Other (Specify):	
Modify Health Care Benefits  Public Safety Cuts:  Other (Specify):	
Public Sarety Cuts:	
Across the Board Services Cuts:	
Rengotiate Debt:  Insurance Coverage	<b>.</b>
Modify Pension Benefits/Plans:	<u></u>
Human Services Cuts: Individual Medical Coverage:	No
Specific Personnel Cuts  Pct. of Individual Coverage Paid:	No
· Individual Coverage Cost Per Month: Hiring freeze:	
Reduce/eliminate travel Budget: Dependent Medical Coverage:	
Salary/ Wage reduction/freeze:  Pct. Dependent Coverage Paid:	
Reduce/Eliminate prof. Development Budget  Dependent Coverage Cost Per Month:	No
Layoffs:	
Early Retirements Medical Insurance for Elected Officials:	
Furloughs Disability Insurance for Employees:	
Reduce Health Care Benefits:  Life Insurance for Employees:	No
Revise Union Contracts:  Other Benefits for Employees:	No
Reduce Pension Benefits:  Other Benefits (Specify):	
No No	
Changes represents new way of doing business	
Fringe Benefits	
Number of Paid Holidays: 0 Vacation Hours Per Month: Days	
Retirement Plan: Vacation Days Per Year:	
Retirement Plan is RSA: No Sick Hours Per Month: 5 days	
Retirement Plan is Private: No Sick Days Per Year:	

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### **City Profiles: Baker Hill**

Pay Increase		Paid Holidays		
iscal Year Begins:	October	Thanksgiving:	<u> </u>	
ay Increase:		Thanksgiving Friday After	<u></u>	
ay Increase Percent:		Chrsitmas:	<b>✓</b>	
		New Years Day:	<b>✓</b>	
Budget Actions		MLK Day:	•	
atal Number of Francisco	12	Independance Day:	✓	
otal Number of Employees:	12	Labor Day:	✓	
evenue Percent Change From Previous Year:		Memorial Day:	✓	
ction taken to reduce spending (Yes/No)		Confederate Memorial Day:		
Personnel Cuts		Presidents Day:	✓	
Delay/Cancel Capital Projects		Veterans Day:	✓	
Cuts in Other Services:		Jefferson Davis Birthday:		
Modify Health Care Benefits		Other:	✓	
Public Safety Cuts:		Other (Specify):		
Across the Board Services Cuts:		Christmas Eve		
Rengotiate Debt:		Incurance Cover	νοσο	
Modify Pension Benefits/Plans:		Insurance Cover	age	
Human Services Cuts:		Individual Medical Coverage:		
Specific Personnel Cuts		Pct. of Individual Coverage Paid	: 100%	
		Individual Coverage Cost Per Mo	onth: \$438.00	
Hiring freeze:		December Madical Covers		
Reduce/eliminate travel Budget:		Dependent Medical Coverage:		
Salary/ Wage reduction/freeze:		Pct. Dependent Coverage Paid:	Aonth.	
Reduce/Eliminate prof. Development Budget		Dependent Coverage Cost Per N	nonun:	
Layoffs:		Medical Insurance for Elected O	fficials:	
Early Retirements Furloughs		Disability Insurance for Employe	ees:	
Reduce Health Care Benefits:		Life Insurance for Employees:		
Revise Union Contracts:		Other Benefits for Employees:		
Reduce Pension Benefits:		Other Benefits (Specify):		
neddee i chsion benents.				
Changes represents new way of doing business				
Fringe Benefits				
Number of Paid Holidays: 11	Vacati	on Hours Per Month: 424 hrs		
Retirement Plan:	Vacati	on Days Per Year:		
Retirement Plan is RSA:		ours Per Month: 672 hrs		
Retirement Plan is Private:		ays Per Year:		

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### **City Profiles: Brent**

ay Increase				Paid Hol	idays		
scal Year Begins:		Octobe	er	Thanksgiving:		<b>✓</b>	
y Increase:		No		Thanksgiving Frid	ay After	✓	
y Increase Percent:				Chrsitmas:		<b>✓</b>	
				New Years Day:		✓	
<b>Budget Actions</b>				MLK Day:		✓	
otal Number of Employees:		25		Independance Da	ıy:	✓	
		23		Labor Day:		✓	
evenue Percent Change From Pre	evious Year:			Memorial Day:		✓	
ction taken to reduce spending (	Yes/No)		]	Confederate Mer	norial Day:		
Personnel Cuts			]	Presidents Day:			
Delay/Cancel Capital Projects			]	Veterans Day:		<b>✓</b>	
Cuts in Other Services:			]	Jefferson Davis B	ırtnday:		
Modify Health Care Benefits			]	Other:		✓	
Public Safety Cuts:			]	Other (Specify):			
Across the Board Services Cuts	::		]	1			
Rengotiate Debt:			]	Insuranc	e Coverage	e	
Modify Pension Benefits/Plans	::		]		o coverage		
Human Services Cuts:				Individual Medica	al Coverage:		
Specific Personnel Cuts				Pct. of Individual	Coverage Paid:		Yes
Hiring freeze:			]	Individual Covera	ge Cost Per Month:		single coverage 100%
Reduce/eliminate travel Budge	et:		]	Dependent Medi	cal Coverage:		\$407
Salary/ Wage reduction/freeze	2:		]	Pct. Dependent C	Coverage Paid:		990
Reduce/Eliminate prof. Develo	pment Budget		]	Dependent Cover	rage Cost Per Month:		Yes
Layoffs:			]	Modical Incuranc	e for Elected Officials	·•	75%
Early Retirements			]				1370
Furloughs			]	Life Insurance for	ce for Employees:		No
Reduce Health Care Benefits:			]	Other Benefits fo			Yes
Revise Union Contracts:			]	Other Benefits (S			1 53
Reduce Pension Benefits:			]	No	pecity).		
Changes represents new way o	of doing business		]	140			
Fringe Benefits							
Number of Paid Holidays:	11.5		Vacation Ho	ours Per Month:	Hours		
Retirement Plan:	8 hrs per month		Vacation Da	ays Per Year:			
Retirement Plan is RSA:	Yes		Sick Hours F	Per Month:	80hrs 1-5 years/ 13	20hrs 6-	-20 years/ 160hrs
Retirement Plan is Private:	Yes		Sick Days Pe	er Year:	,		

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### **City Profiles: Brundidge**

Pay Increase		Paid Ho	Paid Holidays		
iscal Year Begins:		Octobe	Thanksgiving:	Ţ,	<u> </u>
Pay Increase:		No	Thanksgiving Fri	_	
Pay Increase Percent:			Chrsitmas:	_	<u>✓</u>
			New Years Day:		
Budget Actions			MLK Day:	•	✓
otal Number of Employees:		47	Independance D	ay:	<b>V</b>
Revenue Percent Change From Previ	ous Vaar		Labor Day:	_	<b>V</b>
Revenue reicent change from Frevi	ous rear.		Memorial Day:		
Action taken to reduce spending (Ye	es/No)				
Personnel Cuts			Presidents Day:	<u> </u>	
Delay/Cancel Capital Projects			Veterans Day:	Linkle de	_
Cuts in Other Services:					
Modify Health Care Benefits			Other:	Ŀ	
Public Safety Cuts:			Other (Specify):		
Across the Board Services Cuts:			Good Friday		
Rengotiate Debt:			Insuran	ce Coverage	
Modify Pension Benefits/Plans:				- cc coverage	
Human Services Cuts:			Individual Medic	al Coverage:	Yes
Specific Personnel Cuts			Pct. of Individua	l Coverage Paid:	100%
· Hiring freeze:				age Cost Per Month:	450 per employee
Reduce/eliminate travel Budget:			Dependent Med	ical Coverage:	No
Salary/ Wage reduction/freeze:			Pct. Dependent	_	NO
Reduce/Eliminate prof. Develop	ment Rudget			erage Cost Per Month:	
Layoffs:	Henr Budget			rage Cost Fer Month.	
Early Retirements			Medical Insuran	ce for Elected Officials:	No
Furloughs				nce for Employees:	No
Reduce Health Care Benefits:			Life Insurance fo	r Employees:	Yes
Revise Union Contracts:			Other Benefits fo	Other Benefits for Employees:	
Reduce Pension Benefits:			Other Benefits (	Specify):	
neduce relision benefits.					
Changes represents new way of	doing business				
Fringe Benefits					
Number of Paid Holidays:	10		Vacation Hours Per Month:	0-10 yrs serv (13 Day serv (16 1/4 days)	ys per year): 10-15 yrs of
Retirement Plan:	Yes		Vacation Days Per Year:		
Retirement Plan is RSA:	Yes		Sick Hours Per Month:	15 days per year	
Retirement Plan is Private:	No		Sick Days Per Year:	15 days per year	

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### **City Profiles: Citronelle**

Pay Increase			Paid Hol	lidays	
Fiscal Year Begins:		Octobe	Thanksgiving:	<b>✓</b>	
Pay Increase:		No	Thanksgiving Fric		_
Pay Increase Percent:			Chrsitmas:	✓	_
<b>Budget Actions</b>			New Years Day: MLK Day:	•	_
Total Number of Employees:		52	Independance Da Labor Day:	ay:	_
Revenue Percent Change From Pre	evious Year:		Memorial Day:	✓	]
Action taken to reduce spending (	(Yes/No)		Confederate Me	morial Day:	
Personnel Cuts			Presidents Day:		
Delay/Cancel Capital Projects		<b>✓</b>	Veterans Day:	✓	]
Cuts in Other Services:			Jefferson Davis B	Birthday:	
Modify Health Care Benefits					
Public Safety Cuts:			Other (Specify):		
Across the Board Services Cuts	5:		Good Friday, N	Mardi Gras	
Rengotiate Debt:			Incuran	ce Coverage	
Modify Pension Benefits/Plans	5:			ce coverage	_
Human Services Cuts:			Individual Medic	al Coverage:	Yes
Specific Personnel Cuts			Pct. of Individual	Coverage Paid:	
Hiring freeze:			1	age Cost Per Month:	382.2
Reduce/eliminate travel Budge	et:		Dependent Medi	ical Coverage:	No
Salary/ Wage reduction/freeze			Pct. Dependent (	_	
Reduce/Eliminate prof. Develo				rage Cost Per Month:	1089.27
Layoffs:					
Early Retirements				ce for Elected Officials:	Yes
Furloughs			•	nce for Employees:	Yes
Reduce Health Care Benefits:			Life Insurance fo	Life Insurance for Employees: Yes Other Benefits for Employees: No	
Revise Union Contracts:					
Reduce Pension Benefits:			Other Benefits (S	Specify):	
Changes represents new way o	of doing business				
Fringe Benefits	}				
Number of Paid Holidays:	14		Vacation Hours Per Month:	less than 5 yrs of serv hours; 5 years or mor	ice: 10 days per year/80 e
Retirement Plan:	Yes		Vacation Days Per Year:		
Retirement Plan is RSA:	No		Sick Hours Per Month:	10 days/80 hours per	year
Retirement Plan is Private:	Yes		Sick Days Per Year:	,,	•

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### **City Profiles: Clay**

Pay Increase		Paid Holidays	
iscal Year Begins:	October	Thanksgiving:	
Pay Increase:	Yes	Thanksgiving Friday After	
Pay Increase Percent:	4%	Chrsitmas:	
		New Years Day:	]
Budget Actions		MLK Day:	
otal Number of Employees:	26	Independance Day:	=
Revenue Percent Change From Previous Year:		Labor Day:	=
	_	Memorial Day:	-
Action taken to reduce spending (Yes/No)		Confederate Memorial Day:  Presidents Day:	
Personnel Cuts		Presidents Day:  Veterans Day:	-
Delay/Cancel Capital Projects		Jefferson Davis Birthday:	_
Cuts in Other Services:		Other:	_
Modify Health Care Benefits		Other (Specify):	_
Public Safety Cuts:		· · · · · ·	
Across the Board Services Cuts:			
Rengotiate Debt:		<b>Insurance Coverage</b>	
Modify Pension Benefits/Plans:		Individual Madical Cavasas	Vaa
Human Services Cuts:		Individual Medical Coverage:	Yes
Specific Personnel Cuts		Pct. of Individual Coverage Paid:	Yes
Hiring freeze:		Individual Coverage Cost Per Month:	100%
Reduce/eliminate travel Budget:		Dependent Medical Coverage:	\$8,000
Salary/ Wage reduction/freeze:		Pct. Dependent Coverage Paid:	
Reduce/Eliminate prof. Development Budget		Dependent Coverage Cost Per Month:	No
Layoffs:		Madical Incurrence for Floring Office	
Early Retirements		Medical Insurance for Elected Officials:	0
Furloughs		Disability Insurance for Employees:	0 No.
Reduce Health Care Benefits:		Life Insurance for Employees:	No
Revise Union Contracts:		Other Benefits for Employees:	No
Reduce Pension Benefits:		Other Benefits (Specify):  No	
Changes represents new way of doing busines	ss	INU	
Fringe Benefits			
Number of Paid Holidays:	Vacatio	n Hours Per Month: Hours	
Retirement Plan: 5	Vacatio	n Days Per Year:	
Retirement Plan is RSA: Yes	Sick Ho	urs Per Month: 1 per pay period	
	SICK FIO	ars relivional. I Del Day Dellou	

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### **City Profiles: Collinsville**

Pay Increase			Paid Holiday	ys	
Fiscal Year Begins:		Octobe	Thanksgiving:	<b>✓</b>	
Pay Increase:		Yes	Thanksgiving Friday Afte		
Pay Increase Percent:		3%	Chrsitmas:	•	
D., J., t. A., t			New Years Day:	✓	
Budget Actions			MLK Day:	✓	
Fotal Number of Employees:		24	Independance Day:	✓	
	wious Voors	6%	Labor Day:	<b>✓</b>	
Revenue Percent Change From Pre	vious real.	070	Memorial Day:	<b>✓</b>	
Action taken to reduce spending (	Yes/No)		Confederate Memorial I		
Personnel Cuts			Presidents Day:	<b>✓</b>	
Delay/Cancel Capital Projects			Veterans Day:		
Cuts in Other Services:			Jefferson Davis Birthday Other:		
Modify Health Care Benefits			Other (Specify):	✓	
Public Safety Cuts:			other (specify).		
Across the Board Services Cuts	::		1		
Rengotiate Debt:			<b>Insurance C</b>	overage	
Modify Pension Benefits/Plans	:			3 : 32 :: 83	
Human Services Cuts:			Individual Medical Cover	rage:	No
Specific Personnel Cuts			Pct. of Individual Covera		Yes
Hiring freeze:			Individual Coverage Cos	t Per Month:	100%
Reduce/eliminate travel Budge	et:		Dependent Medical Cov	erage:	\$427
Salary/ Wage reduction/freeze			Pct. Dependent Coverag	_	\$239
Reduce/Eliminate prof. Develo			Dependent Coverage Co		Yes
Layoffs:					
Early Retirements			Medical Insurance for El	Medical Insurance for Elected Officials:	
			Disability Insurance for E	Employees:	rate
Furloughs			Life Insurance for Emplo		No
Reduce Health Care Benefits:			Other Benefits for Emplo		No
Revise Union Contracts:			Other Benefits (Specify):		INU
Reduce Pension Benefits:			No	•	
Changes represents new way o	of doing business		INO		
Fringe Benefits	-				
Number of Paid Holidays:	11.5		Vacation Hours Per Month: Days	5	
Retirement Plan:	12 hrs per month	h	Vacation Days Per Year:		
Retirement Plan is RSA:	Yes			= 1 week. 2 yrs. & u ks. 20 yrs = 5 weeks	p = 2 weeks, 15 yrs.=
Retirement Plan is Private:	Yes		Sick Days Per Year:	20 jis - 5 weeks	

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### **City Profiles: Crossville**

Pay Increase			Paid Holidays	
scal Year Begins:		October	Thanksgiving:	
ay Increase:		Yes	Thanksgiving Friday After	
ay Increase Percent:		3%	Chrsitmas:	
Dan Januar A australia			New Years Day:  ✓	
Budget Actions			MLK Day: ✓	
otal Number of Employees:		14	Independance Day:	
evenue Percent Change From Previo	ous Year:		Labor Day:	
			Memorial Day:  Confederate Memorial Day:	
ction taken to reduce spending (Ye	s/NO)		Presidents Day:	
Personnel Cuts			Veterans Day: ✓	
Delay/Cancel Capital Projects			Jefferson Davis Birthday:	
Cuts in Other Services:			Other:	
Modify Health Care Benefits			Other (Specify):	
Public Safety Cuts:			Christmas Eve - Columbus Day	
Across the Board Services Cuts:				
Rengotiate Debt:			Insurance Coverage	
Modify Pension Benefits/Plans: Human Services Cuts:			Individual Medical Coverage: Vec	
numan services cuts:			Individual Medical Coverage: Yes	
Specific Personnel Cuts			Pct. of Individual Coverage Paid: 90%	
Hiring freeze:			Individual Coverage Cost Per Month: \$405.00 per month	
Reduce/eliminate travel Budget:			Dependent Medical Coverage: Yes	
Salary/ Wage reduction/freeze:			Pct. Dependent Coverage Paid: 90%	
Reduce/Eliminate prof. Developm	nent Budget		Dependent Coverage Cost Per Month: \$582.30	
Layoffs:				
Early Retirements			Medical Insurance for Elected Officials: Yes	
Furloughs			Disability Insurance for Employees: No	
Reduce Health Care Benefits:			Life Insurance for Employees: No	
Revise Union Contracts:			Other Benefits for Employees:	
Reduce Pension Benefits:			Other Benefits (Specify):	
Changes represents new way of o	doing business			
Fringe Benefits				
Number of Paid Holidays:	12	Va	cation Hours Per Month:	
Retirement Plan:	Yes	Va	cation Days Per Year:	
Retirement Plan is RSA:	Yes	Sick Hours Per Month: 4 per pay period		
Retirement Plan is Private:			k Days Per Year:	

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### **City Profiles: Daleville**

ay Increase			Paid Holidays		
cal Year Begins:		October	Thanksgiving:	<b>✓</b>	
y Increase:		No	Thanksgiving Friday After		
y Increase Percent:			Chrsitmas:	<b>✓</b>	
			New Years Day:	•	
udget Actions			MLK Day:	✓	
tal Number of Employees:		68	Independance Day:	✓	
	- W		Labor Day:	✓	
venue Percent Change From Previou	s year:	6.8%	Memorial Day:	<b>✓</b>	
tion taken to reduce spending (Yes/	No)	✓	Confederate Memorial Day:		
Personnel Cuts			Presidents Day:	<b>✓</b>	
Delay/Cancel Capital Projects		•	Veterans Davis Birthday	<b>✓</b>	
Cuts in Other Services:			Jefferson Davis Birthday: Other:		
Modify Health Care Benefits			Other: Other (Specify):	✓	
Public Safety Cuts:			COLUMBUS DAY		
Across the Board Services Cuts:			COLONIBOS DAT		
Rengotiate Debt:			<b>Insurance Cover</b>	age	
Modify Pension Benefits/Plans:					
Human Services Cuts:			Individual Medical Coverage:		es .
Specific Personnel Cuts			Pct. of Individual Coverage Paid:		100%
Hiring freeze:			Individual Coverage Cost Per Mo	ontn: Ş	\$429.00
Reduce/eliminate travel Budget:			Dependent Medical Coverage:	١	⁄es
Salary/ Wage reduction/freeze:		<b>✓</b>	Pct. Dependent Coverage Paid:		50%
Reduce/Eliminate prof. Developme	ent Budget		Dependent Coverage Cost Per N	lonth:	308.00
Layoffs:			M P 11		
Early Retirements			Medical Insurance for Elected O		No
Furloughs			Disability Insurance for Employee		No Voc
Reduce Health Care Benefits:			Life Insurance for Employees: Other Benefits for Employees:		es /es
Revise Union Contracts:			Other Benefits (Specify):	``	⁄es
Reduce Pension Benefits:			BCBS DENTAL		
Changes represents new way of do	ing business		DODS DENTAL		
Fringe Benefits					
Number of Paid Holidays:	10	Vacatio	n Hours Per Month:	96 ANNUA	ALLY
Retirement Plan:	Yes	Vacatio	n Days Per Year:		
Retirement Plan is RSA:	Yes	Sick Ho	urs Per Month:	96 ANNU <i>A</i>	ALLY
Nethernerit Flan is NSA.					

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### **City Profiles: Decatur**

Pay Increase		Paid Holidays			
scal Year Begins:		October	Thanksgiving:	✓	
ny Increase:		Yes	Thanksgiving Friday Afte		
ay Increase Percent:		Flat	Chrsitmas:		
			New Years Day:	•	
<b>Budget Actions</b>			MLK Day:		
otal Number of Employees:		15	Independance Day:	<b>✓</b>	
evenue Percent Change From Pre	evious Year:		Labor Day:	<b>✓</b>	
_			Memorial Day: Confederate Memorial D	Jav: ■	
ction taken to reduce spending (	Yes/No)		Presidents Day:	Juy.	
Personnel Cuts			Veterans Day:	<b>✓</b>	
Delay/Cancel Capital Projects			Jefferson Davis Birthday		
Cuts in Other Services:			Other:	. <u> </u>	
Modify Health Care Benefits			Other (Specify):		
Public Safety Cuts: Across the Board Services Cuts					
Rengotiate Debt:			_		
Modify Pension Benefits/Plans			<b>Insurance C</b>	overage	
Human Services Cuts:	•		Individual Medical Cover	rage:	No
			Pct. of Individual Covera	_	Yes
Specific Personnel Cuts			Individual Coverage Cost		75%
Hiring freeze:			-		
Reduce/eliminate travel Budge			Dependent Medical Cov	_	\$467
Salary/ Wage reduction/freeze			Pct. Dependent Coverag		1,400.00
Reduce/Eliminate prof. Develo	pment Budget		Dependent Coverage Co	st Per Month:	Yes
Layoffs:			Medical Insurance for El	ected Officials:	50%
Early Retirements			Disability Insurance for E	Employees:	
Furloughs			Life Insurance for Emplo		
Reduce Health Care Benefits: Revise Union Contracts:			Other Benefits for Emplo	oyees:	No
Reduce Pension Benefits:			Other Benefits (Specify):		
			Yes		
Changes represents new way o	of doing business				
Fringe Benefits					
Number of Paid Holidays:		Vacat	ion Hours Per Month: Hou	rs	
Retirement Plan:	8 hrs/month	Vacat	ion Days Per Year:		
Retirement Plan is RSA:	Yes			16 hrs	
Retirement Plan is Private:				16 hrs	
neurement ridii is riivate:	Yes	SICK D	ays Per Year:		

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# **City Profiles: Demopolis**

ay Increase			Paid Hol	idays	
scal Year Begins:		October	Thanksgiving:	<b>✓</b>	
y Increase:		Yes	Thanksgiving Frid	lay After	
y Increase Percent:		2%	Chrsitmas:	•	
			New Years Day:	<b>✓</b>	
Sudget Actions			MLK Day:	<b>✓</b>	
tal Number of Employees:		138	Independance Da	ay:	
	V		Labor Day:	✓	
venue Percent Change From Previo	ous Year:	5%	Memorial Day:	✓	
tion taken to reduce spending (Ye	s/No)		Confederate Mer	morial Day:	
Personnel Cuts			Presidents Day:		
Delay/Cancel Capital Projects		<b>✓</b>	Veterans Day:	<b>✓</b>	
Cuts in Other Services:			Jefferson Davis B	_	
Modify Health Care Benefits			Other:	✓	
Public Safety Cuts:			Other (Specify):		
Across the Board Services Cuts:			christmas eve		
Rengotiate Debt:			Incuran	ce Coverage	
Modify Pension Benefits/Plans:				ce coverage	
Human Services Cuts:			Individual Medica	al Coverage:	Yes
Specific Personnel Cuts			Pct. of Individual	Coverage Paid:	all
Hiring freeze:			Individual Covera	age Cost Per Month:	\$419
Reduce/eliminate travel Budget:			Dependent Medi	cal Coverage:	Yes
Salary/ Wage reduction/freeze:			Pct. Dependent (	_	50%
Reduce/Eliminate prof. Developn	nent Rudget			rage Cost Per Month:	\$512.50
Layoffs:	nent buuget		Dependent cover	rage cost rei Montin.	<b>Э</b> Э12.ЭО
Early Retirements			Medical Insuranc	e for Elected Officials:	No
Furloughs			Disability Insuran	ce for Employees:	
Reduce Health Care Benefits:			Life Insurance for	r Employees:	
Revise Union Contracts:			Other Benefits fo	or Employees:	
Reduce Pension Benefits:			Other Benefits (S	pecify):	
Changes represents new way of o	doing business	✓			
Fringe Benefits					
Number of Paid Holidays:	10	Va	cation Hours Per Month:	40 hours	
Retirement Plan:	Yes	Va	cation Days Per Year:		
			•		
Retirement Plan is RSA:	Yes	٠.	k Hours Per Month:	1 day a month - maxim	

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### **City Profiles: Dothan**

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#### **Paid Holidays Pay Increase** Fiscal Year Begins: October Thanksgiving: **✓** Pay Increase: Yes Thanksgiving Friday After **✓** Chrsitmas: **✓** Pay Increase Percent: 2% New Years Day: **✓ Budget Actions** MLK Day: **✓** Independance Day: **✓** Total Number of Employees: 1,100 Labor Day: Revenue Percent Change From Previous Year: 8% Memorial Day: Confederate Memorial Day: Action taken to reduce spending (Yes/No) Presidents Day: **Personnel Cuts** Veterans Day: **✓** Delay/Cancel Capital Projects Jefferson Davis Birthday: Cuts in Other Services: Other: **V** Modify Health Care Benefits Other (Specify): **Public Safety Cuts:** We have one other day with Christmas, either before or after Across the Board Services Cuts: depending on the day the Holiday falls. Rengotiate Debt: **Insurance Coverage** Modify Pension Benefits/Plans: **Human Services Cuts:** Individual Medical Coverage: Yes 83% Pct. of Individual Coverage Paid: **Specific Personnel Cuts** Individual Coverage Cost Per Month: 3\$42.00 Hiring freeze: Reduce/eliminate travel Budget: Dependent Medical Coverage: Yes Salary/ Wage reduction/freeze: Pct. Dependent Coverage Paid: 86 Reduce/Eliminate prof. Development Budget Dependent Coverage Cost Per Month: \$842.00 (Employee +1); \$1,014 (Employee + 2/or more) Layoffs: Medical Insurance for Elected Officials: Yes **Early Retirements** Disability Insurance for Employees: Yes **Furloughs** Life Insurance for Employees: Yes Reduce Health Care Benefits: Other Benefits for Employees: Yes **Revise Union Contracts:** Other Benefits (Specify): **Reduce Pension Benefits:** We provide other benefits (long/short term disability, vision, accident insurance, etc. to employees at a group rate, not 100 Changes represents new way of doing business percent provided) **Fringe Benefits** 10 Number of Paid Holidays: Vacation Hours Per Month: 96 for employees with less than 10 years & 144 for employees with 10+ years Retirement Plan: Yes Vacation Days Per Year: Retirement Plan is RSA: Yes Sick Hours Per Month: 96 Retirement Plan is Private: No Sick Days Per Year:

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#### **City Profiles: East Brewton**

Pay Increase	Paid Holidays				
Fiscal Year Begins:	October	Thanksgiving:			
Pay Increase:		Thanksgiving Fri	day After		
Pay Increase Percent:	2%	Chrsitmas:			
•	_/3	New Years Day:			
Budget Actions		MLK Day:			
Total Number of Employees:	35	Independance D	ay:		
	33	Labor Day:			
Revenue Percent Change From Previous Year:		Memorial Day:			
Action taken to reduce spending (Yes/No)		Confederate Me	morial Day:		
Personnel Cuts		Presidents Day:			
Delay/Cancel Capital Projects		Veterans Day:			
Cuts in Other Services:		Jefferson Davis I	Birthday:		
Modify Health Care Benefits		Other:			
Public Safety Cuts:		Other (Specify):			
Across the Board Services Cuts:					
Rengotiate Debt:		Incuran	ce Covera	ισρ	
Modify Pension Benefits/Plans:			CC COVETA	ige	
Human Services Cuts:		Individual Medic	cal Coverage:		
Specific Personnel Cuts		Pct. of Individua	l Coverage Paid:		
		Individual Cover	age Cost Per Mont	:h:	
Hiring freeze: Reduce/eliminate travel Budget:		Dependent Med	ical Coverage:		
Salary/ Wage reduction/freeze:			_		
Reduce/Eliminate prof. Development Budget			Pct. Dependent Coverage Paid:  Dependent Coverage Cost Per Month:		
Layoffs:		Dependent cove	rage cost i el iviol	1011.	
Early Retirements		Medical Insuran	ce for Elected Offic	cials:	
Furloughs		Disability Insura	nce for Employees	:	
Reduce Health Care Benefits:		Life Insurance fo	r Employees:		
Revise Union Contracts:		Other Benefits fo	or Employees:		
Reduce Pension Benefits:		Other Benefits (	Specify):		
Changes represents new way of doing business					
Fringe Benefits					
Number of Paid Holidays: 11	Vacat	ion Hours Per Month:	1 year: 40; 3 ye	ears: 80; 10 years: 120; 20 years:	
Retirement Plan:	Vacat	ion Days Per Year:			
Retirement Plan is RSA:	Sick H	lours Per Month:	1 per month		
Retirement Plan is Private:		Sick Days Per Year:			

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### **City Profiles: Elba**

Trankspiving:  y Increase:  No  Thankspiving Friday After  y Increases:  No  Thankspiving Friday After  Wherease Percent:  Christmas:  New Years Day:  New Yea	ay Increase			P	aid Hol	lidays		
Stadget Actions  MIK Day:  MIK Day: MIK Day: MIK Day: MIK Day: MIK Day: MIK Day: MIK Day: MIK Da	cal Year Begins:		Octobe	r Th	anksgiving:		<b>✓</b>	
New Years Day:    New Years Day:	y Increase:		No	Th	anksgiving Fric	day After	<b>✓</b>	
MILK Day:	y Increase Percent:			Ch	rsitmas:		<b>✓</b>	
Independance Day: Ital Number of Employees: Ital Labor Day: Ital Labor Day: Ital Number of Employees: Ital Number of Paid Holidays: Ital Labor Day: Ital Labor Day: Ital Number of Paid Holidays: Ital Labor Day: Ital Labor Day: Ital Number of Paid Holidays: Ital Number Per Month: Ital Number of Paid Holidays: Ital Number of Paid Holidays: Ital Number Per Month: Ital Number of Paid Holidays: Ital Number of Pain Is Number Is Number Per Month:  Ital Number of Pain Is Name of Pain Is Number of Pain Is Number of Pain Is Name of Pain Is Number of Pain Is Name of Pai	andget Actions			Ne	w Years Day:		✓	
tala Number of Employees: 75  Labor Day:	budget Actions							
wenue Percent Change From Previous Year:  tition taken to reduce spending (Yes/No)  Personnel Cuts  Delay/Cancel Capital Projects  Ucts in Other Services:  Uother Other:  Weterans Day:	tal Number of Employees:		75			ay:		
tion taken to reduce spending (Yes/No)  Personnel Cuts  Delay/Cancel Capital Projects  Uts in Other Services:  Weterans Day:	venue Percent Change From Pre	evious Year:						
Personnel Cuts Delay/Cancel Capital Projects Deferson Davis Birthday: Deferson Davis Birthday: Deperation Development Services Cuts: CHRISTMAS EVE  CHRISTMAS EVE  CHRISTMAS EVE  CHRISTMAS EVE  CHRISTMAS EVE  Individual Medical Coverage Yes  Individual Medical Coverage: Pct. of Individual Coverage Paid: Dependent Medical Coverage Paid: Dependent Medical Coverage Paid: Dependent Medical Coverage Paid: Dependent Medical Coverage Paid: Dependent Coverage Cost Per Month: Salary/ Wage reduction/freeze: Pct. Dependent Coverage Paid: Dependent Coverage Paid: Dependent Coverage Paid: No  Salary/ Wage reduction/freeze: Pct. Dependent Coverage Paid:	_					morial Dav:		
Delay/Cancel Capital Projects  Delay/Cancel Capital Projects  Uther Services:  Modify Health Care Benefits  Other:  Public Safety Cuts:  Across the Board Services Cuts:  Rengotiate Debt:  Modify Pension Benefits/Plans:  Human Services Cuts:  Specific Personnel Cuts  Individual Medical Coverage:  Yes  Specific Personnel Cuts  Individual Coverage Paid:  Individual Coverage Paid:  Individual Coverage Paid:  Individual Coverage Paid:  Pet. of Individual Coverage Paid:  No  Salary/ Wage reduction/freeze:  Reduce/Eliminate travel Budget:  Dependent Medical Coverage:  No  Salary/ Wage reduction/freeze:  Reduce/Eliminate prof. Development Budget  Dependent Coverage Cost Per Month:  Layoffs:  Barly Retirements  Medical Insurance for Elected Officials:  No  Disability Insurance for Employees:  No  Reduce Health Care Benefits:  Uthe Insurance for Employees:  Yes  Reduce Pension Benefits:  Other Benefits (Specify):  UNIFORM ALLOWANCES & HAZARDOUS DUTY PAY FOR POLICE OF SVC  Retirement Plan:  Yes  Vacation Days Per Year:  Retirement Plan is RSA:  Yes  Sick Hours Per Month:  8 HOURS PER MONTH		(Yes/No)				monar bay.		
Delay/Lancel Capital Projects  Cuts in Other Services:    Deferson Davis Birthday:								
Modify Health Care Benefits  Public Safety Cuts:  Across the Board Services Cuts:  Rengotiate Debt:  Modify Pension Benefits/Plans:  Human Services Cuts:  Specific Personnel Cuts  Hiring freeze:  Reduce/eliminate travel Budget:  Balary/ Wage reduction/freeze:  Reduce/Eliminate prof. Development Budget  Barry Retirements  Furloughs  Reduce Health Care Benefits:  Reduce Pension Ben						Sirthday:		
Public Safety Cuts:  Across the Board Services Cuts:  Rengotiate Debt:  Modify Pension Benefits/Plans: Human Services Cuts:  Specific Personnel Cuts Hiring freeze: Reduce/eliminate travel Budget: Balary/ Wage reduction/freeze: Reduce/Eliminate prof. Development Budget Barly Retirements Furloughs Reduce Health Care Benefits: Reduce Pension Benef						·	<b>✓</b>	
Across the Board Services Cuts:  Rengotiate Debt:  Modify Pension Benefits/Plans: Human Services Cuts:  Specific Personnel Cuts Hiring freeze: Reduce/eliminate travel Budget: Balary/ Wage reduction/freeze: Reduce/Eliminate prof. Development Budget Balary/ Retirements Furloughs Reduce Health Care Benefits: Reduce Pension Benefits: Reduce Reduce Pension Benefits: Reduce				Ot	her (Specify):			
Rengotiate Debt:  Modify Pension Benefits/Plans:  Human Services Cuts:  Individual Medical Coverage:  Pct. of Individual Medical Coverage Paid:  Individual Coverage Cost Per Month:  S450.00  Pct. Dependent Medical Coverage:  No  Salary/ Wage reduction/freeze:  Reduce/Eliminate prof. Development Budget  Layoffs:  Early Retirements  Medical Insurance for Elected Officials:  No  Early Retirements  Individual Coverage Paid:  Dependent Coverage Paid:  Pct. Dependent Coverage Paid:  Pct. Dependent Coverage Paid:  No  Salary/ Wage reduction/freeze:  Pct. Dependent Coverage Paid:  No  Early Retirements  Medical Insurance for Elected Officials:  No  Early Retirements  Individual Coverage Paid:  No  Salary/ Wage reduction/freeze:  Pct. Dependent Coverage Paid:  No  Early Retirements  Medical Insurance for Employees:  Ves  No  Uife Insurance for Employees:  Ves  Other Benefits (Specify):  UNIFORM ALLOWANCES & HAZARDOUS DUTY PAY FOR POLICE  OFFICERS  Fringe Benefits  Vacation Hours Per Month:  4 - 12 HOURS PER MONTH DEPENDING ON YEAR OF SVC  Retirement Plan:  Yes  Vacation Days Per Year:  Retirement Plan is RSA:  Yes  Sick Hours Per Month:  8 HOURS PER MONTH	·				CHRISTMAS E\	/E		
Modify Pension Benefits/Plans: Human Services Cuts:  Individual Medical Coverage: Pet. of Individual Coverage Paid: Individual Coverage Cost Per Month: S450.00  Dependent Medical Coverage: No Salary/ Wage reduction/freeze: Pet. Dependent Coverage Paid: Reduce/Eliminate prof. Development Budget Dependent Coverage Paid: Reduce/Eliminate prof. Development Budget Dependent Coverage Cost Per Month: Layoffs: Medical Insurance for Elected Officials: No Disability Insurance for Employees: No Infe Insurance for Employees: Yes Reduce Health Care Benefits: Other Benefits for Employees: Yes Reduce Pension Benefits: UNIFORM ALLOWANCES & HAZARDOUS DUTY PAY FOR POLICE OFFICERS  Fringe Benefits  Number of Paid Holidays: 10 Vacation Hours Per Month: Ves Vacation Days Per Year: Retirement Plan: Yes Vacation Days Per Year: Retirement Plan is RSA: Yes Sick Hours Per Month: 8 HOURS PER MONTH		<b>.</b>		_				
Human Services Cuts:    Individual Medical Coverage: Yes		s:		I	nsuran	ce Coverag	e	
Specific Personnel Cuts  Hiring freeze:  Reduce/eliminate travel Budget:  Reduce/Eliminate prof. Development Budget  Layoffs:  Early Retirements Furloughs Reduce Health Care Benefits:  Reduce Pension Benefits:  Reduce Pension Benefits:  Changes represents new way of doing business  Pet. Olymon Days Per Year:  Retirement Plan:  Yes  Pet. of Individual Coverage Paid: Individual Coverage Cost Per Month:  \$450.00  Addical Coverage Paid:  Reduce Pension Medical Coverage Paid:  Reduce Pension Benefits:  Dependent Coverage Paid:  Reduce Health Care Benefits:  Disability Insurance for Elected Officials:  No  Disability Insurance for Employees:  Yes  Other Benefits for Employees:  Yes  Other Benefits (Specify):  UNIFORM ALLOWANCES & HAZARDOUS DUTY PAY FOR POLICE OFFICERS  Fringe Benefits  Number of Paid Holidays:  10  Vacation Hours Per Month:  4 - 12 HOURS PER MONTH DEPENDING ON YEAR OF SVC  Retirement Plan:  Yes  Vacation Days Per Year:  Retirement Plan is RSA:  Yes  Sick Hours Per Month:  8 HOURS PER MONTH	•			Inc	dividual Medic	al Coverage:		Yes
Hiring freeze:  Reduce/eliminate travel Budget:  Dependent Medical Coverage:  No  Salary/ Wage reduction/freeze:  Pct. Dependent Coverage Paid:  Reduce/Eliminate prof. Development Budget  Layoffs:  Early Retirements  Furloughs  Reduce Health Care Benefits:  Revise Union Contracts:  Reduce Pension Benefits:  Changes represents new way of doing business  Fringe Benefits  No  Vacation Hours Per Month:  \$450.00  No  Dependent Medical Coverage:  No  Dependent Coverage Paid:  No  Medical Insurance for Elected Officials:  No  Disability Insurance for Employees:  Yes  Other Benefits for Employees:  Yes  Other Benefits (Specify):  UNIFORM ALLOWANCES & HAZARDOUS DUTY PAY FOR POLICE OFFICERS  Fringe Benefits  No  Vacation Hours Per Month:  4 - 12 HOURS PER MONTH DEPENDING ON YEAR OF SVC  Retirement Plan:  Yes  Vacation Days Per Year:  Retirement Plan is RSA:  Yes  Sick Hours Per Month:  8 HOURS PER MONTH	Constitution of Contract					_		100%
Reduce/eliminate travel Budget:  Salary/ Wage reduction/freeze:  Reduce/Eliminate prof. Development Budget  Layoffs:  Early Retirements  Furloughs  Reduce Health Care Benefits:  Revise Union Contracts:  Reduce Pension Benefits:  Changes represents new way of doing business  Fringe Benefits  No  Vacation Hours Per Month:  Vacation Days Per Year:  Retirement Plan is RSA:  Yes  Dependent Medical Coverage:  No  No  Medical Insurance for Elected Officials:  No  Disability Insurance for Employees:  No  Life Insurance for Employees:  Yes  Other Benefits for Employees:  Yes  Other Benefits (Specify):  UNIFORM ALLOWANCES & HAZARDOUS DUTY PAY FOR POLICE OFFICERS  Fringe Benefits  No  Vacation Hours Per Month:  4 - 12 HOURS PER MONTH DEPENDING ON YEAR OF SVC  Retirement Plan is RSA:  Yes  Sick Hours Per Month:  8 HOURS PER MONTH			_	Inc	dividual Covera	age Cost Per Month:		\$450.00
Salary/ Wage reduction/freeze:  Reduce/Eliminate prof. Development Budget  Layoffs:  Early Retirements  Furloughs  Reduce Health Care Benefits:  Revise Union Contracts:  Reduce Pension Benefits:  Changes represents new way of doing business  Fringe Benefits  No  UNIFORM ALLOWANCES & HAZARDOUS DUTY PAY FOR POLICE OFFICERS  Petirement Plan:  Yes  Vacation Days Per Year:  Retirement Plan is RSA:  Yes  Pet. Dependent Coverage Paid:  No  Disability Insurance for Employees:  Yes  Other Benefits for Employees:  Yes  Other Benefits (Specify):  UNIFORM ALLOWANCES & HAZARDOUS DUTY PAY FOR POLICE OFFICERS  Fringe Benefits  Vacation Hours Per Month:  4 - 12 HOURS PER MONTH DEPENDING ON YEAR OF SVC  Retirement Plan is RSA:  Yes  Sick Hours Per Month:  8 HOURS PER MONTH	-							
Reduce/Eliminate prof. Development Budget  Layoffs:  Early Retirements  Furloughs  Reduce Health Care Benefits:  Revise Union Contracts:  Reduce Pension Benefits:  Changes represents new way of doing business  Fringe Benefits  No  Disability Insurance for Elected Officials:  No  Life Insurance for Employees:  Yes  Other Benefits for Employees:  Yes  Other Benefits (Specify):  UNIFORM ALLOWANCES & HAZARDOUS DUTY PAY FOR POLICE OFFICERS  Fringe Benefits  Vacation Hours Per Month:  4 - 12 HOURS PER MONTH DEPENDING ON YOUR STORY  OF SVC  Retirement Plan:  Yes  Vacation Days Per Year:  Retirement Plan is RSA:  Yes  Sick Hours Per Month:  8 HOURS PER MONTH						_		No
Layoffs:  Early Retirements  Furloughs  Reduce Health Care Benefits:  Revise Union Contracts:  Reduce Pension Benefits:  Changes represents new way of doing business  Fringe Benefits  No  Disability Insurance for Employees:  No  Uniform Allowances:  Ves  Ves  UNIFORM ALLOWANCES & HAZARDOUS DUTY PAY FOR POLICE OFFICERS  Fringe Benefits  Number of Paid Holidays:  10  Vacation Hours Per Month:  Vacation Days Per Year:  Retirement Plan:  Retirement Plan is RSA:  Ves  Medical Insurance for Elected Officials:  No  Holidays:  No  Ves  Ves  Ves  Ves  No  Other Benefits (Specify):  UNIFORM ALLOWANCES & HAZARDOUS DUTY PAY FOR POLICE OFFICERS  Fringe Benefits  No  Ves  Vacation Hours Per Month:  4 - 12 HOURS PER MONTH DEPENDING ON YEAR OF SVC  Retirement Plan is RSA:  Ves  Vacation Days Per Year:  Retirement Plan is RSA:  Yes  Sick Hours Per Month:  8 HOURS PER MONTH								
Early Retirements  Furloughs  Reduce Health Care Benefits:  Revise Union Contracts:  Reduce Pension Benefits:  Changes represents new way of doing business  Pringe Benefits  No  Disability Insurance for Employees:  Ves  Other Benefits for Employees:  UNIFORM ALLOWANCES & HAZARDOUS DUTY PAY FOR POLICE OFFICERS  Pringe Benefits  No  Uniform Allowance for Employees:  Ves  Other Benefits (Specify):  UNIFORM ALLOWANCES & HAZARDOUS DUTY PAY FOR POLICE OFFICERS  Pringe Benefits  No  Vacation Hours Per Month:  4 - 12 HOURS PER MONTH DEPENDING ON YEAR OF SVC  Retirement Plan:  Yes  Vacation Days Per Year:  Retirement Plan is RSA:  Yes  Sick Hours Per Month:  8 HOURS PER MONTH	•	opment Budget		De	pendent Cove	rage Cost Per Month	:	
Furloughs  Reduce Health Care Benefits:  Revise Union Contracts:  Reduce Pension Benefits:  Changes represents new way of doing business  Pringe Benefits  No  Ulife Insurance for Employees:  Other Benefits for Employees:  UNIFORM ALLOWANCES & HAZARDOUS DUTY PAY FOR POLICE OFFICERS  Pringe Benefits  Vacation Hours Per Month:  4 - 12 HOURS PER MONTH DEPENDING ON YEAR OF SVC  Retirement Plan:  Yes  Vacation Days Per Year:  Retirement Plan is RSA:  Yes  Sick Hours Per Month:  8 HOURS PER MONTH				М	edical Insuranc	ce for Elected Official	s:	No
Reduce Health Care Benefits:  Revise Union Contracts:  Reduce Pension Benefits:  Changes represents new way of doing business  Pringe Benefits  Number of Paid Holidays:  10  Vacation Hours Per Month:  Retirement Plan:  Yes  Life Insurance for Employees:  Yes  Other Benefits for Employees:  Yes  Other Benefits (Specify):  UNIFORM ALLOWANCES & HAZARDOUS DUTY PAY FOR POLICE OFFICERS  Vacation Hours Per Month:  4 - 12 HOURS PER MONTH DEPENDING ON YEAR OF SVC  Retirement Plan:  Yes  Vacation Days Per Year:  Retirement Plan is RSA:  Yes  Sick Hours Per Month:  8 HOURS PER MONTH	,			Di	sability Insurar	nce for Employees:		No
Revise Union Contracts:  Reduce Pension Benefits:  Other Benefits (Specify):  UNIFORM ALLOWANCES & HAZARDOUS DUTY PAY FOR POLICE OFFICERS  Pringe Benefits  Number of Paid Holidays:  10  Vacation Hours Per Month:  Vacation Days Per Year:  Retirement Plan:  Yes  Vacation Days Per Year:  Retirement Plan is RSA:  Yes  Other Benefits for Employees:  Yes  UNIFORM ALLOWANCES & HAZARDOUS DUTY PAY FOR POLICE OFFICERS  Vacation Hours Per Month:  4 - 12 HOURS PER MONTH DEPENDING ON YEAR OFFICERS  Number of Paid Holidays:  Sick Hours Per Month:  8 HOURS PER MONTH				Lif	e Insurance fo	r Employees:		Yes
Changes represents new way of doing business  Pringe Benefits  Number of Paid Holidays:  10  Vacation Hours Per Month:  Retirement Plan:  Yes  Vacation Days Per Year:  Retirement Plan is RSA:  Yes  Other Benefits (Specify):  UNIFORM ALLOWANCES & HAZARDOUS DUTY PAY FOR POLICE  OFFICERS  Vacation Hours Per Month:  4 - 12 HOURS PER MONTH DEPENDING ON YEAR  OF SVC  Retirement Plan is RSA:  Yes  Sick Hours Per Month:  8 HOURS PER MONTH				Ot	Other Benefits for Employees:			Yes
Changes represents new way of doing business  Fringe Benefits  Number of Paid Holidays: 10 Vacation Hours Per Month: 4 - 12 HOURS PER MONTH DEPENDING ON YEAR OF SVC  Retirement Plan: Yes Vacation Days Per Year:  Retirement Plan is RSA: Yes Sick Hours Per Month: 8 HOURS PER MONTH				Ot	her Benefits (S	Specify):		
Number of Paid Holidays:  10						OWANCES & HAZARI	OOUS DU	JTY PAY FOR POLICE
Retirement Plan is RSA:  Yes  Vacation Days Per Year:  Sick Hours Per Month:  8 HOURS PER MONTH	Fringe Benefits	<b>S</b>						
Retirement Plan is RSA:  Yes  Sick Hours Per Month:  8 HOURS PER MONTH	Number of Paid Holidays:	10		Vacation Hours	Per Month:		MONTH	I DEPENDING ON YR
SICK HOURS FEE MOUTH. 8 HOURS FEE MONTH	Retirement Plan:	Yes		Vacation Days P	er Year:			
	Retirement Plan is RSA:	Yes		Sick Hours Per M	Ionth:	8 HOURS PER MO	NTH	
	Retirement Plan is Private:	No				S HOOKS FER MIO		

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### **City Profiles: Elberta**

Pay Increase		Paid Holidays			
iscal Year Begins:	October No	Thanksgiving: Thanksgiving Friday After Chrsitmas:			
Pay Increase Percent:  Budget Actions		New Years Day: MLK Day:			
otal Number of Employees:	14	Independance Day: Labor Day:	<b>✓</b>		
Revenue Percent Change From Previous Yeaction taken to reduce spending (Yes/No)  Personnel Cuts		Memorial Day: Confederate Memorial Day: Presidents Day:			
Delay/Cancel Capital Projects Cuts in Other Services: Modify Health Care Benefits Public Safety Cuts:		Veterans Day: Jefferson Davis Birthday: Other: Other (Specify):			
Across the Board Services Cuts: Rengotiate Debt: Modify Pension Benefits/Plans:		Good Friday, Christmas Eve  Insurance Coverage			
Human Services Cuts:  Specific Personnel Cuts		Individual Medical Coverage:  Pct. of Individual Coverage Paid:  Individual Coverage Cost Per Month:	Yes 100% - individual co \$6,300.00		
Hiring freeze:  Reduce/eliminate travel Budget:  Salary/ Wage reduction/freeze:  Reduce/Eliminate prof. Development E	Budget	Dependent Medical Coverage: Pct. Dependent Coverage Paid: Dependent Coverage Cost Per Month:	No		
Layoffs: Early Retirements Furloughs Reduce Health Care Benefits: Revise Union Contracts: Reduce Pension Benefits:		Medical Insurance for Elected Officials: Disability Insurance for Employees: Life Insurance for Employees: Other Benefits for Employees: Other Benefits (Specify):	No No No		
Changes represents new way of doing Fringe Benefits	business				
Number of Paid Holidays: 10  Retirement Plan: Yes	yac Vac	cation Hours Per Month:			
Retirement Plan is RSA: Yes  Retirement Plan is Private: No	Sici	Sick Hours Per Month: Sick Days Per Year:			

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### **City Profiles: Eufaula**

scal Year Begins:  ay Increase:  ay Increase Percent:  Budget Actions		October	Thanksgiving:	
ay Increase Percent:				✓
		No	Thanksgiving Friday After	<u> </u>
			Chrsitmas:	<b>✓</b>
Sudget Actions			New Years Day:	•
			MLK Day:	•
otal Number of Employees:		228	Independance Day:	<b>V</b>
evenue Percent Change From Prev	ious Year:		Labor Day:	
-			Memorial Day: Confederate Memorial Day:	
ction taken to reduce spending (Y	es/No)		Presidents Day:	
Personnel Cuts			Veterans Day:	<b>■</b>
Delay/Cancel Capital Projects			Jefferson Davis Birthday:	
Cuts in Other Services:			Other:	<b>✓</b>
Modify Health Care Benefits			Other (Specify):	
Public Safety Cuts:			, , ,	
Across the Board Services Cuts:				
Rengotiate Debt:			Insurance Covera	age
Modify Pension Benefits/Plans: Human Services Cuts:			Individual Medical Coverage:	No
Human Services Cuts.			Pct. of Individual Coverage Paid:	Yes
Specific Personnel Cuts			Individual Coverage Cost Per Mon	
Hiring freeze:			marviada coverage cost i el mon	JZ/0
Reduce/eliminate travel Budget	:		Dependent Medical Coverage:	\$401
Salary/ Wage reduction/freeze:			Pct. Dependent Coverage Paid:	776.72
Reduce/Eliminate prof. Develop	ment Budget		Dependent Coverage Cost Per Mo	onth: Yes
Layoffs:			Medical Insurance for Elected Offi	icials: 72
Early Retirements			Disability Insurance for Employees	
Furloughs			Life Insurance for Employees:	
Reduce Health Care Benefits:			Other Benefits for Employees:	No Yes
Revise Union Contracts:			Other Benefits (Specify):	165
Reduce Pension Benefits:			No	
Changes represents new way of	doing business			
Fringe Benefits				
Number of Paid Holidays:	10	Vacati	on Hours Per Month: Hours	
Retirement Plan:	8 hours per mont	Vacati	on Days Per Year:	
Retirement Plan is RSA:	Yes		ours Per Month: 8 hours per m	onth
Retirement Plan is Private:	Yes		ays Per Year:	Ontil

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### **City Profiles: Eva**

Pay Increase		Paid Holidays				
Fiscal Year Begins:		October	Thanksgiving:		<u> </u>	
Pay Increase:		Yes	Thanksgiving Fric	lay After		
Pay Increase Percent:		2%	Chrsitmas:		<b>✓</b>	
			New Years Day:		<b>✓</b>	
<b>Budget Actions</b>			MLK Day:		<b>✓</b>	
Tatal Niverbay of Freedows		0	Independance Da	ay:	<b>✓</b>	
Total Number of Employees:		8	Labor Day:		✓	
Revenue Percent Change From	Previous Year:		Memorial Day:		✓	
Action taken to reduce spendi	ng (Yes/No)		Confederate Me	morial Day:		
Personnel Cuts			Presidents Day:			
Delay/Cancel Capital Proje	cts		Veterans Day:			
Cuts in Other Services:			Jefferson Davis B	irthday:		
Modify Health Care Benefi	ts		Other:			
Public Safety Cuts:			Other (Specify):			
Across the Board Services	Cuts:		Christmas Eve			
Rengotiate Debt:			Incurana	ce Coverag	ω	
Modify Pension Benefits/P	lans:			ce coverag		
Human Services Cuts:			Individual Medic	al Coverage:	No	
Specific Personnel Cuts			Pct. of Individual	Coverage Paid:		
			Individual Covera	age Cost Per Month:		
Hiring freeze:	udaat.		Dan and ant Madi	and Courses	NI-	
Reduce/eliminate travel Bu	_		Dependent Medi	_	No	
Salary/ Wage reduction/fro			Pct. Dependent Coverage Paid:			
Reduce/Eliminate prof. De Layoffs:	velopment Budget		Dependent Cove	rage Cost Per Month	1.	
Early Retirements			Medical Insuranc	Medical Insurance for Elected Officials:		
Furloughs			Disability Insurar	ice for Employees:	No	
Reduce Health Care Benefi	itc		Life Insurance fo	r Employees:	No	
Revise Union Contracts:	113.		Other Benefits fo	or Employees:	No	
Reduce Pension Benefits:			Other Benefits (S	specify):		
Reduce Pension Benefits.						
Changes represents new w	ay of doing business					
Fringe Benefi	its					
Number of Paid Holidays:			Vacation Hours Per Month:	1-5 years, 80 hou years 160 hours	irs / 5-10 years, 120 hours /10	
Retirement Plan:	No		Vacation Days Per Year:			
Retirement Plan is RSA:			Sick Hours Per Month:	2 hours per pay v	veek	
Retirement Plan is Private:			Sick Days Per Year:			

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### **City Profiles: Foley**

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#### **Paid Holidays Pay Increase** Fiscal Year Begins: October Thanksgiving: **✓** Thanksgiving Friday After Pay Increase: No **✓** Chrsitmas: **✓** Pay Increase Percent: New Years Day: **✓ Budget Actions** MLK Day: **✓** Independance Day: **✓** Total Number of Employees: 280 Labor Day: Revenue Percent Change From Previous Year: 5.7% Memorial Day: **✓** Confederate Memorial Day: Action taken to reduce spending (Yes/No) Presidents Day: **Personnel Cuts** Veterans Day: **✓** Delay/Cancel Capital Projects **✓** Jefferson Davis Birthday: **Cuts in Other Services:** Other: **✓** Modify Health Care Benefits Other (Specify): **Public Safety Cuts:** Across the Board Services Cuts: Rengotiate Debt: **Insurance Coverage** Modify Pension Benefits/Plans: **Human Services Cuts:** Individual Medical Coverage: No Pct. of Individual Coverage Paid: Yes **Specific Personnel Cuts** Individual Coverage Cost Per Month: 100% Hiring freeze: Reduce/eliminate travel Budget: Dependent Medical Coverage: Self Insured - no premiums Self Insured - no Salary/ Wage reduction/freeze: Pct. Dependent Coverage Paid: premiums Reduce/Eliminate prof. Development Budget Dependent Coverage Cost Per Month: Yes Layoffs: Medical Insurance for Elected Officials: Self Insured - no Early Retirements premiums Disability Insurance for Employees: **Furloughs** Life Insurance for Employees: Yes Reduce Health Care Benefits: Other Benefits for Employees: Yes **Revise Union Contracts:** Other Benefits (Specify): **Reduce Pension Benefits:** Yes Changes represents new way of doing business **Fringe Benefits** Number of Paid Holidays: 10 Vacation Hours Per Month: Hours Retirement Plan: 3.7 hrs for each 2 Vacation Days Per Year: Retirement Plan is RSA: Yes Sick Hours Per Month: Year 1 - 1.54 hrs every 2 wks. up to 40 hrs / Year 2 - 10 - 3.08 hrs ever 2 wks. up to 80 hrs / Year 10 - 20- 4.62 hrs. every 2 wks. up to 120 hrs. / Year 20 6.16 hrs every 2 wks. up to 160 Retirement Plan is Private: Yes Sick Days Per Year:

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### **City Profiles: Fultondale**

ay Increase: Yes Thanksgiving Friday After	Pay Increase			Paid Hol	idays	
Ag Increase Percent:  Budget Actions  New Years Day:  Independance Day:  Independer Day:  Independance Day:	iscal Year Begins:		October	Thanksgiving:	✓	
New Years Day:	ay Increase:		Yes	Thanksgiving Frid	ay After	
total Number of Employees:  stal Number of Previous Year:  stal Number of Praid Holidays:  stal Name of Paid Holidays:  stal Nam	ay Increase Percent:		2%	Chrsitmas:		
Independance Day:  Labor Day: Labor Day	Dudast Astions			New Years Day:	✓	
evenue Percent Change From Previous Year: 5% Memorial Day:	Budget Actions					
evenue Percent Change From Previous Year: 5% Memorial Day:	otal Number of Employees:		87			
ction taken to reduce spending (Yes/No)  Personnel Cuts  Delay/Cancel Capital Projects  Cuts in Other Services:  Modify Health Care Benefits  Public Safety Cuts:  Across the Board Service Cuts:  Modify Pension Benefits/Plans:  Human Services Cuts:  Specific Personnel Cuts  Hiring freeze:  Reduce/eliminate travel Budget:  Salary/ Wage reduction/freeze:  Reduce/Eliminate prof. Development Budget  Layoffs:  Early Retirements  Furloughs  Reduce Health Care Benefits:  Reduce Pension Benefits:  Reduce Health Care Benefits:  Reduce Pension Benefits:  Reduce Pension Benefits:  Reduce Pension Benefits:  Reduce Health Care Benefits:  Reduce Pension Benefits:  Reduce Pen		evious Year:	5%			
Personnel Cuts Delay/Cancel Capital Projects Uts in Other Services: Modify Health Care Benefits Public Safety Cuts: Across the Board Services Cuts: Rengotiate Debt: Modify Pension Benefits/Plans: Human Services Cuts: Rengotiate Debt: Modify Pension Benefits/Plans: Human Services Cuts: Rengotiate Debt: Modify Pension Benefits/Plans: Human Services Cuts: Individual Medical Coverage No Specific Personnel Cuts Hiring freeze: Reduce/eliminate travel Budget: Dependent Medical Coverage Paid: Pet. Oependent Medical Coverage: Salary/ Wage reduction/freeze: Reduce/Eliminate prof. Development Budget Dependent Coverage Cost Per Month: No Layoffs: Barly Retirements Furloughs Reduce Health Care Benefits: Disability Insurance for Eincled Officials: Disability Insurance for Employees: No Other Benefits for Employees: No Other Benefits (Specify): No  Pringe Benefits  No  No Revise Union Contracts: Reduce Pension Benefits: Reduce Pension Benefits: Reduce Pension Benefits: Retirement Plan is RSA:  No  No  No  Bases on years of service 8hrs, 12 hrs for years, 16 hrs for 25 years. per month the services of the propers o			<i></i>			
Delay/Cancel Capital Projects  Cuts in Other Services:  Modify Health Care Benefits  Public Safety Cuts:  Across the Board Services Cuts:  Rengotiate Debt:  Modify Pension Benefits/Plans:  Human Services Cuts:  Specific Personnel Cuts  Hiring freeze:  Reduce/eliminate travel Budget:  Salary/ Wage reduction/freeze:  Reduce/Eliminate prof. Development Budget  Layoffs:  Early Retirements  Furloughs  Reduce Pension Benefits:  Reduce P	action taken to reduce spending	(Yes/No)			· —	
Cuts in Other Services  Modify Health Care Benefits  Public Safety Cuts:  Across the Board Services Cuts:  Rengotiate Debt:  Modify Pension Benefits/Plans:  Human Services Cuts:  Specific Personnel Cuts  Hiring freeze:  Reduce/eliminate travel Budget:  Beduce/Eliminate prof. Development Budget  Layoffs:  Barly Retirements  Furloughs  Reduce Health Care Benefits:  Reduce Pension Benefits:  Changes represents new way of doing business  Piringe Benefits  Nother:  Other:  Other:  Other (Specify):  Individual Coverage  Individual Medical Coverage:  No  Pct. of Individual Coverage Paid:  Pct. Dependent Medical Coverage Cost Per Month:  No  Dependent Coverage Paid:  Pct. Dependent Coverage Paid:  Bedical Insurance for Elected Officials:  Disability Insurance for Employees:  No  Other Benefits (Specify):  No  Changes represents new way of doing business  Pringe Benefits  No  No  Retirement Plan:  Retirement Plan:  Retirement Plan is RSA:  Yes  Sick Hours Per Month:  Bases on years of service 8hrs, 12 hrs for years, 16 hrs for 25 years, per month in the form of the powers of the proposed of the proposed of the powers.  Purposed  Bases on years of service 8hrs, 12 hrs for years, 16 hrs for 25 years, per month in the powers.						
Modify Health Care Benefits  Public Safety Cuts:  Rengotiate Debt:  Rengotiate Debt:  Human Services Cuts:  Reduce/Eliminate travel Budget:  Balary/ Wage reduction/freeze:  Reduce/Eliminate prof. Development Budget  Layoffs:  Early Retirements  Furloughs  Reduce Pension Benefits:  Reduce Pension Benefit						
Public Safety Cuts:  Across the Board Services Cuts:  Rengotiate Debt:  Modify Pension Benefits/Plans:  Human Services Cuts:  Specific Personnel Cuts  Hiring freeze:  Reduce/eliminate travel Budget:  Salary/ Wage reduction/freeze:  Reduce/Eliminate prof. Development Budget  Layoffs:  Early Retirements  Furloughs  Reduce Health Care Benefits:  Reduce Pension Benefits:  Changes represents new way of doing business  Fringe Benefits  Number of Paid Holidays:  Retirement Plan:  Retirement Plan:  Retirement Plan is RSA:  Yes  Other Benefits (Specify):  Bases on years of service 8hrs, 12 hrs for years, 16 hrs for 25 years, per month.						
Across the Board Services Cuts:  Rengotiate Debt:  Modify Pension Benefits/Plans: Human Services Cuts:  Specific Personnel Cuts  Hiring freeze:  Reduce/eliminate travel Budget:  Salary/ Wage reduction/freeze:  Reduce/Eliminate prof. Development Budget  Layoffs:  Early Retirements  Furloughs  Reduce Health Care Benefits:  Reduce Pension Benefits:  Reduce	•				٠	
Rengotiate Debt: Modify Pension Benefits/Plans: Human Services Cuts: Individual Medical Coverage: No Specific Personnel Cuts Hiring freeze: Reduce/eliminate travel Budget: Salary/ Wage reduction/freeze: Reduce/Eliminate prof. Development Budget Layoffs: Barly Retirements Furloughs Reduce Health Care Benefits: Reduce Pension Benefits: Reduce Pen						
Modify Pension Benefits/Plans:  Human Services Cuts:  Individual Medical Coverage:  No  Pct. of Individual Coverage Paid:  Yes  Individual Coverage Paid:  Pct. of Individual Coverage Paid:  Yes  Individual Coverage Paid:  Pespendent Medical Coverage:  Reduce/eliminate travel Budget:  Reduce/Eliminate prof. Development Budget  Dependent Coverage Paid:  Reduce/Eliminate prof. Development Budget  Dependent Coverage Paid:  Reduce/Eliminate prof. Development Budget  Dependent Coverage Paid:  No  Medical Insurance for Elected Officials:  Early Retirements  Disability Insurance for Employees:  No  Other Benefits for Employees:  No  Other Benefits for Employees:  No  Other Benefits (Specify):  No  Changes represents new way of doing business  Fringe Benefits  No  Fringe Benefits  Number of Paid Holidays:  16		5:	_			
Human Services Cuts:    Individual Medical Coverage: No   Pct. of Individual Coverage Paid: Yes     Individual Coverage Paid: Yes     Individual Coverage Cost Per Month: 98%     Hiring freeze:		••		Insuranc	ee Coverage	
Specific Personnel Cuts  Hiring freeze:  Reduce/eliminate travel Budget:  Salary/ Wage reduction/freeze:  Reduce/Eliminate prof. Development Budget  Layoffs:  Early Retirements Furloughs Reduce Health Care Benefits:  Revise Union Contracts: Reduce Pension Benefits:  Reduce Pension Benefits:  No  Changes represents new way of doing business  Pet. of Individual Coverage Paid:  Pet. Dependent Medical Coverage:  Pet. Dependent Coverage Paid:  Reduce Health Caverage Paid:  Medical Insurance for Elected Officials:  Disability Insurance for Employees:  No  Other Benefits for Employees:  No  Other Benefits (Specify):  No  Changes represents new way of doing business  Fringe Benefits  Number of Paid Holidays:  16  Vacation Hours Per Month:  Retirement Plan:  8  Vacation Days Per Year:  Retirement Plan is RSA:  Yes  Sick Hours Per Month:  Bases on years of service 8hrs, 12 hrs for years, 16 hrs for 25 years. per month of the part of the p	•	<b>).</b>		Individual Medica	al Coverage:	No
Hiring freeze:  Reduce/eliminate travel Budget:  Dependent Medical Coverage:  Pct. Dependent Coverage Paid:  Reduce/Eliminate prof. Development Budget  Dependent Coverage Cost Per Month:  No  Layoffs:  Early Retirements  Furloughs  Reduce Health Care Benefits:  Revise Union Contracts:  Reduce Pension Benefits:  Changes represents new way of doing business  Fringe Benefits  Number of Paid Holidays:  Retirement Plan:  Retirement Plan:  Retirement Plan is RSA:  Yes  Individual Coverage Cost Per Month:  Dependent Medical Coverage:  Atl8  Salary/ Wage reduction/freeze:  Pct. Dependent Coverage Paid:  No  Medical Insurance for Elected Officials:  Disability Insurance for Employees:  No  Other Benefits for Employees:  No  Other Benefits (Specify):  No  Changes represents new way of doing business  Fringe Benefits  No  Changes represents new way of doing business  Fringe Benefits  Number of Paid Holidays:  16  Vacation Hours Per Month:  Bases on years of service 8hrs, 12 hrs for years, 16 hrs for 25 years. per month					_	
Hiring freeze:  Reduce/eliminate travel Budget:  Salary/ Wage reduction/freeze:  Reduce/Eliminate prof. Development Budget  Layoffs:  Early Retirements Furloughs  Reduce Health Care Benefits:  Revise Union Contracts:  Reduce Pension Benefits:  Changes represents new way of doing business  Fringe Benefits  Number of Paid Holidays:  Retirement Plan:  Retirement Plan:  Retirement Plan is RSA:  Pet. Dependent Medical Coverage:  Atl8  Salary/ Wage reduction/freeze:  Pct. Dependent Coverage Paid:  Reduce Persion Benefits:  No  Medical Insurance for Elected Officials:  Disability Insurance for Employees:  No  Other Benefits for Employees:  No  Other Benefits (Specify):  No  No  Fringe Benefits  Vacation Hours Per Month:  Retirement Plan is RSA:  Yes  Sick Hours Per Month:  Bases on years of service 8hrs, 12 hrs for years, 16 hrs for 25 years. per month	Specific Personnel Cuts				_	
Salary/ Wage reduction/freeze:  Reduce/Eliminate prof. Development Budget  Layoffs:  Early Retirements  Furloughs  Reduce Health Care Benefits:  Revise Union Contracts:  Reduce Pension Benefits:  Changes represents new way of doing business  Fringe Benefits  Number of Paid Holidays:  Retirement Plan:  Retirement Plan is RSA:  Yes  Pct. Dependent Coverage Paid:  Dependent Coverage Cost Per Month:  No  Medical Insurance for Elected Officials:  Disability Insurance for Employees:  No  Other Benefits for Employees:  No  Other Benefits (Specify):  No  Vacation Hours Per Month:  Hours  Retirement Plan is RSA:  Yes  Sick Hours Per Month:  Bases on years of service 8hrs, 12 hrs for years, 16 hrs for 25 years. per month	Hiring freeze:					
Reduce/Eliminate prof. Development Budget  Layoffs:  Early Retirements  Furloughs  Reduce Health Care Benefits:  Revise Union Contracts:  Reduce Pension Benefits:  Changes represents new way of doing business  Fringe Benefits  Number of Paid Holidays:  Retirement Plan:  Retirement Plan is RSA:  Pension Benefits Disability Insurance for Employees:  No  Other Benefits for Employees:  No  Other Benefits (Specify):  No  No  Vacation Hours Per Month:  Retirement Plan is RSA:  Yes  Sick Hours Per Month:  Bases on years of service 8hrs, 12 hrs for years, 16 hrs for 25 years. per month	_			Dependent Medi	Dependent Medical Coverage:	
Layoffs:  Early Retirements  Furloughs  Reduce Health Care Benefits:  Revise Union Contracts:  Reduce Pension Benefits:  Changes represents new way of doing business  Fringe Benefits  Number of Paid Holidays:  Retirement Plan:  Retirement Plan:  Retirement Plan is RSA:  Wes  Medical Insurance for Elected Officials:  Disability Insurance for Employees:  No  Other Benefits for Employees:  No  Other Benefits (Specify):  No  Vacation Hours Per Month:  Hours  Retirement Plan:  Retirement Plan is RSA:  Yes  Sick Hours Per Month:  Bases on years of service 8hrs, 12 hrs for years, 16 hrs for 25 years. per month	-					
Early Retirements  Furloughs  Reduce Health Care Benefits:  Revise Union Contracts:  Reduce Pension Benefits:  Changes represents new way of doing business   Fringe Benefits  Number of Paid Holidays:  Retirement Plan:  Retirement Plan is RSA:  Yes  Medical Insurance for Employees:  Disability Insurance for Employees:  No  Other Benefits for Employees:  No  Other Benefits (Specify):  No  Vacation Hours Per Month:  Hours  Bases on years of service 8hrs, 12 hrs for years, 16 hrs for 25 years. per month		ppment Budget		Dependent Cover	Dependent Coverage Cost Per Month:	
Furloughs  Reduce Health Care Benefits:  Revise Union Contracts:  Reduce Pension Benefits:  Changes represents new way of doing business   Fringe Benefits  Number of Paid Holidays:  Retirement Plan:  Retirement Plan is RSA:  Pisson bility Insurance for Employees:  No  Other Benefits for Employees:  No  Other Benefits (Specify):  No  Vacation Hours Per Month:  Hours  Retirement Plan is RSA:  Yes  Sick Hours Per Month:  Bases on years of service 8hrs, 12 hrs for years, 16 hrs for 25 years. per month				Medical Insuranc	e for Elected Officials:	
Reduce Health Care Benefits:  Revise Union Contracts: Reduce Pension Benefits:  Changes represents new way of doing business  Pringe Benefits  No  Changes represents new way of doing business  Fringe Benefits  No  Vacation Hours Per Month: Hours  Retirement Plan:  Retirement Plan is RSA:  Yes  Sick Hours Per Month:  Bases on years of service 8hrs, 12 hrs for years, 16 hrs for 25 years. per month				Disability Insuran	ce for Employees:	
Revise Union Contracts:  Reduce Pension Benefits:  Changes represents new way of doing business  Fringe Benefits  No  Vacation Hours Per Month:  Retirement Plan:  Retirement Plan is RSA:  Yes  Other Benefits (Specify):  No  Vacation Hours Per Month:  Bases on years of service 8hrs, 12 hrs for years, 16 hrs for 25 years. per month	_					No
Reduce Pension Benefits:  Changes represents new way of doing business  Fringe Benefits  Number of Paid Holidays:  Retirement Plan:  8  Vacation Hours Per Month:  Vacation Days Per Year:  Retirement Plan is RSA:  Yes  Sick Hours Per Month:  Bases on years of service 8hrs, 12 hrs for years, 16 hrs for 25 years. per month				Other Benefits fo	Other Benefits for Employees:	
Changes represents new way of doing business  Fringe Benefits  Number of Paid Holidays: 16 Vacation Hours Per Month: Hours  Retirement Plan: 8 Vacation Days Per Year:  Retirement Plan is RSA: Yes Sick Hours Per Month: Bases on years of service 8hrs, 12 hrs for years, 16 hrs for 25 years. per month				Other Benefits (S	pecify):	
Fringe Benefits  Number of Paid Holidays: 16 Vacation Hours Per Month: Hours  Retirement Plan: 8 Vacation Days Per Year:  Retirement Plan is RSA: Yes Sick Hours Per Month: Bases on years of service 8hrs, 12 hrs for years, 16 hrs for 25 years. per month				No		
Number of Paid Holidays: 16 Vacation Hours Per Month: Hours  Retirement Plan: 8 Vacation Days Per Year:  Retirement Plan is RSA: Yes Sick Hours Per Month: Bases on years of service 8hrs, 12 hrs for years, 16 hrs for 25 years. per month	Changes represents new way	of doing business				
Retirement Plan:  Retirement Plan is RSA:  Yes  Sick Hours Per Month:  Bases on years of service 8hrs, 12 hrs for years, 16 hrs for 25 years. per month	Fringe Benefits	;				
Retirement Plan is RSA:  Yes  Sick Hours Per Month:  Bases on years of service 8hrs, 12 hrs for years, 16 hrs for 25 years. per month	Number of Paid Holidays:	16	Vac	cation Hours Per Month:	Hours	
years, 16 hrs for 25 years. per month	Retirement Plan:	8	Vac	cation Days Per Year:		
	Retirement Plan is RSA:	Yes	Sick	k Hours Per Month:		
	Retirement Plan is Private:	Yes	Sick	k Days Per Year:	,	•

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### City Profiles: Gadsden

ay Increase			Paid Hol	idays		
cal Year Begins:	C	October	Thanksgiving:		<b>✓</b>	
y Increase:	Υ	es	Thanksgiving Fric	lay After	<b>✓</b>	
y Increase Percent:	2	%	Chrsitmas:		<b>✓</b>	
			New Years Day:		<b>✓</b>	
udget Actions			MLK Day:		<b>✓</b>	
tal Number of Employees:	5	12	Independance Da	ay:	✓	
venue Percent Change From Previous			Labor Day:		<b>✓</b>	
vende reitent Change From Frevious	Teal.		Memorial Day:	and al David	<b>✓</b>	
tion taken to reduce spending (Yes/N	lo)		Confederate Mei	morial Day:		
Personnel Cuts			Presidents Day: Veterans Day:			
Delay/Cancel Capital Projects			Jefferson Davis B	irthday:		
Cuts in Other Services:			Other:	ir triday.	<b>✓</b>	
Modify Health Care Benefits			Other (Specify):		V	
Public Safety Cuts:			Good Friday a	nd Personal		
Across the Board Services Cuts:			,			
Rengotiate Debt:			Insuran	ce Coverage	e	
Modify Pension Benefits/Plans: Human Services Cuts:			Individual Madia	al Cayaraga.		
numan services cuts.			Individual Medic Pct. of Individual	_		es O%
Specific Personnel Cuts				ige Cost Per Month:		333 single
Hiring freeze:			marvidual covera	ige Cost Per Month.	C	overage and \$877 or family coverage
Reduce/eliminate travel Budget:			Dependent Medi	cal Coverage:	Y	es
Salary/ Wage reduction/freeze:			Pct. Dependent (	Coverage Paid:	8	0%
Reduce/Eliminate prof. Developmen	t Budget		Dependent Cove	rage Cost Per Month:	Se	ee above
Layoffs:			Modical Incurance	e for Elected Officials	·· v	
Early Retirements				ce for Employees:	γ. Υ	es
Furloughs			Life Insurance fo			es es
Reduce Health Care Benefits:			Other Benefits fo			es
Revise Union Contracts:			Other Benefits (S		,,	23
Reduce Pension Benefits:			Longevity pay	peeny,.		
Changes represents new way of doir	ng business					
Fringe Benefits						
Number of Paid Holidays:	1	Vacation I	Hours Per Month:	Depends on servic	e	
Retirement Plan:	'es	Vacation I	Days Per Year:			
Retirement Plan is RSA:	'es	Sick Hours	s Per Month:	8 Hours per month	า	
		Sick Days		5 5 pc onti	-	

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### **City Profiles: Garden City**

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Pay Increase		Paid Holidays				
Fiscal Year Begins:		October	Thanksgiving:	<b>✓</b>		
Pay Increase:		No	Thanksgiving Frid			
Pay Increase Percent:		3%	Chrsitmas:	<b>✓</b>		
			New Years Day:	<b>✓</b>		
<b>Budget Actions</b>			MLK Day:			
Total Number of Employees:		7	Independance Da	<u> </u>		
Revenue Percent Change From Pre	vious Vear		Labor Day:	<b>✓</b>		
-			Memorial Day:	✓ ial Davi		
Action taken to reduce spending (	Yes/No)		Confederate Mer	-		
Personnel Cuts			Presidents Day:			
Delay/Cancel Capital Projects			Veterans Day:	irthday:		
Cuts in Other Services:			Jefferson Davis B Other:	_		
Modify Health Care Benefits			Other (Specify):	✓		
Public Safety Cuts:				, New Year's Eve, Good F	riday	
Across the Board Services Cuts	:		Christinas Eve,	, New Teal 3 Lve, Good F	iluay	
Rengotiate Debt:	Rengotiate Debt:		Insurance	Insurance Coverage		
Modify Pension Benefits/Plans	:				_	
Human Services Cuts:			Individual Medica	al Coverage:		
Specific Personnel Cuts			Pct. of Individual	Coverage Paid:	100% for two of the	
Hiring freeze:			Individual Covera	age Cost Per Month:	940	
Reduce/eliminate travel Budge	rt:		Dependent Medi	cal Coverage:	Yes	
Salary/ Wage reduction/freeze				Pct. Dependent Coverage Paid:		
,					50% of family coverage for the one employee with family coverage	
Reduce/Eliminate prof. Develo	pment Budget		Dependent Cove	rage Cost Per Month:	\$647 paid for the one employee with family coverage	
Layoffs:			Medical Insuranc	e for Elected Officials:	Yes	
Early Retirements				ice for Employees:	No	
Furloughs			Life Insurance for		No	
Reduce Health Care Benefits:			Other Benefits fo		No	
Revise Union Contracts:			Other Benefits (S			
Reduce Pension Benefits:			ouner benenus (e	p = 0 / /.		
Changes represents new way o	of doing business					
Fringe Benefits						
Number of Paid Holidays:	11	V	acation Hours Per Month:	40 hrs/1 yr : 80 hrs/2	yrs : 120 hrs/ 10 yrs	
Retirement Plan:	Yes	V	acation Days Per Year:			
Retirement Plan is RSA:	Yes	c	ick Hours Per Month:	96 hrs		
Retirement Plan is Private:	No		ick Davs Per Year:	505		

**Paid Holidays** 

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### **City Profiles: Gordo**

ay Increase			Paid Hol	idays		
cal Year Begins:		October	Thanksgiving:	<b>✓</b>		
y Increase:		Yes	Thanksgiving Fric			
y Increase Percent:		2%	Chrsitmas:	<b>✓</b>		
			New Years Day:	<b>✓</b>		
udget Actions			MLK Day:	✓		
tal Number of Employees:		19	Independance Da	· —		
	us Voor		Labor Day:	<b>✓</b>		
venue Percent Change From Previo	us real.		Memorial Day:	<b>✓</b>		
tion taken to reduce spending (Yes	/No)		Confederate Mei	· —		
Personnel Cuts			Presidents Day:	<b>✓</b>		
Delay/Cancel Capital Projects			Veterans Day:	irthday:		
Cuts in Other Services:			Jefferson Davis B Other:	irthday:		
Modify Health Care Benefits			Other (Specify):			
Public Safety Cuts:			Dec. 24th & De	ec. 31st		
Across the Board Services Cuts:			200.21	30. 3 231		
Rengotiate Debt:			Insuran			
Modify Pension Benefits/Plans:						
Human Services Cuts:			Individual Medica	_	Yes	
Specific Personnel Cuts			Pct. of Individual	_	\$9%	
Hiring freeze:			maividuai Covera	ge Cost Per Month:	\$390.00	
Reduce/eliminate travel Budget:			Dependent Medi	cal Coverage:	Yes	
Salary/ Wage reduction/freeze:			Pct. Dependent (	Coverage Paid:	89%	
Reduce/Eliminate prof. Developm	ent Budget		Dependent Cove	rage Cost Per Month:	\$585.00	
Layoffs:			Madical Incurance	o for Floated Officials	Voc	
Early Retirements				e for Elected Officials:	Yes	
Furloughs			Life Insurance for	ce for Employees:	No No	
Reduce Health Care Benefits:			Other Benefits fo	, ,	No	
Revise Union Contracts:			Other Benefits (S		INO	
Reduce Pension Benefits:			other benefits (5	F-5 1/1		
Changes represents new way of d	oing business					
Fringe Benefits						
Number of Paid Holidays:	12	Vacation Hours Per Month:		40 hours after 1 yr., 80 hrs. after 5 yrs., 120 hr after 10 yrs.,160 hrs. after 15 yrs. and 200 hrs after 20 yrs.		
Retirement Plan:	Yes	Vacatio	on Days Per Year:			
Retirement Plan is RSA:	Yes	Sick Ho	ours Per Month:	10 hours a month		
	No		ays Per Year:	_0 0 0 0		

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### **City Profiles: Greenville**

Pay Increase			Paid Holidays			
Fiscal Year Begins: Oc		ctober	Thanksgiving:	Thanksgiving:		
Pay Increase:	No	0	Thanksgiving Fri	day After 🗸		
Pay Increase Percent:			Chrsitmas:			
Budget Actions		New Years Day: MLK Day:				
otal Number of Employees:	10		Independance D	ay: ✓		
		)Z	Labor Day:	✓		
Revenue Percent Change From Pre	vious Year:		Memorial Day:	<b>✓</b>		
Action taken to reduce spending (	Yes/No)		Confederate Me	-		
Personnel Cuts			Presidents Day:			
Delay/Cancel Capital Projects			Veterans Day:	<b>✓</b> Birthday:		
Cuts in Other Services:			Jefferson Davis E			
Modify Health Care Benefits			Other:	✓		
Public Safety Cuts:			Other (Specify):			
Across the Board Services Cuts	:					
Rengotiate Debt:			Insuran	ce Coverage		
Modify Pension Benefits/Plans	:			- Co co reruge		
Human Services Cuts:			Individual Medic	al Coverage:	No	
Specific Personnel Cuts			Pct. of Individua	l Coverage Paid:	Yes	
Hiring freeze:			Individual Cover	age Cost Per Month:	100%	
Reduce/eliminate travel Budge	·t·		Dependent Med	ical Coverage:	\$427	
Salary/ Wage reduction/freeze			Pct. Dependent	_	\$60	
Reduce/Eliminate prof. Develo				erage Cost Per Month:	Yes	
Layoffs:	p					
Early Retirements			Medical Insuran	ce for Elected Officials:		
Furloughs			Disability Insura	nce for Employees:		
Reduce Health Care Benefits:			Life Insurance fo	r Employees:	No	
Revise Union Contracts:			Other Benefits fo		Yes	
Reduce Pension Benefits:			Other Benefits (S	Specify):		
Changes represents new way o	of doing business		No			
Fringe Benefits						
Number of Paid Holidays:	9	Vacation	n Hours Per Month:	Hours		
Retirement Plan:	8 hrs each month	Vacation	n Days Per Year:			
Retirement Plan is RSA:	No	Sick Hou	rs Per Month:	after 1 yr 40 hrs/ 2 - 1 120 hrs / 15-20 160 hr		
Retirement Plan is Private:	Yes	Sick Day	s Per Year:	120 3 / 13 20 100 111	-	

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### **City Profiles: Haleyville**

Pay Increase		Paid Holidays				
cal Year Begins:		October	Thanksgiving:	✓		
y Increase:		No	Thanksgiving Fr			
y Increase Percent:			Chrsitmas:	•		
1			New Years Day	:		
udget Actions			MLK Day:	✓		
otal Number of Employees:		140	Independance			
venue Percent Change From Pre	wious Vaar:		Labor Day:	<b>✓</b>		
vende reitent change from Fre	vious rear.		Memorial Day:	_		
tion taken to reduce spending (	Yes/No)		Confederate Memorial Da Presidents Day:			
Personnel Cuts			Veterans Day:	: <b>v</b>		
Delay/Cancel Capital Projects			Jefferson Davis			
Cuts in Other Services:			Other:	Birtilday.	<b>V</b>	
Modify Health Care Benefits			Other (Specify)			
Public Safety Cuts:			5 a (5 p 5 a ) ,	•		
Across the Board Services Cuts	<b>:</b>					
Rengotiate Debt:  Modify Pension Benefits/Plans			Insuran	ice Coverage		
Human Services Cuts:			Individual Med	ical Coverage:	Yes	
				al Coverage Paid:	90%	
Specific Personnel Cuts				erage Cost Per Month:	\$414.48	
Hiring freeze:					<b>*</b>	
Reduce/eliminate travel Budge	et:		Dependent Me	dical Coverage:	Yes	
Salary/ Wage reduction/freeze			Pct. Dependent	Pct. Dependent Coverage Paid:		
Reduce/Eliminate prof. Develo	pment Budget		Dependent Cov	verage Cost Per Month:	\$838.64	
Layoffs:			Medical Insura	nce for Elected Officials:	No	
Early Retirements				Disability Insurance for Employees:		
Furloughs			Life Insurance for Employees:  Other Benefits for Employees:		No Yes	
Reduce Health Care Benefits:						
Revise Union Contracts:				Other Benefits (Specify):		
Reduce Pension Benefits:						
Changes represents new way o	of doing business					
<b>Fringe Benefits</b>						
Number of Paid Holidays:	12		Vacation Hours Per Month:	1 week vacation after 2 years, and 3 Weeks Va		
Retirement Plan:	Yes		Vacation Days Per Year:			
Retirement Plan is RSA:	Yes		Sick Hours Per Month:	6 sick days a year.		
Retirement Plan is Private:			Sick Days Per Year:	· · · · · · · · · · · · · · · · · · ·		

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### **City Profiles: Hartselle**

ay Increase	Paid Hol	Paid Holidays			
cal Year Begins:	October	Thanksgiving:	•		
y Increase:		Thanksgiving Frida	ay After 🗸		
y Increase Percent:	2%	Chrsitmas:	✓		
Sudget Actions		New Years Day: MLK Day:	<b>✓</b>		
tal Number of Employees:	106	Independance Da			
evenue Percent Change From Previous Year:	1%	Labor Day: Memorial Day:	<b>✓</b>		
tion taken to reduce spending (Yes/No)		Confederate Men	<del></del>		
Personnel Cuts		Presidents Day:			
Delay/Cancel Capital Projects		Veterans Day:	✓		
Cuts in Other Services:		Jefferson Davis Bi	rthday:		
Modify Health Care Benefits		Other:	✓		
Public Safety Cuts:		Other (Specify):			
Across the Board Services Cuts:		New Years Eve	Christmas Eve Birthday		
Rengotiate Debt:		Incress	o Coverses		
Modify Pension Benefits/Plans:		insuranc	e Coverage		
Human Services Cuts:		Individual Medica	l Coverage:		
Specific Personnel Cuts		Pct. of Individual Coverage Paid:		96%	
Hiring freeze:		Individual Covera	ge Cost Per Month:	\$420.00	
		Danandant Madia	ral Coverage:		
Reduce/eliminate travel Budget: Salary/ Wage reduction/freeze:		Dependent Medical Coverage: Pct. Dependent Coverage Paid:		50%	
Reduce/Eliminate prof. Development Budget		Dependent Coverage Paid:  Dependent Coverage Cost Per Month:		\$323.50	
Layoffs:		Dependent Cover	age Cost Per Month:	\$323.50	
Early Retirements		Medical Insurance for Elected Officials:			
Furloughs		Disability Insurance for Employees:			
Reduce Health Care Benefits:		Life Insurance for Employees:			
Revise Union Contracts:		Other Benefits for Employees:			
Reduce Pension Benefits:		Other Benefits (Sp	Other Benefits (Specify):		
Changes represents new way of doing business					
Fringe Benefits					
Number of Paid Holidays: 12	Vacatio	on Hours Per Month:	80 - 200 based on years	of service	
Retirement Plan:	Vacatio	on Days Per Year:			
Retirement Plan is RSA:	Sick Ho	ours Per Month:	13		
Retirement Plan is Private: Sick Da					

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## **City Profiles: Heflin**

Pay Increase			Paid Holidays	
iscal Year Begins:		October	Thanksgiving:	
Pay Increase:		Yes	Thanksgiving Friday After	
Pay Increase Percent:		2%	Chrsitmas:	
D 1 . A .!			New Years Day:   ✓	
Budget Actions			MLK Day:  ✓	
otal Number of Employees:		59	Independance Day:	
Revenue Percent Change From Pre	vious Vear	6%	Labor Day:	
_			Memorial Day:	,
Action taken to reduce spending (	Yes/No)		Confederate Memorial Day:	•
Personnel Cuts			Presidents Day:	
Delay/Cancel Capital Projects			Veterans Day:  Jefferson Davis Birthday:	1
Cuts in Other Services:			Jefferson Davis Birthday:  Other:	,
Modify Health Care Benefits			Other (Specify):	
Public Safety Cuts:			Other (specify).	
Across the Board Services Cuts	:			
Rengotiate Debt:			<b>Insurance Coverage</b>	
Modify Pension Benefits/Plans	:			
Human Services Cuts:			Individual Medical Coverage:	Yes
Specific Personnel Cuts			Pct. of Individual Coverage Paid:	70%
Hiring freeze:			Individual Coverage Cost Per Month:	316.2
Reduce/eliminate travel Budge	t:		Dependent Medical Coverage:	Yes
Salary/ Wage reduction/freeze			Pct. Dependent Coverage Paid:	70%
Reduce/Eliminate prof. Develo			Dependent Coverage Cost Per Month:	813.2
Layoffs:	F6			
Early Retirements			Medical Insurance for Elected Officials:	Yes
Furloughs			Disability Insurance for Employees:	No
Reduce Health Care Benefits:			Life Insurance for Employees:	No
Revise Union Contracts:			Other Benefits for Employees:	No
Reduce Pension Benefits:			Other Benefits (Specify):	
Changes represents new way o	of doing business			
Fringe Benefits				
Number of Paid Holidays:	12	Vac	ration Hours Per Month: 96	
Retirement Plan:	Yes	Vac	ration Days Per Year:	
Retirement Plan is RSA:	Yes	Sick	Hours Per Month: 96	
Retirement Plan is Private:	No		x Days Per Year:	
Actifement rian is rilvate.	NO	SICK	Days i Cl Teal.	

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# City Profiles: Henagar

ay Increase			Paid Ho	lidays	
cal Year Begins:		October	Thanksgiving:	<b>✓</b>	
y Increase:		No	Thanksgiving Fri	day After	
y Increase Percent:			Chrsitmas:	✓	
udget Actions			New Years Day: MLK Day:	<b>&gt;</b>	
tal Number of Employees:		18	Independance D	· —	
venue Percent Change From Prev	vious Vear	7.2%	Labor Day:	<b>✓</b>	
vende reitent thange from riet	ious rear.	7.2/0	Memorial Day:	was a sia I Dawn	
tion taken to reduce spending (Y	es/No)		Confederate Me	_	
Personnel Cuts			Presidents Day: Veterans Day:	<b>■</b>	
Delay/Cancel Capital Projects			Jefferson Davis E		
Cuts in Other Services:			Other:	sii tiiday. ✓	
Modify Health Care Benefits			Other (Specify):	▼.	
Public Safety Cuts:			Christmas Eve		
Across the Board Services Cuts:			Ciristilas Eve		
Rengotiate Debt:			Insuran	ce Coverage	
Modify Pension Benefits/Plans:					
Human Services Cuts:			Individual Medic	_	Yes
Specific Personnel Cuts			Pct. of Individual	_	100
Hiring freeze:			Individual Cover	age Cost Per Month:	
Reduce/eliminate travel Budget	<b>::</b>		Dependent Med	ical Coverage:	Yes
Salary/ Wage reduction/freeze:			Pct. Dependent (	Coverage Paid:	50
Reduce/Eliminate prof. Develop	ment Budget		Dependent Cove	rage Cost Per Month:	323.53
Layoffs:					
Early Retirements				ce for Elected Officials:	Yes
Furloughs				nce for Employees:	No
Reduce Health Care Benefits:			Life Insurance fo		No
Revise Union Contracts:			Other Benefits fo		No
Reduce Pension Benefits:			Other Benefits (S	Specify):	
Changes represents new way of	doing business				
Fringe Benefits					
Number of Paid Holidays:	9	Vacat	ion Hours Per Month:	40 (1-3 years), 80 (4-6 y 160 (10-19 years), 200	
Retirement Plan:	Yes	Vacat	ion Days Per Year:		
Retirement Plan is RSA:	No	Sick H	lours Per Month:	0.92 per week	
	Yes		ays Per Year:	- 1	

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### **City Profiles: Highland Lake**

Pay Increase			Paid Hol	Paid Holidays			
Fiscal Year Begins:	(	October	Thanksgiving:		<u> </u>		
Pay Increase:	I	No	Thanksgiving Frid	ay After			
Pay Increase Percent:			Chrsitmas:				
			New Years Day:		✓		
<b>Budget Actions</b>			MLK Day:				
Tatal Number of Francisco		-	Independance Da	ıy:	✓		
Total Number of Employees:		5	Labor Day:		✓		
Revenue Percent Change From Pre	evious Year:		Memorial Day:		✓		
Action taken to reduce spending	(Yes/No)		Confederate Mer	norial Day:			
Personnel Cuts			Presidents Day:				
Delay/Cancel Capital Projects			Veterans Day:				
Cuts in Other Services:			Jefferson Davis B	irthday:			
Modify Health Care Benefits			Other:		✓		
Public Safety Cuts:			Other (Specify):				
Across the Board Services Cut	s:						
Rengotiate Debt:			Incuranc	ee Coverage	Δ		
Modify Pension Benefits/Plans	s:						
Human Services Cuts:			Individual Medica	al Coverage:			
Specific Personnel Cuts			Pct. of Individual	Coverage Paid:			
Hiring freeze:			Individual Covera	ge Cost Per Month:			
Reduce/eliminate travel Budg	ot·		Dependent Medi	cal Coverage:			
Salary/ Wage reduction/freezo				Dependent Medical Coverage: Pct. Dependent Coverage Paid:			
Reduce/Eliminate prof. Develo				Dependent Coverage Cost Per Month: No			
Layoffs:	opinient baaget		Dependent cover	age cost i ei wonth.	. 140		
Early Retirements			Medical Insuranc	Medical Insurance for Elected Officials:			
Furloughs			Disability Insuran	ce for Employees:			
Reduce Health Care Benefits:			Life Insurance for	Employees:	No		
Revise Union Contracts:			Other Benefits fo	r Employees:	No		
Reduce Pension Benefits:			Other Benefits (S	pecify):			
			No				
Changes represents new way	of doing business						
Fringe Benefits	3						
Number of Paid Holidays:	5	V	/acation Hours Per Month:				
Retirement Plan:	None - we are all	٧	/acation Days Per Year:				
Retirement Plan is RSA:	No	S	sick Hours Per Month:	None - we are all	part time employees		
Retirement Plan is Private:		S	Sick Days Per Year:				

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## **City Profiles: Hoover**

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#### **Paid Holidays Pay Increase** Fiscal Year Begins: October **✓** Thanksgiving: Pay Increase: No Thanksgiving Friday After **✓** Chrsitmas: **✓** Pay Increase Percent: New Years Day: **✓ Budget Actions** MLK Day: **✓** Independance Day: **✓** Total Number of Employees: 739 Labor Day: **✓** Revenue Percent Change From Previous Year: Memorial Day: **✓** Confederate Memorial Day: Action taken to reduce spending (Yes/No) **✓** Presidents Day: **Personnel Cuts ✓** Veterans Day: **✓** Delay/Cancel Capital Projects **✓** Jefferson Davis Birthday: Cuts in Other Services: Other: **✓** Modify Health Care Benefits Other (Specify): **Public Safety Cuts:** Good Friday, Christmas Eve, New Years Eve Across the Board Services Cuts: Rengotiate Debt: **Insurance Coverage** Modify Pension Benefits/Plans: **Human Services Cuts:** Individual Medical Coverage: Yes Pct. of Individual Coverage Paid: See below **Specific Personnel Cuts** Individual Coverage Cost Per Month: Single Coverage-Hiring freeze: Free, Family-\$284.68 monthly Reduce/eliminate travel Budget: Dependent Medical Coverage: Yes **✓** Salary/ Wage reduction/freeze: Pct. Dependent Coverage Paid: Reduce/Eliminate prof. Development Budget Dependent Coverage Cost Per Month: Single-573.02, **✓** Family-1435.70 Layoffs: Medical Insurance for Elected Officials: Yes **Early Retirements** Disability Insurance for Employees: Yes **Furloughs** Life Insurance for Employees: Yes Reduce Health Care Benefits: Other Benefits for Employees: Yes **Revise Union Contracts:** Other Benefits (Specify): **Reduce Pension Benefits:** AD&D Policy, Disability is only LTD, Tuition Reimbursement, Changes represents new way of doing business **Education Incentive ✓ Fringe Benefits** Number of Paid Holidays: 12 Vacation Hours Per Month: Attaching Accrual Calendar Retirement Plan: Yes Vacation Days Per Year: Retirement Plan is RSA: Yes Sick Hours Per Month: 6 hours per month for 40 hour employees, 7.98 for 52 hr(fire) Retirement Plan is Private: No Sick Days Per Year:

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## **City Profiles: Huntsville**

Pay Increase			Paid Ho	lidays		
iscal Year Begins:		October	Thanksgiving:	✓		_
ay Increase:		Yes	Thanksgiving Fri			
ay Increase Percent:		0-5% COLA	Chrsitmas:	✓		
D 1 . A .!			New Years Day:	<b>✓</b>		
Budget Actions			MLK Day:	<b>✓</b>		
otal Number of Employees:		2,358	Independance D	ay:		
• •	us Voor	2,330	Labor Day:	<b>✓</b>		
levenue Percent Change From Previo	us rear:		Memorial Day:	<b>✓</b>		
action taken to reduce spending (Yes	s/No)		Confederate Me	<u> </u>		
Personnel Cuts			Presidents Day:			
Delay/Cancel Capital Projects			Veterans Day:	<b>✓</b>		
Cuts in Other Services:			Jefferson Davis E Other:			
Modify Health Care Benefits			Other (Specify):			
Public Safety Cuts:			Other (Specify).			
Across the Board Services Cuts:						
Rengotiate Debt:			Insuran	ce Coverage		
Modify Pension Benefits/Plans:						
Human Services Cuts:			Individual Medic	_	Yes	16.
Specific Personnel Cuts			Pct. of Individua	_	85% -	self insure
Hiring freeze:			ilidividual Cover	age Cost Per Month:		
Reduce/eliminate travel Budget:			Dependent Med	ical Coverage:	Yes	
Salary/ Wage reduction/freeze:			Pct. Dependent	Coverage Paid:	85%	
Reduce/Eliminate prof. Developm	nent Budget		Dependent Cove	erage Cost Per Month:		
Layoffs:			Modical Insuran	ce for Elected Officials:	Yes	
Early Retirements				nce for Employees:	Yes	
Furloughs			Life Insurance fo		Yes	
Reduce Health Care Benefits:			Other Benefits fo	• •	Yes	
Revise Union Contracts:			Other Benefits (		103	
Reduce Pension Benefits:			·	alth & Wellness Center - L	ongterm disa	bility on to
Changes represents new way of d	oing business			p Life for FT only		<b>,</b>
Fringe Benefits						
Number of Paid Holidays:	11	Vacat	tion Hours Per Month:	less than 10-4 15-20-	6 10-15-5 20	or more 7
Retirement Plan:	Yes	Vacat	tion Days Per Year:			
Retirement Plan is RSA:	Yes	Sick F	Hours Per Month:	4 per pay period (bi-w	eeklu)	
		JICK I	iodio i ci iviolitii.	F per pay period (bi-w	CCRIUI	

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## **City Profiles: Hurtsboro**

Pay Increase			Paid Hol	lidays		
Fiscal Year Begins:		October	Thanksgiving:		<u> </u>	
Pay Increase:		No	Thanksgiving Fric	lay After	<b>✓</b>	
Pay Increase Percent:			Chrsitmas:			
			New Years Day:		✓	
<b>Budget Actions</b>			MLK Day:		<b>✓</b>	
Total Number of Employees:		10	Independance Da	ay:	✓	
Revenue Percent Change From Pr	rovious Voar		Labor Day:			
Neveriue reicent Change From Fi	revious rear.		Memorial Day:		<b>✓</b>	
Action taken to reduce spending	(Yes/No)		Confederate Me	morial Day:		
Personnel Cuts			Presidents Day:			
Delay/Cancel Capital Projects	5		Veterans Day:	inthalan	<b>✓</b>	
Cuts in Other Services:			Jefferson Davis B	artnaay:		
Modify Health Care Benefits			Other:		✓	
Public Safety Cuts:			Other (Specify):			
Across the Board Services Cur	ts:					
Rengotiate Debt:			Insuran	ce Coverage	<b>1</b>	
Modify Pension Benefits/Plar	ns:			- Coverage		
Human Services Cuts:			Individual Medic	al Coverage:		
Specific Personnel Cuts			Pct. of Individual	Coverage Paid:	No	
Hiring freeze:			Individual Covera	age Cost Per Month:		
Reduce/eliminate travel Budg	not:		Dependent Medi	cal Coverage:		
Salary/ Wage reduction/freez	_			_		
Reduce/Eliminate prof. Devel				Pct. Dependent Coverage Paid:  Dependent Coverage Cost Per Month:  No		
Layoffs:	iopinent budget		Dependent cove	Dependent Coverage Cost Fer Month. No		
Early Retirements			Medical Insurance	Medical Insurance for Elected Officials:		
Furloughs			Disability Insurar	Disability Insurance for Employees:		
Reduce Health Care Benefits:			Life Insurance fo	Life Insurance for Employees: No		
Revise Union Contracts:			Other Benefits fo	or Employees:	No	
Reduce Pension Benefits:			Other Benefits (S	specify):		
neduce rension benefits.			No			
Changes represents new way	of doing business					
Fringe Benefits	S					
Number of Paid Holidays:		,	Vacation Hours Per Month:	Hours		
Retirement Plan:	96 hrs after 1 yr	,	Vacation Days Per Year:			
Retirement Plan is RSA:	No	9	Sick Hours Per Month:	36 hrs after 1 year; increase after 25 y	72 hrs after 2 yrs/next	
Retirement Plan is Private:		9	Sick Days Per Year:			

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### City Profiles: Indian Springs Village

Pay Increase		Paid Holidays			
Fiscal Year Begins:	October	Thanksgiving:			
Pay Increase:	Yes	Thanksgiving Friday After			
Pay Increase Percent:	1%	Chrsitmas:			
r dy mercuse i ereem.	170	New Years Day:			
<b>Budget Actions</b>		MLK Day:			
	_	Independance Day:			
Total Number of Employees:	1	Labor Day:			
Revenue Percent Change From Previous Year:	0	Memorial Day:			
Action taken to reduce spending (Yes/No)		Confederate Memorial Day:			
Personnel Cuts		Presidents Day:			
Delay/Cancel Capital Projects		Veterans Day:			
Cuts in Other Services:		Jefferson Davis Birthday:			
Modify Health Care Benefits		Other:			
Public Safety Cuts:		Other (Specify):			
Across the Board Services Cuts:					
Rengotiate Debt:		Incurance Cover	0.00		
Modify Pension Benefits/Plans:		Insurance Cover	age		
Human Services Cuts:		Individual Medical Coverage:			
Specific Personnel Cuts		Pct. of Individual Coverage Paid:			
•		Individual Coverage Cost Per Mo	nth:		
Hiring freeze:		Dependent Medical Coverage:			
Reduce/eliminate travel Budget: Salary/ Wage reduction/freeze:		Dependent Medical Coverage:			
Reduce/Eliminate prof. Development Budge	et 🔳	Pct. Dependent Coverage Paid:  Dependent Coverage Cost Per M	onth:		
Layoffs:		Dependent Coverage Cost Fer IVI	ontii.		
Early Retirements		Medical Insurance for Elected Of	ficials:		
Furloughs		Disability Insurance for Employee	es:		
Reduce Health Care Benefits:		Life Insurance for Employees:			
Revise Union Contracts:		Other Benefits for Employees:			
Reduce Pension Benefits:		Other Benefits (Specify):			
Changes represents new way of doing busing	ness				
Fringe Benefits					
Number of Paid Holidays:	Vacat	ion Hours Per Month:			
Retirement Plan: N/A	Vacat	ion Days Per Year:			
Retirement Plan is RSA: No	Sick L	lours Per Month: N/A			
Retirement Plan is Private:		Sick Davs Per Year:			

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## **City Profiles: Jasper**

Pay Increase			Paid Holidays	
iscal Year Begins:		October	Thanksgiving:	•
ay Increase:		Yes	Thanksgiving Friday After	
ay Increase Percent:		2.5%	Chrsitmas:	]
Dudast Astions			New Years Day:	
Budget Actions			MLK Day:	•
otal Number of Employees:		285	Independance Day:  Labor Day:	
evenue Percent Change From Pre	vious Year:	3%	Memorial Day:	
action taken to reduce spending (	Yes/No)		Confederate Memorial Day:	-
Personnel Cuts			Presidents Day:	•
Delay/Cancel Capital Projects			Veterans Day:	]
Cuts in Other Services:			Jefferson Davis Birthday:	
Modify Health Care Benefits			Other:	•
Public Safety Cuts:			Other (Specify):	
Across the Board Services Cuts	:		1	
Rengotiate Debt:			Insurance Coverage	
Modify Pension Benefits/Plans	:		ilisui alice coverage	
Human Services Cuts:			Individual Medical Coverage:	No
Specific Personnel Cuts			Pct. of Individual Coverage Paid:	Yes
· Hiring freeze:			Individual Coverage Cost Per Month:	85%
Reduce/eliminate travel Budge	+•		Dependent Medical Coverage:	\$362.95
Salary/ Wage reduction/freeze			Pct. Dependent Coverage Paid:	\$521.05
Reduce/Eliminate prof. Develo			Dependent Coverage Cost Per Month:	Yes
Layoffs:			·	
Early Retirements			Medical Insurance for Elected Officials:	85%
Furloughs			Disability Insurance for Employees:	
Reduce Health Care Benefits:			Life Insurance for Employees:	No
Revise Union Contracts:			Other Benefits for Employees:	Yes
Reduce Pension Benefits:			Other Benefits (Specify):	
Changes represents new way o	of doing business	<b>✓</b>	No	
Fringe Benefits				
Number of Paid Holidays:	13	V	acation Hours Per Month: Hours	
Retirement Plan:				
	8 monthly	V	acation Days Per Year:	
Retirement Plan is RSA:	Yes	Si	ick Hours Per Month: 48-144	
Retirement Plan is Private:	Yes	S	ick Days Per Year:	

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## **City Profiles: Kennedy**

Pay Increase		Paid Holidays				
Fiscal Year Begins:	October	Thanksgiving:				
Pay Increase:		Thanksgiving Friday After				
Pay Increase Percent:		Chrsitmas:				
,		New Years Day:				
Budget Actions		MLK Day:				
Total Number of Employage		Independance Day:				
Total Number of Employees:		Labor Day:				
Revenue Percent Change From Previous Year:		Memorial Day:				
Action taken to reduce spending (Yes/No)		Confederate Memorial Day:				
Personnel Cuts		Presidents Day:				
Delay/Cancel Capital Projects		Veterans Day:				
Cuts in Other Services:		Jefferson Davis Birthday:				
Modify Health Care Benefits		Other:				
Public Safety Cuts:		Other (Specify):				
Across the Board Services Cuts:						
Rengotiate Debt:		<b>Insurance Cover</b>	эσе			
Modify Pension Benefits/Plans:			uge			
Human Services Cuts:		Individual Medical Coverage:				
Specific Personnel Cuts		Pct. of Individual Coverage Paid:				
· Hiring freeze:		Individual Coverage Cost Per Mo	nth:			
Reduce/eliminate travel Budget:		Dependent Medical Coverage:				
Salary/ Wage reduction/freeze:		Pct. Dependent Coverage Paid:				
Reduce/Eliminate prof. Development Budget		Dependent Coverage Cost Per M	onth:			
Layoffs:						
Early Retirements		Medical Insurance for Elected Of	ficials:			
, Furloughs		Disability Insurance for Employee	es:			
Reduce Health Care Benefits:		Life Insurance for Employees:				
Revise Union Contracts:		Other Benefits for Employees:				
Reduce Pension Benefits:		Other Benefits (Specify):				
Changes represents new way of doing business						
Fringe Benefits						
Number of Paid Holidays:	Vacati	on Hours Per Month:				
Retirement Plan:	Vacati	on Days Per Year:				
Retirement Plan is RSA:	Sick H	ours Per Month:				
Retirement Plan is Private:	Sick D	Sick Davs Per Year:				

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## **City Profiles: Kimberly**

Pay Increase		Paid Ho	lidays		
Fiscal Year Begins:	October	Thanksgiving:		<u> </u>	
Pay Increase:		Thanksgiving Fri	day After		
Pay Increase Percent:		Chrsitmas:			
		New Years Day:			
Budget Actions		MLK Day:			
Total Number of Employees:	31	Independance D	ay:		
Revenue Percent Change From Previous Year:		Labor Day:			
Nevertue refeelt change from Frevious feat.		Memorial Day:			
Action taken to reduce spending (Yes/No)		Confederate Me	emorial Day:		
Personnel Cuts		Presidents Day:			
Delay/Cancel Capital Projects		Veterans Day:			
Cuts in Other Services:		Jefferson Davis I	Birthday:		
Modify Health Care Benefits		Other:			
Public Safety Cuts:		Other (Specify):			
Across the Board Services Cuts:					
Rengotiate Debt:		Incuran	ce Coverage	<b>.</b>	
Modify Pension Benefits/Plans:			cc coverage		
Human Services Cuts:		Individual Medic	cal Coverage:	Yes	
Specific Personnel Cuts		Pct. of Individua	l Coverage Paid:	100	
		Individual Cover	age Cost Per Month:	450	
Hiring freeze:		Danandant Mad	lical Cayoraga	Vac	
Reduce/eliminate travel Budget:		Dependent Med	_	Yes	
Salary/ Wage reduction/freeze: Reduce/Eliminate prof. Development Budget	Pct. Dependent Co		_	347	
		Dependent Cove	erage Cost Per Month:	547	
Layoffs:		Medical Insuran	ce for Elected Officials:	:	
Early Retirements		Disability Insura	Disability Insurance for Employees:		
Furloughs  Reduce Health Care Benefits:		Life Insurance fo	Life Insurance for Employees:		
Revise Union Contracts:		Other Benefits f	or Employees:		
Reduce Pension Benefits:		Other Benefits (	Specify):		
Reduce Pension Benefits.					
Changes represents new way of doing business					
Fringe Benefits					
Number of Paid Holidays: 13	Vacati	ion Hours Per Month:	1 week after 1 year weeks after 10	r, 2 weeks after 2 years, 3	
Retirement Plan:	Vacati	ion Days Per Year:			
Retirement Plan is RSA:	Sick H	ours Per Month:	Unito 240 accrued	at 8 hours per month	
Retirement Plan is Private:		Sick Days Per Year:		22 2 110010 por 111011011	

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## **City Profiles: Lexington**

Pay Increase		Paid Ho	lidays		
scal Year Begins:	October	Thanksgiving:		 ]	
ay Increase:		Thanksgiving Fri	day After	]	
ay Increase Percent:		Chrsitmas:			
		New Years Day:		]	
Budget Actions		MLK Day:			
otal Number of Employees:	22	Independance D	ay:		
evenue Percent Change From Previous Year:	.5%	Labor Day:		1	
	.570	Memorial Day:	manial Day	1	
ction taken to reduce spending (Yes/No)		Confederate Me	_	1	
Personnel Cuts		Presidents Day:		·	
Delay/Cancel Capital Projects		Veterans Day:	Dieth do. ()	1	
Cuts in Other Services:		Jefferson Davis E Other:	_	_	
Modify Health Care Benefits					
Public Safety Cuts:		Other (Specify):			
Across the Board Services Cuts:					
Rengotiate Debt:		Insuran	ce Coverage		
Modify Pension Benefits/Plans:			ee coverage		
Human Services Cuts:		Individual Medic	al Coverage:	Yes	
Specific Personnel Cuts		Pct. of Individua	l Coverage Paid:	80	
Hiring freeze:		Individual Cover	age Cost Per Month:	487	
Reduce/eliminate travel Budget:		Dependent Med	ical Coverage:		
Salary/ Wage reduction/freeze:		Pct. Dependent			
Reduce/Eliminate prof. Development Budget			erage Cost Per Month:		
Layoffs:		Dependent cove	rage cost i el montili		
Early Retirements		Medical Insuran	ce for Elected Officials:		
Furloughs		Disability Insura	Disability Insurance for Employees:		
Reduce Health Care Benefits:		Life Insurance fo	Life Insurance for Employees:		
Revise Union Contracts:		Other Benefits fo	Other Benefits for Employees:		
Reduce Pension Benefits:		Other Benefits (	Specify):		
Changes represents new way of doing business					
Fringe Benefits					
Number of Paid Holidays: 19	Vacat	ion Hours Per Month:	1 week first year, 2 we weeks after 10 years	eeks after 2 years, 3	
Retirement Plan:	Vacat	ion Days Per Year:			
Retirement Plan is RSA:	Sick H	Sick Hours Per Month: 1 pe		) hours	
Retirement Plan is Private:		Sick Hours Per Month: 1 per month, max 240 hours Sick Days Per Year:			

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## **City Profiles: Millport**

Pay Increase		Paid Ho	lidays		
Fiscal Year Begins:	October	Thanksgiving:			
Pay Increase:		Thanksgiving Fri	day After		
Pay Increase Percent:	3%	Chrsitmas:			
		New Years Day:			
Budget Actions		MLK Day:			
Tatal Number of Freedomes	12	Independance D	ay:		
Total Number of Employees:	13	Labor Day:			
Revenue Percent Change From Previous Year:		Memorial Day:			
Action taken to reduce spending (Yes/No)		Confederate Me	morial Day:		
Personnel Cuts		Presidents Day:			
Delay/Cancel Capital Projects		Veterans Day:			
Cuts in Other Services:		Jefferson Davis I			
Modify Health Care Benefits		Other:			
Public Safety Cuts:		Other (Specify):			
Across the Board Services Cuts:		New Years Ev	e, Christmas eve		
Rengotiate Debt:		Incuran	ce Coverage		
Modify Pension Benefits/Plans:			cc coverage		
Human Services Cuts:		Individual Medic	cal Coverage:	0	
Specific Personnel Cuts		Pct. of Individua	l Coverage Paid:	100	
· Hiring freeze:		Individual Cover	age Cost Per Month:	552.46	
Reduce/eliminate travel Budget:		Dependent Med	ical Coverage:	1	
Salary/ Wage reduction/freeze:			_	1	
Reduce/Eliminate prof. Development Budget			Pct. Dependent Coverage Paid:  Dependent Coverage Cost Per Month:		
Layoffs:		Dependent cove	ruge cost i ci montin		
Early Retirements		Medical Insuran	Medical Insurance for Elected Officials:		
Furloughs		Disability Insura	nce for Employees:	1	
Reduce Health Care Benefits:		Life Insurance fo	r Employees:	0	
Revise Union Contracts:		Other Benefits for	or Employees:	1	
Reduce Pension Benefits:		Other Benefits (	Specify):		
Changes represents new way of doing business					
	_				
Fringe Benefits					
Number of Paid Holidays: 11	Vacat	ion Hours Per Month:	40-1 year, 80-2 year, 1	20-3 years and over	
Retirement Plan:	Vacat	ion Days Per Year:			
Retirement Plan is RSA: 0	Sick H	lours Per Month:	8 hours monthly		
Retirement Plan is Private:		Days Per Year:	,		

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## **City Profiles: Millry**

Pay Increase			Paid Ho	lidays		
Fiscal Year Begins:		Octobe	Thanksgiving:			
Pay Increase:			Thanksgiving Frid	day After		
Pay Increase Percent:		3%	Chrsitmas:			
			New Years Day:			
<b>Budget Actions</b>			MLK Day:			
Total Number of Employees:		9	Independance D	ay:		
		9	Labor Day:			
Revenue Percent Change From Pre	evious Year:		Memorial Day:			
Action taken to reduce spending (	Yes/No)		Confederate Me	morial Day:		
Personnel Cuts			Presidents Day:			
Delay/Cancel Capital Projects			Veterans Day:			
Cuts in Other Services:			Jefferson Davis E	Birthday:		
Modify Health Care Benefits			Other:			
Public Safety Cuts:			Other (Specify):	. Cood Friday		
Across the Board Services Cuts	::		Columbus Day	, Good Friday		
Rengotiate Debt:			Insuran	ce Coverag	e	
Modify Pension Benefits/Plans	:					
Human Services Cuts:			Individual Medic	al Coverage:		0
Specific Personnel Cuts			Pct. of Individua	_		100% single coverag
Hiring freeze:			Individual Cover	age Cost Per Month:		2950.38
Reduce/eliminate travel Budge	et:		Dependent Med	ical Coverage:		1
Salary/ Wage reduction/freeze				Pct. Dependent Coverage Paid:		
Reduce/Eliminate prof. Develo				rage Cost Per Month	1:	
Layoffs:						
Early Retirements				Medical Insurance for Elected Officials:		0
Furloughs				Disability Insurance for Employees:		1
Reduce Health Care Benefits:				Life Insurance for Employees: Other Benefits for Employees:		1
Revise Union Contracts:						1
Reduce Pension Benefits:			Other Benefits (S	Specify):		
Changes represents new way o	of doing business					
Fringe Benefits						
Number of Paid Holidays:	12		Vacation Hours Per Month:	5 days first year, 1 after 15 years	10 days a	ifter 5 years, 15 days
Retirement Plan:			Vacation Days Per Year:			
Retirement Plan is RSA:	1		Sick Hours Per Month:	12		
Retirement Plan is Private:	0		Sick Days Per Year:			

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## **City Profiles: Mobile**

Pay Increase			Paid Hol	idays	
scal Year Begins:		October	Thanksgiving:	V	
ay Increase:		No	Thanksgiving Frid	ay After	
ay Increase Percent:			Chrsitmas:	v	
Budget Actions			New Years Day: MLK Day:	<u>.</u>	
otal Number of Employees:		2,260	Independance Da	. =	
evenue Percent Change From Pre	vious Year:		Labor Day: Memorial Day:	<u> </u>	
_			Confederate Men	norial Day:	_
ction taken to reduce spending (	Yes/No)		Presidents Day:	ionar bay.	_
Personnel Cuts			Veterans Day:		
Delay/Cancel Capital Projects			Jefferson Davis Bi		_
Cuts in Other Services:			Other:		_ <b>/</b>
Modify Health Care Benefits			Other (Specify):	_	_
Public Safety Cuts:			Day after Chris	tmas, Mardi Gras Mond	day & Mardi Gras Tuesday
Across the Board Services Cuts	:				
Rengotiate Debt:  Modify Pension Benefits/Plans			Insuranc	e Coverage	
Human Services Cuts:			Individual Medica	l Coverage:	Yes
Human Services Cuts.			Pct. of Individual		80% hired before 20
Specific Personnel Cuts				ge Cost Per Month:	\$301/mo
Hiring freeze:			marriadar covera	50 0030 1 01 1110111111	\$301/1110
Reduce/eliminate travel Budge	et:		Dependent Medic	al Coverage:	Yes
Salary/ Wage reduction/freeze	::		Pct. Dependent C	overage Paid:	
Reduce/Eliminate prof. Develo	pment Budget		Dependent Cover	age Cost Per Month:	\$787/mo
Layoffs:			NA odinal language	e for Elected Officials:	Voc
Early Retirements					Yes
Furloughs			Disability Insurance		No
Reduce Health Care Benefits:			Life Insurance for	• •	Yes
Revise Union Contracts:			Other Benefits for		Yes
Reduce Pension Benefits:			Other Benefits (Sp		f O f i-it-/ f
Changes represents new way of doing business			employee Assis	tance Program (EAP) o mily	f 8 free visits/year for
Fringe Benefits					
Number of Paid Holidays:	12	V	/acation Hours Per Month:		rs 100 hrs, 10-15 yrs 120 0-25 yrs 160 yrs, 25+ yrs
Retirement Plan:	Yes	V	Vacation Days Per Year:		
Retirement Plan is RSA:	Yes	S	Sick Hours Per Month:	80 hrs/yr	
Retirement Plan is Private:	Yes		Sick Days Per Year:		

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# **City Profiles: Monroeville**

ay Increase		Paid Holidays	
cal Year Begins:	October	Thanksgiving:	<u> </u>
y Increase:	Yes	Thanksgiving Friday After	•
y Increase Percent:	3.5%	Chrsitmas:	•
udget Actions		New Years Day:  MLK Day:	
tal Number of Employees: venue Percent Change From Previous Year:	90 3%	Independance Day:  Labor Day:  Memorial Day:	
tion taken to reduce spending (Yes/No)		Confederate Memorial Day:	_
Personnel Cuts  Delay/Cancel Capital Projects  Cuts in Other Services:  Modify Health Care Benefits  Public Safety Cuts:  Across the Board Services Cuts:  Rengotiate Debt:  Modify Pension Benefits/Plans:  Human Services Cuts:		Presidents Day:  Veterans Day:  Jefferson Davis Birthday:  Other:  Other (Specify):  Good Friday  Insurance Coverage  Individual Medical Coverage:	
Specific Personnel Cuts	_	Pct. of Individual Coverage Paid: Individual Coverage Cost Per Month:	100% \$434
Hiring freeze: Reduce/eliminate travel Budget: Salary/ Wage reduction/freeze: Reduce/Eliminate prof. Development Budget Layoffs: Early Retirements Furloughs Reduce Health Care Benefits: Revise Union Contracts: Reduce Pension Benefits: Changes represents new way of doing business		Dependent Medical Coverage: Pct. Dependent Coverage Paid: Dependent Coverage Cost Per Month:  Medical Insurance for Elected Officials: Disability Insurance for Employees: Life Insurance for Employees: Other Benefits for Employees: Other Benefits (Specify):	No No No Yes No
Fringe Benefits			
Number of Paid Holidays: 11	Vacation	Hours Per Month: 8	
Retirement Plan: Yes	Vacation	n Days Per Year:	
Retirement Plan: Yes Retirement Plan is RSA: Yes		n Days Per Year:  ers Per Month:  8	

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### **City Profiles: Moody**

Retirement Plan is Private:

No

Pay Increase			Paid Hol	lidays	
Fiscal Year Begins:		October	Thanksgiving:	[·	<u> </u>
Pay Increase:		Yes	Thanksgiving Fric		
Pay Increase Percent:		3%	Chrsitmas:		<u></u>
ay mercase refeem.		370	New Years Day:		<u></u>
Budget Actions			MLK Day:	_	
			 Independance Da	ay:	<u> </u>
otal Number of Employees:			Labor Day:		<u> </u>
Revenue Percent Change From Pre	vious Year:		Memorial Day:		<u> </u>
Action taken to reduce spending (	Yes/No)		Confederate Me		<b>/</b>
Personnel Cuts			Presidents Day:		
Delay/Cancel Capital Projects			Veterans Day:		<b>/</b>
Cuts in Other Services:			Jefferson Davis B	irthday:	
		<b>✓</b>	Other:		<b>/</b>
Modify Health Care Benefits  Public Safety Cuts:			Other (Specify):		
Across the Board Services Cuts			Christmas Eve	and Personal Daye	
Rengotiate Debt:	•		_	_	
Modify Pension Benefits/Plans			Insurance Coverage		
Human Services Cuts:	•		Individual Medic	al Coverage:	Yes
			Pct. of Individual	_	96%
Specific Personnel Cuts				age Cost Per Month:	26.76
Hiring freeze:					
Reduce/eliminate travel Budge	et:		Dependent Med	cal Coverage:	Yes
Salary/ Wage reduction/freeze	::		Pct. Dependent (	Coverage Paid:	62.76
Reduce/Eliminate prof. Develo	pment Budget		Dependent Cove	Dependent Coverage Cost Per Month:	
Layoffs:			Madical Incurance	on for Floated Officials	Yes
Early Retirements				Medical Insurance for Elected Officials:	
Furloughs				Disability Insurance for Employees:  Life Insurance for Employees:	
Reduce Health Care Benefits:					Yes
Revise Union Contracts:			Other Benefits fo Other Benefits (S		Yes
Reduce Pension Benefits:			Secondary Ga		
Changes represents new way o	of doing business		Secondary Gal	o misurance	
Fringe Benefits					
Number of Paid Holidays:	10	Va	acation Hours Per Month:	1-5 years= 96 hours; yrs= 160 hours	6-19 yrs= 120 hours; 20
Retirement Plan:	Yes	Va	acation Days Per Year:		
Retirement Plan is RSA:	Yes	Si	ck Hours Per Month:	1-5 years= 96 hours:	6+ years= 120 hours
Potiroment Plan is Private	No		ck Days Por Voar:	,	, , , , , , , , , , , , , , , , , , , ,

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Sick Days Per Year:

## **City Profiles: Moulton**

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Pay Increase		Paid Hol	Paid Holidays			
Fiscal Year Begins:		Octobe	Thanksgiving:		•	
Pay Increase:		No	Thanksgiving Frid	lay After	<u>✓</u>	
Pay Increase Percent:			Chrsitmas:		<b>✓</b>	
			New Years Day:		<b>✓</b>	
Budget Actions			MLK Day:		<b>✓</b>	
Fotal Number of Employees:		55	Independance Da	ay:	<b>✓</b>	
Revenue Percent Change From Pro	evious Year:		Labor Day: Memorial Day:		<b>✓</b>	
_			Confederate Mar	morial Day:		
Action taken to reduce spending (	Yes/No)		Presidents Day:	nonar bay.		
Personnel Cuts			Veterans Day:		<b>✓</b>	
Delay/Cancel Capital Projects			Jefferson Davis B	irthdav:		
Cuts in Other Services:			Other:		<b>✓</b>	
Modify Health Care Benefits			Other (Specify):		•	
Public Safety Cuts:						
Across the Board Services Cuts	5:					
Rengotiate Debt:	-		Insuranc	ce Coveraș	ge	
Modify Pension Benefits/Plans	5:		Loadicide of B. Cadio	-1 C		
Human Services Cuts:			Individual Medica	_		
Specific Personnel Cuts			Pct. of Individual	_		.58% to 100% based
Hiring freeze:				ige Cost Per Month	•	on coverage
Reduce/eliminate travel Budge	et:		Dependent Medi	cal Coverage:		\$433.08 to \$681.18 based on coverage
Salary/ Wage reduction/freeze	e:		Pct. Dependent C	Pct. Dependent Coverage Paid:		based on what tier they are in
Reduce/Eliminate prof. Develo	pment Budget		Dependent Cove	rage Cost Per Mont	:h:	Yes
Layoffs:			NA - di - di la companya	- f El   Off: -:	-1	haradan odrakktan
Early Retirements			iviedicai insuranc	e for Elected Officia	ais:	based on what tier they are in
Furloughs			Disability Insuran	ce for Employees:		
Reduce Health Care Benefits:			Life Insurance for	Employees:		No
Revise Union Contracts:			Other Benefits fo	r Employees:		No
Reduce Pension Benefits:			Other Benefits (S	pecify):		
Changes represents new way	of doing business		No			
Fringe Benefits	<b>;</b>					
Number of Paid Holidays:	10		Vacation Hours Per Month:	Hours		
Retirement Plan:	8 hrs. month		Vacation Days Per Year:			
Retirement Plan is RSA:	Yes		Sick Hours Per Month:	based upon year	rs of emn	lovment
Retirement Plan is Private:			Sick Days Per Year:		37 <b>F</b>	

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### **City Profiles: Mountain Brook**

Pay Increase			Paid Hol	idays	
iscal Year Begins:		October	Thanksgiving:	<b>✓</b>	
ay Increase:		Yes	Thanksgiving Frid	ay After	
ay Increase Percent:		2%	Chrsitmas:	✓	
Dan Janet A attane			New Years Day:	✓	
Budget Actions			MLK Day:	✓	
otal Number of Employees:		245	Independance Da		
evenue Percent Change From Previou	ıc Voar:		Labor Day:	<b>V</b>	
evenue reicent change rioni rievioc	is rear.		Memorial Day:	<b>✓</b>	
ction taken to reduce spending (Yes/	'No)		Confederate Men	<del></del>	
Personnel Cuts			Presidents Day:	•	
Delay/Cancel Capital Projects			Veterans Day:	sth day.u	
Cuts in Other Services:			Jefferson Davis Bi	,	
Modify Health Care Benefits			Other: Other (Specify):	✓	
Public Safety Cuts:			Other (Specify).		
Across the Board Services Cuts:					
Rengotiate Debt:			Insuranc	e Coverage	
Modify Pension Benefits/Plans:			-		
Human Services Cuts:			Individual Medica	_	Yes
Specific Personnel Cuts			Pct. of Individual	_	100%
Hiring freeze:			Individual Covera	ge Cost Per Month:	\$450.00
Reduce/eliminate travel Budget:			Dependent Medic	cal Coverage:	Yes
Salary/ Wage reduction/freeze:			Pct. Dependent C	_	
Reduce/Eliminate prof. Developme	ent Budget			age Cost Per Month:	\$779 City's cost fo family coverage
Layoffs:					
Early Retirements				e for Elected Officials:	No
Furloughs			Disability Insuran		Yes
Reduce Health Care Benefits:			Life Insurance for		Yes
Revise Union Contracts:			Other Benefits for		
Reduce Pension Benefits:			Other Benefits (S		o Drogram Tuitian
Changes represents new way of do	ing business		Reimbursemen	ance, Employee Assistanc it, Longevity	e rrogram, fultion
Fringe Benefits					
Number of Paid Holidays:	13	Vac	ation Hours Per Month:	8, 12, & 16 - depending	on length of service
Retirement Plan:	Yes	Vac	ation Days Per Year:		
Retirement Plan is RSA:	Yes	Sick	Hours Per Month:	8	
Retirement Plan is Private:	No		Days Per Year:	•	

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## **City Profiles: Nauvoo**

Pay Increase		Paid Holidays				
iscal Year Begins:	October	Thanksgiving:				
Pay Increase:	No	Thanksgiving Friday After				
Pay Increase Percent:		Chrsitmas:				
•		New Years Day:				
Budget Actions		MLK Day:				
		Independance Day:				
otal Number of Employees:		Labor Day:				
Revenue Percent Change From Previous Year:		Memorial Day:				
Action taken to reduce spending (Yes/No)		Confederate Memorial Day:				
Personnel Cuts		Presidents Day:				
Delay/Cancel Capital Projects		Veterans Day:				
Cuts in Other Services:		Jefferson Davis Birthday:				
Modify Health Care Benefits		Other:				
Public Safety Cuts:		Other (Specify):				
Across the Board Services Cuts:						
Rengotiate Debt:		Incurance Covers	000			
Modify Pension Benefits/Plans:		Insurance Covera	ige			
Human Services Cuts:		Individual Medical Coverage:				
Specific Personnel Cuts		Pct. of Individual Coverage Paid:				
		Individual Coverage Cost Per Mon	th:			
Hiring freeze: Reduce/eliminate travel Budget:		Dependent Medical Coverage				
Salary/ Wage reduction/freeze:		Dependent Medical Coverage:  Pct. Dependent Coverage Paid:				
Reduce/Eliminate prof. Development Budget		Dependent Coverage Cost Per Mo	nth·			
Layoffs:		Dependent coverage cost i el ivio				
Early Retirements		Medical Insurance for Elected Offi	cials:			
Furloughs		Disability Insurance for Employees	:			
Reduce Health Care Benefits:		Life Insurance for Employees:				
Revise Union Contracts:		Other Benefits for Employees:				
Reduce Pension Benefits:		Other Benefits (Specify):				
Changes represents new way of doing business						
Fringe Benefits						
Number of Paid Holidays:	Vacati	on Hours Per Month:				
Retirement Plan:	Vacati	on Days Per Year:				
Retirement Plan is RSA:	Sick Ho	ours Per Month:				
Retirement Plan is Private:		ays Per Year:				

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## **City Profiles: New Site**

ay Increase		Paid Holidays	
scal Year Begins:	October	Thanksgiving:	
y Increase:	No	Thanksgiving Friday After	
y Increase Percent:		Chrsitmas:	
		New Years Day:	
Budget Actions		MLK Day:	
otal Number of Employees:	12	Independance Day:	_
evenue Percent Change From Previous Year:		Labor Day:	_
		Memorial Day:  Confederate Memorial Day:	_
ction taken to reduce spending (Yes/No)		Presidents Day:	_
Personnel Cuts		Veterans Day:	_
Delay/Cancel Capital Projects		Jefferson Davis Birthday:	_
Cuts in Other Services:		Other:	
Modify Health Care Benefits  Public Safety Cuts:		Other (Specify):	
Across the Board Services Cuts:		Good Friday	
Rengotiate Debt:		•	
Modify Pension Benefits/Plans:		<b>Insurance Coverage</b>	
Human Services Cuts:		Individual Medical Coverage:	No
Specific Personnel Cote		Pct. of Individual Coverage Paid:	-0-
Specific Personnel Cuts	_	Individual Coverage Cost Per Month:	-0-
Hiring freeze:			
Reduce/eliminate travel Budget:		Dependent Medical Coverage:	No
Salary/ Wage reduction/freeze:		Pct. Dependent Coverage Paid:	-0-
Reduce/Eliminate prof. Development Bud	get	Dependent Coverage Cost Per Month:	-0-
Layoffs:		Medical Insurance for Elected Officials:	No
Early Retirements		Disability Insurance for Employees:	No
Furloughs  Reduce Health Care Benefits:		Life Insurance for Employees:	No
Revise Union Contracts:		Other Benefits for Employees:	No
Reduce Pension Benefits:		Other Benefits (Specify):	
Changes represents new way of doing bus	iness 🗸		
and the second s	▼		
Fringe Benefits			
Number of Paid Holidays: 12	Vacatio	on Hours Per Month: 96 hours max	
Retirement Plan: Yes	Vacatio	on Days Per Year:	
Retirement Plan is RSA: Yes	Sick Ho	ours Per Month: 480 hours max	
Retirement Plan is Private: No	Sick Da	ays Per Year:	

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### **City Profiles: Newville**

Pay Increase			Paid Hol	idays		
Fiscal Year Begins:	0	ctober	Thanksgiving:		<u>✓</u>	
Pay Increase:	N	0	Thanksgiving Fric	lay After	<u> </u>	
Pay Increase Percent:			Chrsitmas:			
			New Years Day:		<b>✓</b>	
<b>Budget Actions</b>			MLK Day:		•	
Tatal Niverbay of Freedovices	1.7	,	Independance Da	ay:	✓	
Total Number of Employees:	12	<u> </u>	Labor Day:		•	
Revenue Percent Change From Pro	evious Year:		Memorial Day:		•	
Action taken to reduce spending	(Yes/No)		Confederate Me	morial Day:		
Personnel Cuts			Presidents Day:			
Delay/Cancel Capital Projects			Veterans Day:		✓	
Cuts in Other Services:			Jefferson Davis B	irthday:		
Modify Health Care Benefits			Other:		✓	
Public Safety Cuts:		<b>✓</b>	Other (Specify):			
Across the Board Services Cut	s:					
Rengotiate Debt:			Incurana	re Covera	σο	
Modify Pension Benefits/Plans	s:			Insurance Coverage		
Human Services Cuts:			Individual Medic	Individual Medical Coverage:		
Specific Personnel Cuts			Pct. of Individual	Coverage Paid:		
			Individual Covera	age Cost Per Month	1:	
Hiring freeze:	ot:		Dependent Medical Coverage:			
Reduce/eliminate travel Budg Salary/ Wage reduction/freezo				Dependent Medical Coverage: Pct. Dependent Coverage Paid:		
Reduce/Eliminate prof. Develo						
Layoffs:	opinent budget		Dependent Cove	Dependent Coverage Cost Per Month: No		
Early Retirements			Medical Insurance	Medical Insurance for Elected Officials: NA		
Furloughs			Disability Insurar	Disability Insurance for Employees:		
Reduce Health Care Benefits:			Life Insurance fo	Life Insurance for Employees:		
Revise Union Contracts:			Other Benefits fo	Other Benefits for Employees:		
Reduce Pension Benefits:			Other Benefits (S	Other Benefits (Specify):		
			No			
Changes represents new way	of doing business	✓				
Fringe Benefits	}					
Number of Paid Holidays:	9	Vacat	on Hours Per Month:	Hours		
Retirement Plan:	8 hours monthly	Vacat	on Days Per Year:			
Retirement Plan is RSA:	No	Sick H	ours Per Month:	40		
Retirement Plan is Private:			ays Per Year:			

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## **City Profiles: Ohatchee**

Pay Increase	Paid Holi	Paid Holidays				
Fiscal Year Begins:	October	Thanksgiving:	•			
Pay Increase:		Thanksgiving Frida				
Pay Increase Percent:		Chrsitmas:	•			
<b>Budget Actions</b>		New Years Day: MLK Day:	<b>✓</b>			
Total Number of Employees:	19	Independance Day Labor Day:	/: ✓			
Revenue Percent Change From Previous Year:		Memorial Day:				
Action taken to reduce spending (Yes/No)		Confederate Mem	orial Day:			
Personnel Cuts		Presidents Day:	•			
Delay/Cancel Capital Projects		Veterans Day:	✓			
Cuts in Other Services:		Jefferson Davis Bir	rthday:			
Modify Health Care Benefits		Other:				
Public Safety Cuts:		Other (Specify):				
Across the Board Services Cuts:						
Rengotiate Debt:		Incurana	a Carramaga			
Modify Pension Benefits/Plans:		Insuranc	e Coverage			
Human Services Cuts:		Individual Medical	Coverage:			
Specific Personnel Cuts		Pct. of Individual (	Coverage Paid:	100		
		Individual Coverag	ge Cost Per Month:	450		
Hiring freeze:		Danandant Madis	al Coverage:			
Reduce/eliminate travel Budget:			Dependent Medical Coverage:			
Salary/ Wage reduction/freeze: Reduce/Eliminate prof. Development Budget			Pct. Dependent Coverage Paid:			
Layoffs:		Dependent Covera	Dependent Coverage Cost Per Month:			
Early Retirements		Medical Insurance	Medical Insurance for Elected Officials:			
Furloughs		Disability Insuranc	e for Employees:			
Reduce Health Care Benefits:		Life Insurance for	Employees:			
Revise Union Contracts:		Other Benefits for	Employees:			
Reduce Pension Benefits:		Other Benefits (Sp	ecify):			
Changes represents new way of doing business						
Fringe Benefits						
Number of Paid Holidays: 10	V	/acation Hours Per Month:	4-6 hours per pay perio	d		
Retirement Plan:			on Days Per Year:			
Retirement Plan is RSA:		iick Hours Per Month:	4 hours per pay period			
		iick Days Per Year:	1 1 /1			

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## **City Profiles: Oneonta**

Pay Increase			Paid Hol	idays	
Fiscal Year Begins:		ober	Thanksgiving:	✓	
ay Increase:	Yes		Thanksgiving Fric	day After	
ay Increase Percent:	3%		Chrsitmas:	•	
Budget Actions			New Years Day: MLK Day:	<b>✓</b>	
otal Number of Employees:	145		Independance Da Labor Day:	ay:	
evenue Percent Change From Previous	Year: 1.6%	6	Memorial Day:	<b>✓</b>	
action taken to reduce spending (Yes/N	o)		Confederate Mei	morial Day:	
Personnel Cuts			Presidents Day:	•	
Delay/Cancel Capital Projects			Veterans Day:	•	
Cuts in Other Services:			Jefferson Davis B	irthday:	
Modify Health Care Benefits			Other:	•	
Public Safety Cuts:			Other (Specify):		
Across the Board Services Cuts:			Columbus Day	. Day before/after christm	as
Rengotiate Debt:			-	~	
Modify Pension Benefits/Plans:			Insuran	ce Coverage	
Human Services Cuts:			Individual Medica	al Coverage:	Yes
			Pct. of Individual	_	80%
Specific Personnel Cuts				age Cost Per Month:	\$409.38 per
Hiring freeze:			marviadar covere	age cost i el montil.	employee
Reduce/eliminate travel Budget:			Dependent Medi	cal Coverage:	Yes
Salary/ Wage reduction/freeze:			Pct. Dependent Coverage Paid:		80%
Reduce/Eliminate prof. Developmen	t Budget		Dependent Coverage Cost Per Month:		\$996.66 per employee
Layoffs:			Madical Incurance	on for Floated Officials	N
Early Retirements				e for Elected Officials:	No
Furloughs			Disability Insurance for Employees:		Yes
Reduce Health Care Benefits:			Life Insurance for	• •	Yes
Revise Union Contracts:			Other Benefits fo		Yes
Reduce Pension Benefits:			Other Benefits (S		
Changes represents new way of doing business			City provides a	a weight gym for employe	e's and their spouses.
Fringe Benefits					
Number of Paid Holidays: 1	4	Vacation I	Hours Per Month:	After 1 year = 5 days, a after 15 years = 15 day	fter 2 years = 10 days, s. days are given annuall
Retirement Plan: Y	es	Vacation I	Days Per Year:		
Retirement Plan is RSA: Y	es	Sick Hours	s Per Month:	1 day per month	
Retirement Plan is Private:	О	Sick Days		, p	

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## **City Profiles: Parrish**

Pay Increase		Paid Holidays	
Fiscal Year Begins:	October	Thanksgiving:	<u>✓</u>
Pay Increase:		Thanksgiving Friday After	<u> </u>
Pay Increase Percent:		Chrsitmas:	<b>✓</b>
		New Years Day:	✓
Budget Actions		MLK Day:	•
Total Number of Francisco	10	Independance Day:	<b>✓</b>
Total Number of Employees:	19	Labor Day:	✓
Revenue Percent Change From Previous Year:		Memorial Day:	✓
Action taken to reduce spending (Yes/No)		Confederate Memorial Day:	
Personnel Cuts	<b>✓</b>	Presidents Day:	
Delay/Cancel Capital Projects	<b>✓</b>	Veterans Day:	✓
Cuts in Other Services:		Jefferson Davis Birthday:	
Modify Health Care Benefits		Other:	
Public Safety Cuts:		Other (Specify):	
Across the Board Services Cuts:			
Rengotiate Debt:		Insurance Cover	200
Modify Pension Benefits/Plans:		Insurance cover	agc
Human Services Cuts:		Individual Medical Coverage:	
Specific Personnel Cuts		Pct. of Individual Coverage Paid:	80
Hiring freeze:	<b>✓</b>	Individual Coverage Cost Per Mo	nth: 428
Reduce/eliminate travel Budget:		Dependent Medical Coverage:	
Salary/ Wage reduction/freeze:		Pct. Dependent Coverage Paid:	
Reduce/Eliminate prof. Development Budget	<u> </u>	Dependent Coverage Cost Per Mo	onth:
Layoffs:			·····
Early Retirements		Medical Insurance for Elected Of	ficials:
, Furloughs		Disability Insurance for Employee	es:
Reduce Health Care Benefits:		Life Insurance for Employees:	
Revise Union Contracts:		Other Benefits for Employees:	
Reduce Pension Benefits:		Other Benefits (Specify):	
Changes represents now you of doing business		Dental Insurance	
Changes represents new way of doing business			
Fringe Benefits			
Number of Paid Holidays: 9	Vacatio	on Hours Per Month: 80-120	
Retirement Plan:	Vacatio	on Days Per Year:	
Retirement Plan is RSA:	Sick Ho	ours Per Month: 0	
Retirement Plan is Private:		ays Per Year:	

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## **City Profiles: Pelham**

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#### **Paid Holidays Pay Increase** Fiscal Year Begins: October Thanksgiving: **✓** Pay Increase: Yes Thanksgiving Friday After **✓** Chrsitmas: **✓** Pay Increase Percent: 2% New Years Day: **Budget Actions** MLK Day: **✓** Independance Day: **✓ Total Number of Employees:** 450 Labor Day: Revenue Percent Change From Previous Year: 2.5% Memorial Day: Confederate Memorial Day: Action taken to reduce spending (Yes/No) Presidents Day: **Personnel Cuts** Veterans Day: **✓** Delay/Cancel Capital Projects Jefferson Davis Birthday: **Cuts in Other Services:** Other: **✓** Modify Health Care Benefits Other (Specify): **Public Safety Cuts: CHRISTMAS EVE PATIOTS DAY (SEPT 11)** Across the Board Services Cuts: Rengotiate Debt: **Insurance Coverage** Modify Pension Benefits/Plans: **Human Services Cuts:** Individual Medical Coverage: Yes Pct. of Individual Coverage Paid: 100% **Specific Personnel Cuts** Individual Coverage Cost Per Month: \$450 Hiring freeze: Reduce/eliminate travel Budget: Dependent Medical Coverage: Yes Salary/ Wage reduction/freeze: Pct. Dependent Coverage Paid: Reduce/Eliminate prof. Development Budget Dependent Coverage Cost Per Month: \$269 Layoffs: Medical Insurance for Elected Officials: Yes **Early Retirements** Disability Insurance for Employees: Nο **Furloughs** Life Insurance for Employees: Yes Reduce Health Care Benefits: Other Benefits for Employees: No **Revise Union Contracts:** Other Benefits (Specify): **Reduce Pension Benefits:** \$25,000 life insurance policy with AD&D rider of \$100,000 Changes represents new way of doing business **Fringe Benefits** Number of Paid Holidays: 11 Vacation Hours Per Month: 96 hours/year & 127.2 hours/year 24 hour fire personnel for employees with 0-12 years of service; 144 hours/year & 190.8 for 24 hour fire personnel for employees with 12 - 25 years of service; 192 hours/year & 254.4 hours/year for 24 hour fire personnel f Retirement Plan: Vacation Days Per Year: Yes Retirement Plan is RSA: Yes Sick Hours Per Month: 96 hours/year & 127.2 hours/year 24 hour fire personnel for employees with 0 - 12 years of service; 144 hours/year & 190.8 hours/year for

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24 hour fire personnel for employees with 12 - 25 years of service; 192 hours/year & 254.4

Retirement Plan is Private:

No

Sick Days Per Year:

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## **City Profiles: Pell City**

Pay Increase			Paid Hol	idays	
Fiscal Year Begins:		October	Thanksgiving:	<b>✓</b>	
Pay Increase:		Yes	Thanksgiving Frid		
Pay Increase Percent:		3%	Chrsitmas:	•	
D 1 . A .!			New Years Day:	<b>✓</b>	
Budget Actions			MLK Day:	✓	
Total Number of Employees:		200	Independance Da	<del>-</del>	
	vieus Veeri	200	Labor Day:	<b>✓</b>	
Revenue Percent Change From Pre	vious rear:		Memorial Day:	<b>✓</b>	
Action taken to reduce spending (	Yes/No)		Confederate Men		
Personnel Cuts			Presidents Day:	<b>✓</b>	
Delay/Cancel Capital Projects			Veterans Day:		
Cuts in Other Services:			Jefferson Davis Bi Other:		
Modify Health Care Benefits			Other: Other (Specify):	✓	
Public Safety Cuts:				tmas and Good Friday	
Across the Board Services Cuts	:		Day after Cillis	tillas allu Good Filday	
Rengotiate Debt:			Insuranc	e Coverage	
Modify Pension Benefits/Plans	:				
Human Services Cuts:			Individual Medica	_	Yes
Specific Personnel Cuts			Pct. of Individual	_	100%
Hiring freeze:			Individual Covera	ge Cost Per Month:	
Reduce/eliminate travel Budge	et:		Dependent Medic	cal Coverage:	Yes
Salary/ Wage reduction/freeze	e:		Pct. Dependent C	overage Paid:	
Reduce/Eliminate prof. Develo	pment Budget		Dependent Cover	age Cost Per Month:	
Layoffs:					
Early Retirements				e for Elected Officials:	Yes
Furloughs			Disability Insurance	• •	No
Reduce Health Care Benefits:			Life Insurance for	, ,	Yes
Revise Union Contracts:			Other Benefits for		No
Reduce Pension Benefits:			Other Benefits (Sp	pecity):	
Changes represents new way o	of doing business				
Fringe Benefits					
Number of Paid Holidays:	12	Va	cation Hours Per Month:	40 on anniv 1&2/80 hr t 11-15 yrs/160 over 15 y different hrs	
Retirement Plan:	Yes	Va	cation Days Per Year:		
Retirement Plan is RSA:	Yes	Sic	ck Hours Per Month:	4 hrs per pay period/11 period	2 hrs for Fire per pa
Retirement Plan is Private:	No	Sic	ck Days Per Year:	h with a	
			•		

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## **City Profiles: Phenix City**

Pay Increase			Paid Hol	idays		
scal Year Begins:		October	Thanksgiving:	<b>✓</b>		
ay Increase:		Yes	Thanksgiving Frida			
ay Increase Percent:		1%-4%	Chrsitmas:	•		
Oudget Actions			New Years Day:	✓		
Budget Actions			MLK Day:	<b>✓</b>		
otal Number of Employees:		465	Independance Da	_		
Revenue Percent Change From Previous Year:		3%	Labor Day:	<b>✓</b>		
_			Memorial Day: Confederate Men			
ction taken to reduce spending (Y	es/No)		Presidents Day:	✓	<u></u>	
Personnel Cuts			Veterans Day:	<b>✓</b>		
Delay/Cancel Capital Projects		<b>✓</b>	Jefferson Davis Bi			
Cuts in Other Services:			Other:	, <u>√</u>		
Modify Health Care Benefits		<b>✓</b>	Other (Specify):			
Public Safety Cuts: Across the Board Services Cuts:			COLUMBUS DA	Y AND CHRISTMAS EVE		
Rengotiate Debt:			_	_		
Modify Pension Benefits/Plans:			Insuranc	e Coverage		
Human Services Cuts:			Individual Medica	l Coverage:	Yes	
Specific Personnel Cuts			Pct. of Individual	Pct. of Individual Coverage Paid:		
			Individual Covera	ge Cost Per Month:	\$396	
Hiring freeze:						
Reduce/eliminate travel Budget	:		Dependent Medic	_	Yes	
Salary/ Wage reduction/freeze:			Pct. Dependent Coverage Paid:		50%	
Reduce/Eliminate prof. Develop	ment Budget		Dependent Cover	age Cost Per Month:	\$323.50	
Layoffs:			Medical Insurance	e for Elected Officials:	No	
Early Retirements			Disability Insurance for Employees:		No	
Furloughs			Life Insurance for	Life Insurance for Employees:		
Reduce Health Care Benefits:			_ Other Benefits for Employees:		Yes	
Revise Union Contracts:  Reduce Pension Benefits:			Other Benefits (Sp	Other Benefits (Specify):		
Reduce Pension Benefits:			EMPLOYEE ASSISTANCE PROGRAM			
Changes represents new way of	doing business					
Fringe Benefits						
Number of Paid Holidays:	12	Vacation Hours Per Month:  0-5 YEARS SVC 96 HRS PER OF SVC 120 HRS PER YEAR 160 HRS PER YEAR				
Retirement Plan:	Yes	Va	acation Days Per Year:			
Retirement Plan is RSA:	Yes	Sic	ck Hours Per Month:	96 HRS PER YEAR		
Retirement Plan is Private:	No		ck Days Per Year:			

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## **City Profiles: Pinson**

ay Increase		Paid Holidays	
cal Year Begins:	July	Thanksgiving:	<b>✓</b>
y Increase:	Yes	Thanksgiving Friday After	<u> </u>
y Increase Percent:	4%	Chrsitmas:	<b>✓</b>
		New Years Day:	•
udget Actions		MLK Day:	<b>✓</b>
tal Number of Employees:	28	Independance Day:	•
venue Percent Change From Previous Year:		Labor Day:	
-		Memorial Day: Confederate Memorial Day:	
tion taken to reduce spending (Yes/No)		Presidents Day:	<b>✓</b>
Personnel Cuts		Veterans Day:	<b>▼</b>
Delay/Cancel Capital Projects		Jefferson Davis Birthday:	
Cuts in Other Services:		Other:	<b>✓</b>
Modify Health Care Benefits		Other (Specify):	
Public Safety Cuts:		., ,,	
Across the Board Services Cuts:			
Rengotiate Debt:		<b>Insurance Coverage</b>	
Modify Pension Benefits/Plans: Human Services Cuts:		Individual Medical Coverage:	No
Human Services Cuts.		Pct. of Individual Coverage Paid:	
Specific Personnel Cuts		Individual Coverage Cost Per Mo	
Hiring freeze:		marriadar coverage cost i er mo	
Reduce/eliminate travel Budget:		Dependent Medical Coverage:	No
Salary/ Wage reduction/freeze:		Pct. Dependent Coverage Paid:	
Reduce/Eliminate prof. Development Budget	t 🔳	Dependent Coverage Cost Per M	lonth:
Layoffs:		Medical Insurance for Elected Of	fficials: No
Early Retirements		Disability Insurance for Employe	
Furloughs		Life Insurance for Employees:	No
Reduce Health Care Benefits:		Other Benefits for Employees:	No
Revise Union Contracts:		Other Benefits (Specify):	
Reduce Pension Benefits:		., .,	
Changes represents new way of doing busine	ess		
Fringe Benefits			
Number of Paid Holidays: 13	Vacati	on Hours Per Month: Based on tim	ne of employment
Retirement Plan: Yes	Vacati	on Days Per Year:	
Retirement Plan is RSA: Yes	Sick H	ours Per Month: Based on tim	ne of employment
Retirement Plan is Private: No		ays Per Year:	ic or employment

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## **City Profiles: Pisgah**

Pay Increase		Paid Holidays			
iscal Year Begins:	October	Thanksgiving:	<u> </u>		
ay Increase:	No	Thanksgiving Friday After	<u>✓</u>		
ay Increase Percent:		Chrsitmas:	<b>✓</b>		
		New Years Day:	•		
<b>Budget Actions</b>		MLK Day:	✓		
otal Number of Employees:	6	Independance Day:	✓		
	O	Labor Day:	✓		
evenue Percent Change From Previous Year:		Memorial Day:	✓		
ction taken to reduce spending (Yes/No)		Confederate Memorial Day:			
Personnel Cuts		Presidents Day:			
Delay/Cancel Capital Projects		Veterans Day:	<b>✓</b>		
Cuts in Other Services:		Jefferson Davis Birthday:			
Modify Health Care Benefits		Other:	✓		
Public Safety Cuts:		Other (Specify):			
Across the Board Services Cuts:		Good Friday			
Rengotiate Debt:		Incurance Covers	ισο		
Modify Pension Benefits/Plans:		Insurance Coverage			
Human Services Cuts:		Individual Medical Coverage:	Yes		
Specific Personnel Cuts		Pct. of Individual Coverage Paid:	100%		
		Individual Coverage Cost Per Mont	th: 1800		
Hiring freeze:		Day and ant Madical Courses	Nie		
Reduce/eliminate travel Budget:		Dependent Medical Coverage:	No		
Salary/ Wage reduction/freeze:		Pct. Dependent Coverage Paid:			
Reduce/Eliminate prof. Development Budget		Dependent Coverage Cost Per Mo	ntn:		
Layoffs:		Medical Insurance for Elected Office	cials: No		
Early Retirements		Disability Insurance for Employees	: No		
Furloughs  Reduce Health Care Benefits:		Life Insurance for Employees:	No		
Revise Union Contracts:		Other Benefits for Employees:	No		
Reduce Pension Benefits:		Other Benefits (Specify):			
Changes represents new way of doing business					
Fringe Benefits	_				
Number of Paid Holidays:	Vacation Hours Per Month:				
Retirement Plan:	Vacation Days Per Year:				
Retirement Plan is RSA:	Sick H	ours Per Month:			
Retirement Plan is Private:	Sick Days Per Year:				

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## **City Profiles: Red Bay**

Pay Increase		Paid Holiday	Paid Holidays		
Fiscal Year Begins:		October	Thanksgiving:	<b>✓</b>	
Pay Increase:		Yes	Thanksgiving Friday Afte		
Pay Increase Percent: 3%  Budget Actions		3%	Chrsitmas:	•	
			New Years Day: MLK Day:	<b>•</b>	
Total Number of Employees:		29	Independance Day:	<b>✓</b>	
Revenue Percent Change From Pre	vious Year:	5%	Labor Day: Memorial Day:	<b>✓</b>	
Action taken to reduce spending (	Yes/No)		Confederate Memorial Day:		
Personnel Cuts			Presidents Day:	•	
Delay/Cancel Capital Projects			Veterans Day:	•	
Cuts in Other Services:			Jefferson Davis Birthday	:	
Modify Health Care Benefits			Other:	•	
Public Safety Cuts:			Other (Specify):		
Across the Board Services Cuts	:		1		
Rengotiate Debt:			<b>T</b>		
Modify Pension Benefits/Plans	:		Insurance C	overage	
Human Services Cuts:			Individual Medical Cover	rage:	No
Specific Personnel Cuts			Pct. of Individual Covera	ge Paid:	Yes
			Individual Coverage Cost	t Per Month:	100%
Hiring freeze:					*. *
Reduce/eliminate travel Budge			Dependent Medical Cove	_	\$16,414
Salary/ Wage reduction/freeze	:		Pct. Dependent Coverag	e Paid:	12 employees with family \$320.40 each
Reduce/Eliminate prof. Develo	pment Budget		Dependent Coverage Co	st Per Month:	
Layoffs:			Madical Income of fau El	antad Officials.	60%
Early Retirements				Medical Insurance for Elected Officials:  Disability Insurance for Employees:	
Furloughs			Disability insurance for E	employees:	Mayor only - same as employee
Reduce Health Care Benefits:			Life Insurance for Emplo	yees:	No
Revise Union Contracts:			Other Benefits for Employees:		Yes
Reduce Pension Benefits:			Other Benefits (Specify):	Other Benefits (Specify):	
Changes represents new way o	of doing business		No		
Fringe Benefits					
Number of Paid Holidays:	10		Vacation Hours Per Month: Hou	rs	
Retirement Plan:	96 hours per yea		Vacation Days Per Year:		
Retirement Plan is RSA:	No			rs 1 year/00 hrs 5 ye	pare/120 hrs 10 years
Retirement Plan is Private:	Yes			is I year/80 nrs 5 ye	ears/120 hrs 10 years
Nethement Plan is Private:	162		Sick Days Per Year:		

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## **City Profiles: Riverside**

Pay Increase			Paid Holi	Paid Holidays		
Fiscal Year Begins:		October	Thanksgiving:	•	<del></del>	
Pay Increase:		No	Thanksgiving Frida		_	
Pay Increase Percent:			Chrsitmas:			
			New Years Day:	•	•	
Budget Actions			MLK Day:	•		
Total Number of Employees:		32	Independance Day	<i>y</i> :		
		32	Labor Day:	•		
Revenue Percent Change From Pre	evious year:		Memorial Day:	•		
Action taken to reduce spending (Yes/No)			Confederate Mem		_	
Personnel Cuts			Presidents Day:	•	_	
Delay/Cancel Capital Projects			Veterans Day:		<u>•</u>	
Cuts in Other Services:			Jefferson Davis Bir	_		
Modify Health Care Benefits			Other:	•	<u>/</u>	
Public Safety Cuts:			Other (Specify):			
Across the Board Services Cuts	<b>5:</b>		1			
Rengotiate Debt:			Insurance	<b>Insurance Coverage</b>		
Modify Pension Benefits/Plans	s:					
Human Services Cuts:			Individual Medical	Coverage:	No	
Specific Personnel Cuts			Pct. of Individual C	Pct. of Individual Coverage Paid:		
Hiring freeze:			Individual Coverag	e Cost Per Month:	100	
Reduce/eliminate travel Budge	et:		Dependent Medica	al Coverage:	\$427	
Salary/ Wage reduction/freeze:				Pct. Dependent Coverage Paid:		
-	Reduce/Eliminate prof. Development Budget			Dependent Coverage Cost Per Month:		
Layoffs:	,		.,		No	
Early Retirements			Medical Insurance	Medical Insurance for Elected Officials:		
Furloughs			Disability Insurance	Disability Insurance for Employees:		
Reduce Health Care Benefits:			Life Insurance for E	Life Insurance for Employees:		
Revise Union Contracts:			Other Benefits for	Other Benefits for Employees:		
Reduce Pension Benefits:			Other Benefits (Sp	Other Benefits (Specify):		
			No			
Changes represents new way of	of doing business					
Fringe Benefits	<b>,</b>					
Number of Paid Holidays:	12	Vac	ation Hours Per Month:	Hours		
Retirement Plan:	80 hours	Vac	ation Days Per Year:			
Retirement Plan is RSA:	Yes			20 hours		
			Hours Per Month:	80 hours		
Retirement Plan is Private:	Yes	SICk	Sick Days Per Year:			

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## **City Profiles: Robertsdale**

ay Increase			Paid Hol	idays		
scal Year Begins:		October	Thanksgiving:	•	<u> </u>	
y Increase:		Yes	Thanksgiving Fric			
y Increase Percent:		3.5%	Chrsitmas:	•	•	
			New Years Day:	•	•	
Sudget Actions			MLK Day:	•	•	
tal Number of Employees:		88	Independance Da	ıy:	•	
	v	00	Labor Day:	•		
Revenue Percent Change From Previous Year:			Memorial Day:	•	<b>✓</b>	
Action taken to reduce spending (Yes/No)			Confederate Memorial Day:			
Personnel Cuts			Presidents Day:		_	
Delay/Cancel Capital Projects			Veterans Day:	<u>•</u>	_	
Cuts in Other Services:			Jefferson Davis B	•	_	
Modify Health Care Benefits			Other:	•	<u>*</u>	
Public Safety Cuts:			Other (Specify):		5	
Across the Board Services Cuts:			Good Friday; C	hristmas Eve; Employee	's Birthday	
Rengotiate Debt:			Insurana	e Coverage		
Modify Pension Benefits/Plans:				- Coverage		
Human Services Cuts:			Individual Medica	al Coverage:	Yes	
Specific Personnel Cuts			Pct. of Individual	Coverage Paid:	100%	
Hiring freeze:			Individual Covera	ge Cost Per Month:	\$451	
Reduce/eliminate travel Budget:			Dependent Medi	cal Coverage:	Yes	
Salary/ Wage reduction/freeze:			Pct. Dependent (	_	76.58%	
Reduce/Eliminate prof. Develop	ment Budget			rage Cost Per Month:	\$448	
Layoffs:	nent baaget		Dependent cove	age cost i el montili	φ110	
Early Retirements			Medical Insuranc	e for Elected Officials:	No	
Furloughs			Disability Insuran	ce for Employees:	Yes	
Reduce Health Care Benefits:			Life Insurance for	Employees:	Yes	
Revise Union Contracts:			Other Benefits fo	r Employees:	Yes	
Reduce Pension Benefits:			Other Benefits (S	pecify):		
Changes represents new way of doing business			Education Expense Reimbursement; Uniforms; Longevity Pay; Bereavement Leave; Health Club Subsidy; Health Insurance O Out Incentive			
<b>Fringe Benefits</b>						
Number of Paid Holidays:	12	Vacation Hours Per Month: 80 hrs (1-10 yrs); an additional 8 hour every year of service over 10 yrs. to n 160 hours for 20 yrs.				
Retirement Plan:	Yes	Vaca	tion Days Per Year:			
Retirement Plan is RSA:	Yes	Sick	Hours Per Month:	48 hours		
Retirement Plan is Private:	No		Days Per Year:	10 110013		

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#### **City Profiles: Samson**

Pay Increase		Paid Holidays		
iscal Year Begins:	September	Thanksgiving:	<b>✓</b>	
ay Increase:	Yes	Thanksgiving Friday After	<u>✓</u>	
ay Increase Percent:	3%	Chrsitmas:	<b>✓</b>	
		New Years Day:	<b>✓</b>	
Budget Actions		MLK Day:	✓	
atal Number of Francisco	20	Independance Day:	<b>✓</b>	
otal Number of Employees:	38	Labor Day:	✓	
evenue Percent Change From Previous Year:		Memorial Day:	✓	
action taken to reduce spending (Yes/No)		Confederate Memorial Day:		
Personnel Cuts		Presidents Day:		
Delay/Cancel Capital Projects		Veterans Day:	✓	
Cuts in Other Services:		Jefferson Davis Birthday:		
Modify Health Care Benefits		Other:	✓	
Public Safety Cuts:		Other (Specify):		
Across the Board Services Cuts:		Christmas Eve good friday		
Rengotiate Debt:		Incurance Covered	- 0	
Modify Pension Benefits/Plans:		Insurance Coverag	e	
Human Services Cuts:		Individual Medical Coverage:	Yes	
Specific Personnel Cuts		Pct. of Individual Coverage Paid:	100%	
		Individual Coverage Cost Per Month:	419	
Hiring freeze:				
Reduce/eliminate travel Budget:		Dependent Medical Coverage:	No	
Salary/ Wage reduction/freeze:		Pct. Dependent Coverage Paid:		
Reduce/Eliminate prof. Development Bud		Dependent Coverage Cost Per Month	1:	
Layoffs:		Medical Insurance for Elected Officia	ls: Yes	
Early Retirements		Disability Insurance for Employees:	No	
Furloughs Reduce Health Care Benefits:		Life Insurance for Employees:	No	
Revise Union Contracts:		Other Benefits for Employees:	Yes	
Reduce Pension Benefits:		Other Benefits (Specify):		
neduce refision benefits.		colonial medical bridge		
Changes represents new way of doing bus	iness ✓			
Fringe Benefits				
Number of Paid Holidays: 12	Vacation	Hours Per Month: 40		
Retirement Plan: Yes	Vacation	n Days Per Year:		
Retirement Plan: Yes				
Retirement Plan is RSA: Yes	Sick Hou	rs Per Month: 56		

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#### **City Profiles: Saraland**

Pay Increase				Paid Hol	idays	
Fiscal Year Begins:		Octobe	r	Thanksgiving:		<u> </u>
Pay Increase:		No		Thanksgiving Frid	ay After	<u>✓</u>
Pay Increase Percent:				Chrsitmas:		✓
<b>Budget Actions</b>				New Years Day: MLK Day:		<b>✓</b>
Total Number of Employees:		178		Independance Da Labor Day:	y:	<b>✓</b>
Revenue Percent Change From Previo	ous Year:	8%		Memorial Day:		<b>₹</b>
Action taken to reduce spending (Yes	s/No)			Confederate Men	norial Day:	
Personnel Cuts				Presidents Day:		
Delay/Cancel Capital Projects				Veterans Day:		✓
Cuts in Other Services:				Jefferson Davis Bi	irthday:	
Modify Health Care Benefits				Other:		✓
Public Safety Cuts:				Other (Specify):		
Across the Board Services Cuts:						
Rengotiate Debt:				Ingunona	o Corrora	•
Modify Pension Benefits/Plans:				Insurance	e Coverage	e 
Human Services Cuts:				Individual Medica	al Coverage:	
Specific Personnel Cuts				Pct. of Individual	Coverage Paid:	80%
•				Individual Covera	ge Cost Per Month:	\$511.35
Hiring freeze:				Danandant Madi	cal Coverage:	Yes
Reduce/eliminate travel Budget: Salary/ Wage reduction/freeze:				Dependent Medic Pct. Dependent C	_	80%
Reduce/Eliminate prof. Developn	aont Rudgot				age Cost Per Month:	
Layoffs:	ient buuget			Dependent Cover	age Cost Fel Month.	. 3/10.21
Early Retirements				Medical Insurance	e for Elected Officials	s: No
Furloughs				Disability Insuran	ce for Employees:	No
Reduce Health Care Benefits:				Life Insurance for	Employees:	Yes
Revise Union Contracts:				Other Benefits fo	r Employees:	No
Reduce Pension Benefits:				Other Benefits (S	pecify):	
Changes represents new way of c	loing business					
Fringe Benefits						
Number of Paid Holidays:	12		Vacation Ho	urs Per Month:	Depends on years	worked
Retirement Plan:	Yes		Vacation Day	ys Per Year:		
Retirement Plan is RSA:	Yes		Sick Hours Po	er Month:	3.08 hours per biv	veekly payroll
Retirement Plan is Private:	No		Sick Days Pe	r Year:		

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#### **City Profiles: Satsuma**

Pay Increase		Paid Ho	lidays	
iscal Year Begins:	October	Thanksgiving:	<b>✓</b>	
ay Increase:		Thanksgiving Frid		
ay Increase Percent:		Chrsitmas:	<b>✓</b>	
Budget Actions		New Years Day: MLK Day:	<b>✓</b>	
otal Number of Employees:	50	Independance D	_	
Revenue Percent Change From Previous Yea	r:	Labor Day:	<b>✓</b>	
-		Memorial Day:	marial Days	
Action taken to reduce spending (Yes/No)		Confederate Me Presidents Day:	morial Day:	
Personnel Cuts		Veterans Day:	<b>□</b>	
Delay/Cancel Capital Projects		Jefferson Davis E		
Cuts in Other Services:		Other:	sii tiiday.	
Modify Health Care Benefits		Other (Specify):		
Public Safety Cuts:			; Birthday; New Years Eve	· Good Friday
Across the Board Services Cuts:		Cili istilias EVE	, bir tilday, New Tears Live	, Good Friday
Rengotiate Debt:		Insuran	ce Coverage	
Modify Pension Benefits/Plans:				
Human Services Cuts:		Individual Medic	_	Yes
Specific Personnel Cuts		Pct. of Individua	_	85
Hiring freeze:		Individual Cover	age Cost Per Month:	364.65
Reduce/eliminate travel Budget:		Dependent Med	ical Coverage:	Yes
Salary/ Wage reduction/freeze:		Pct. Dependent (	_	85
Reduce/Eliminate prof. Development Bu	ıdget 🔳		rage Cost Per Month:	523.6
Layoffs:		·		
Early Retirements			ce for Elected Officials:	Yes
Furloughs		Disability Insurar	nce for Employees:	No
Reduce Health Care Benefits:		Life Insurance fo	r Employees:	Yes
Revise Union Contracts:		Other Benefits fo	or Employees:	No
Reduce Pension Benefits:		Other Benefits (S	Specify):	
Changes represents new way of doing b	usiness			
Fringe Benefits				
Number of Paid Holidays: 13	Vaca	ation Hours Per Month:	5 years: 10 days; 10 ye	ears: 12.5 days
Retirement Plan: Yes	Vaca	ntion Days Per Year:		
Retirement Plan is RSA: Yes	Sick	Hours Per Month:	10 days per year	
Retirement Plan is Private: No		Days Per Year:		

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#### **City Profiles: Somerville**

Pay Increase		Paid Holidays			
Fiscal Year Begins:		October	Thanksgiving:	<u> </u>	
Pay Increase:		No		<b>✓</b>	
Pay Increase Percent:			Chrsitmas:		
•			New Years Day:	<b>✓</b>	
Budget Actions			MLK Day:	✓	
T			Independance Day:	✓	
Total Number of Employees:		8	Labor Day:	✓	
Revenue Percent Change From Previou	s Year:		Memorial Day:	<b>✓</b>	
Action taken to reduce spending (Yes,	No)		Confederate Memorial Day:		
Personnel Cuts			Presidents Day:		
Delay/Cancel Capital Projects			Veterans Day:	✓	
Cuts in Other Services:			Jefferson Davis Birthday:		
Modify Health Care Benefits			Other:	✓	
Public Safety Cuts:			Other (Specify):		
Across the Board Services Cuts:					
Rengotiate Debt:			Insurance Coverage		
Modify Pension Benefits/Plans:	Modify Pension Benefits/Plans:		- Insurance Coverage	•	
Human Services Cuts:			Individual Medical Coverage:		
Specific Personnel Cuts			Pct. of Individual Coverage Paid:		
Hiring freeze:			Individual Coverage Cost Per Month:	100%	
Reduce/eliminate travel Budget:			Dependent Medical Coverage:	\$500	
Salary/ Wage reduction/freeze:			Pct. Dependent Coverage Paid:	<b>3300</b>	
Reduce/Eliminate prof. Developme	ent Rudget		Dependent Coverage Cost Per Month:		
Layoffs:	int buuget		Dependent coverage cost i el Montil.		
Early Retirements			Medical Insurance for Elected Officials:		
Furloughs			Disability Insurance for Employees:		
Reduce Health Care Benefits:			Life Insurance for Employees:		
Revise Union Contracts:			Other Benefits for Employees:		
Reduce Pension Benefits:			Other Benefits (Specify):		
Changes represents new way of do	ing business				
Fringe Benefits					
Number of Paid Holidays:	12	Va	cation Hours Per Month:		
Retirement Plan:	8/month	Va	cation Days Per Year:		
Retirement Plan is RSA:		Sic	k Hours Per Month: 40		
Retirement Plan is Private:			k Days Per Year:		

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#### **City Profiles: Southside**

Pay Increase			Paid Hol	idays	
iscal Year Begins:		October	Thanksgiving:	<b>✓</b>	
ay Increase:		Yes	Thanksgiving Frid	ay After	
ay Increase Percent:			Chrsitmas:	•	
D 1 . A .*			New Years Day:	✓	
Budget Actions			MLK Day:	✓	
otal Number of Employees:		52	Independance Da	<del>-</del>	
	vious Voors	32	Labor Day:	<b>✓</b>	
Revenue Percent Change From Pre	vious rear:		Memorial Day:	<b>✓</b>	
Action taken to reduce spending (	Yes/No)		Confederate Men	_	
Personnel Cuts			Presidents Day:		
Delay/Cancel Capital Projects			Veterans Day:	rthday:	
Cuts in Other Services:			Jefferson Davis Bi Other:	,	
Modify Health Care Benefits			Other (Specify):	•	
Public Safety Cuts:			Christmas Eve		
Across the Board Services Cuts	:		Cilistinas Eve		
Rengotiate Debt:			Insuranc	e Coverage	
Modify Pension Benefits/Plans	:				
Human Services Cuts:			Individual Medica	_	Yes
Specific Personnel Cuts			Pct. of Individual	_	100%
Hiring freeze:			individual Covera	ge Cost Per Month:	450
Reduce/eliminate travel Budge	et:		Dependent Medic	cal Coverage:	Yes
Salary/ Wage reduction/freeze	::		Pct. Dependent C	overage Paid:	\$987.00
Reduce/Eliminate prof. Develo	pment Budget		Dependent Cover	age Cost Per Month:	90%
Layoffs:			NA adia di la sura na s	- f Fltt Off: -: -l	NI -
Early Retirements				e for Elected Officials:	No
Furloughs			Disability Insurand Life Insurance for		Yes
Reduce Health Care Benefits:			Other Benefits for	. ,	Yes
Revise Union Contracts:			Other Benefits (Sp		No
Reduce Pension Benefits:			Other belieffts (5)	occiry).	
Changes represents new way o	of doing business				
Fringe Benefits					
Number of Paid Holidays:	52	V	acation Hours Per Month:	40 Hours year 1, 80 hou year 5, 160 year 10	urs year 3, 120 hours
Retirement Plan:	Yes	V	/acation Days Per Year:		
Retirement Plan is RSA:	Yes	Si	iick Hours Per Month:	3 per Fiscal year (24 for hour workers)	· 8 hr workers) (36 for 1
Retirement Plan is Private:	No	Si	iick Days Per Year:		
			•		

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#### **City Profiles: Summerdale**

ay Increase			Paid Hol	idays	
cal Year Begins:		October	Thanksgiving:	✓	
/ Increase:		No	Thanksgiving Fric		
/ Increase Percent:			Chrsitmas:	•	
1			New Years Day:	•	
udget Actions			MLK Day:	✓	
al Number of Employees:		33	Independance Da	ay:	
	da ya Manu	33	Labor Day:	✓	
venue Percent Change From Prev	llous year:		Memorial Day:	<b>✓</b>	
tion taken to reduce spending (Y	es/No)		Confederate Mei	_	
Personnel Cuts			Presidents Day:		
Delay/Cancel Capital Projects			Veterans Day:		
Cuts in Other Services:			Jefferson Davis B		
Modify Health Care Benefits			Other:	•	
Public Safety Cuts:			Other (Specify):	no 24	
Across the Board Services Cuts:			Good Friday/D	ec 24	
Rengotiate Debt:			Insuran	ce Coverage	
Modify Pension Benefits/Plans:				- Coverage	
Human Services Cuts:			Individual Medica	al Coverage:	Yes
Specific Personnel Cuts			Pct. of Individual	Coverage Paid:	75%
Hiring freeze:			Individual Covera	age Cost Per Month:	\$337.50
Reduce/eliminate travel Budget	···		Dependent Medi	cal Coverage:	Yes
Salary/ Wage reduction/freeze:			Pct. Dependent (	_	75%
Reduce/Eliminate prof. Develop				rage Cost Per Month:	\$822.75
Layoffs:			- op		¥3=2003
Early Retirements			Medical Insuranc	e for Elected Officials:	Yes
Furloughs			Disability Insuran	ice for Employees:	No
Reduce Health Care Benefits:			Life Insurance for	r Employees:	No
Revise Union Contracts:			Other Benefits fo	r Employees:	No
Reduce Pension Benefits:			Other Benefits (S	pecify):	
Changes represents a success of	f daing business				
Changes represents new way of	dollig busiliess				
<b>Fringe Benefits</b>					
Number of Paid Holidays:	11	,	Vacation Hours Per Month:	40 hrs after 1st year, 80 hrs after 10 years	) hrs after 2 years, 120
Retirement Plan:	Yes	,	Vacation Days Per Year:		
Retirement Plan: Retirement Plan is RSA:	Yes Yes		Vacation Days Per Year: Sick Hours Per Month:	8 hrs a month	

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#### City Profiles: Sylacauga

Pay Increase		Pai	d Holidays	
scal Year Begins:	Oct	ober Thank	sgiving:	<b>✓</b>
ay Increase:	Yes	Thank	sgiving Friday After	<b>✓</b>
ay Increase Percent:	5%	Chrsiti	mas:	•
		New Y	ears Day:	<b>✓</b>
Budget Actions		MLK D	ay:	<b>✓</b>
otal Number of Employees:	138	Indepe	endance Day:	✓
, ,		Labor		✓
evenue Percent Change From Previous Yo	ear: 1%		orial Day:	<b>✓</b>
ction taken to reduce spending (Yes/No	)	•	derate Memorial Day:	
Personnel Cuts			ents Day:	<b>✓</b>
Delay/Cancel Capital Projects			ins Day:	<b>✓</b>
Cuts in Other Services:			on Davis Birthday:	
Modify Health Care Benefits		Others		
Public Safety Cuts:		Other	(Specify):	
Across the Board Services Cuts:				
Rengotiate Debt:		Ins	urance Covera	ge
Modify Pension Benefits/Plans:				<b>.</b>
Human Services Cuts:		_	lual Medical Coverage:	Yes
Specific Personnel Cuts			Individual Coverage Paid:	0%
Hiring freeze:		Individ	lual Coverage Cost Per Month	n: \$492
Reduce/eliminate travel Budget:			dent Medical Coverage:	Yes
Salary/ Wage reduction/freeze:		_	ependent Coverage Paid:	60%
Reduce/Eliminate prof. Development	Budget		dent Coverage Cost Per Mon	th: \$749
Layoffs:	_		-	
Early Retirements		Medic	al Insurance for Elected Offici	als: Yes
Furloughs			lity Insurance for Employees:	Yes
Reduce Health Care Benefits:			surance for Employees:	Yes
Revise Union Contracts:		Other	Benefits for Employees:	Yes
Reduce Pension Benefits:			Benefits (Specify):	
Changes represents new way of doing	business	Den ✓	tal - Single Coverage, Flexible	Spending Account
Fringe Benefits				
Number of Paid Holidays: 10		Vacation Hours Per	Month: (1) to (5) weeks	based on service years.
Retirement Plan: Ye	S	Vacation Days Per Yo	ear:	
Retirement Plan is RSA: Ye	S	Sick Hours Per Mont	h: 96 hours for eve	eryone; 144 for fire departm

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#### **City Profiles: Sylvan Springs**

Pay Increase			Paid Hol	idays		
Fiscal Year Begins:		October	Thanksgiving:		<u> </u>	
Pay Increase:		No	Thanksgiving Fric	lay After	<b>✓</b>	
Pay Increase Percent:			Chrsitmas:			
			New Years Day:		✓	
<b>Budget Actions</b>			MLK Day:		✓	
Tatal Number of Fundamen		4.4	Independance Da	ay:	✓	
Total Number of Employees:		14	Labor Day:		✓	
Revenue Percent Change From P	revious Year:		Memorial Day:		<b>✓</b>	
Action taken to reduce spending	(Yes/No)		Confederate Me	morial Day:		
Personnel Cuts			Presidents Day:		<b>✓</b>	
Delay/Cancel Capital Projects	S		Veterans Day:		✓	
Cuts in Other Services:			Jefferson Davis B	irthday:		
Modify Health Care Benefits			Other:			
Public Safety Cuts:			Other (Specify):			
Across the Board Services Cu	ts:		We close the o	office on these days b	ut we are not paid	
Rengotiate Debt:			Incuran	oo Covonog	<b>.</b>	
Modify Pension Benefits/Plan	ns:			ce Coverage	<del></del>	
Human Services Cuts:			Individual Medic	al Coverage:	No	
Specific Personnel Cuts			Pct. of Individual	Coverage Paid:		
			Individual Covera	age Cost Per Month:		
Hiring freeze:  Reduce/eliminate travel Bud	aot:		Dependent Medi	ical Coverage:	No	
Salary/ Wage reduction/free:					No	
Reduce/Eliminate prof. Deve				Pct. Dependent Coverage Paid:  Dependent Coverage Cost Per Month:		
Layoffs:	Topment Budget		Dependent cove	rage Cost Fer Month.		
Early Retirements			Medical Insuranc	Medical Insurance for Elected Officials:		
Furloughs			Disability Insurar	Disability Insurance for Employees:		
Reduce Health Care Benefits:			Life Insurance fo	Life Insurance for Employees:		
Revise Union Contracts:			Other Benefits fo	Other Benefits for Employees:		
Reduce Pension Benefits:			Other Benefits (S	specify):		
Changes represents new way	of doing husiness					
changes represents new way	or doing business					
Fringe Benefit	S					
Number of Paid Holidays:			/acation Hours Per Month:	72 for full time onl		
Retirement Plan:	Yes	V	/acation Days Per Year:			
Retirement Plan is RSA:	Yes	S	iick Hours Per Month:	72 for full time onl	у	
Retirement Plan is Private:		S	sick Days Per Year:			

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#### **City Profiles: Tarrant**

Pay Increase			Paid Ho	lidays	
iscal Year Begins:		October	Thanksgiving:	✓	
ay Increase:		No	Thanksgiving Fri	day After 🗸	
ay Increase Percent:			Chrsitmas:	•	
·			New Years Day:	✓	
Budget Actions			MLK Day:	•	
atal Number of Employees		60	Independance D	ay:	
otal Number of Employees:		68	Labor Day:	<b>✓</b>	
Revenue Percent Change From Prev	vious Year:	1%	Memorial Day:	✓	
Action taken to reduce spending (Y	'es/No)	<b>✓</b>	Confederate Me	morial Day:	
Personnel Cuts			Presidents Day:		
Delay/Cancel Capital Projects			Veterans Day:	✓	
Cuts in Other Services:			Jefferson Davis E	<del>-</del>	
Modify Health Care Benefits			Other:	✓	
Public Safety Cuts:			Other (Specify):		
Across the Board Services Cuts:			Xmas Eve; Ne	w Years Eve; personal day/	birthday
Rengotiate Debt:			Incuran	ce Coverage	
Modify Pension Benefits/Plans:				cc coverage	
Human Services Cuts:			Individual Medic	al Coverage:	Yes
Specific Personnel Cuts			Pct. of Individua	l Coverage Paid:	100%
Hiring freeze:		<b>✓</b>	Individual Cover	age Cost Per Month:	471
Reduce/eliminate travel Budget	t:	✓	Dependent Med	ical Coverage:	Yes
Salary/ Wage reduction/freeze:		✓	Pct. Dependent	_	63.20%
Reduce/Eliminate prof. Develor		<u> </u>		erage Cost Per Month:	751
Layoffs:	_		·		
Early Retirements			Medical Insuran	ce for Elected Officials:	No
Furloughs			Disability Insura	nce for Employees:	Yes
Reduce Health Care Benefits:			Life Insurance fo		Yes
Revise Union Contracts:			Other Benefits fo		Yes
Reduce Pension Benefits:			Other Benefits (S		
Changes represents new way of	f doing business	<b>✓</b>	vision, dental,	s/t & I/t disability, health s	avings acct
Fringe Benefits					
Number of Paid Holidays:		Vac	ation Hours Per Month:	8 hrs/month during em employment; 16 hrs/mo	
Retirement Plan:	No	Vac	ation Days Per Year:		
Retirement Plan is RSA:	Yes	Sick	Hours Per Month:	8 hrs/month	
Retirement Plan is Private:			Days Per Year:	5 1113/111011111	

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# **City Profiles: Thomasville**

Pay Increase		Paid Holidays
iscal Year Begins: ay Increase:	October	Thanksgiving: ✓  Thanksgiving Friday After ✓
ay Increase Percent:	2%-3.5%	Chrsitmas:
	270 3.370	New Years Day:   ✓
Budget Actions		MLK Day:  ✓
otal Number of Employees:	100	Independance Day:
evenue Percent Change From Previous Year:		Labor Day:   ✓  Memorial Day:  ✓
action taken to reduce spending (Yes/No)		Confederate Memorial Day:
Personnel Cuts		Presidents Day:
Delay/Cancel Capital Projects		Veterans Day:
Cuts in Other Services:		Jefferson Davis Birthday:
Modify Health Care Benefits		Other:
Public Safety Cuts:		Other (Specify):
Across the Board Services Cuts:		
Rengotiate Debt:		In guman as Corrers as
Modify Pension Benefits/Plans:		Insurance Coverage
Human Services Cuts:		Individual Medical Coverage:
Specific Personnel Cuts		Pct. of Individual Coverage Paid: 90%
		Individual Coverage Cost Per Month: 567.88
Hiring freeze:		
Reduce/eliminate travel Budget:		Dependent Medical Coverage:
Salary/ Wage reduction/freeze:		Pct. Dependent Coverage Paid:
Reduce/Eliminate prof. Development Budget		Dependent Coverage Cost Per Month: 1339.97
Layoffs:		Medical Insurance for Elected Officials:
Early Retirements		Disability Insurance for Employees:
Furloughs		Life Insurance for Employees:
Reduce Health Care Benefits:  Revise Union Contracts:		Other Benefits for Employees:
Reduce Pension Benefits:		Other Benefits (Specify):
Changes represents new way of doing business		AirMed
Fringe Benefits		
Number of Paid Holidays:	Vaca	ation Hours Per Month: 40-160
Retirement Plan:	Vaca	ation Days Per Year:
Retirement Plan is RSA:		Hours Per Month: 8 hours per month
Retirement Plan is Private:		Days Per Year:

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#### **City Profiles: Thorsby**

ay Increase				Paid Hol	idays		
cal Year Begins:		Octobe	r	Thanksgiving:		<b>✓</b>	
y Increase:		Yes		Thanksgiving Frid	ay After	<b>✓</b>	
y Increase Percent:		3%		Chrsitmas:		<b>✓</b>	
•				New Years Day:		<b>✓</b>	
Sudget Actions				MLK Day:		✓	
tal Number of Employees:		13		Independance Da	ıy:	✓	
• •		13		Labor Day:		✓	
venue Percent Change From Previou	us Year:			Memorial Day:		✓	
tion taken to reduce spending (Yes	/No)			Confederate Mer	morial Day:		
Personnel Cuts				Presidents Day:			
Delay/Cancel Capital Projects				Veterans Day:		<b>✓</b>	
Cuts in Other Services:				Jefferson Davis B	irthday:		
Modify Health Care Benefits				Other:		✓	
Public Safety Cuts:				Other (Specify):	_		
Across the Board Services Cuts:				CHRISTMAS EV	Æ		
Rengotiate Debt:				Incurana	ee Coverag	Δ	
Modify Pension Benefits/Plans:					c coverag		
Human Services Cuts:				Individual Medica	al Coverage:		Yes
Specific Personnel Cuts				Pct. of Individual	Coverage Paid:		SINGLE-83%, EMPLO
Hiring freeze:				Individual Covera	ge Cost Per Month:		4011.52
Reduce/eliminate travel Budget:				Dependent Medi	cal Coverage:		No
Salary/ Wage reduction/freeze:				Pct. Dependent C	_		0
Reduce/Eliminate prof. Developm	ent Rudget				rage Cost Per Month		0
Layoffs:	ent buuget			Dependent cover	age Cost Fer Month	•	O
Early Retirements				Medical Insuranc	e for Elected Official	s:	No
Furloughs				Disability Insuran	ce for Employees:		No
Reduce Health Care Benefits:				Life Insurance for	Employees:		Yes
Revise Union Contracts:				Other Benefits fo	r Employees:		No
Reduce Pension Benefits:				Other Benefits (S	pecify):		
Changes represents new way of do	oing business						
Fringe Benefits							
Number of Paid Holidays:	10		Vacation Ho	ours Per Month:	AFTER 1YR-40HRS 17YRS-160	5, 3YRS-8	30HRS, 9YRS-120HRS,
Retirement Plan:	Yes		Vacation Da	ys Per Year:			
Retirement Plan: Retirement Plan is RSA:	Yes Yes		Vacation Da		48 HRS PER YEAR		

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#### **City Profiles: Toxey**

Pay Increase			Paid Ho	lidays	
iscal Year Begins:		October	Thanksgiving:		<u></u>
Pay Increase:		No	Thanksgiving Fric	day After	
ay Increase Percent:			Chrsitmas:	•	<b>✓</b>
ay mercase refeem.			New Years Day:		<u>✓</u>
Budget Actions			MLK Day:		
			Independance D	ay:	✓
otal Number of Employees:		8	Labor Day:		✓
Revenue Percent Change From Prev	vious Year:		Memorial Day:		✓
Action taken to reduce spending (Y	'es/No)		Confederate Me	morial Day:	
Personnel Cuts			Presidents Day:		
Delay/Cancel Capital Projects			Veterans Day:		
Cuts in Other Services:			Jefferson Davis E	Birthday:	
Modify Health Care Benefits			Other:		✓
Public Safety Cuts:			Other (Specify):		
Across the Board Services Cuts:			Christmas Eve		
Rengotiate Debt:			Incuran	ce Coverage	a
Modify Pension Benefits/Plans:				ce coverage	
Human Services Cuts:			Individual Medic	al Coverage:	No
Specific Personnel Cuts			Pct. of Individual	Coverage Paid:	N/A
			Individual Covera	age Cost Per Month:	N/A
Hiring freeze:	<b>.</b> .		Donandant Mad	ical Cayaraga	No
Reduce/eliminate travel Budge			Dependent Med	_	No N/A
Salary/ Wage reduction/freeze:			Pct. Dependent (	_	N/A
Reduce/Eliminate prof. Develop Layoffs:	omeni Buagei		Dependent Cove	rage Cost Per Month:	N/A
Early Retirements			Medical Insurance	ce for Elected Officials	: No
Furloughs			Disability Insurar	nce for Employees:	No
Reduce Health Care Benefits:			Life Insurance fo	r Employees:	No
Revise Union Contracts:			Other Benefits fo	or Employees:	No
Reduce Pension Benefits:			Other Benefits (S	Specify):	
			None		
Changes represents new way or	f doing business	✓			
Fringe Benefits					
Number of Paid Holidays:	8	V	acation Hours Per Month:	5 days after 1 year	full-time employment
Retirement Plan:	No	V	acation Days Per Year:		
Retirement Plan is RSA:	No		ick Hours Per Month:	1/2 day per month	
Retirement Plan is Private:	No		ick Days Per Year:	1/2 day per mont	1

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### **City Profiles: Trinity**

ay Increase		Paid Holidays		
scal Year Begins:	October	Thanksgiving:	<b>✓</b>	
y Increase:		Thanksgiving Friday After	<b>✓</b>	
y Increase Percent:	1%	Chrsitmas:	•	
		New Years Day:	<b>✓</b>	
Sudget Actions		MLK Day:	✓	
tal Number of Employees:	15	Independance Day:	<b>✓</b>	
evenue Percent Change From Previous Year:		Labor Day:	<b>✓</b>	
venue reicent change rioni rievious real.		Memorial Day:		
tion taken to reduce spending (Yes/No)		Confederate Memorial Day:		
Personnel Cuts		Presidents Day:		
Delay/Cancel Capital Projects		Veterans Day:  Jefferson Davis Birthday:	<b>✓</b>	
Cuts in Other Services:		Other:		
Modify Health Care Benefits		Other (Specify):		
Public Safety Cuts:		Columbus Day, Day before or after	Christmas	
Across the Board Services Cuts:		Columbus Day, Day Scrote of after	Cilistillas	
Rengotiate Debt:		Insurance Coverage	Insurance Coverage	
Modify Pension Benefits/Plans:				
Human Services Cuts:		Individual Medical Coverage:	0	
Specific Personnel Cuts		Pct. of Individual Coverage Paid:	100	
Hiring freeze:		Individual Coverage Cost Per Month:	419	
Reduce/eliminate travel Budget:		Dependent Medical Coverage:	1	
Salary/ Wage reduction/freeze:		Pct. Dependent Coverage Paid:		
Reduce/Eliminate prof. Development Budget		Dependent Coverage Cost Per Month:		
Layoffs:				
Early Retirements		Medical Insurance for Elected Officials		
Furloughs		Disability Insurance for Employees:	0	
Reduce Health Care Benefits:		Life Insurance for Employees:	0	
Revise Union Contracts:		Other Benefits for Employees:	0	
Reduce Pension Benefits:		Other Benefits (Specify):		
Changes represents new way of doing business				
Fringe Benefits				
Number of Paid Holidays: 11	Vacat	ion Hours Per Month: 40-200 depending	on years of service	
Retirement Plan:	Vacat	ion Days Per Year:		
Retirement Plan is RSA: 0	Sick ⊔	Sick Hours Per Month: 8 hours per mo		
Retirement Plan is RSA: 0				

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#### **City Profiles: Tuscaloosa**

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#### **Paid Holidays Pay Increase** Fiscal Year Begins: October Thanksgiving: **✓** Thanksgiving Friday After Pay Increase: Yes **✓** Chrsitmas: **✓** Pay Increase Percent: 1.1% COLA New Years Day: **✓ Budget Actions** MLK Day: **✓** Independance Day: **✓** Total Number of Employees: 1,316 Labor Day: **✓** Revenue Percent Change From Previous Year: 2% Memorial Day: **✓** Confederate Memorial Day: Action taken to reduce spending (Yes/No) Presidents Day: **Personnel Cuts** Veterans Day: **✓** Delay/Cancel Capital Projects Jefferson Davis Birthday: **Cuts in Other Services:** Other: **✓** Modify Health Care Benefits Other (Specify): **Public Safety Cuts:** Christmas Eve Across the Board Services Cuts: Rengotiate Debt: **Insurance Coverage** Modify Pension Benefits/Plans: **Human Services Cuts:** Individual Medical Coverage: Yes Pct. of Individual Coverage Paid: 70% **Specific Personnel Cuts** Individual Coverage Cost Per Month: Option 1: EE Only -Hiring freeze: **✓** 462.27 EE & Child -829.61 EE & Spouse -872.84 Family -937.66 Option 2: EE Only - 386.32 EE & Child - 689.54 EE & Spouse - 724.86 Family - 778.58 Reduce/eliminate travel Budget: Dependent Medical Coverage: Yes Salary/ Wage reduction/freeze: Pct. Dependent Coverage Paid: 70% Reduce/Eliminate prof. Development Budget Dependent Coverage Cost Per Month: Option 1: EE Only -462.27 EE & Child -829.61 EE & Spouse -872.84 Family -937.66 Option 2: EE Only - 386.32 EE & Child - 689.54 EE & Spouse - 724.86 Family - 778.58 Layoffs: Medical Insurance for Elected Officials: Yes **Early Retirements** Disability Insurance for Employees: Yes **Furloughs** Life Insurance for Employees: Yes Reduce Health Care Benefits: Other Benefits for Employees: Yes **Revise Union Contracts:** Other Benefits (Specify): **Reduce Pension Benefits:** Retiree Health Insurance, Access Health Clinics, Beer Tax Bonus, **Public Safety Longevity Bonus** Changes represents new way of doing business

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#### **Fringe Benefits**

Number of Paid Holidays:	10	Vacation Hours Per Month:	3.69-9.23 hours/biweekly pay period depending on years of service
Retirement Plan:	Yes	Vacation Days Per Year:	
Retirement Plan is RSA:	Yes	Sick Hours Per Month:	4.0 hours/biweekly pay period
Retirement Plan is Private:	Yes	Sick Davs Per Year:	

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#### **City Profiles: Union Springs**

Pay Increase		Paid Holidays		
Fiscal Year Begins: Od		Thanksgiving:	<b>✓</b>	
Pay Increase:	No	Thanksgiving Frida		
Pay Increase Percent:		Chrsitmas:		
<b>Budget Actions</b>		New Years Day: MLK Day:	<b>✓</b>	
Total Number of Employees:	48	Independance Day Labor Day:	: <b>~</b>	
Revenue Percent Change From Previous Year:	2.5%	Memorial Day:	<b>✓</b>	
Action taken to reduce spending (Yes/No)		Confederate Mem	orial Day:	
Personnel Cuts		Presidents Day:	Presidents Day:	
Delay/Cancel Capital Projects		Veterans Day:	✓	
Cuts in Other Services:		Jefferson Davis Bir	Jefferson Davis Birthday:	
Modify Health Care Benefits		Other:	✓	
Public Safety Cuts:		Other (Specify):		
Across the Board Services Cuts:				
Rengotiate Debt:		Incurana	o Covonago	
Modify Pension Benefits/Plans:			e Coverage	
Human Services Cuts:		Individual Medical	Coverage:	No
Specific Personnel Cuts		Pct. of Individual C	overage Paid:	Yes
•		Individual Coverag	e Cost Per Month:	100%
Hiring freeze:		Danamalant Madian	al Carraga	\$466
Reduce/eliminate travel Budget:			Dependent Medical Coverage:  Pct. Dependent Coverage Paid:	
Salary/ Wage reduction/freeze:	Igot 🔳		Dependent Coverage Cost Per Month:	
Reduce/Eliminate prof. Development Buc	_	Dependent Covera	ge Cost Per Month:	No
Layoffs:		Medical Insurance	Medical Insurance for Elected Officials:	
Early Retirements Furloughs		Disability Insurance	Disability Insurance for Employees:	
Reduce Health Care Benefits:		Life Insurance for E	Life Insurance for Employees:	
Revise Union Contracts:		Other Benefits for	Other Benefits for Employees:	
Reduce Pension Benefits:		Other Benefits (Sp	Other Benefits (Specify):	
Changes represents new way of doing business		No		
changes represents new way or doing but	JC33			
Fringe Benefits				
Number of Paid Holidays: 9	Va	acation Hours Per Month:	Hours	
Retirement Plan: 10 day	ys per year Va	acation Days Per Year:		
Retirement Plan is RSA: Yes	Sic	ck Hours Per Month:	10 days per year	
Retirement Plan is Private: Yes	Sid	ck Days Per Year:	, , , ,	

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## **City Profiles: Waterloo**

Pay Increase			Paid Holidays			
iscal Year Begins:		October	Thanksgiving:		<u>✓</u>	
Pay Increase:		No	Thanksgiving Frid	day After		
Pay Increase Percent:			Chrsitmas:			
			New Years Day:		•	
Budget Actions			MLK Day:			
Tatal Noveles of Freedom		10	Independance D	ay:	<b>✓</b>	
otal Number of Employees:		10	Labor Day:		✓	
Revenue Percent Change From Pro	evious Year:		Memorial Day:		<b>✓</b>	
Action taken to reduce spending	(Yes/No)		Confederate Me	morial Day:		
Personnel Cuts			Presidents Day:			
Delay/Cancel Capital Projects			Veterans Day:		✓	
Cuts in Other Services:			Jefferson Davis E	Birthday:		
Modify Health Care Benefits			Other:		•	
Public Safety Cuts:			Other (Specify):			
Across the Board Services Cut	s:					
Rengotiate Debt:			Incuran	Insurance Coverage		
Modify Pension Benefits/Plans	s:			ce coverag		
Human Services Cuts:			Individual Medic	al Coverage:		
Specific Personnel Cuts			Pct. of Individua	l Coverage Paid:		
· Hiring freeze:			Individual Cover	age Cost Per Month		
Reduce/eliminate travel Budg	et·		Dependent Med	ical Coverage:		
Salary/ Wage reduction/freezo			Pct. Dependent	_		
Reduce/Eliminate prof. Develo				ndent Coverage Cost Per Month: No		
Layoffs:			- op 0			
Early Retirements			Medical Insurance	ce for Elected Officia	ils:	
Furloughs			Disability Insurar	nce for Employees:		
Reduce Health Care Benefits:			Life Insurance fo	r Employees:	No	
Revise Union Contracts:			Other Benefits fo		No	
Reduce Pension Benefits:			Other Benefits (S	Specify):		
Changes represents new way	of doing business		No			
Changes represents new way	or doing business					
Fringe Benefits	3					
Number of Paid Holidays:	7	Va	cation Hours Per Month:			
Retirement Plan:	Based on hourly	Va	cation Days Per Year:			
Retirement Plan is RSA:		Sic	Sick Hours Per Month: Based on hourly accumulated percentage			
Retirement Plan is Private:			Sick Days Per Year:			

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#### **City Profiles: Wetumpka**

Pay Increase		Paid Holidays			
Fiscal Year Begins:	January	Thanksgiving:	<u>✓</u>		
Pay Increase:		Thanksgiving Friday After	<u> </u>		
Pay Increase Percent:		Chrsitmas:	<b>✓</b>		
		New Years Day:	•		
Budget Actions		MLK Day:	$\checkmark$		
Total Number of Employees:	124	Independance Day:	<b>✓</b>		
·	124	Labor Day:	•		
Revenue Percent Change From Previous Year:		Memorial Day:	<b>✓</b>		
Action taken to reduce spending (Yes/No)		Confederate Memorial Day	:		
Personnel Cuts		Presidents Day:	<b>✓</b>		
Delay/Cancel Capital Projects		Veterans Day:			
Cuts in Other Services:		Jefferson Davis Birthday:	<b>✓</b>		
Modify Health Care Benefits		Other:	✓		
Public Safety Cuts:		Other (Specify):			
Across the Board Services Cuts:		Christmas Eve			
Rengotiate Debt:		Insurance Coverage			
Modify Pension Benefits/Plans:			ver age		
Human Services Cuts:		Individual Medical Coverag	e:		
Specific Personnel Cuts		Pct. of Individual Coverage	Paid: 100		
		Individual Coverage Cost Pe	er Month: 492		
Hiring freeze:		Donandant Madical Covera			
Reduce/eliminate travel Budget:		Dependent Medical Covera			
Salary/ Wage reduction/freeze:		Pct. Dependent Coverage P			
Reduce/Eliminate prof. Development Budget		Dependent Coverage Cost I	Per Month: 374.5		
Layoffs:		Medical Insurance for Elect	ed Officials:		
Early Retirements		Disability Insurance for Emp	Disability Insurance for Employees:		
Furloughs Reduce Health Care Benefits:		Life Insurance for Employees:			
Revise Union Contracts:		Other Benefits for Employees:			
Reduce Pension Benefits:		Other Benefits (Specify):			
Reduce Perision Benefits.		dental and vision plus he	alth benefit, hazardous duty for police		
Changes represents new way of doing business		and fire full-time			
Fringe Benefits					
Number of Paid Holidays: 13	Vaca	ation Hours Per Month: 40-360	max		
Retirement Plan:	Vaca	ation Days Per Year:			
Retirement Plan is RSA:	Sick	Hours Per Month: 96			
		Days Per Year:			

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#### **City Profiles: Woodville**

Pay Increase		Paid Holidays				
Fiscal Year Begins:	(	October	Thanksgiving:		<u> </u>	
Pay Increase:	1	No	Thanksgiving Fri	day After	<b>✓</b>	
Pay Increase Percent:			Chrsitmas:	•		
•			New Years Day:		<b>✓</b>	
Budget Actions			MLK Day:		<b>✓</b>	
			Independance D	ay:	<b>✓</b>	
Total Number of Employees:	6	)	Labor Day:		✓	
Revenue Percent Change From Pr	evious Year:		Memorial Day:		<b>✓</b>	
Action taken to reduce spending	(Yes/No)		Confederate Me	morial Day:		
Personnel Cuts			Presidents Day:			
Delay/Cancel Capital Projects			Veterans Day:		✓	
Cuts in Other Services:			Jefferson Davis I	Birthday:		
Modify Health Care Benefits			Other:		✓	
Public Safety Cuts:			Other (Specify):			
Across the Board Services Cut	s:		1			
Rengotiate Debt:			Incuran	Insurance Coverage		
Modify Pension Benefits/Plan	s:					
Human Services Cuts:			Individual Medic	Individual Medical Coverage:		
Specific Personnel Cuts			Pct. of Individual Coverage Paid:			
			Individual Cover	age Cost Per Month:		
Hiring freeze:	rot·		Dependent Med	ical Coverage:	\$205	
Reduce/eliminate travel Budget: Salary/ Wage reduction/freeze:			Pct. Dependent	<b>3203</b>		
Reduce/Eliminate prof. Devel				Dependent Coverage Cost Per Month:		
Layoffs:	ope Daaget				n: No	
Early Retirements			Medical Insuran	Medical Insurance for Elected Officials:		
Furloughs			Disability Insura			
Reduce Health Care Benefits:			Life Insurance fo	Life Insurance for Employees:		
Revise Union Contracts:			Other Benefits for Employees: No		No	
Reduce Pension Benefits:			Other Benefits (	Specify):		
			No			
Changes represents new way	of doing business					
Fringe Benefits	8					
Number of Paid Holidays:		Vacat	ion Hours Per Month:	Hours		
Retirement Plan:	8 hours month	Vacat	ion Days Per Year:			
Retirement Plan is RSA:	No	Sick H	ours Per Month:	8 hrs month		
Retirement Plan is Private:		Sick D	avs Per Year:			

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#### **City Profiles: Semmes**

Pay Increase		Paid Hol	Paid Holidays			
Fiscal Year Begins:		October	Thanksgiving:		<u>✓</u>	
Pay Increase:		No	Thanksgiving Frid	lay After	<b>✓</b>	
Pay Increase Percent:			Chrsitmas:		<u>✓</u>	
			New Years Day:		✓	
Budget Actions			MLK Day:			
Total Number of Employees:		44	Independance Da	ay:	•	
• •		44	Labor Day:		✓	
Revenue Percent Change From Pre	evious Year:		Memorial Day:		✓	
Action taken to reduce spending (	Yes/No)		Confederate Mer	morial Day:		
Personnel Cuts			Presidents Day:		<b>✓</b>	
Delay/Cancel Capital Projects			Veterans Day:			
Cuts in Other Services:			Jefferson Davis B	irthday:		
Modify Health Care Benefits			Other:		✓	
Public Safety Cuts:			Other (Specify):			
Across the Board Services Cuts	::		1			
Rengotiate Debt:			Incuranc	Insurance Coverage		
Modify Pension Benefits/Plans	::			ce coverag		
Human Services Cuts:			Individual Medica	al Coverage:	Yes	
Specific Personnel Cuts			Pct. of Individual	Coverage Paid:	Yes	
Hiring freeze:			Individual Covera	age Cost Per Month:		
Reduce/eliminate travel Budge	<b>^+</b> ·		Donandant Madi	cal Coverage:		
_				Dependent Medical Coverage:  Pct. Dependent Coverage Paid:		
	Salary/ Wage reduction/freeze: Reduce/Eliminate prof. Development Budget			Dependent Coverage Cost Per Month:		
Layoffs:	pment baaget		Dependent cover	rage cost i er iviolitii	: Yes	
Early Retirements			Medical Insuranc	e for Elected Official	s:	
Furloughs			Disability Insuran	ice for Employees:		
Reduce Health Care Benefits:			Life Insurance for	Life Insurance for Employees:		
Revise Union Contracts:			Other Benefits fo	Other Benefits for Employees:		
Reduce Pension Benefits:			Other Benefits (S	Other Benefits (Specify):		
			Yes			
Changes represents new way of	of doing business					
Fringe Benefits						
Number of Paid Holidays:	11	V	acation Hours Per Month:	Hours		
Retirement Plan:	40/85	V	acation Days Per Year:			
Retirement Plan is RSA:	Yes	S	ick Hours Per Month:	2080 Employees 8	30/yr; 2920 106/yr	
Retirement Plan is Private:	No		ick Davs Per Year:	F - /		

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