

# City Profiles: Abbeville

## Pay Increase

Fiscal Year Begins:	October
Pay Increase:	Yes
Pay Increase Percent:	2%

## Budget Actions

Total Number of Employees:	55
Revenue Percent Change From Previous Year:	6%

### 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:
- Regotiate 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:
- Revise Union Contracts:
- Reduce Pension Benefits:
- Changes represents new way of doing business

## Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input type="checkbox"/>
Presidents Day:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input type="checkbox"/>
Other:	<input checked="" type="checkbox"/>
Other (Specify):	
Columbus Day and Christmas Eve	

## Insurance Coverage

Individual Medical Coverage:	Yes
Pct. of Individual Coverage Paid:	90%
Individual Coverage Cost Per Month:	\$405.00
Dependent Medical Coverage:	No
Pct. Dependent Coverage Paid:	
Dependent Coverage Cost Per Month:	
Medical Insurance for Elected Officials:	Yes
Disability Insurance for Employees:	No
Life Insurance for Employees:	Yes
Other Benefits for Employees:	No
Other Benefits (Specify):	

## Fringe Benefits

Number of Paid Holidays:	12	Vacation Hours Per Month:	0-4 yrs 40 hours, 5-14 yrs 80 hours, 15 & Over 120 Hours
Retirement Plan:	Yes	Vacation Days Per Year:	
Retirement Plan is RSA:	Yes	Sick Hours Per Month:	96 hours per year, Maximum of 2080
Retirement Plan is Private:	No	Sick Days Per Year:	

# City Profiles: Alabaster

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## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: No  
 Pay Increase Percent:

## Budget Actions

Total Number of Employees: 266  
 Revenue Percent Change From Previous Year: 6.5%

**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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

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:	

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):  
 Christmas Eve, Good Friday, 1 floating holiday

## Insurance Coverage

Individual Medical Coverage:	Yes
Pct. of Individual Coverage Paid:	70%
Individual Coverage Cost Per Month:	315
Dependent Medical Coverage:	Yes
Pct. Dependent Coverage Paid:	70%
Dependent Coverage Cost Per Month:	452.9
Medical Insurance for Elected Officials:	No
Disability Insurance for Employees:	Yes
Life Insurance for Employees:	Yes
Other Benefits for Employees:	
Other Benefits (Specify):	EAP, Flexible Spending Accounts

# City Profiles: Alexander City

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: No  
 Pay Increase Percent:

## Budget Actions

Total Number of Employees: 311  
 Revenue Percent Change From Previous Year: 2%

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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):  
 Christmas Eve

## Insurance Coverage

Individual Medical Coverage: Yes

Pct. of Individual Coverage Paid: 100%

Individual Coverage Cost Per Month: \$471.00

Dependent Medical Coverage: Yes

Pct. Dependent Coverage Paid: 50%

Dependent Coverage Cost Per Month: \$374.00

Medical Insurance for Elected Officials: Yes

Disability Insurance for Employees: No

Life Insurance for Employees: Yes

Other Benefits for Employees: No

Other Benefits (Specify):  
 Discount at City Golf Course, 5% discount for Utilities

## Fringe Benefits

Number of Paid Holidays: 10

Vacation Hours Per Month: 1-3 yrs service - 7 days annually, 3-10 yrs - 13 days, 10-15 yrs - 15 days, 15-20 - 18 days, 20+ - 20 days

Retirement Plan: Yes

Vacation Days Per Year:

Retirement Plan is RSA: Yes

Sick Hours Per Month: 8 hours per month regardless of service

Retirement Plan is Private: No

Sick Days Per Year:

# City Profiles: Anderson

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: No  
 Pay Increase Percent:

## Budget Actions

Total Number of Employees: 3  
 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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Fringe Benefits

Number of Paid Holidays: 5  
 Retirement Plan:  
 Retirement Plan is RSA: No  
 Retirement Plan is Private: No

Vacation Hours Per Month: Days  
 Vacation Days Per Year:  
 Sick Hours Per Month: 10 to Police Chief since he is the only full time employee  
 Sick Days Per Year:

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):

## Insurance Coverage

Individual Medical Coverage: No  
 Pct. of Individual Coverage Paid: No  
 Individual Coverage Cost Per Month:  
 Dependent Medical Coverage:  
 Pct. Dependent Coverage Paid:  
 Dependent Coverage Cost Per Month: No  
 Medical Insurance for Elected Officials:  
 Disability Insurance for Employees:  
 Life Insurance for Employees: No  
 Other Benefits for Employees: No  
 Other Benefits (Specify):  
 No

# City Profiles: Ashland

## Pay Increase

Fiscal Year Begins:	October
Pay Increase:	Yes
Pay Increase Percent:	2%

## Budget Actions

Total Number of Employees:	38
Revenue Percent Change From Previous Year:	2%

<b>Action taken to reduce spending (Yes/No)</b>	<input type="checkbox"/>
Personnel Cuts	<input type="checkbox"/>
Delay/Cancel Capital Projects	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>

### Specific Personnel Cuts

Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements	<input type="checkbox"/>
Furloughs	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business	<input type="checkbox"/>

## Fringe Benefits

Number of Paid Holidays:	10	Vacation Hours Per Month:	1 WK AFTER 1 YR, 2 WKS AFTER 3 YRS, 3 WKS AFTER 10 YEARS
Retirement Plan:	Yes	Vacation Days Per Year:	
Retirement Plan is RSA:	Yes	Sick Hours Per Month:	8 HRS PER MONTH
Retirement Plan is Private:	No	Sick Days Per Year:	

## Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input type="checkbox"/>
Presidents Day:	<input type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input type="checkbox"/>
Other:	<input checked="" type="checkbox"/>
Other (Specify):	
CHRISTMAS EVE	

## Insurance Coverage

Individual Medical Coverage:	Yes
Pct. of Individual Coverage Paid:	100%
Individual Coverage Cost Per Month:	529
Dependent Medical Coverage:	No
Pct. Dependent Coverage Paid:	
Dependent Coverage Cost Per Month:	
Medical Insurance for Elected Officials:	Yes
Disability Insurance for Employees:	No
Life Insurance for Employees:	No
Other Benefits for Employees:	Yes
Other Benefits (Specify):	
MONTHLY GYM MEMEBRSHIP, LIFE FLIGHT INSURANCE	

# City Profiles: Asheville

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## Pay Increase

Fiscal Year Begins:	October
Pay Increase:	Yes
Pay Increase Percent:	2%

## Budget Actions

Total Number of Employees:	24
Revenue Percent Change From Previous Year:	

### Action taken to reduce spending (Yes/No)

Personnel Cuts	<input type="checkbox"/>
Delay/Cancel Capital Projects	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Rengotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>

### Specific Personnel Cuts

Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>

Reduce/Eliminate prof. Development Budget	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements	<input type="checkbox"/>
Furloughs	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business	<input type="checkbox"/>

## Fringe Benefits

Number of Paid Holidays:	16	Vacation Hours Per Month:	40 hour/week Employees after 1 year 40 hours, after 2 years 80 hours, after 10 years, 120 hours, after 15 years 160 hours; Police after 1 year 42, after 2 years 84, after 10 years 126, after 15 years 168 hours; Fire after 1 year 48 hours, after 2 years 96
Retirement Plan:	Yes	Vacation Days Per Year:	
Retirement Plan is RSA:	Yes	Sick Hours Per Month:	Regular (40 hour/week) Employees 96 hours

## Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input checked="" type="checkbox"/>
Presidents Day:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input type="checkbox"/>
Other:	<input checked="" type="checkbox"/>
Other (Specify):	Good Friday, Columbus Day, Christmas Eve, New Year's Eve

## Insurance Coverage

Individual Medical Coverage:	Yes
Pct. of Individual Coverage Paid:	100%
Individual Coverage Cost Per Month:	\$450.00
Dependent Medical Coverage:	Yes
Pct. Dependent Coverage Paid:	100% for employees hired before April 2017 and 80% for employees hired after April 2017
Dependent Coverage Cost Per Month:	\$647.00
Medical Insurance for Elected Officials:	Yes
Disability Insurance for Employees:	No
Life Insurance for Employees:	Yes
Other Benefits for Employees:	No
Other Benefits (Specify):	



Retirement Plan is Private: No

Sick Days Per Year:

# City Profiles: Baileyton

## Pay Increase

Fiscal Year Begins: October

Pay Increase: No

Pay Increase Percent:

## Budget Actions

Total Number of Employees: 8

Revenue Percent Change From Previous Year: 3%

- 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:
  - 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:
- Revise Union Contracts:
- Reduce Pension Benefits:
- Changes represents new way of doing business

## Fringe Benefits

Number of Paid Holidays: 0

Retirement Plan:

Retirement Plan is RSA: No

Retirement Plan is Private: No

Vacation Hours Per Month: Days

Vacation Days Per Year:

Sick Hours Per Month: 5 days

Sick Days Per Year:

## Paid Holidays

- Thanksgiving:
- Thanksgiving Friday After
- Chrstitmas:
- New Years Day:
- MLK Day:
- Independance Day:
- Labor Day:
- Memorial Day:
- Confederate Memorial Day:
- Presidents Day:
- Veterans Day:
- Jefferson Davis Birthday:
- Other:
- Other (Specify):

## Insurance Coverage

Individual Medical Coverage: No

Pct. of Individual Coverage Paid: No

Individual Coverage Cost Per Month:

Dependent Medical Coverage:

Pct. Dependent Coverage Paid:

Dependent Coverage Cost Per Month: No

Medical Insurance for Elected Officials:

Disability Insurance for Employees:

Life Insurance for Employees: No

Other Benefits for Employees: No

Other Benefits (Specify):

No

# City Profiles: Baker Hill

## Pay Increase

Fiscal Year Begins: October

Pay Increase:

Pay Increase Percent:

## Budget Actions

Total Number of Employees: 12

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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Fringe Benefits

Number of Paid Holidays: 11

Retirement Plan:

Retirement Plan is RSA:

Retirement Plan is Private:

Vacation Hours Per Month: 424 hrs

Vacation Days Per Year:

Sick Hours Per Month: 672 hrs

Sick Days Per Year:

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):  
Christmas Eve

## Insurance Coverage

Individual Medical Coverage:

Pct. of Individual Coverage Paid: 100%

Individual Coverage Cost Per Month: \$438.00

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):

# City Profiles: Brent

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: No  
 Pay Increase Percent:

## Budget Actions

Total Number of Employees: 25  
 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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Fringe Benefits

Number of Paid Holidays:	11.5	Vacation Hours Per Month:	Hours
Retirement Plan:	8 hrs per month	Vacation Days Per Year:	
Retirement Plan is RSA:	Yes	Sick Hours Per Month:	80hrs 1-5 years/ 120hrs 6-20 years/ 160hrs over 20 years
Retirement Plan is Private:	Yes	Sick Days Per Year:	

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):  
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## Insurance Coverage

Individual Medical Coverage:  
 Pct. of Individual Coverage Paid: Yes  
 Individual Coverage Cost Per Month: single coverage 100%

Dependent Medical Coverage: \$407  
 Pct. Dependent Coverage Paid: 990  
 Dependent Coverage Cost Per Month: Yes

Medical Insurance for Elected Officials: 75%

Disability Insurance for Employees:  
 Life Insurance for Employees: No  
 Other Benefits for Employees: Yes  
 Other Benefits (Specify):  
 No

# City Profiles: Brundidge

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: No  
 Pay Increase Percent:

## Budget Actions

Total Number of Employees: 47  
 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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):  
 Good Friday

## Insurance Coverage

Individual Medical Coverage: Yes

Pct. of Individual Coverage Paid: 100%

Individual Coverage Cost Per Month: 450 per employee

Dependent Medical Coverage: No

Pct. Dependent Coverage Paid:

Dependent Coverage Cost Per Month:

Medical Insurance for Elected Officials: No

Disability Insurance for Employees: No

Life Insurance for Employees: Yes

Other Benefits for Employees: No

Other Benefits (Specify):

## Fringe Benefits

Number of Paid Holidays: 10  
 Retirement Plan: Yes  
 Retirement Plan is RSA: Yes  
 Retirement Plan is Private: No

Vacation Hours Per Month: 0-10 yrs serv (13 Days per year): 10-15 yrs of serv (16 1/4 days)  
 Vacation Days Per Year:  
 Sick Hours Per Month: 15 days per year  
 Sick Days Per Year:

# City Profiles: Citronelle

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: No  
 Pay Increase Percent:

## Budget Actions

Total Number of Employees: 52  
 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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):  
 Good Friday, Mardi Gras

## Insurance Coverage

Individual Medical Coverage: Yes

Pct. of Individual Coverage Paid:

Individual Coverage Cost Per Month: 382.2

Dependent Medical Coverage: No

Pct. Dependent Coverage Paid:

Dependent Coverage Cost Per Month: 1089.27

Medical Insurance for Elected Officials: Yes

Disability Insurance for Employees: Yes

Life Insurance for Employees: Yes

Other Benefits for Employees: No

Other Benefits (Specify):

## Fringe Benefits

Number of Paid Holidays: 14  
 Retirement Plan: Yes  
 Retirement Plan is RSA: No  
 Retirement Plan is Private: Yes

Vacation Hours Per Month: less than 5 yrs of service: 10 days per year/80 hours; 5 years or more  
 Vacation Days Per Year:  
 Sick Hours Per Month: 10 days/80 hours per year  
 Sick Days Per Year:

# City Profiles: Clay

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: Yes  
 Pay Increase Percent: 4%

## Budget Actions

Total Number of Employees: 26  
 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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrstitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):

## Insurance Coverage

Individual Medical Coverage: Yes

Pct. of Individual Coverage Paid: Yes

Individual Coverage Cost Per Month: 100%

Dependent Medical Coverage: \$8,000

Pct. Dependent Coverage Paid:

Dependent Coverage Cost Per Month: No

Medical Insurance for Elected Officials:

Disability Insurance for Employees: 0

Life Insurance for Employees: No

Other Benefits for Employees: No

Other Benefits (Specify):  
No

## Fringe Benefits

Number of Paid Holidays: Vacation Hours Per Month: Hours

Retirement Plan: 5 Vacation Days Per Year:

Retirement Plan is RSA: Yes Sick Hours Per Month: 1 per pay period

Retirement Plan is Private: No Sick Days Per Year:

# City Profiles: Collinsville

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: Yes  
 Pay Increase Percent: 3%

## Budget Actions

Total Number of Employees: 24  
 Revenue Percent Change From Previous Year: 6%

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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrstitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):  
 1

## Insurance Coverage

Individual Medical Coverage: No

Pct. of Individual Coverage Paid: Yes

Individual Coverage Cost Per Month: 100%

Dependent Medical Coverage: \$427

Pct. Dependent Coverage Paid: \$239

Dependent Coverage Cost Per Month: Yes

Medical Insurance for Elected Officials: No percentage - flat rate

Disability Insurance for Employees:

Life Insurance for Employees: No

Other Benefits for Employees: No

Other Benefits (Specify):  
 No

## Fringe Benefits

Number of Paid Holidays: 11.5      Vacation Hours Per Month: Days

Retirement Plan: 12 hrs per month      Vacation Days Per Year:

Retirement Plan is RSA: Yes      Sick Hours Per Month: 1 yr = 1 week. 2 yrs. & up = 2 weeks, 15 yrs.=4 weeks. 20 yrs = 5 weeks

Retirement Plan is Private: Yes      Sick Days Per Year:

# City Profiles: Crossville

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: Yes  
 Pay Increase Percent: 3%

## Budget Actions

Total Number of Employees: 14  
 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:   
 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:   
 Revise Union Contracts:   
 Reduce Pension Benefits:   
 Changes represents new way of doing business

## Fringe Benefits

Number of Paid Holidays: 12  
 Retirement Plan: Yes  
 Retirement Plan is RSA: Yes  
 Retirement Plan is Private:  
 Vacation Hours Per Month:  
 Vacation Days Per Year:  
 Sick Hours Per Month: 4 per pay period  
 Sick Days Per Year:

## Paid Holidays

Thanksgiving:   
 Thanksgiving Friday After   
 Chrsitmas:   
 New Years Day:   
 MLK Day:   
 Independence Day:   
 Labor Day:   
 Memorial Day:   
 Confederate Memorial Day:   
 Presidents Day:   
 Veterans Day:   
 Jefferson Davis Birthday:   
 Other:   
 Other (Specify):  
 Christmas Eve - Columbus Day

## Insurance Coverage

Individual Medical Coverage: Yes  
 Pct. of Individual Coverage Paid: 90%  
 Individual Coverage Cost Per Month: \$405.00 per month  
 Dependent Medical Coverage: Yes  
 Pct. Dependent Coverage Paid: 90%  
 Dependent Coverage Cost Per Month: \$582.30  
 Medical Insurance for Elected Officials: Yes  
 Disability Insurance for Employees: No  
 Life Insurance for Employees: No  
 Other Benefits for Employees:  
 Other Benefits (Specify):



# City Profiles: Daleville

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: No  
 Pay Increase Percent:

## Budget Actions

Total Number of Employees: 68  
 Revenue Percent Change From Previous Year: 6.8%

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:   
 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:   
 Revise Union Contracts:   
 Reduce Pension Benefits:   
 Changes represents new way of doing business

## Fringe Benefits

Number of Paid Holidays:	10	Vacation Hours Per Month:	96 ANNUALLY
Retirement Plan:	Yes	Vacation Days Per Year:	
Retirement Plan is RSA:	Yes	Sick Hours Per Month:	96 ANNUALLY
Retirement Plan is Private:	No	Sick Days Per Year:	

## Paid Holidays

Thanksgiving:   
 Thanksgiving Friday After   
 Chrsitmas:   
 New Years Day:   
 MLK Day:   
 Independance Day:   
 Labor Day:   
 Memorial Day:   
 Confederate Memorial Day:   
 Presidents Day:   
 Veterans Day:   
 Jefferson Davis Birthday:   
 Other:   
 Other (Specify):  
 COLUMBUS DAY

## Insurance Coverage

Individual Medical Coverage:	Yes
Pct. of Individual Coverage Paid:	100%
Individual Coverage Cost Per Month:	\$429.00
Dependent Medical Coverage:	Yes
Pct. Dependent Coverage Paid:	50%
Dependent Coverage Cost Per Month:	\$308.00
Medical Insurance for Elected Officials:	No
Disability Insurance for Employees:	No
Life Insurance for Employees:	Yes
Other Benefits for Employees:	Yes
Other Benefits (Specify):	
BCBS DENTAL	

# City Profiles: Decatur

## Pay Increase

Fiscal Year Begins:	October
Pay Increase:	Yes
Pay Increase Percent:	Flat

## Budget Actions

Total Number of Employees:	15
Revenue Percent Change From Previous Year:	

<b>Action taken to reduce spending (Yes/No)</b>	<input type="checkbox"/>
Personnel Cuts	<input type="checkbox"/>
Delay/Cancel Capital Projects	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>

### Specific Personnel Cuts

Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements	<input type="checkbox"/>
Furloughs	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business	<input type="checkbox"/>

## Fringe Benefits

Number of Paid Holidays:		Vacation Hours Per Month:	Hours
Retirement Plan:	8 hrs/month	Vacation Days Per Year:	
Retirement Plan is RSA:	Yes	Sick Hours Per Month:	96-216 hrs
Retirement Plan is Private:	Yes	Sick Days Per Year:	

## Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>
Chrstitmas:	<input type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
MLK Day:	<input type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input type="checkbox"/>
Presidents Day:	<input type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input type="checkbox"/>
Other:	<input checked="" type="checkbox"/>
Other (Specify):	

## Insurance Coverage

Individual Medical Coverage:	No
Pct. of Individual Coverage Paid:	Yes
Individual Coverage Cost Per Month:	75%
Dependent Medical Coverage:	\$467
Pct. Dependent Coverage Paid:	1,400.00
Dependent Coverage Cost Per Month:	Yes
Medical Insurance for Elected Officials:	50%
Disability Insurance for Employees:	
Life Insurance for Employees:	
Other Benefits for Employees:	No
Other Benefits (Specify):	
Yes	

# City Profiles: Demopolis

## Pay Increase

Fiscal Year Begins:	October
Pay Increase:	Yes
Pay Increase Percent:	2%

## Budget Actions

Total Number of Employees:	138
Revenue Percent Change From Previous Year:	5%

<b>Action taken to reduce spending (Yes/No)</b>	<input type="checkbox"/>
Personnel Cuts	<input type="checkbox"/>
Delay/Cancel Capital Projects	<input checked="" type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>

### Specific Personnel Cuts

Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements	<input type="checkbox"/>
Furloughs	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business	<input checked="" type="checkbox"/>

## Fringe Benefits

Number of Paid Holidays:	10	Vacation Hours Per Month:	40 hours
Retirement Plan:	Yes	Vacation Days Per Year:	
Retirement Plan is RSA:	Yes	Sick Hours Per Month:	1 day a month - maximum of 80 working days
Retirement Plan is Private:	No	Sick Days Per Year:	

## Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input type="checkbox"/>
Presidents Day:	<input type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input type="checkbox"/>
Other:	<input checked="" type="checkbox"/>
Other (Specify):	christmas eve

## Insurance Coverage

Individual Medical Coverage:	Yes
Pct. of Individual Coverage Paid:	all
Individual Coverage Cost Per Month:	\$419
Dependent Medical Coverage:	Yes
Pct. Dependent Coverage Paid:	50%
Dependent Coverage Cost Per Month:	\$512.50
Medical Insurance for Elected Officials:	No
Disability Insurance for Employees:	
Life Insurance for Employees:	
Other Benefits for Employees:	
Other Benefits (Specify):	

# City Profiles: Dothan

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## Pay Increase

Fiscal Year Begins:	October
Pay Increase:	Yes
Pay Increase Percent:	2%

## Budget Actions

Total Number of Employees:	1,100
Revenue Percent Change From Previous Year:	8%

<b>Action taken to reduce spending (Yes/No)</b>	<input type="checkbox"/>
Personnel Cuts	<input type="checkbox"/>
Delay/Cancel Capital Projects	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>

### Specific Personnel Cuts

Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget	<input type="checkbox"/>

Layoffs:	<input type="checkbox"/>
Early Retirements	<input type="checkbox"/>
Furloughs	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business	<input type="checkbox"/>

## Fringe Benefits

Number of Paid Holidays:	10	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:	

## Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input type="checkbox"/>
Presidents Day:	<input type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input type="checkbox"/>
Other:	<input checked="" type="checkbox"/>
Other (Specify):	

We have one other day with Christmas, either before or after depending on the day the Holiday falls.

## Insurance Coverage

Individual Medical Coverage:	Yes
Pct. of Individual Coverage Paid:	83%
Individual Coverage Cost Per Month:	\$342.00
Dependent Medical Coverage:	Yes
Pct. Dependent Coverage Paid:	86
Dependent Coverage Cost Per Month:	\$842.00 (Employee +1); \$1,014 (Employee + 2/or more)
Medical Insurance for Elected Officials:	Yes
Disability Insurance for Employees:	Yes
Life Insurance for Employees:	Yes
Other Benefits for Employees:	Yes
Other Benefits (Specify):	

We provide other benefits (long/short term disability, vision, accident insurance, etc. to employees at a group rate, not 100 percent provided)

# City Profiles: East Brewton

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase:  
 Pay Increase Percent: 2%

## Budget Actions

Total Number of Employees: 35  
 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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):

## Insurance Coverage

Individual Medical Coverage:  
 Pct. of Individual Coverage Paid:  
 Individual Coverage Cost Per Month:

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):

## Fringe Benefits

Number of Paid Holidays: 11  
 Retirement Plan:  
 Retirement Plan is RSA:  
 Retirement Plan is Private:

Vacation Hours Per Month: 1 year: 40; 3 years: 80; 10 years: 120; 20 years: 160  
 Vacation Days Per Year:  
 Sick Hours Per Month: 1 per month  
 Sick Days Per Year:

# City Profiles: Elba

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: No  
 Pay Increase Percent:

## Budget Actions

Total Number of Employees: 75  
 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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):  
 CHRISTMAS EVE

## Insurance Coverage

Individual Medical Coverage: Yes

Pct. of Individual Coverage Paid: 100%

Individual Coverage Cost Per Month: \$450.00

Dependent Medical Coverage: No

Pct. Dependent Coverage Paid:

Dependent Coverage Cost Per Month:

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

Number of Paid Holidays: 10  
 Retirement Plan: Yes  
 Retirement Plan is RSA: Yes  
 Retirement Plan is Private: No

Vacation Hours Per Month: 4 - 12 HOURS PER MONTH DEPENDING ON YRS OF SVC  
 Vacation Days Per Year:  
 Sick Hours Per Month: 8 HOURS PER MONTH  
 Sick Days Per Year:

# City Profiles: Elberta

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: No  
 Pay Increase Percent:

## Budget Actions

Total Number of Employees: 14  
 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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):  
 Good Friday, Christmas Eve

## Insurance Coverage

Individual Medical Coverage: Yes

Pct. of Individual Coverage Paid: 100% - individual co

Individual Coverage Cost Per Month: \$6,300.00

Dependent Medical Coverage: No

Pct. Dependent Coverage Paid:

Dependent Coverage Cost Per Month:

Medical Insurance for Elected Officials: No

Disability Insurance for Employees: No

Life Insurance for Employees: No

Other Benefits for Employees: No

Other Benefits (Specify):

## Fringe Benefits

Number of Paid Holidays: 10  
 Retirement Plan: Yes  
 Retirement Plan is RSA: Yes  
 Retirement Plan is Private: No

Vacation Hours Per Month:  
 Vacation Days Per Year:  
 Sick Hours Per Month:  
 Sick Days Per Year:



# City Profiles: Eufaula

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: No  
 Pay Increase Percent:

## Budget Actions

Total Number of Employees: 228  
 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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):

## Insurance Coverage

Individual Medical Coverage: No

Pct. of Individual Coverage Paid: Yes

Individual Coverage Cost Per Month: 92%

Dependent Medical Coverage: \$401

Pct. Dependent Coverage Paid: 776.72

Dependent Coverage Cost Per Month: Yes

Medical Insurance for Elected Officials: 72

Disability Insurance for Employees: 0

Life Insurance for Employees: No

Other Benefits for Employees: Yes

Other Benefits (Specify):  
 No

## Fringe Benefits

Number of Paid Holidays: 10  
 Retirement Plan: 8 hours per mont  
 Retirement Plan is RSA: Yes  
 Retirement Plan is Private: Yes

Vacation Hours Per Month: Hours  
 Vacation Days Per Year:  
 Sick Hours Per Month: 8 hours per month  
 Sick Days Per Year:

# City Profiles: Eva

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: Yes  
 Pay Increase Percent: 2%

## Budget Actions

Total Number of Employees: 8  
 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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):  
 Christmas Eve

## Insurance Coverage

Individual Medical Coverage: No

Pct. of Individual Coverage Paid:

Individual Coverage Cost Per Month:

Dependent Medical Coverage: No

Pct. Dependent Coverage Paid:

Dependent Coverage Cost Per Month:

Medical Insurance for Elected Officials:

Disability Insurance for Employees: No

Life Insurance for Employees: No

Other Benefits for Employees: No

Other Benefits (Specify):

## Fringe Benefits

Number of Paid Holidays: Vacation Hours Per Month: 1-5 years, 80 hours / 5-10 years, 120 hours /10 years 160 hours

Retirement Plan: No Vacation Days Per Year:

Retirement Plan is RSA: Sick Hours Per Month: 2 hours per pay week

Retirement Plan is Private: Sick Days Per Year:

# City Profiles: Foley

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## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: No  
 Pay Increase Percent:

## Budget Actions

Total Number of Employees: 280  
 Revenue Percent Change From Previous Year: 5.7%

**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:

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:

Revise Union Contracts:

Reduce Pension Benefits:

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 hrs.
Retirement Plan is Private:	Yes	Sick Days Per Year:	

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):

## Insurance Coverage

Individual Medical Coverage:	No
Pct. of Individual Coverage Paid:	Yes
Individual Coverage Cost Per Month:	100%
Dependent Medical Coverage:	Self Insured - no premiums
Pct. Dependent Coverage Paid:	Self Insured - no premiums
Dependent Coverage Cost Per Month:	Yes
Medical Insurance for Elected Officials:	Self Insured - no premiums
Disability Insurance for Employees:	
Life Insurance for Employees:	Yes
Other Benefits for Employees:	Yes
Other Benefits (Specify):	Yes

# City Profiles: Fultondale

## Pay Increase

Fiscal Year Begins:	October
Pay Increase:	Yes
Pay Increase Percent:	2%

## Budget Actions

Total Number of Employees:	87
Revenue Percent Change From Previous Year:	5%

<b>Action taken to reduce spending (Yes/No)</b>	<input type="checkbox"/>
Personnel Cuts	<input type="checkbox"/>
Delay/Cancel Capital Projects	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>

### Specific Personnel Cuts

Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements	<input type="checkbox"/>
Furloughs	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business	<input type="checkbox"/>

## 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 12 years, 16 hrs for 25 years. per month
Retirement Plan is Private:	Yes	Sick Days Per Year:	

## Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>
Chrsitmas:	<input type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input type="checkbox"/>
Presidents Day:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input type="checkbox"/>
Other:	<input checked="" type="checkbox"/>
Other (Specify):	
1	

## Insurance Coverage

Individual Medical Coverage:	No
Pct. of Individual Coverage Paid:	Yes
Individual Coverage Cost Per Month:	98%
Dependent Medical Coverage:	\$418
Pct. Dependent Coverage Paid:	
Dependent Coverage Cost Per Month:	No
Medical Insurance for Elected Officials:	
Disability Insurance for Employees:	
Life Insurance for Employees:	No
Other Benefits for Employees:	No
Other Benefits (Specify):	
No	

# City Profiles: Gadsden

## Pay Increase

Fiscal Year Begins:	October
Pay Increase:	Yes
Pay Increase Percent:	2%

## Budget Actions

Total Number of Employees:	512
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:
- Regotiate 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:
- Revise Union Contracts:
- Reduce Pension Benefits:
- Changes represents new way of doing business

## Fringe Benefits

Number of Paid Holidays:	11	Vacation Hours Per Month:	Depends on service
Retirement Plan:	Yes	Vacation Days Per Year:	
Retirement Plan is RSA:	Yes	Sick Hours Per Month:	8 Hours per month
Retirement Plan is Private:		Sick Days Per Year:	

## Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input type="checkbox"/>
Presidents Day:	<input type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input type="checkbox"/>
Other:	<input checked="" type="checkbox"/>
Other (Specify):	
Good Friday and Personal	

## Insurance Coverage

Individual Medical Coverage:	Yes
Pct. of Individual Coverage Paid:	80%
Individual Coverage Cost Per Month:	\$333 single coverage and \$877 for family coverage
Dependent Medical Coverage:	Yes
Pct. Dependent Coverage Paid:	80%
Dependent Coverage Cost Per Month:	See above
Medical Insurance for Elected Officials:	Yes
Disability Insurance for Employees:	Yes
Life Insurance for Employees:	Yes
Other Benefits for Employees:	Yes
Other Benefits (Specify):	
Longevity pay	

# City Profiles: Garden City

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## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: No  
 Pay Increase Percent: 3%

## Budget Actions

Total Number of Employees: 7  
 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:

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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Fringe Benefits

Number of Paid Holidays: 11  
 Retirement Plan: Yes  
 Retirement Plan is RSA: Yes  
 Retirement Plan is Private: No

Vacation Hours Per Month: 40 hrs/1 yr : 80 hrs/2 yrs : 120 hrs/ 10 yrs  
 Vacation Days Per Year:  
 Sick Hours Per Month: 96 hrs  
 Sick Days Per Year:

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):  
 Christmas Eve, New Year's Eve, Good Friday

## Insurance Coverage

Individual Medical Coverage:  
 Pct. of Individual Coverage Paid: 100% for two of the  
 Individual Coverage Cost Per Month: 940

Dependent Medical Coverage: Yes  
 Pct. Dependent Coverage Paid: 50% of family coverage for the one employee with family coverage

Dependent Coverage Cost Per Month: \$647 paid for the one employee with family coverage

Medical Insurance for Elected Officials: Yes  
 Disability Insurance for Employees: No  
 Life Insurance for Employees: No  
 Other Benefits for Employees: No  
 Other Benefits (Specify):



# City Profiles: Gordo

## Pay Increase

Fiscal Year Begins:	October
Pay Increase:	Yes
Pay Increase Percent:	2%

## Budget Actions

Total Number of Employees:	19
Revenue Percent Change From Previous Year:	

<b>Action taken to reduce spending (Yes/No)</b>	<input type="checkbox"/>
Personnel Cuts	<input type="checkbox"/>
Delay/Cancel Capital Projects	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>

### Specific Personnel Cuts

Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements	<input type="checkbox"/>
Furloughs	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business	<input type="checkbox"/>

## Fringe Benefits

Number of Paid Holidays:	12	Vacation Hours Per Month:	40 hours after 1 yr., 80 hrs. after 5 yrs., 120 hrs. after 10 yrs.,160 hrs. after 15 yrs. and 200 hrs. after 20 yrs.
Retirement Plan:	Yes	Vacation Days Per Year:	
Retirement Plan is RSA:	Yes	Sick Hours Per Month:	10 hours a month
Retirement Plan is Private:	No	Sick Days Per Year:	

## Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>
Chrstitmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input type="checkbox"/>
Presidents Day:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input type="checkbox"/>
Other:	<input type="checkbox"/>
Other (Specify):	Dec. 24th & Dec. 31st

## Insurance Coverage

Individual Medical Coverage:	Yes
Pct. of Individual Coverage Paid:	89%
Individual Coverage Cost Per Month:	\$390.00
Dependent Medical Coverage:	Yes
Pct. Dependent Coverage Paid:	89%
Dependent Coverage Cost Per Month:	\$585.00
Medical Insurance for Elected Officials:	Yes
Disability Insurance for Employees:	No
Life Insurance for Employees:	No
Other Benefits for Employees:	No
Other Benefits (Specify):	

# City Profiles: Greenville

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: No  
 Pay Increase Percent:

## Budget Actions

Total Number of Employees: 102  
 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:   
 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:   
 Revise Union Contracts:   
 Reduce Pension Benefits:   
 Changes represents new way of doing business

## Paid Holidays

Thanksgiving:   
 Thanksgiving Friday After   
 Chrstitmas:   
 New Years Day:   
 MLK Day:   
 Independence Day:   
 Labor Day:   
 Memorial Day:   
 Confederate Memorial Day:   
 Presidents Day:   
 Veterans Day:   
 Jefferson Davis Birthday:   
 Other:   
 Other (Specify):

## Insurance Coverage

Individual Medical Coverage: No  
 Pct. of Individual Coverage Paid: Yes  
 Individual Coverage Cost Per Month: 100%  
 Dependent Medical Coverage: \$427  
 Pct. Dependent Coverage Paid: \$60  
 Dependent Coverage Cost Per Month: Yes  
 Medical Insurance for Elected Officials:  
 Disability Insurance for Employees:  
 Life Insurance for Employees: No  
 Other Benefits for Employees: Yes  
 Other Benefits (Specify):  
 No

## Fringe Benefits

Number of Paid Holidays: 9  
 Retirement Plan: 8 hrs each month  
 Retirement Plan is RSA: No  
 Retirement Plan is Private: Yes  
 Vacation Hours Per Month: Hours  
 Vacation Days Per Year:  
 Sick Hours Per Month: after 1 yr 40 hrs/ 2 - 10 years 80 hrs / 10-15 120 hrs / 15-20 160 hrs  
 Sick Days Per Year:

# City Profiles: Haleyville

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: No  
 Pay Increase Percent:

## Budget Actions

Total Number of Employees: 140  
 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:   
 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:   
 Revise Union Contracts:   
 Reduce Pension Benefits:   
 Changes represents new way of doing business

## Fringe Benefits

Number of Paid Holidays: 12  
 Retirement Plan: Yes  
 Retirement Plan is RSA: Yes  
 Retirement Plan is Private:

Vacation Hours Per Month: 1 week vacation after 1 year, 2 weeks after 2 years, and 3 Weeks Vacation after 5 years.  
 Vacation Days Per Year:  
 Sick Hours Per Month: 6 sick days a year.  
 Sick Days Per Year:

## Paid Holidays

Thanksgiving:   
 Thanksgiving Friday After   
 Chrstitmas:   
 New Years Day:   
 MLK Day:   
 Independance Day:   
 Labor Day:   
 Memorial Day:   
 Confederate Memorial Day:   
 Presidents Day:   
 Veterans Day:   
 Jefferson Davis Birthday:   
 Other:   
 Other (Specify):

## Insurance Coverage

Individual Medical Coverage: Yes  
 Pct. of Individual Coverage Paid: 90%  
 Individual Coverage Cost Per Month: \$414.48  
 Dependent Medical Coverage: Yes  
 Pct. Dependent Coverage Paid: 90%  
 Dependent Coverage Cost Per Month: \$838.64  
 Medical Insurance for Elected Officials: No  
 Disability Insurance for Employees: No  
 Life Insurance for Employees: Yes  
 Other Benefits for Employees:  
 Other Benefits (Specify):

# City Profiles: Hartselle

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase:  
 Pay Increase Percent: 2%

## Budget Actions

Total Number of Employees: 106  
 Revenue Percent Change From Previous Year: 1%

**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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Fringe Benefits

Number of Paid Holidays: 12  
 Retirement Plan:  
 Retirement Plan is RSA:  
 Retirement Plan is Private:

Vacation Hours Per Month: 80 - 200 based on years of service  
 Vacation Days Per Year:  
 Sick Hours Per Month: 13  
 Sick Days Per Year:

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):  
 New Years Eve Christmas Eve Birthday

## Insurance Coverage

Individual Medical Coverage:  
 Pct. of Individual Coverage Paid: 96%  
 Individual Coverage Cost Per Month: \$420.00

Dependent Medical Coverage:  
 Pct. Dependent Coverage Paid: 50%  
 Dependent Coverage Cost Per Month: \$323.50

Medical Insurance for Elected Officials:  
 Disability Insurance for Employees:  
 Life Insurance for Employees:  
 Other Benefits for Employees:  
 Other Benefits (Specify):

# City Profiles: Heflin

## Pay Increase

Fiscal Year Begins:	October
Pay Increase:	Yes
Pay Increase Percent:	2%

## Budget Actions

Total Number of Employees:	59
Revenue Percent Change From Previous Year:	6%

### Action taken to reduce spending (Yes/No)

Personnel Cuts	<input type="checkbox"/>
Delay/Cancel Capital Projects	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>

### Specific Personnel Cuts

Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements	<input type="checkbox"/>
Furloughs	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business	<input type="checkbox"/>

## Fringe Benefits

Number of Paid Holidays:	12	Vacation Hours Per Month:	96
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:	

## Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>
Chrstitmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input type="checkbox"/>
Presidents Day:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input type="checkbox"/>
Other:	<input type="checkbox"/>
Other (Specify):	

## Insurance Coverage

Individual Medical Coverage:	Yes
Pct. of Individual Coverage Paid:	70%
Individual Coverage Cost Per Month:	316.2
Dependent Medical Coverage:	Yes
Pct. Dependent Coverage Paid:	70%
Dependent Coverage Cost Per Month:	813.2
Medical Insurance for Elected Officials:	Yes
Disability Insurance for Employees:	No
Life Insurance for Employees:	No
Other Benefits for Employees:	No
Other Benefits (Specify):	

# City Profiles: Henagar

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: No  
 Pay Increase Percent:

## Budget Actions

Total Number of Employees: 18  
 Revenue Percent Change From Previous Year: 7.2%

**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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Fringe Benefits

Number of Paid Holidays: 9  
 Retirement Plan: Yes  
 Retirement Plan is RSA: No  
 Retirement Plan is Private: Yes

Vacation Hours Per Month: 40 (1-3 years), 80 (4-6 years), 120 (6-9 years), 160 (10-19 years), 200 (20+ years)  
 Vacation Days Per Year:  
 Sick Hours Per Month: 0.92 per week  
 Sick Days Per Year:

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):  
 Christmas Eve

## Insurance Coverage

Individual Medical Coverage: Yes  
 Pct. of Individual Coverage Paid: 100  
 Individual Coverage Cost Per Month:  
 Dependent Medical Coverage: Yes  
 Pct. Dependent Coverage Paid: 50  
 Dependent Coverage Cost Per Month: 323.53  
 Medical Insurance for Elected Officials: Yes  
 Disability Insurance for Employees: No  
 Life Insurance for Employees: No  
 Other Benefits for Employees: No  
 Other Benefits (Specify):

# City Profiles: Highland Lake

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: No  
 Pay Increase Percent:

## Budget Actions

Total Number of Employees: 5  
 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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Fringe Benefits

Number of Paid Holidays: 5  
 Retirement Plan: None - we are all  
 Retirement Plan is RSA: No  
 Retirement Plan is Private:

Vacation Hours Per Month:  
 Vacation Days Per Year:  
 Sick Hours Per Month: None - we are all part time employees  
 Sick Days Per Year:

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):

## Insurance Coverage

Individual Medical Coverage:  
 Pct. of Individual Coverage Paid:  
 Individual Coverage Cost Per Month:

Dependent Medical Coverage:  
 Pct. Dependent Coverage Paid:  
 Dependent Coverage Cost Per Month: No

Medical Insurance for Elected Officials:  
 Disability Insurance for Employees:  
 Life Insurance for Employees: No  
 Other Benefits for Employees: No  
 Other Benefits (Specify):  
 No

# City Profiles: Hoover

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## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: No  
 Pay Increase Percent:

## Budget Actions

Total Number of Employees: 739  
 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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## 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:	

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):  
 Good Friday, Christmas Eve, New Years Eve

## Insurance Coverage

Individual Medical Coverage: Yes

Pct. of Individual Coverage Paid: See below

Individual Coverage Cost Per Month: Single Coverage-Free, Family-\$284.68 monthly

Dependent Medical Coverage: Yes

Pct. Dependent Coverage Paid:

Dependent Coverage Cost Per Month: Single-573.02, Family-1435.70

Medical Insurance for Elected Officials: Yes

Disability Insurance for Employees: Yes

Life Insurance for Employees: Yes

Other Benefits for Employees: Yes

Other Benefits (Specify):  
 AD&D Policy, Disability is only LTD, Tuition Reimbursement, Education Incentive

# City Profiles: Huntsville

## Pay Increase

Fiscal Year Begins:	October
Pay Increase:	Yes
Pay Increase Percent:	0-5% COLA

## Budget Actions

Total Number of Employees:	2,358
Revenue Percent Change From Previous Year:	

<b>Action taken to reduce spending (Yes/No)</b>	<input type="checkbox"/>
Personnel Cuts	<input type="checkbox"/>
Delay/Cancel Capital Projects	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>

### Specific Personnel Cuts

Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements	<input type="checkbox"/>
Furloughs	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business	<input type="checkbox"/>

## Fringe Benefits

Number of Paid Holidays:	11	Vacation Hours Per Month:	less than 10-4 15-20-6 10-15-5 20 or more 7
Retirement Plan:	Yes	Vacation Days Per Year:	
Retirement Plan is RSA:	Yes	Sick Hours Per Month:	4 per pay period (bi-weekly)
Retirement Plan is Private:	No	Sick Days Per Year:	

## Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>
Christmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Independence Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input type="checkbox"/>
Presidents Day:	<input type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input type="checkbox"/>
Other:	<input type="checkbox"/>
Other (Specify):	

## Insurance Coverage

Individual Medical Coverage:	Yes
Pct. of Individual Coverage Paid:	85% - self insure
Individual Coverage Cost Per Month:	
Dependent Medical Coverage:	Yes
Pct. Dependent Coverage Paid:	85%
Dependent Coverage Cost Per Month:	
Medical Insurance for Elected Officials:	Yes
Disability Insurance for Employees:	Yes
Life Insurance for Employees:	Yes
Other Benefits for Employees:	Yes
Other Benefits (Specify):	Employee Health & Wellness Center - Longterm disability on to FT, 20 K Group Life for FT only

# City Profiles: Hurtsboro

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: No  
 Pay Increase Percent:

## Budget Actions

Total Number of Employees: 10  
 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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):

## Insurance Coverage

Individual Medical Coverage:  
 Pct. of Individual Coverage Paid: No  
 Individual Coverage Cost Per Month:

Dependent Medical Coverage:  
 Pct. Dependent Coverage Paid:  
 Dependent Coverage Cost Per Month: No

Medical Insurance for Elected Officials:  
 Disability Insurance for Employees:  
 Life Insurance for Employees: No  
 Other Benefits for Employees: No  
 Other Benefits (Specify):  
 No

## Fringe Benefits

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 Sick Hours Per Month: 36 hrs after 1 year; 72 hrs after 2 yrs/next increase after 25 yrs  
 Retirement Plan is Private: Sick Days Per Year:

# City Profiles: Indian Springs Village

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: Yes  
 Pay Increase Percent: 1%

## Budget Actions

Total Number of Employees: 1  
 Revenue Percent Change From Previous Year: 0

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:   
 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:   
 Revise Union Contracts:   
 Reduce Pension Benefits:   
 Changes represents new way of doing business

## Fringe Benefits

Number of Paid Holidays: Vacation Hours Per Month:  
 Retirement Plan: N/A Vacation Days Per Year:  
 Retirement Plan is RSA: No Sick Hours Per Month: N/A  
 Retirement Plan is Private: Sick Days Per Year:

## Paid Holidays

Thanksgiving:   
 Thanksgiving Friday After   
 Chrsitmas:   
 New Years Day:   
 MLK Day:   
 Independance Day:   
 Labor Day:   
 Memorial Day:   
 Confederate Memorial Day:   
 Presidents Day:   
 Veterans Day:   
 Jefferson Davis Birthday:   
 Other:   
 Other (Specify):

## Insurance Coverage

Individual Medical Coverage:  
 Pct. of Individual Coverage Paid:  
 Individual Coverage Cost Per Month:  
 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):

# City Profiles: Jasper

## Pay Increase

Fiscal Year Begins:	October
Pay Increase:	Yes
Pay Increase Percent:	2.5%

## Budget Actions

Total Number of Employees:	285
Revenue Percent Change From Previous Year:	3%

<b>Action taken to reduce spending (Yes/No)</b>	<input type="checkbox"/>
Personnel Cuts	<input type="checkbox"/>
Delay/Cancel Capital Projects	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>

### Specific Personnel Cuts

Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements	<input type="checkbox"/>
Furloughs	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business	<input checked="" type="checkbox"/>

## Fringe Benefits

Number of Paid Holidays:	13	Vacation Hours Per Month:	Hours
Retirement Plan:	8 monthly	Vacation Days Per Year:	
Retirement Plan is RSA:	Yes	Sick Hours Per Month:	48-144
Retirement Plan is Private:	Yes	Sick Days Per Year:	

## Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input type="checkbox"/>
Presidents Day:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input type="checkbox"/>
Other:	<input checked="" type="checkbox"/>
Other (Specify):	
1	

## Insurance Coverage

Individual Medical Coverage:	No
Pct. of Individual Coverage Paid:	Yes
Individual Coverage Cost Per Month:	85%
Dependent Medical Coverage:	\$362.95
Pct. Dependent Coverage Paid:	\$521.05
Dependent Coverage Cost Per Month:	Yes
Medical Insurance for Elected Officials:	85%
Disability Insurance for Employees:	
Life Insurance for Employees:	No
Other Benefits for Employees:	Yes
Other Benefits (Specify):	
No	

# City Profiles: Kennedy

## Pay Increase

---

Fiscal Year Begins: October

Pay Increase:

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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Paid Holidays

---

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):

## Insurance Coverage

---

Individual Medical Coverage:

Pct. of Individual Coverage Paid:

Individual Coverage Cost Per Month:

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):

## Fringe Benefits

---

Number of Paid Holidays:

Vacation Hours Per Month:

Retirement Plan:

Vacation Days Per Year:

Retirement Plan is RSA:

Sick Hours Per Month:

Retirement Plan is Private:

Sick Days Per Year:

# City Profiles: Kimberly

## Pay Increase

Fiscal Year Begins: October

Pay Increase:

Pay Increase Percent:

## Budget Actions

Total Number of Employees: 31

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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrstitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):

## Insurance Coverage

Individual Medical Coverage: Yes

Pct. of Individual Coverage Paid: 100

Individual Coverage Cost Per Month: 450

Dependent Medical Coverage: Yes

Pct. Dependent Coverage Paid:

Dependent Coverage Cost Per Month: 347

Medical Insurance for Elected Officials:

Disability Insurance for Employees:

Life Insurance for Employees:

Other Benefits for Employees:

Other Benefits (Specify):

## Fringe Benefits

Number of Paid Holidays: 13

Vacation Hours Per Month: 1 week after 1 year, 2 weeks after 2 years, 3 weeks after 10

Retirement Plan:

Vacation Days Per Year:

Retirement Plan is RSA:

Sick Hours Per Month: Up to 240, accrued at 8 hours per month

Retirement Plan is Private:

Sick Days Per Year:

# City Profiles: Lexington

## Pay Increase

Fiscal Year Begins: October

Pay Increase:

Pay Increase Percent:

## Budget Actions

Total Number of Employees: 22

Revenue Percent Change From Previous Year: .5%

**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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Fringe Benefits

Number of Paid Holidays: 19

Vacation Hours Per Month: 1 week first year, 2 weeks after 2 years, 3 weeks after 10 years

Retirement Plan: Vacation Days Per Year:

Retirement Plan is RSA: Sick Hours Per Month: 1 per month, max 240 hours

Retirement Plan is Private: Sick Days Per Year:

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrstitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):

## Insurance Coverage

Individual Medical Coverage: Yes

Pct. of Individual Coverage Paid: 80

Individual Coverage Cost Per Month: 487

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):



# City Profiles: Millport

## Pay Increase

Fiscal Year Begins: October

Pay Increase:

Pay Increase Percent: 3%

## Budget Actions

Total Number of Employees: 13

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:
- Regotiate 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:
- Revise Union Contracts:
- Reduce Pension Benefits:
- Changes represents new way of doing business

## Fringe Benefits

Number of Paid Holidays:	11	Vacation Hours Per Month:	40-1 year, 80-2 year, 120-3 years and over
Retirement Plan:		Vacation Days Per Year:	
Retirement Plan is RSA:	0	Sick Hours Per Month:	8 hours monthly
Retirement Plan is Private:		Sick Days Per Year:	

## Paid Holidays

- Thanksgiving:
- Thanksgiving Friday After
- Chrsitmas:
- New Years Day:
- MLK Day:
- Independance Day:
- Labor Day:
- Memorial Day:
- Confederate Memorial Day:
- Presidents Day:
- Veterans Day:
- Jefferson Davis Birthday:
- Other:
- Other (Specify):  
New Years Eve, Christmas eve

## Insurance Coverage

Individual Medical Coverage:	0
Pct. of Individual Coverage Paid:	100
Individual Coverage Cost Per Month:	552.46
Dependent Medical Coverage:	1
Pct. Dependent Coverage Paid:	
Dependent Coverage Cost Per Month:	
Medical Insurance for Elected Officials:	0
Disability Insurance for Employees:	1
Life Insurance for Employees:	0
Other Benefits for Employees:	1
Other Benefits (Specify):	

# City Profiles: Millry

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase:  
 Pay Increase Percent: 3%

## Budget Actions

Total Number of Employees: 9  
 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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Fringe Benefits

Number of Paid Holidays:	12	Vacation Hours Per Month:	5 days first year, 10 days after 5 years, 15 days after 15 years
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:	

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrstitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):  
 Columbus Day, Good Friday

## Insurance Coverage

Individual Medical Coverage:	0
Pct. of Individual Coverage Paid:	100% single coverag
Individual Coverage Cost Per Month:	2950.38
Dependent Medical Coverage:	1
Pct. Dependent Coverage Paid:	
Dependent Coverage Cost Per Month:	
Medical Insurance for Elected Officials:	0
Disability Insurance for Employees:	1
Life Insurance for Employees:	1
Other Benefits for Employees:	1
Other Benefits (Specify):	

# City Profiles: Mobile

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: No  
 Pay Increase Percent:

## Budget Actions

Total Number of Employees: 2,260  
 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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):  
 Day after Christmas, Mardi Gras Monday & Mardi Gras Tuesday

## Insurance Coverage

Individual Medical Coverage: Yes

Pct. of Individual Coverage Paid: 80% hired before 20

Individual Coverage Cost Per Month: \$301/mo

Dependent Medical Coverage: Yes

Pct. Dependent Coverage Paid:

Dependent Coverage Cost Per Month: \$787/mo

Medical Insurance for Elected Officials: Yes

Disability Insurance for Employees: No

Life Insurance for Employees: Yes

Other Benefits for Employees: Yes

Other Benefits (Specify):  
 Employee Assistance Program (EAP) of 8 free visits/year for employee & family

## Fringe Benefits

Number of Paid Holidays: 12

Vacation Hours Per Month: 0-5 yrs 80 hrs, 5-10 yrs 100 hrs, 10-15 yrs 120 hrs, 15-20 140 hrs, 20-25 yrs 160 yrs, 25+ yrs 200 hrs

Retirement Plan: Yes

Vacation Days Per Year:

Retirement Plan is RSA: Yes

Sick Hours Per Month: 80 hrs/yr

Retirement Plan is Private: Yes

Sick Days Per Year:

# City Profiles: Monroeville

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: Yes  
 Pay Increase Percent: 3.5%

## Budget Actions

Total Number of Employees: 90  
 Revenue Percent Change From Previous Year: 3%

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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):  
 Good Friday

## Insurance Coverage

Individual Medical Coverage: Yes

Pct. of Individual Coverage Paid: 100%

Individual Coverage Cost Per Month: \$434

Dependent Medical Coverage: No

Pct. Dependent Coverage Paid:

Dependent Coverage Cost Per Month:

Medical Insurance for Elected Officials: No

Disability Insurance for Employees: No

Life Insurance for Employees: Yes

Other Benefits for Employees: No

Other Benefits (Specify):

## Fringe Benefits

Number of Paid Holidays: 11  
 Retirement Plan: Yes  
 Retirement Plan is RSA: Yes  
 Retirement Plan is Private: No

Vacation Hours Per Month: 8  
 Vacation Days Per Year:  
 Sick Hours Per Month: 8  
 Sick Days Per Year:

# City Profiles: Moody

## Pay Increase

Fiscal Year Begins:	October
Pay Increase:	Yes
Pay Increase Percent:	3%

## Budget Actions

Total Number of Employees:	
Revenue Percent Change From Previous Year:	

<b>Action taken to reduce spending (Yes/No)</b>	<input type="checkbox"/>
Personnel Cuts	<input type="checkbox"/>
Delay/Cancel Capital Projects	<input type="checkbox"/>
Cuts in Other Services:	<input checked="" type="checkbox"/>
Modify Health Care Benefits	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>

### Specific Personnel Cuts

Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements	<input type="checkbox"/>
Furloughs	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business	<input type="checkbox"/>

## Fringe Benefits

Number of Paid Holidays:	10	Vacation Hours Per Month:	1-5 years= 96 hours; 6-19 yrs= 120 hours; 20+ yrs= 160 hours
Retirement Plan:	Yes	Vacation Days Per Year:	
Retirement Plan is RSA:	Yes	Sick Hours Per Month:	1-5 years= 96 hours; 6+ years= 120 hours
Retirement Plan is Private:	No	Sick Days Per Year:	

## Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
MLK Day:	<input type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input checked="" type="checkbox"/>
Presidents Day:	<input type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input type="checkbox"/>
Other:	<input checked="" type="checkbox"/>
Other (Specify):	Christmas Eve and Personal Daye

## Insurance Coverage

Individual Medical Coverage:	Yes
Pct. of Individual Coverage Paid:	96%
Individual Coverage Cost Per Month:	26.76
Dependent Medical Coverage:	Yes
Pct. Dependent Coverage Paid:	62.76
Dependent Coverage Cost Per Month:	96%
Medical Insurance for Elected Officials:	Yes
Disability Insurance for Employees:	Yes
Life Insurance for Employees:	Yes
Other Benefits for Employees:	Yes
Other Benefits (Specify):	Secondary Gap Insurance

# City Profiles: Moulton

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## Pay Increase

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Fiscal Year Begins: October  
 Pay Increase: No  
 Pay Increase Percent:

## Budget Actions

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Total Number of Employees: 55  
 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:

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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Fringe Benefits

---

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 years of employment  
 Retirement Plan is Private:      Sick Days Per Year:

## Paid Holidays

---

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):

## Insurance Coverage

---

Individual Medical Coverage:  
 Pct. of Individual Coverage Paid:  
 Individual Coverage Cost Per Month: .58% to 100% based on coverage

Dependent Medical Coverage: \$433.08 to \$681.18 based on coverage  
 Pct. Dependent Coverage Paid: based on what tier they are in  
 Dependent Coverage Cost Per Month: Yes

Medical Insurance for Elected Officials: based on what tier they are in

Disability Insurance for Employees:  
 Life Insurance for Employees: No  
 Other Benefits for Employees: No  
 Other Benefits (Specify):  
 No

# City Profiles: Mountain Brook

## Pay Increase

Fiscal Year Begins:	October
Pay Increase:	Yes
Pay Increase Percent:	2%

## Budget Actions

Total Number of Employees:	245
Revenue Percent Change From Previous Year:	

<b>Action taken to reduce spending (Yes/No)</b>	<input type="checkbox"/>
Personnel Cuts	<input type="checkbox"/>
Delay/Cancel Capital Projects	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>

### Specific Personnel Cuts

Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements	<input type="checkbox"/>
Furloughs	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business	<input type="checkbox"/>

## Fringe Benefits

Number of Paid Holidays:	13	Vacation Hours Per Month:	8, 12, & 16 - depending on length of service
Retirement Plan:	Yes	Vacation Days Per Year:	
Retirement Plan is RSA:	Yes	Sick Hours Per Month:	8
Retirement Plan is Private:	No	Sick Days Per Year:	

## Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input type="checkbox"/>
Presidents Day:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input type="checkbox"/>
Other:	<input checked="" type="checkbox"/>
Other (Specify):	

## Insurance Coverage

Individual Medical Coverage:	Yes
Pct. of Individual Coverage Paid:	100%
Individual Coverage Cost Per Month:	\$450.00
Dependent Medical Coverage:	Yes
Pct. Dependent Coverage Paid:	
Dependent Coverage Cost Per Month:	\$779 City's cost for family coverage
Medical Insurance for Elected Officials:	No
Disability Insurance for Employees:	Yes
Life Insurance for Employees:	Yes
Other Benefits for Employees:	
Other Benefits (Specify):	Term Life Insurance, Employee Assistance Program, Tuition Reimbursement, Longevity



# City Profiles: Nauvoo

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: No  
 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:   
 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:   
 Revise Union Contracts:   
 Reduce Pension Benefits:   
 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 Hours Per Month:  
 Retirement Plan is Private: Sick Days Per Year:

## Paid Holidays

Thanksgiving:   
 Thanksgiving Friday After   
 Chrsitmas:   
 New Years Day:   
 MLK Day:   
 Independence Day:   
 Labor Day:   
 Memorial Day:   
 Confederate Memorial Day:   
 Presidents Day:   
 Veterans Day:   
 Jefferson Davis Birthday:   
 Other:   
 Other (Specify):

## Insurance Coverage

Individual Medical Coverage:  
 Pct. of Individual Coverage Paid:  
 Individual Coverage Cost Per Month:  
 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):

# City Profiles: New Site

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: No  
 Pay Increase Percent:

## Budget Actions

Total Number of Employees: 12  
 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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):  
 Good Friday

## Insurance Coverage

Individual Medical Coverage: No

Pct. of Individual Coverage Paid: -0-

Individual Coverage Cost Per Month: -0-

Dependent Medical Coverage: No

Pct. Dependent Coverage Paid: -0-

Dependent Coverage Cost Per Month: -0-

Medical Insurance for Elected Officials: No

Disability Insurance for Employees: No

Life Insurance for Employees: No

Other Benefits for Employees: No

Other Benefits (Specify):

## Fringe Benefits

Number of Paid Holidays: 12      Vacation Hours Per Month: 96 hours max

Retirement Plan: Yes      Vacation Days Per Year:

Retirement Plan is RSA: Yes      Sick Hours Per Month: 480 hours max

Retirement Plan is Private: No      Sick Days Per Year:

# City Profiles: Newville

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: No  
 Pay Increase Percent:

## Budget Actions

Total Number of Employees: 12  
 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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Fringe Benefits

Number of Paid Holidays: 9  
 Retirement Plan: 8 hours monthly  
 Retirement Plan is RSA: No  
 Retirement Plan is Private:

Vacation Hours Per Month: Hours  
 Vacation Days Per Year:  
 Sick Hours Per Month: 40  
 Sick Days Per Year:

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):

## Insurance Coverage

Individual Medical Coverage:  
 Pct. of Individual Coverage Paid:  
 Individual Coverage Cost Per Month:

Dependent Medical Coverage:  
 Pct. Dependent Coverage Paid: NA  
 Dependent Coverage Cost Per Month: No

Medical Insurance for Elected Officials: NA  
 Disability Insurance for Employees:  
 Life Insurance for Employees: No  
 Other Benefits for Employees: No  
 Other Benefits (Specify):  
 No

# City Profiles: Ohatchee

## Pay Increase

Fiscal Year Begins: October

Pay Increase:

Pay Increase Percent:

## Budget Actions

Total Number of Employees: 19

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:
- Regotiate 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:
- Revise Union Contracts:
- Reduce Pension Benefits:
- Changes represents new way of doing business

## Fringe Benefits

Number of Paid Holidays: 10

Retirement Plan:

Retirement Plan is RSA:

Retirement Plan is Private:

Vacation Hours Per Month: 4-6 hours per pay period

Vacation Days Per Year:

Sick Hours Per Month: 4 hours per pay period

Sick Days Per Year:

## Paid Holidays

- Thanksgiving:
- Thanksgiving Friday After
- Chrsitmas:
- New Years Day:
- MLK Day:
- Independance Day:
- Labor Day:
- Memorial Day:
- Confederate Memorial Day:
- Presidents Day:
- Veterans Day:
- Jefferson Davis Birthday:
- Other:
- Other (Specify):

## Insurance Coverage

Individual Medical Coverage:

Pct. of Individual Coverage Paid: 100

Individual Coverage Cost Per Month: 450

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):

# City Profiles: Oneonta

## Pay Increase

Fiscal Year Begins:	October
Pay Increase:	Yes
Pay Increase Percent:	3%

## Budget Actions

Total Number of Employees:	145
Revenue Percent Change From Previous Year:	1.6%

### 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:
- Regotiate 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:
- Revise Union Contracts:
- Reduce Pension Benefits:
- Changes represents new way of doing business

## Fringe Benefits

Number of Paid Holidays:	14	Vacation Hours Per Month:	After 1 year = 5 days, after 2 years = 10 days, after 15 years = 15 days. days are given annually
Retirement Plan:	Yes	Vacation Days Per Year:	
Retirement Plan is RSA:	Yes	Sick Hours Per Month:	1 day per month
Retirement Plan is Private:	No	Sick Days Per Year:	

## Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input checked="" type="checkbox"/>
Presidents Day:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input checked="" type="checkbox"/>
Other:	<input checked="" type="checkbox"/>
Other (Specify):	Columbus Day. Day before/after christmas

## Insurance Coverage

Individual Medical Coverage:	Yes
Pct. of Individual Coverage Paid:	80%
Individual Coverage Cost Per Month:	\$409.38 per employee
Dependent Medical Coverage:	Yes
Pct. Dependent Coverage Paid:	80%
Dependent Coverage Cost Per Month:	\$996.66 per employee
Medical Insurance for Elected Officials:	No
Disability Insurance for Employees:	Yes
Life Insurance for Employees:	Yes
Other Benefits for Employees:	Yes
Other Benefits (Specify):	City provides a weight gym for employee's and their spouses.

# City Profiles: Parrish

## Pay Increase

Fiscal Year Begins: October

Pay Increase:

Pay Increase Percent:

## Budget Actions

Total Number of Employees: 19

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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Fringe Benefits

Number of Paid Holidays: 9

Retirement Plan:

Retirement Plan is RSA:

Retirement Plan is Private:

Vacation Hours Per Month: 80-120

Vacation Days Per Year:

Sick Hours Per Month: 0

Sick Days Per Year:

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):

## Insurance Coverage

Individual Medical Coverage:

Pct. of Individual Coverage Paid: 80

Individual Coverage Cost Per Month: 428

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):

Dental Insurance

# City Profiles: Pelham

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## Pay Increase

Fiscal Year Begins:	October
Pay Increase:	Yes
Pay Increase Percent:	2%

## Budget Actions

Total Number of Employees:	450
Revenue Percent Change From Previous Year:	2.5%

<b>Action taken to reduce spending (Yes/No)</b>	<input type="checkbox"/>
Personnel Cuts	<input type="checkbox"/>
Delay/Cancel Capital Projects	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Rengotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>

### Specific Personnel Cuts

Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements	<input type="checkbox"/>
Furloughs	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business	<input type="checkbox"/>

## 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:	Yes	Vacation Days Per Year:	
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 24 hour fire personnel for employees with 12 - 25 years of service; 192 hours/year & 254.4

## Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>
Chrstitmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input type="checkbox"/>
Presidents Day:	<input type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input type="checkbox"/>
Other:	<input checked="" type="checkbox"/>
Other (Specify):	CHRISTMAS EVE PATIOTS DAY (SEPT 11)

## Insurance Coverage

Individual Medical Coverage:	Yes
Pct. of Individual Coverage Paid:	100%
Individual Coverage Cost Per Month:	\$450
Dependent Medical Coverage:	Yes
Pct. Dependent Coverage Paid:	
Dependent Coverage Cost Per Month:	\$269
Medical Insurance for Elected Officials:	Yes
Disability Insurance for Employees:	No
Life Insurance for Employees:	Yes
Other Benefits for Employees:	No
Other Benefits (Specify):	\$25,000 life insurance policy with AD&D rider of \$100,000



Retirement Plan is Private: No Sick Days Per Year: hours/year for 24 hour fir

# City Profiles: Pell City

## Pay Increase

Fiscal Year Begins:	October
Pay Increase:	Yes
Pay Increase Percent:	3%

## Budget Actions

Total Number of Employees:	200
Revenue Percent Change From Previous Year:	

<b>Action taken to reduce spending (Yes/No)</b>	<input type="checkbox"/>
Personnel Cuts	<input type="checkbox"/>
Delay/Cancel Capital Projects	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>

### Specific Personnel Cuts

Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements	<input type="checkbox"/>
Furloughs	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business	<input type="checkbox"/>

## Fringe Benefits

Number of Paid Holidays:	12	Vacation Hours Per Month:	40 on anniv 1&2/80 hr through 10 yrs/120 hrs 11-15 yrs/160 over 15 yrs/ Fire Dept has different hrs
Retirement Plan:	Yes	Vacation Days Per Year:	
Retirement Plan is RSA:	Yes	Sick Hours Per Month:	4 hrs per pay period/11.2 hrs for Fire per pay period
Retirement Plan is Private:	No	Sick Days Per Year:	

## Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>
Chrstitmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input type="checkbox"/>
Presidents Day:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input type="checkbox"/>
Other:	<input checked="" type="checkbox"/>
Other (Specify):	Day after Christmas and Good Friday

## Insurance Coverage

Individual Medical Coverage:	Yes
Pct. of Individual Coverage Paid:	100%
Individual Coverage Cost Per Month:	
Dependent Medical Coverage:	Yes
Pct. Dependent Coverage Paid:	
Dependent Coverage Cost Per Month:	
Medical Insurance for Elected Officials:	Yes
Disability Insurance for Employees:	No
Life Insurance for Employees:	Yes
Other Benefits for Employees:	No
Other Benefits (Specify):	

# City Profiles: Phenix City

## Pay Increase

Fiscal Year Begins:	October
Pay Increase:	Yes
Pay Increase Percent:	1%-4%

## Budget Actions

Total Number of Employees:	465
Revenue Percent Change From Previous Year:	3%

<b>Action taken to reduce spending (Yes/No)</b>	<input type="checkbox"/>
Personnel Cuts	<input type="checkbox"/>
Delay/Cancel Capital Projects	<input checked="" type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits	<input checked="" type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>

### Specific Personnel Cuts

Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements	<input type="checkbox"/>
Furloughs	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business	<input type="checkbox"/>

## Fringe Benefits

Number of Paid Holidays:	12	Vacation Hours Per Month:	0-5 YEARS SVC 96 HRS PER YEAR, 5-15 YEARS OF SVC 120 HRS PER YEAR, 15+ YEARS OF SVC 160 HRS PER YEAR
Retirement Plan:	Yes	Vacation Days Per Year:	
Retirement Plan is RSA:	Yes	Sick Hours Per Month:	96 HRS PER YEAR
Retirement Plan is Private:	No	Sick Days Per Year:	

## Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>
Chrstitmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input type="checkbox"/>
Presidents Day:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input type="checkbox"/>
Other:	<input checked="" type="checkbox"/>
Other (Specify):	COLUMBUS DAY AND CHRISTMAS EVE

## Insurance Coverage

Individual Medical Coverage:	Yes
Pct. of Individual Coverage Paid:	90%
Individual Coverage Cost Per Month:	\$396
Dependent Medical Coverage:	Yes
Pct. Dependent Coverage Paid:	50%
Dependent Coverage Cost Per Month:	\$323.50
Medical Insurance for Elected Officials:	No
Disability Insurance for Employees:	No
Life Insurance for Employees:	Yes
Other Benefits for Employees:	Yes
Other Benefits (Specify):	EMPLOYEE ASSISTANCE PROGRAM

# City Profiles: Pinson

## Pay Increase

Fiscal Year Begins:	July
Pay Increase:	Yes
Pay Increase Percent:	4%

## Budget Actions

Total Number of Employees:	28
Revenue Percent Change From Previous Year:	

<b>Action taken to reduce spending (Yes/No)</b>	<input type="checkbox"/>
Personnel Cuts	<input type="checkbox"/>
Delay/Cancel Capital Projects	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>

### Specific Personnel Cuts

Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements	<input type="checkbox"/>
Furloughs	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business	<input type="checkbox"/>

## Fringe Benefits

Number of Paid Holidays:	13	Vacation Hours Per Month:	Based on time of employment
Retirement Plan:	Yes	Vacation Days Per Year:	
Retirement Plan is RSA:	Yes	Sick Hours Per Month:	Based on time of employment
Retirement Plan is Private:	No	Sick Days Per Year:	

## Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input type="checkbox"/>
Presidents Day:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input type="checkbox"/>
Other:	<input checked="" type="checkbox"/>
Other (Specify):	

## Insurance Coverage

Individual Medical Coverage:	No
Pct. of Individual Coverage Paid:	
Individual Coverage Cost Per Month:	
Dependent Medical Coverage:	No
Pct. Dependent Coverage Paid:	
Dependent Coverage Cost Per Month:	
Medical Insurance for Elected Officials:	No
Disability Insurance for Employees:	No
Life Insurance for Employees:	No
Other Benefits for Employees:	No
Other Benefits (Specify):	

# City Profiles: Pisgah

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: No  
 Pay Increase Percent:

## Budget Actions

Total Number of Employees: 6  
 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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):  
 Good Friday

## Insurance Coverage

Individual Medical Coverage: Yes

Pct. of Individual Coverage Paid: 100%

Individual Coverage Cost Per Month: 1800

Dependent Medical Coverage: No

Pct. Dependent Coverage Paid:

Dependent Coverage Cost Per Month:

Medical Insurance for Elected Officials: No

Disability Insurance for Employees: No

Life Insurance for Employees: No

Other Benefits for Employees: No

Other Benefits (Specify):

## Fringe Benefits

Number of Paid Holidays: Vacation Hours Per Month:

Retirement Plan: Vacation Days Per Year:

Retirement Plan is RSA: Sick Hours Per Month:

Retirement Plan is Private: Sick Days Per Year:

# City Profiles: Red Bay

## Pay Increase

Fiscal Year Begins:	October
Pay Increase:	Yes
Pay Increase Percent:	3%

## Budget Actions

Total Number of Employees:	29
Revenue Percent Change From Previous Year:	5%

<b>Action taken to reduce spending (Yes/No)</b>	<input type="checkbox"/>
Personnel Cuts	<input type="checkbox"/>
Delay/Cancel Capital Projects	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>

### Specific Personnel Cuts

Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements	<input type="checkbox"/>
Furloughs	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business	<input type="checkbox"/>

## Fringe Benefits

Number of Paid Holidays:	10	Vacation Hours Per Month:	Hours
Retirement Plan:	96 hours per year	Vacation Days Per Year:	
Retirement Plan is RSA:	No	Sick Hours Per Month:	40 hrs 1 year/80 hrs 5 years/120 hrs 10 years
Retirement Plan is Private:	Yes	Sick Days Per Year:	

## Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>
Chrstitmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
MLK Day:	<input type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input type="checkbox"/>
Presidents Day:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input type="checkbox"/>
Other:	<input checked="" type="checkbox"/>
Other (Specify):	
1	

## Insurance Coverage

Individual Medical Coverage:	No
Pct. of Individual Coverage Paid:	Yes
Individual Coverage Cost Per Month:	100%
Dependent Medical Coverage:	\$16,414
Pct. Dependent Coverage Paid:	12 employees with family \$320.40 each
Dependent Coverage Cost Per Month:	
Medical Insurance for Elected Officials:	60%
Disability Insurance for Employees:	Mayor only - same as employee
Life Insurance for Employees:	No
Other Benefits for Employees:	Yes
Other Benefits (Specify):	
No	

# City Profiles: Riverside

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: No  
 Pay Increase Percent:

## Budget Actions

Total Number of Employees: 32  
 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:   
 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:   
 Revise Union Contracts:   
 Reduce Pension Benefits:   
 Changes represents new way of doing business

## Fringe Benefits

Number of Paid Holidays: 12  
 Retirement Plan: 80 hours  
 Retirement Plan is RSA: Yes  
 Retirement Plan is Private: Yes  
 Vacation Hours Per Month: Hours  
 Vacation Days Per Year:  
 Sick Hours Per Month: 80 hours  
 Sick Days Per Year:

## Paid Holidays

Thanksgiving:   
 Thanksgiving Friday After   
 Chrsitmas:   
 New Years Day:   
 MLK Day:   
 Independence Day:   
 Labor Day:   
 Memorial Day:   
 Confederate Memorial Day:   
 Presidents Day:   
 Veterans Day:   
 Jefferson Davis Birthday:   
 Other:   
 Other (Specify):  
 1

## Insurance Coverage

Individual Medical Coverage: No  
 Pct. of Individual Coverage Paid: Yes  
 Individual Coverage Cost Per Month: 100  
 Dependent Medical Coverage: \$427  
 Pct. Dependent Coverage Paid:  
 Dependent Coverage Cost Per Month: No  
 Medical Insurance for Elected Officials:  
 Disability Insurance for Employees:  
 Life Insurance for Employees: No  
 Other Benefits for Employees: No  
 Other Benefits (Specify):  
 No

# City Profiles: Robertsdale

## Pay Increase

Fiscal Year Begins:	October
Pay Increase:	Yes
Pay Increase Percent:	3.5%

## Budget Actions

Total Number of Employees:	88
Revenue Percent Change From Previous Year:	

<b>Action taken to reduce spending (Yes/No)</b>	<input type="checkbox"/>
Personnel Cuts	<input type="checkbox"/>
Delay/Cancel Capital Projects	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>

### Specific Personnel Cuts

Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements	<input type="checkbox"/>
Furloughs	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business	<input type="checkbox"/>

## Fringe Benefits

Number of Paid Holidays:	12	Vacation Hours Per Month:	80 hrs (1-10 yrs); an additional 8 hours for every year of service over 10 yrs. to max. of 160 hours for 20 yrs.
Retirement Plan:	Yes	Vacation Days Per Year:	
Retirement Plan is RSA:	Yes	Sick Hours Per Month:	48 hours
Retirement Plan is Private:	No	Sick Days Per Year:	

## Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input type="checkbox"/>
Presidents Day:	<input type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input type="checkbox"/>
Other:	<input checked="" type="checkbox"/>
Other (Specify):	Good Friday; Christmas Eve; Employee's Birthday

## Insurance Coverage

Individual Medical Coverage:	Yes
Pct. of Individual Coverage Paid:	100%
Individual Coverage Cost Per Month:	\$451
Dependent Medical Coverage:	Yes
Pct. Dependent Coverage Paid:	76.58%
Dependent Coverage Cost Per Month:	\$448
Medical Insurance for Elected Officials:	No
Disability Insurance for Employees:	Yes
Life Insurance for Employees:	Yes
Other Benefits for Employees:	Yes
Other Benefits (Specify):	Education Expense Reimbursement; Uniforms; Longevity Pay; Bereavement Leave; Health Club Subsidy; Health Insurance Opt-Out Incentive



# City Profiles: Samson

## Pay Increase

Fiscal Year Begins:	September
Pay Increase:	Yes
Pay Increase Percent:	3%

## Budget Actions

Total Number of Employees:	38
Revenue Percent Change From Previous Year:	

<b>Action taken to reduce spending (Yes/No)</b>	<input type="checkbox"/>
Personnel Cuts	<input type="checkbox"/>
Delay/Cancel Capital Projects	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>

### Specific Personnel Cuts

Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements	<input type="checkbox"/>
Furloughs	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business	<input checked="" type="checkbox"/>

## Fringe Benefits

Number of Paid Holidays:	12	Vacation Hours Per Month:	40
Retirement Plan:	Yes	Vacation Days Per Year:	
Retirement Plan is RSA:	Yes	Sick Hours Per Month:	56
Retirement Plan is Private:	No	Sick Days Per Year:	

## Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input type="checkbox"/>
Presidents Day:	<input type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input type="checkbox"/>
Other:	<input checked="" type="checkbox"/>
Other (Specify):	
Christmas Eve good friday	

## Insurance Coverage

Individual Medical Coverage:	Yes
Pct. of Individual Coverage Paid:	100%
Individual Coverage Cost Per Month:	419
Dependent Medical Coverage:	No
Pct. Dependent Coverage Paid:	
Dependent Coverage Cost Per Month:	
Medical Insurance for Elected Officials:	Yes
Disability Insurance for Employees:	No
Life Insurance for Employees:	No
Other Benefits for Employees:	Yes
Other Benefits (Specify):	
colonial medical bridge	

# City Profiles: Saraland

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: No  
 Pay Increase Percent:

## Budget Actions

Total Number of Employees: 178  
 Revenue Percent Change From Previous Year: 8%

**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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Fringe Benefits

Number of Paid Holidays:	12	Vacation Hours Per Month:	Depends on years worked
Retirement Plan:	Yes	Vacation Days Per Year:	
Retirement Plan is RSA:	Yes	Sick Hours Per Month:	3.08 hours per biweekly payroll
Retirement Plan is Private:	No	Sick Days Per Year:	

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):

## Insurance Coverage

Individual Medical Coverage:

Pct. of Individual Coverage Paid: 80%

Individual Coverage Cost Per Month: \$511.35

Dependent Medical Coverage: Yes

Pct. Dependent Coverage Paid: 80%

Dependent Coverage Cost Per Month: \$716.21

Medical Insurance for Elected Officials: No

Disability Insurance for Employees: No

Life Insurance for Employees: Yes

Other Benefits for Employees: No

Other Benefits (Specify):

# City Profiles: Satsuma

## Pay Increase

Fiscal Year Begins: October

Pay Increase:

Pay Increase Percent:

## Budget Actions

Total Number of Employees: 50

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:
- Regotiate 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:
- Revise Union Contracts:
- Reduce Pension Benefits:
- Changes represents new way of doing business

## Fringe Benefits

Number of Paid Holidays:	13	Vacation Hours Per Month:	5 years: 10 days; 10 years: 12.5 days
Retirement Plan:	Yes	Vacation Days Per Year:	
Retirement Plan is RSA:	Yes	Sick Hours Per Month:	10 days per year
Retirement Plan is Private:	No	Sick Days Per Year:	

## Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input type="checkbox"/>
Presidents Day:	<input type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input type="checkbox"/>
Other:	<input type="checkbox"/>
Other (Specify):	Christmas Eve; Birthday; New Years Eve; Good Friday

## Insurance Coverage

Individual Medical Coverage:	Yes
Pct. of Individual Coverage Paid:	85
Individual Coverage Cost Per Month:	364.65
Dependent Medical Coverage:	Yes
Pct. Dependent Coverage Paid:	85
Dependent Coverage Cost Per Month:	523.6
Medical Insurance for Elected Officials:	Yes
Disability Insurance for Employees:	No
Life Insurance for Employees:	Yes
Other Benefits for Employees:	No
Other Benefits (Specify):	

# City Profiles: Somerville

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: No  
 Pay Increase Percent:

## Budget Actions

Total Number of Employees: 8  
 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:
- Regotiate 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:
- Revise Union Contracts:
- Reduce Pension Benefits:
- Changes represents new way of doing business

## Fringe Benefits

Number of Paid Holidays: 12  
 Retirement Plan: 8/month  
 Retirement Plan is RSA:  
 Retirement Plan is Private:

Vacation Hours Per Month:  
 Vacation Days Per Year:  
 Sick Hours Per Month: 40  
 Sick Days Per Year:

## Paid Holidays

Thanksgiving:   
 Thanksgiving Friday After   
 Chrsitmas:   
 New Years Day:   
 MLK Day:   
 Independence Day:   
 Labor Day:   
 Memorial Day:   
 Confederate Memorial Day:   
 Presidents Day:   
 Veterans Day:   
 Jefferson Davis Birthday:   
 Other:   
 Other (Specify):

## Insurance Coverage

Individual Medical Coverage:  
 Pct. of Individual Coverage Paid:  
 Individual Coverage Cost Per Month: 100%

Dependent Medical Coverage: \$500  
 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):

# City Profiles: Southside

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: Yes  
 Pay Increase Percent:

## Budget Actions

Total Number of Employees: 52  
 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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Fringe Benefits

Number of Paid Holidays:	52	Vacation Hours Per Month:	40 Hours year 1, 80 hours year 3, 120 hours year 5, 160 year 10
Retirement Plan:	Yes	Vacation Days Per Year:	
Retirement Plan is RSA:	Yes	Sick Hours Per Month:	3 per Fiscal year (24 for 8 hr workers) (36 for 12 hour workers)
Retirement Plan is Private:	No	Sick Days Per Year:	

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):  
 Christmas Eve

## Insurance Coverage

Individual Medical Coverage:	Yes
Pct. of Individual Coverage Paid:	100%
Individual Coverage Cost Per Month:	450
Dependent Medical Coverage:	Yes
Pct. Dependent Coverage Paid:	\$987.00
Dependent Coverage Cost Per Month:	90%
Medical Insurance for Elected Officials:	No
Disability Insurance for Employees:	Yes
Life Insurance for Employees:	Yes
Other Benefits for Employees:	No
Other Benefits (Specify):	

# City Profiles: Summerdale

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: No  
 Pay Increase Percent:

## Budget Actions

Total Number of Employees: 33  
 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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):  
 Good Friday/Dec 24

## Insurance Coverage

Individual Medical Coverage: Yes

Pct. of Individual Coverage Paid: 75%

Individual Coverage Cost Per Month: \$337.50

Dependent Medical Coverage: Yes

Pct. Dependent Coverage Paid: 75%

Dependent Coverage Cost Per Month: \$822.75

Medical Insurance for Elected Officials: Yes

Disability Insurance for Employees: No

Life Insurance for Employees: No

Other Benefits for Employees: No

Other Benefits (Specify):

## Fringe Benefits

Number of Paid Holidays: 11  
 Retirement Plan: Yes  
 Retirement Plan is RSA: Yes  
 Retirement Plan is Private: No

Vacation Hours Per Month: 40 hrs after 1st year, 80 hrs after 2 years, 120 hrs after 10 years  
 Vacation Days Per Year:  
 Sick Hours Per Month: 8 hrs a month  
 Sick Days Per Year:

# City Profiles: Sylacauga

## Pay Increase

Fiscal Year Begins:	October
Pay Increase:	Yes
Pay Increase Percent:	5%

## Budget Actions

Total Number of Employees:	138
Revenue Percent Change From Previous Year:	1%

<b>Action taken to reduce spending (Yes/No)</b>	<input checked="" type="checkbox"/>
Personnel Cuts	<input type="checkbox"/>
Delay/Cancel Capital Projects	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input checked="" type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>

### Specific Personnel Cuts

Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements	<input type="checkbox"/>
Furloughs	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business	<input checked="" type="checkbox"/>

## Fringe Benefits

Number of Paid Holidays:	10	Vacation Hours Per Month:	(1) to (5) weeks based on service years.
Retirement Plan:	Yes	Vacation Days Per Year:	
Retirement Plan is RSA:	Yes	Sick Hours Per Month:	96 hours for everyone; 144 for fire department
Retirement Plan is Private:	No	Sick Days Per Year:	

## Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input type="checkbox"/>
Presidents Day:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input type="checkbox"/>
Other:	<input type="checkbox"/>
Other (Specify):	

## Insurance Coverage

Individual Medical Coverage:	Yes
Pct. of Individual Coverage Paid:	0%
Individual Coverage Cost Per Month:	\$492
Dependent Medical Coverage:	Yes
Pct. Dependent Coverage Paid:	60%
Dependent Coverage Cost Per Month:	\$749
Medical Insurance for Elected Officials:	Yes
Disability Insurance for Employees:	Yes
Life Insurance for Employees:	Yes
Other Benefits for Employees:	Yes
Other Benefits (Specify):	Dental - Single Coverage, Flexible Spending Account

# City Profiles: Sylvan Springs

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: No  
 Pay Increase Percent:

## Budget Actions

Total Number of Employees: 14  
 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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Fringe Benefits

Number of Paid Holidays: Vacation Hours Per Month: 72 for full time only  
 Retirement Plan: Yes Vacation Days Per Year:  
 Retirement Plan is RSA: Yes Sick Hours Per Month: 72 for full time only  
 Retirement Plan is Private: Sick Days Per Year:

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):  
 We close the office on these days but we are not paid

## Insurance Coverage

Individual Medical Coverage: No  
 Pct. of Individual Coverage Paid:  
 Individual Coverage Cost Per Month:  
 Dependent Medical Coverage: No  
 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):



# City Profiles: Tarrant

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: No  
 Pay Increase Percent:

## Budget Actions

Total Number of Employees: 68  
 Revenue Percent Change From Previous Year: 1%

### 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:
- Regotiate 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:
- Revise Union Contracts:
- Reduce Pension Benefits:
- Changes represents new way of doing business

## Fringe Benefits

Number of Paid Holidays:	Vacation Hours Per Month:	8 hrs/month during employees 1st 10 years of employment; 16 hrs/month after the 10-yr annv
Retirement Plan: No	Vacation Days Per Year:	
Retirement Plan is RSA: Yes	Sick Hours Per Month:	8 hrs/month
Retirement Plan is Private: No	Sick Days Per Year:	

## Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>
Chrstitmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input type="checkbox"/>
Presidents Day:	<input type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input type="checkbox"/>
Other:	<input checked="" type="checkbox"/>
Other (Specify):	
Xmas Eve; New Years Eve; personal day/birthday	

## Insurance Coverage

Individual Medical Coverage:	Yes
Pct. of Individual Coverage Paid:	100%
Individual Coverage Cost Per Month:	471
Dependent Medical Coverage:	Yes
Pct. Dependent Coverage Paid:	63.20%
Dependent Coverage Cost Per Month:	751
Medical Insurance for Elected Officials:	No
Disability Insurance for Employees:	Yes
Life Insurance for Employees:	Yes
Other Benefits for Employees:	Yes
Other Benefits (Specify):	
vision, dental, s/t & l/t disability, health savings acct	

# City Profiles: Thomasville

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase:  
 Pay Increase Percent: 2%-3.5%

## Budget Actions

Total Number of Employees: 100  
 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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):

## Insurance Coverage

Individual Medical Coverage:  
 Pct. of Individual Coverage Paid: 90%  
 Individual Coverage Cost Per Month: 567.88

Dependent Medical Coverage:  
 Pct. Dependent Coverage Paid:  
 Dependent Coverage Cost Per Month: 1339.97

Medical Insurance for Elected Officials:  
 Disability Insurance for Employees:  
 Life Insurance for Employees:  
 Other Benefits for Employees:  
 Other Benefits (Specify):  
 AirMed

## Fringe Benefits

Number of Paid Holidays: Vacation Hours Per Month: 40-160  
 Retirement Plan: Vacation Days Per Year:  
 Retirement Plan is RSA: Sick Hours Per Month: 8 hours per month  
 Retirement Plan is Private: Sick Days Per Year:

# City Profiles: Thorsby

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: Yes  
 Pay Increase Percent: 3%

## Budget Actions

Total Number of Employees: 13  
 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:   
 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:   
 Revise Union Contracts:   
 Reduce Pension Benefits:   
 Changes represents new way of doing business

## Fringe Benefits

Number of Paid Holidays: 10  
 Retirement Plan: Yes  
 Retirement Plan is RSA: Yes  
 Retirement Plan is Private: No  
 Vacation Hours Per Month: AFTER 1YR-40HRS, 3YRS-80HRS, 9YRS-120HRS, 17YRS-160  
 Vacation Days Per Year:  
 Sick Hours Per Month: 48 HRS PER YEAR  
 Sick Days Per Year:

## Paid Holidays

Thanksgiving:   
 Thanksgiving Friday After   
 Chrsitmas:   
 New Years Day:   
 MLK Day:   
 Independance Day:   
 Labor Day:   
 Memorial Day:   
 Confederate Memorial Day:   
 Presidents Day:   
 Veterans Day:   
 Jefferson Davis Birthday:   
 Other:   
 Other (Specify):  
 CHRISTMAS EVE

## Insurance Coverage

Individual Medical Coverage: Yes  
 Pct. of Individual Coverage Paid: SINGLE-83%, EMPLO  
 Individual Coverage Cost Per Month: 4011.52  
 Dependent Medical Coverage: No  
 Pct. Dependent Coverage Paid: 0  
 Dependent Coverage Cost Per Month: 0  
 Medical Insurance for Elected Officials: No  
 Disability Insurance for Employees: No  
 Life Insurance for Employees: Yes  
 Other Benefits for Employees: No  
 Other Benefits (Specify):

# City Profiles: Toxey

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: No  
 Pay Increase Percent:

## Budget Actions

Total Number of Employees: 8  
 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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):  
 Christmas Eve

## Insurance Coverage

Individual Medical Coverage: No

Pct. of Individual Coverage Paid: N/A

Individual Coverage Cost Per Month: N/A

Dependent Medical Coverage: No

Pct. Dependent Coverage Paid: N/A

Dependent Coverage Cost Per Month: N/A

Medical Insurance for Elected Officials: No

Disability Insurance for Employees: No

Life Insurance for Employees: No

Other Benefits for Employees: No

Other Benefits (Specify):  
 None

## Fringe Benefits

Number of Paid Holidays: 8  
 Retirement Plan: No  
 Retirement Plan is RSA: No  
 Retirement Plan is Private: No

Vacation Hours Per Month: 5 days after 1 year full-time employment  
 Vacation Days Per Year:  
 Sick Hours Per Month: 1/2 day per month  
 Sick Days Per Year:

# City Profiles: Trinity

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase:  
 Pay Increase Percent: 1%

## Budget Actions

Total Number of Employees: 15  
 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:
- Regotiate 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:
- Revise Union Contracts:
- Reduce Pension Benefits:
- Changes represents new way of doing business

## Paid Holidays

- Thanksgiving:
- Thanksgiving Friday After
- Chrsitmas:
- New Years Day:
- MLK Day:
- Independance Day:
- Labor Day:
- Memorial Day:
- Confederate Memorial Day:
- Presidents Day:
- Veterans Day:
- Jefferson Davis Birthday:
- Other:
- Other (Specify):  
 Columbus Day, Day before or after Christmas

## Insurance Coverage

Individual Medical Coverage: 0  
 Pct. of Individual Coverage Paid: 100  
 Individual Coverage Cost Per Month: 419  
 Dependent Medical Coverage: 1  
 Pct. Dependent Coverage Paid:  
 Dependent Coverage Cost Per Month:  
 Medical Insurance for Elected Officials: 1  
 Disability Insurance for Employees: 0  
 Life Insurance for Employees: 0  
 Other Benefits for Employees: 0  
 Other Benefits (Specify):

## Fringe Benefits

Number of Paid Holidays: 11  
 Retirement Plan:  
 Retirement Plan is RSA: 0  
 Retirement Plan is Private: 1  
 Vacation Hours Per Month: 40-200 depending on years of service  
 Vacation Days Per Year:  
 Sick Hours Per Month: 8 hours per month  
 Sick Days Per Year:

# City Profiles: Tuscaloosa

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## Pay Increase

Fiscal Year Begins:	October
Pay Increase:	Yes
Pay Increase Percent:	1.1% COLA

## Budget Actions

Total Number of Employees:	1,316
Revenue Percent Change From Previous Year:	2%

<b>Action taken to reduce spending (Yes/No)</b>	<input type="checkbox"/>
Personnel Cuts	<input type="checkbox"/>
Delay/Cancel Capital Projects	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Rengotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>

### Specific Personnel Cuts

Hiring freeze:	<input checked="" type="checkbox"/>
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Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget	<input type="checkbox"/>

Layoffs:	<input type="checkbox"/>
Early Retirements	<input type="checkbox"/>
Furloughs	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business	<input type="checkbox"/>

## Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input type="checkbox"/>
Presidents Day:	<input type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input type="checkbox"/>
Other:	<input checked="" type="checkbox"/>
Other (Specify):	
Christmas Eve	

## Insurance Coverage

Individual Medical Coverage:	Yes
Pct. of Individual Coverage Paid:	70%
Individual 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
Dependent Medical Coverage:	Yes
Pct. Dependent Coverage Paid:	70%
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
Medical Insurance for Elected Officials:	Yes
Disability Insurance for Employees:	Yes
Life Insurance for Employees:	Yes
Other Benefits for Employees:	Yes
Other Benefits (Specify):	
Retiree Health Insurance, Access Health Clinics, Beer Tax Bonus, Public Safety Longevity Bonus	

# Fringe Benefits

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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 Days Per Year:	



# City Profiles: Union Springs

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: No  
 Pay Increase Percent:

## Budget Actions

Total Number of Employees: 48  
 Revenue Percent Change From Previous Year: 2.5%

**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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrstitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):

## Insurance Coverage

Individual Medical Coverage: No

Pct. of Individual Coverage Paid: Yes

Individual Coverage Cost Per Month: 100%

Dependent Medical Coverage: \$466

Pct. Dependent Coverage Paid:

Dependent Coverage Cost Per Month: No

Medical Insurance for Elected Officials:

Disability Insurance for Employees:

Life Insurance for Employees: No

Other Benefits for Employees: No

Other Benefits (Specify):  
No

## Fringe Benefits

Number of Paid Holidays: 9  
 Retirement Plan: 10 days per year  
 Retirement Plan is RSA: Yes  
 Retirement Plan is Private: Yes

Vacation Hours Per Month: Hours  
 Vacation Days Per Year:  
 Sick Hours Per Month: 10 days per year  
 Sick Days Per Year:

# City Profiles: Waterloo

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: No  
 Pay Increase Percent:

## Budget Actions

Total Number of Employees: 10  
 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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Fringe Benefits

Number of Paid Holidays: 7  
 Retirement Plan: Based on hourly  
 Retirement Plan is RSA:  
 Retirement Plan is Private:

Vacation Hours Per Month:  
 Vacation Days Per Year:  
 Sick Hours Per Month: Based on hourly accumulated percentage  
 Sick Days Per Year:

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):

## Insurance Coverage

Individual Medical Coverage:  
 Pct. of Individual Coverage Paid:  
 Individual Coverage Cost Per Month:

Dependent Medical Coverage:  
 Pct. Dependent Coverage Paid:  
 Dependent Coverage Cost Per Month: No

Medical Insurance for Elected Officials:  
 Disability Insurance for Employees:  
 Life Insurance for Employees: No  
 Other Benefits for Employees: No  
 Other Benefits (Specify):  
 No

# City Profiles: Wetumpka

## Pay Increase

Fiscal Year Begins: January

Pay Increase:

Pay Increase Percent:

## Budget Actions

Total Number of Employees: 124

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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):

Christmas Eve

## Insurance Coverage

Individual Medical Coverage:

Pct. of Individual Coverage Paid: 100

Individual Coverage Cost Per Month: 492

Dependent Medical Coverage:

Pct. Dependent Coverage Paid: 50

Dependent Coverage Cost Per Month: 374.5

Medical Insurance for Elected Officials:

Disability Insurance for Employees:

Life Insurance for Employees:

Other Benefits for Employees:

Other Benefits (Specify):

dental and vision plus health benefit, hazardous duty for police and fire full-time

## Fringe Benefits

Number of Paid Holidays: 13

Vacation Hours Per Month: 40-360 max

Retirement Plan:

Vacation Days Per Year:

Retirement Plan is RSA:

Sick Hours Per Month: 96

Retirement Plan is Private:

Sick Days Per Year:

# City Profiles: Woodville

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: No  
 Pay Increase Percent:

## Budget Actions

Total Number of Employees: 6  
 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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):  
 1

## Insurance Coverage

Individual Medical Coverage:  
 Pct. of Individual Coverage Paid:  
 Individual Coverage Cost Per Month:

Dependent Medical Coverage: \$205  
 Pct. Dependent Coverage Paid:  
 Dependent Coverage Cost Per Month: No

Medical Insurance for Elected Officials:  
 Disability Insurance for Employees:  
 Life Insurance for Employees: No  
 Other Benefits for Employees: No  
 Other Benefits (Specify):  
 No

## Fringe Benefits

Number of Paid Holidays: Vacation Hours Per Month: Hours  
 Retirement Plan: 8 hours month Vacation Days Per Year:  
 Retirement Plan is RSA: No Sick Hours Per Month: 8 hrs month  
 Retirement Plan is Private: Sick Days Per Year:

# City Profiles: Semmes

## Pay Increase

Fiscal Year Begins: October  
 Pay Increase: No  
 Pay Increase Percent:

## Budget Actions

Total Number of Employees: 44  
 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:

Regotiate 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:

Revise Union Contracts:

Reduce Pension Benefits:

Changes represents new way of doing business

## Fringe Benefits

Number of Paid Holidays:	11	Vacation Hours Per Month:	Hours
Retirement Plan:	40/85	Vacation Days Per Year:	
Retirement Plan is RSA:	Yes	Sick Hours Per Month:	2080 Employees 80/yr; 2920 106/yr
Retirement Plan is Private:	No	Sick Days Per Year:	

## Paid Holidays

Thanksgiving:

Thanksgiving Friday After

Chrsitmas:

New Years Day:

MLK Day:

Independance Day:

Labor Day:

Memorial Day:

Confederate Memorial Day:

Presidents Day:

Veterans Day:

Jefferson Davis Birthday:

Other:

Other (Specify):  
 1

## Insurance Coverage

Individual Medical Coverage: Yes

Pct. of Individual Coverage Paid: Yes

Individual Coverage Cost Per Month:

Dependent Medical Coverage:

Pct. Dependent Coverage Paid:

Dependent Coverage Cost Per Month: Yes

Medical Insurance for Elected Officials:

Disability Insurance for Employees:

Life Insurance for Employees: Yes

Other Benefits for Employees: Yes

Other Benefits (Specify):  
 Yes