

**MINUTES FROM A REGULAR MEETING OF THE
COUNCIL OF MUSCLE SHOALS, ALABAMA, HELD
January 5, 2009**

The Council of Muscle Shoals, Alabama met at the City Hall in said City at 6:30 p.m. on the 5th day of January 2009 being the regularly scheduled time and approved place for said meeting. The meeting was called to order by David Bradford, Mayor of the City. The invocation was given by Robert Evans. On roll call the following members were found to be present or absent, as indicated:

PRESENT: JOE PAMPINTO, NEAL WILLIS, JERRY KNIGHT GRISSOM
 JAMES HOLLAND, ALLEN NOLES, DAVID H. BRADFORD
ABSENT: NONE

Richard Williams, City Clerk, was present and kept the minutes of the meeting.

David Bradford, Mayor of the City, presided at the meeting and declared that a quorum was present and that the meeting was convened and opened for the purposes of transaction of business.

Upon motion duly made by Council Member Holland, seconded by Council Member Noles and unanimously adopted, the Council waived the reading of the minutes of the previously held regular meeting and work session of December 15, 2008 and approved the minutes as written.

Mayor Bradford announced that the next item of business was consideration of a resolution requiring full time employees hired on or after January 1, 2009 to pay the costs associated with the family coverage portion of the City's health insurance plan.

Council Member Noles introduced the following resolution which was presented in the meeting and moved for its adoption:

STATE OF ALABAMA
COLBERT COUNTY

RESOLUTION NUMBER 2374 - 09

A RESOLUTION PROVIDING FOR THE PAYMENT OF FAMILY HEALTH INSURANCE COVERAGES BY NEWLY HIRED EMPLOYEES OF THE CITY OF MUSCLE SHOALS HIRED ON OR AFTER JANUARY 1, 2009

WHEREAS, the City Council of the City of Muscle Shoals, Alabama is desirous of establishing and setting forth certain standards and regulations pertaining to the provision of and payment for certain health insurance coverages for its newly hired employees who may be eligible for inclusion in the City's health insurance program; and

WHEREAS, the City Council has determined that it is mete and proper that the policy of standards and regulations pertaining to the provision of and payment for certain health insurance coverages for its newly hired employees who may be eligible for inclusion in the City's health insurance program be adopted;

BE IT HEREBY RESOLVED that the City Council of the City of Muscle Shoals, Alabama that all newly hired employees of the City hired on or after January 1, 2009 and who are eligible for inclusion in the City's health insurance program and who opt for family health insurance coverages shall pay all costs associated with said family health insurance coverage.

BE IT FURTHER RESOLVED that said costs associated with the said family health coverage shall be deducted from the wages or salary of the employee. Said deduction shall be made from the employee's paycheck twice per month in equal installments in a total amount equal to the monthly costs of the family health insurance coverages.

BE IT FURTHER RESOLVED that the monies deducted from the employee's paycheck for the costs of the health insurance coverages shall be held by the City in an account and paid to the insurer at such times as required by the insurer.

BE IT FURTHER RESOLVED that this policy of standards and regulations pertaining to the provision of and payment for certain health insurance coverages for its newly hired employees who may be eligible for inclusion in the City's health insurance program shall be effective as of January 1, 2009.

Council Member Grissom seconded the motion and upon said motion being put to a vote, all voted "AYE" and "NAYS" were none.

Mayor Bradford announced that the Resolution had been approved.

There being no further business to come before the meeting, upon the motion duly made, seconded and unanimously carried, the meeting was adjourned.

CITY OF MUSCLE SHOALS, ALABAMA
a Municipal Corporation

MAYOR

COUNCIL MEMBER - PLACE ONE

COUNCIL MEMBER - PLACE TWO

COUNCIL MEMBER - PLACE THREE

COUNCIL MEMBER - PLACE FOUR

COUNCIL MEMBER - PLACE FIVE

ATTEST:

CITY CLERK