

**ORDINANCE NO. 653-2024**

**AN ORDINANCE ESTABLISHING A MONTHLY SALARY AND BENEFITS FOR THE MAYOR AND COUNCILMEMBERS**

**NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF SPANISH FORT, ALABAMA, AS FOLLOWS:**

**SECTION 1.** The salary of the Mayor of the City of Spanish Fort shall be and the same is hereby fixed at the sum of Five Thousand Dollars (\$5,000) per month.

**SECTION 2.** The salary of each Councilmember of the City of Spanish Fort shall be and the same is hereby fixed at the sum of One Thousand One Hundred Fifty Six Dollars and Seventy Six Cents (\$1,156.76) per month, plus an amount per month calculated based on the percentage of the cost of living adjustment, if any, provided to full-time City employees for the 2024-2025 fiscal year.

**SECTION 3.** In the event the Mayor and Councilmembers (“Elected Officials”) are eligible for coverage under the City’s medical insurance plan, the Mayor and each Councilmember may elect to participate as insureds under the City’s medical insurance plan, and those individuals electing to participate in said plan shall be entitled to the same coverage as those full time City employees enrolled in said plan for single coverage, family coverage and any supplemental benefits offered to full time employees. Those individuals electing coverage under the medical insurance plan shall pay the employee portion or employee contribution of the medical insurance premium paid by full-time City employees, which shall not be less than \$200 per month for family coverage.

**SECTION 4.** The Mayor and Councilmembers shall be eligible to participate in the City’s employee retirement plan, beginning on January 1, 2026, if eligible to participate pursuant to Alabama law and the regulations governing the City’s retirement plan. If eligible and authorized pursuant to Alabama law and the rules governing the City’s retirement plan, participating Elected Officials may elect to purchase service credit for past service at their cost.

**SECTION 5.** Any Ordinance heretofore adopted by the City Council of the City of Spanish Fort, Alabama, which is in conflict with this Ordinance is hereby repealed to the extent of such conflict.

**SECTION 6.** This Ordinance shall become effective on November 3, 2025, and shall continue in full force and effect until repealed by action of the City Council.

*ADOPTED and APPROVED this \_\_\_\_ day of \_\_\_\_\_, 2023.*

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Michael M. McMillan  
Mayor

ATTEST:

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Rebecca A. Gaines, CMC  
City Clerk