

STATE OF ALABAMA)
MARSHALL COUNTY)

UNANIMOUS RESOLUTION
OF
THE MARSHALL COUNTY PERSONNEL BOARD

The undersigned, being all of the Members of the Marshall County Personnel Board (the "Board"), and acting pursuant to the Policies and Procedures Manual of Marshall County and the laws of the State of Alabama, hereby unanimously agree and consent as follows:

WHEREAS, the Board is empowered to govern the appointment, hiring, salaries, benefits, removal and official conduct of the employees of Marshall County (the "County"); and

WHEREAS, eligible classified service employees of the County are entitled to certain pay increases if such increases are recommended by the Board and funds are available and have been set aside by the Marshall County Commission; and

WHEREAS, it has been approximately two (2) years since eligible classified service employees have been awarded merit pay increases; and

WHEREAS, the Board believes that it is in the best interest of the County and the employees of the County for the Marshall County Commission to award and approve merit pay increases to all eligible classified service employees of the County, and

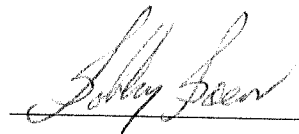
WHEREAS, having come to such opinion and belief, the Board unanimously adopted the following resolution at its' regularly scheduled Board meeting of July 10, 2006:

RESOLVED, that the Board hereby recommends that the Marshall County Commission budget for and fund merit pay increases for all eligible classified service employees of the County.

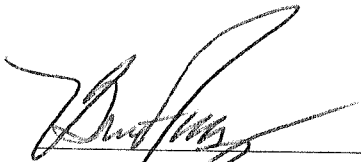
Done and adopted, this the 10th day of July, 2006.




Max Pool



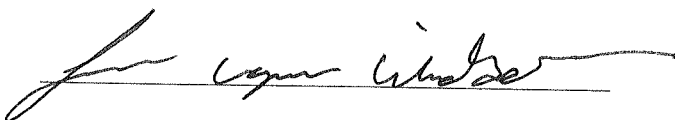
Bobby Boen



Benny Frazier



Steve Clemons



Jason Windsor