

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, the Policies and Procedures Manual of the Board provides that the approved classification plan will be reviewed on a periodic basis to ensure that each job’s pay grade assignment is still valid; and

WHEREAS, the Policies and Procedures Manual of the Board also provides that the approved pay plan will be reviewed on a periodic basis to ensure that county’s employees are compensated fairly; and

WHEREAS, it has been approximately seven (7) years since the classification and pay plans were implemented; 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 immediately commission and fund a new county wide classification plan and pay plan, with such plans to include the input of the Board, the various appointing authorities and the merit employees of the county (with the Board retaining the final authority and discretion to implement such plans); and

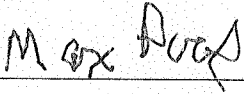
WHEREAS, the Board believes that the best interest of the County and the employees of the County will be best served if such studies are conducted by outside experts; and

WHEREAS, having come to such opinion and belief, the Board unanimously adopted the following resolution at its' regularly scheduled Board meeting of February 12, 2007:

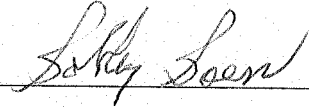
RESOLVED, that the Board hereby recommends that the Marshall County Commission immediately fund and commission an outside expert to prepare a new county wide classification plan and pay plan, with such plans to include the input of the Board, the various appointing

authorities and the merit employees of the county (with the Board retaining the final authority and discretion to implement such plans).

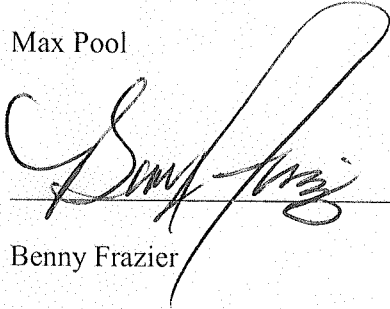
Done and adopted, this the 12th day of February, 2007.



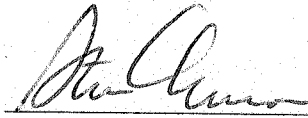
Max Pool



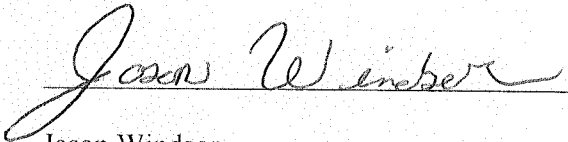
Bobby Boen



Benny Frazier



Steve Clemons



Jason Windsor