

CITY OF MUSCLE SHOALS  
SPECIAL WORK SESSION MINUTES

November 12, 2025 – 4:00 p.m.

A Special Work Session of the Muscle Shoals City Council was held in the City Hall Chambers on Wednesday, November 12, 2025, at 4:00 p.m.

Council President Donnie Lindley called the work session to order.

Jalen Johnson, HR Director/Assistant City Clerk, was present to take the minutes.

1. Presentation of the Proposed FY 2025–2026 Budget

Finance Officer Jazmin Rodriguez Castro presented the proposed budget for Fiscal Year 2025–2026.

General Budget Overview

Miss Rodriguez Castro reported that the proposed budget includes:

- A 3% cost-of-living salary increase, effective April 1, 2026.
- Longevity raises beginning October 1, 2025, awarded in 5-year increments (5, 10, 15, 20, and 25 years).
- A health insurance budget of \$3.1 million, including health, dental, vision, and life coverage.
- A previously awarded \$600,000 grant for the Fire Department burn-building project, to be expended this fiscal year.
- Approximately \$32,000 in storm-related insurance claim funds for Parks & Recreation.
- Anticipated revenues of \$32.7 million for the fiscal year.

Miss Rodriguez Castro noted that sales tax growth has slowed, with increases of only about \$500,000 compared to nearly \$1 million in prior years.

2. Review of Capital Budget Requests

Police Department

The Police Department will receive General Fund capital totaling \$337,000 for:

- Data Works Fingerprint systems

- Certified alarm equipment
- Training facility improvements

Additionally:

- Three Dodge vehicles, to be purchased from the Capital Funds Account, totaling \$226,803.27, with funds available in January 2026.

Fire Department

- City contribution to burn-building project: \$381,830 (General Fund).
- Two Ford F-150 trucks: \$118,488 (Capital Funds Account).
- The \$600,000 grant will fund the remaining portion of the burn-building project.

Public Works Department

- Roller and trailer totaling \$34,546, to be funded from the Capital Funds Account.

Storm Drainage Department

- Mosquito control truck – \$44,000, funded from the General Fund.
- Storm-drainage capital items totaling \$85,000, funded from the Half-Cent Account.
- The Council discussed reallocating existing vehicles until a mid-year budget review.

Recreation Department

- Pavilion and picnic tables – \$37,120, funded from the Capital Funds Account.

Cypress Lakes Golf & Country Club

- Salsco gas roller and Greensmaster mower – \$93,000, funded through the Capital Funds Account (available in January).

Miss Rodriguez Castro stated that a mid-year review will be held in April 2026 to assess revenue performance and consider additional requests.

It was noted for the record that all items designated to be funded from the Capital Funds Account were identified and directed at the instruction of Mayor Billy Hudson.

3. Departmental Comments

- Departments generally expressed satisfaction with their proposed budgets.

- Concerns were noted regarding aging vehicles in Recreation, Maintenance, and Storm Drainage.
- The Council emphasized the need for financial restraint given slowed revenue growth.

#### 4. Discussion on Employee Compensation

The Council reviewed the established longevity pay schedule:

- A 3% increase at 5, 10, 15, 20, and 25 years of service.
- Longevity increases are separate from COLA.
- Employees beyond 25 years continue receiving COLA increases.

Estimated cost of the FY 2026 COLA: \$335,000–\$350,000.

#### 5. Additional Business

##### Airport Fire Station – Renovation Update

The Fire Chief reported:

- Mold conditions at the airport fire station were less severe than expected.
- The Airport Authority will cover the renovation.

The Mayor discussed the need to consider significant reserve-fund expenditures in Spring 2026, explaining that he intends to request approximately \$8 million be withdrawn from the City's reserve funds to address major departmental and infrastructure needs.

Items identified include:

- A garbage truck
- A street sweeper
- Two industrial power washers
- Approximately 30–35 street paving projects, expected to begin around March

The Mayor emphasized that updated price quotes will be obtained and that the Council will need to prioritize essential equipment and roadway needs before committing reserve funds.

#### 6. Closing Remarks

The Mayor thanked all departments for preparing their budget submissions and reminded everyone that the budget is a working document subject to future adjustments as revenues evolve.

7. Adjournment


There being no further business, the work session adjourned.

CITY OF MUSCLE SHOALS, ALABAMA

A Municipal Corporation



COUNCIL MEMBER – PLACE ONE



COUNCIL MEMBER – PLACE TWO



COUNCIL MEMBER – PLACE THREE



COUNCIL MEMBER – PLACE FOUR



COUNCIL MEMBER – PLACE FIVE

ATTEST:

A handwritten signature in black ink, appearing to read 'Jalen Johnson', is written over a solid horizontal line.

Jalen Johnson HR Director/Assistant City Clerk

