

ORDINANCE NO. 2025-059

**AN ORDINANCE TO ESTABLISH AND FIX THE SALARIES OF THE
MAYOR AND MEMBERS OF THE CITY COUNCIL FOR THE TERM OF
OFFICE BEGINNING THE FIRST MONDAY OF NOVEMBER 2025**

BE IT ORDAINED by the City Council of the City of Madison, Alabama, as follows:

SECTION 1: That the salary of the Mayor of the City of Madison shall be established for the 2025-2029 term beginning on the first Monday of November 2025, at one hundred forty thousand dollars (\$140,000) per year. Cost-of-living adjustments (“COLAs”) for the remaining fiscal years (FY 2026-2027, FY 2027-2028, and FY 2028-2029) will be granted each fiscal year in which regular city employees receive a COLA, not to exceed the same percentage increase that employees receive. Any increases will begin at the beginning of the first full pay period of the fiscal year.

SECTION 2. That the salaries of each of the City Council Members of the City of Madison shall be established for the 2025-2029 term beginning on the first Monday of November 2025, at twenty thousand dollars (\$20,000) per year. COLAs for the remaining fiscal years (FY 2026-2027, FY 2027-2028, and FY 2028-2029) will be granted each fiscal year in which regular city employees receive a COLA, not to exceed the same percentage increase that employees receive. Any increases will start at the beginning of the first full pay period of the fiscal year.

SECTION 3. That the salary of the Council Member elected to serve as President of the City Council shall, in addition to the salary provided in Section 2 of this Ordinance, receive additional compensation in the amount of one hundred fifty dollars (\$150) per pay period for the term of office. Said additional compensation will start with the first full pay period following election as Council President.

SECTION 4. That the Council shall include in each annual budget an amount, in addition to the salaries of the Mayor and Council, for reimbursement of actual expenses that they incur while carrying out the duties of those offices. Claims for reimbursements by the Mayor and members of the Council shall be supported by itemized statements of all expenses incurred. Expenses reimbursed in any fiscal year shall not exceed the amount budgeted.

SECTION 5. In addition to the salaries provided in this Ordinance, the Mayor and City Council members shall also be entitled to the same health insurance and employee assistance plan benefits that full-time employees of the city receive.

SECTION 6. This Ordinance shall be effective on November 3, 2025, and shall be published once in a newspaper of general circulation in the City of Madison following its adoption.

SECTION 7. The provisions of this Ordinance are intended to be severable, and if any one or more thereof should be held invalid by a court of competent jurisdiction for any reason, the rest shall nevertheless stand and be fully effective.

READ, PASSED, AND ADOPTED this ____ day of _____ 2025.

John D. Seifert, II, Council President
City of Madison, Alabama

ATTEST:

Lisa D. Thomas, City Clerk-Treasurer
City of Madison, Alabama

APPROVED this ____ day of _____ 2025.

Paul Finley, Mayor
City of Madison, Alabama