

**Resolution 2024-R-215**

***A Resolution Authorizing the Creation of a Physical Fitness Program and Authorizes the Funding of said Program***

**WHEREAS**, maintaining physical fitness is critical for the effective performance of duties by police and fire department personnel, ensuring their safety, the safety of their colleagues, and the safety of the community they serve;

**WHEREAS**, physically fit personnel are better equipped to handle the physical and mental demands of emergency situations, potentially reducing injuries, improving response times, and enhancing overall performance; and

**WHEREAS**, the City would like to encourage and incentivize the physical fitness of its police and fire department personnel through a new Physical Fitness Program that allows for incentive pay if the standards set for the Program by each Department are satisfied.

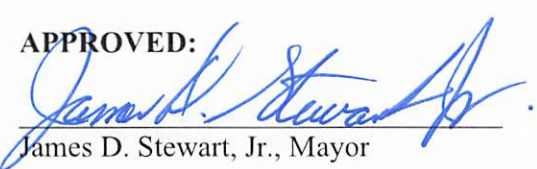
**NOW, THEREFORE, BE IT RESOLVED** by the City Council of the City of Irondale, Alabama, in regular meeting, duly assembled, a quorum being present that a Physical Fitness Program is hereby established.

**BE IT FURTHER RESOLVED** that the Program shall provide that Police and Fire Department personnel who satisfy the original requirements for hiring to their role shall be entitled to an increase of three percent (3%) to their annual salary. Qualification for such increase in compensation shall occur in August prior to the beginning of the next fiscal year.

**ADOPTED & APPROVED:** This 17th day of December, 2024.

  
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David Spivey, City Council President

**APPROVED:**

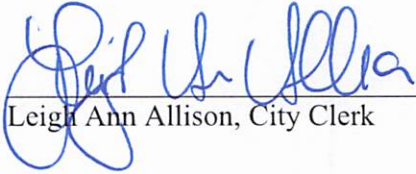
  
\_\_\_\_\_  
James D. Stewart, Jr., Mayor

**ATTESTED:**

  
\_\_\_\_\_  
Leigh Ann Allison, City Clerk

**CERTIFICATION**

I, Leigh Ann Allison, the City Clerk of the City of Irondale, Alabama, hereby certify the above to be a true and correct copy of a resolution adopted by the City Council of the City of Irondale at its regular meeting held on December 17, 2024, as the same appears in the minutes of record of said meeting.



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Leigh Ann Allison, City Clerk