

TARRANT CITY COUNCIL MEETING
CITY HALL, COUNCIL CHAMBERS
REGULAR MEETING
NOVEMBER 17, 2025

AGENDA

REGULAR SESSION – 7:00PM

- I. CALL TO ORDER
- II. PRAYER
- III. PLEDGE OF ALLEGIANCE
- IV. ROLL CALL
- V. APPROVAL OF MINUTES

November 3, 2025

- VI. COMMUNICATIONS FROM THE MAYOR
- VII. COMMITTEE REPORTS
- VIII. OLD BUSINESS
- IX. NEW BUSINESS

- A. **Ordinance No. 1169** – An Ordinance Adopting and Establishing the Rules of Operation & Procedure for all Meetings of the City Council of the City of Tarrant, Alabama. *First Rdg.*
- B. **Resolution No. 9350** - A Resolution on the Procedure for Issuing Mayoral Proclamations
- C. **Resolution No. 9351** - A Resolution Authorizing and Approving the City of Tarrant to Enter into a Textile Rental Agreement with ALSCO Linen Services.
- D. **Resolution No. 9352** - A Resolution Authorizing the City of Tarrant City Council to Enter into Agreement with Employee Assistance Program Services.
- E. **Resolution No. 9353** - A Resolution Authorizing the Mayor to Execute A Service Agreement Between the City of Tarrant and Avenu Insights & Analytics, LLC for the Renewal of Tax Revenue Administration Services.
- F. **Resolution No. 9354** - A Resolution Authorizing the Mayor to Enter into Agreement with the Storm Shelter Grant Program.
- G. **Resolution No. 9355** - A Resolution Authorizing and Approving the Payment of \$243.75 for Additional Costs Regarding the City of Tarrant Runoff Elections 2025.
- H. **Resolution No. 9356** - A Resolution Reappointing Wendell W. Major as the Chief of Police of the City of Tarrant, Alabama Pursuant to City Ordinances and Alabama Code §§ 11-43-5, 11-43-55, AND 11-43-81
- I. **Resolution No. 9357** - A Resolution Reappointing Dr. Laverne Knight as the City Clerk of the City of Tarrant, Alabama Pursuant to City Ordinances and Alabama Code §§ 11-43-5.
- J. **Resolution No. 9358** - A Resolution Affirming a Professional Services Agreement for City Attorney: Massey, Stotser & Nichols, P.C
- K. **Resolution No. 9359** - A Resolution Naming the Honorable Lee Barnes as Judge of the Municipal Court of the City of Tarrant, Alabama.
- L. **Resolution No. 9360** - A Resolution Naming the Honorable A.V. Callins Prosecutor for the City of Tarrant, Alabama.
- M. **Resolution No. 9361** – A Resolution Naming Chris Muir as the Chief Building Inspector and Official for the City of Tarrant, Alabama.
- N. **Resolution No. 9362** - A Resolution Appointing Patrick Bennett Interim Fire Chief for the City of Tarrant Fire Department.
- O. **Resolution No. 9363** – A Resolution Authorizing Designating Signatories on All Banking and Financial Accounts for the City of Tarrant.

- X. VOUCHERS AND EXPENSES

Ending November 3, 2025

- XI. PUBLIC COMMENTS
- XII. ADJOURN

CITY OF TARRANT
COUNCIL MEETING MINUTES
NOVEMBER 3, 2025
CITY OF TARRANT HIGH SCHOOL GYMNASIUM

As per Resolution No. 9345, the City Council of the City of Tarrant, Alabama, met in a regularly scheduled meeting on Monday November 3, 2025 at the City of Tarrant High School Gymnasium.

Mayor Tracie B. Threadford called the meeting to order immediately following the council swearing in ceremony that began at 6:00PM to discuss items on the agenda.

Mayor Tracie B. Threadford asked for a roll call. The following officials were present during the roll call:

Councilor John T. "Tommy" Bryant
Councilor Bruce Cooper
Mayor Tracie B. Threadford
Councilor Valarie McClellan
Councilor Charles Johnson
Councilor Deborah "Debbie" Mathews

Absent:
None

A quorum was determined to be present at the meeting.

The minutes from the October 20, 2025 regularly scheduled council meetings were presented for review and approval. After review Councilor McClellan approved the minutes with the amendment to *remove the name Councilor Tracie B. Threadford from page 5 as she was absent for the October 20th regular scheduled Council meeting*. Councilor Cooper seconded the motion. Mayor Tracie B. Threadford called for a vote.

Yeas:
Councilor John T. "Tommy" Bryant
Councilor Bruce Cooper
Mayor Tracie B. Threadford
Councilor Valarie McClellan
Councilor Charles Johnson
Councilor Deborah "Debbie" Mathews

Nays:
None

Abstain:
None

Not voting:
None

The yeas being five (5), the nays being zero (0), and the abstains being zero (0) with zero (0) memberd not voting, the motion to approve the minutes for October 20, 2025 with the amendment was agreed and the motion was approved.

There were no communications from the Mayors Office.

There were no Committee Reports.

The Mayor moved on to New Business.

Councilor Bryant introduced and read Resolution No. 9349. A Resolution Naming Councilor John T. "Tommy" Bryant from District 5 as the Mayor Pro Tempore of the City Council of the City of

Tarrant, Alabama. Councilor Bryant moved to approve Resolution No. 9349. Councilor Matthews seconded the motion. Mayor Tracie B. Threadford called for a vote.

Yeas:

Councilor Bruce Cooper
Councilor Valarie McClellan
Councilor Deborah "Debbie" Mathews
Mayor Tracie B. Threadford

Nays:

Councilor Charles Johnson

Abstain:

Councilor John T. "Tommy" Bryant

Not voting:

None

The yeas being four (4) and the nays being one (1), the abstains being one (1) with zero (0) member not voting, the motion to approve Resolution No. 9349 was agreed and the Resolution was approved.

After the Resolution was approved, Councilor Bryant made a motion to adjourn. Councilor Matthews seconded the motion. A verbal vote was taken. Meeting adjourned at 6:58 pm.

Respectfully submitted,

Dr. Laverne Knight
City Clerk, November 17, 2025
City of Tarrant Council Meeting, Alabama

READ AND APPROVED this the 18th day of November, 2025.

The City of Tarrant, Alabama

APPROVED: 
TRACIE B. THREADFORD, MAYOR

ATTEST:



Dr. Laverne Knight

CITY OF TARRANT, ALABAMA

ORDINANCE NO. 1169

AN ORDINANCE ADOPTING AND ESTABLISHING THE RULES OF OPERATION & PROCEDURE FOR ALL MEETINGS OF THE CITY COUNCIL OF THE CITY OF TARRANT, ALABAMA.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF TARRANT, ALABAMA, while in a regular meeting on Monday, November 17, 2025, at 7:00pm, a quorum duly assembled, that Ordinance Numbers 1092, 1049, and 666, codified at Article II of Chapter 2 in sections 2-20 through 2-42, in the Code of Ordinances of the City of Tarrant, be and are hereby repealed entirely.

BE IT FURTHER ORDAINED BY THE CITY COUNCIL OF THE CITY OF TARRANT, ALABAMA, that the following ordinance shall replace the repealed sections above:

Section 1. Sope of Rules.

A. This Ordinance shall be and the Rules of Procedure for all meetings of the City Council of the City of Tarrant, Alabama, ("City Council") and shall govern the conduct of the meetings of the Tarrant City Council beginning on the date of the adoption and publication of this Ordinance and shall continue in effect throughout the term of this Council unless otherwise amended.

B. These Rules of Procedure shall govern all City Council meetings and subsequent deliberation and votes. In situations where these Rules of Procedure are silent or not applicable, the City Council adopts the most recently published edition of Robert's Rules of Order which will control in areas not explicitly governed by these Rules of Procedure. In the event of any conflict, this Ordinance and the Rules of Procedure shall govern and take precedence.

Section 2. Regular Meetings – Date, Time, and Location.

A. All regular and special meetings of the City Council shall be open to the public as required by the Open Meetings Act (codified at Chapter 25A of Title 36 of the Code of Alabama (1975, as amended)).

B. The City Council shall have regularly scheduled meetings on the first and the third Mondays of every month unless rescheduled by separate resolution of the city council or as prescribed herein. All regularly scheduled meetings shall commence at 6:30pm.

C. A work session discussing the items on the agenda, along with any other business of the City shall be held on the first and the third Mondays of every month beginning at 6:00pm.

D. Unless otherwise altered by the City Council, all meetings of the City Council shall be held at the Council Chambers of Tarrant City Hall located at 1133 East Lake Boulevard, Tarrant, Alabama, 35217.

E. In the event that city hall is closed because of a holiday or for any other reason on a first or third Monday, the regularly scheduled meeting shall be held on the immediately following Wednesday. The times stated in section 2(B) and section 2(C) shall remain the same.

Section 3. Special / Called Meetings.

A. The mayor may call a meeting of the council at any time he or she may deem it necessary and prudent to discuss or carry out City business; provided, however, that the mayor shall provide or cause to be provided no less than twenty-four (24) hours notice to each member of the city council and the city clerk setting forth the date of the meeting, the time of the meeting, and the item(s) to be deliberated.

B. In addition to paragraph A and as provided in § 11-43-50 of the Code of Alabama (1975, as amended) any two (2) city councilors may request in writing that the mayor call a meeting. Upon failure or refusal of the mayor to call a meeting, the two (2) requesting councilors

may direct the clerk to provide notice of the meeting as provided in section 3(A) immediately above.

Section 4. Open Meetings Act Applies.

A. All meetings of the City Council along with any boards or committees thereof shall be open to the public for viewing as required by the Alabama Open Meetings Act codified in Chapter 25A, Title 36 of the Code of Alabama (1975, as amended).

B. All regular meetings of the city council will be open to the public and will be live-streamed and made available on the internet if at all possible. The meetings shall be recorded with the recordings maintained as public records.

C. Pursuant to the Open Meetings Act the city council may, in its discretion, move into an executive session as provided in the Act to discuss any matter provided under the Open Meetings Act. An executive session may occur during or following the work session or during or following the regular meeting.

D. The city council cannot be compelled or required to enter into an executive session prior to discussing any matter.

Section 5. Quorum.

A. A quorum of the city council shall be determined by § 11-43-48, Code of Alabama, (1975, as amended). With six (6) members [five (5) councilors and the mayor] of the city council, a minimum of four members of the council must be present at the start of a meeting to establish a quorum and for the city council to conduct business.

B. No ordinance, resolution, policy, or motion shall be voted on and approved by the city council unless a quorum is present with all members in who are present in the meeting chamber while a vote is taken on any.

C. To the greatest extent possible, all city councilors should remain in the council chambers at all times unless an emergency arises, illness occurs, or a member wishes to recuse himself or herself from debating, discussing, and voting on a particular agenda item or matter. Councilor who leaves the council chamber during a meeting shall not be included in the determination of a quorum.

D. Any member of the city council who is present in the council chamber may, when he or she determines it to be necessary which shall be up to the sole discretion of the individual city councilor, abstain from voting. Any councilor who abstains from voting shall be deemed "present" for the purpose of determining whether a motion has received an adequate number of affirmative votes for passage.

E. Any councilor who may wish to recuse himself or herself from a particular matter may also do. In the event of a recusal, the councilor shall not participate in any discussion, debate, nor shall he or she vote on any matter to which the councilor has recused. In the event of a councilor recusal, an entry shall be made in the minutes of the meeting reflecting that the city councilor has recused himself or herself. Further, any councilor who has recused shall not be counted toward the determination of a quorum and passage of any motion or the adoption of any matter.

F. Except as provided in section 5(E) above, in the event that a councilor departs a city council meeting prior to adjournment and that departure causes a loss of quorum, no further action may be taken until a quorum is restored except to vote on a motion to adjourn. If after a reasonable time, not exceeding ten (10) minutes the council still lacks a quorum because of absent councilors, the presiding officer may declare the meeting adjourned without any further action of the council.

G. Should no quorum be present within fifteen (15) minutes after the appointed time for beginning of the meeting, the presiding officer shall announce that no quorum is present and the meeting is cancelled. In preparation of the minutes from a canceled meeting, the city clerk shall record the names of the councilors present along with what time the meeting was scheduled to being and the presiding officer declared the meeting cancelled.

H. Any meeting cancelled pursuant to section 5(G) immediately above may or may not be rescheduled by the mayor or two city councilors as provided in section 3 above. In the event a meeting is not rescheduled, the clerk shall place on the agenda for the next regular meeting all items which were to appear on the agenda for the cancelled meeting.

I. Since no matter will be voted on, a regularly scheduled or called work session may be conducted with any number of members of the council present provided notice is proper as provided in this Ordinance.

Section 6. Presiding Officer.

A. The Mayor shall preside at all meetings of the council at which he or she is present. Even though the mayor may preside over the meetings of the council and ensure property decorum is followed, maintain order, and move the business of the council along, this does not prevent the mayor from introducing any resolution, making any motion, participating in debate on any item, or voting.

B. At its organizational meeting, the council shall elect one of its members to serve as mayor pro tempore. The councilor selected as the mayor pro tempore shall serve in the position for a term of four (4) years unless the mayor pro tempore submits, in writing, his or her request to no longer serve as mayor pro tempore at which point the council, at the same or subsequent meeting, will select another member to serve as mayor pro tempore.

C. In the absence of the mayor, the mayor pro tempore shall preside over all meetings of the council. In the absence of both the mayor and mayor pro tempore from a meeting of the council, the council shall select from those present a member to serve as the presiding officer for the meeting at which the mayor and mayor pro tempore are absent. The mayor, mayor pro tempore, or any councilor selected to preside over a meeting of the council are collectively referred to within this ordinance as the "presiding officer."

D. The presiding officer's responsibilities at meetings shall include, but not be solely limited to the following:

1. Open the meeting, ascertain that a quorum is present at the appropriate time and call the meeting to order, if a quorum is present;

2. Announce the business to come before the city council, in accordance with the prescribed order of business;

3. Recognize all persons who seek the floor pursuant to these procedures. All questions and comments are to be directed through the presiding officer and restated by him or her;

4. Repeat a summary of every motion and state every question coming before the city council, call for the vote and announce the decision of the city council on all matters coming before it;

5. Preserve decorum and order, and in case of disturbance or disorderly conduct in the city council chambers, the presiding officer may cause the same to be cleared or cause any disruptive individual to be removed;

6. Call to order any member of the city council who violates any of these procedures;

7. Expedite business in every way compatible with the rights of the members;

8. Remain objective and may only make a motion, second a motion, and vote as provided in these Rules of Procedures; and

9. Declare the meeting adjourned when the city council so votes, when a quorum is no longer present, or at any time in the event of an emergency affecting the safety of those present.

Section 7. Order of Business at Meetings and Compilation of the Council Packet.

A. An official agenda shall be compiled for every city council meeting including any special / called meetings. Only those items for which a special / called meeting is held shall be reflected on the agenda for a special called meeting.

B. Subject to being approved by the city council, the order of business of each regularly scheduled council meeting shall be in substantially the same form as follows:

- I. Prayer
- II. Pledge of Allegiance
- III. Call to Order
- IV. Roll Call
- V. Approval of the Meeting Agenda
- VI. Approval of Minutes from Prior Meetings
- VII. Report of Commissions, Committees, or Boards (if any)
 - A. Report of Officers:
 - 1. Mayor's Report
 - 2. Department Head Report
 - B. Report of City Councilors / Council Comment
- VIII. Consent Agenda
- IX. Public Hearings (if any)
- X. Unfinished or "Old" Business
- XI. New Business
- XII. Public Comment
- XIII. Adjourn

C. Once approved, the city council shall follow the agenda in the debate, consideration, and voting of all matters unless prudence or other time conserving considerations dictate differently. This provision does not, however, require any individual, group, or department head from addressing the council in work session which may occur at the discretion of the presiding officer

D. The mayor or any city council may request an item be placed on an agenda for council consideration and deliberation. Any matter shall be reduced to writing by the mayor or city councilor requesting an item for consideration be placed on the agenda. Typically, this is in the form a resolution for all matters except those of which are a general or permanent nature, or otherwise required by law, which shall be ordinances.

E. All resolutions and ordinances along with all background information shall be delivered to the city clerk's office no later than close of business on the Wednesday before the Monday meeting. Any item not in the clerk's office by close of business Wednesday may be placed on the next meeting of the council at the discretion of the mayor in consultation with the city clerk. The city clerk shall then provide to the mayor for review all items which are to be on the council agenda.

F. The city clerk shall be responsible for compiling all items to be considered at a meeting into packet form and circulating the packet to the city council, mayor, and department heads by close of business on the Friday before the Monday city council meeting. The city clerk shall make publicly available the tentative council agenda on Friday afternoons before close of business. The tentative or draft agenda is subject to final approval and the council setting the agenda as provided in this ordinance.

G. All ordinances shall be placed on the council agenda for a first reading. No ordinance may be passed at the same meeting it is introduced and read for the first time unless the council complies with § 11-45-2 of the Code of Alabama (1975) which requires unanimous consent of all members present who are not recused to move to immediate consideration of an item. Following the council's unanimous consent to suspend the rules and move to immediate consideration, the council may then proceed to debate and to vote on the ordinance. If no unanimous consent is sought or if the council does not provide unanimous consent, the matter shall then be placed on the agenda for the next council meeting without any further action.

H. Any councilor or the mayor may request an item be placed on the consent agenda. For the item to be adopted and approved from the consent agenda, all members present must agree to unanimously adopt and approve the item. Once an item is placed under the consent agenda, a councilor shall move to approve the consent agenda which shall then be seconded by another member. No debate is permitted on any item placed in the consent agenda. All members present must vote to approve the items on the consent agenda in order for adoption and approval. As a general rule, this should be used for basic, noncontroversial items in which the council finds no debate or discussion on the item is needed or warranted.

Section 8. Rules of Debate.

A. Decorum.

1. Every city council member desiring to speak should address the presiding officer, and upon said recognition by the presiding officer, should confine discussion to the question under debate, avoiding all personalities and unprofessional language.

2. City council members shall refrain from: attacking a member's motives; speaking on a prior motion not pending; speaking while the presiding officer or other councilors are speaking; and disturbing the decorum of city council meeting.

3. A councilor once recognized should not be interrupted when speaking unless said member is being called to order. The councilor should then cease speaking until the question of order is determined, without debate, by the presiding officer. If in order, said councilor shall be at liberty to proceed.

4. A councilor shall have been deemed to have yielded the floor when he or she has finished speaking. A member may claim the floor only when recognized by the presiding officer.

5. No councilor shall speak more than once on any item unless and until all other councilors have had an opportunity to speak on an item.

B. Motions.

1. A motion and a second to the motion is to precede any action or debate on an agenda matter unless there are speakers (who are not members of the city council) to be heard on the agenda matter.

2. All motions shall be made and seconded before debate may proceed.

3. When a motion is presented and seconded, it is under consideration and no other motion shall be received thereafter, except motions to adjourn, to lay on the table, to postpone, to carry over, to substitute, or to amend which shall have preference in the order in which they are listed.

4. Motions to "lay on the table" are made to end debate on a matter and to "remove" it from consideration by the body. The adoption of a motion to "lay on the table" has the effect of defeating the original motion and that item shall not be considered again during the same meeting unless a motion to "reconsider" is adopted as provided herein.

5. Motions to "postpone" or "carry over" must be made by stating the date or time for which the item shall be postponed or carried over unless it is specified the motion is carried over at the call of the presiding officer. Should such a motion be adopted, the matter will be back before the city council under "Unfinished or Old Business" at the first regular meeting of the city council following the expiration of the time for which it was postponed or carried over unless it is left to the discretion of the presiding officer.

6. Motions to "substitute" or "amend" a motion are used to make changes or revisions in the original motion. Such motions are made only after the original motion has received a second, but prior to the adoption of the original motion. If the motion to "substitute" or "amend" is approved, the city council then must take a second vote to approve the motion "as substituted" or "as amended", as the case may be.

7. Any councilor may move to close, or end, debate and "move the question" on the motion being considered. This motion to "move the question" shall be non-debatable. A successful vote on the motion to "move the question" will end discussion of the item and a vote on all pending motions shall be taken immediately without the offering of any other motions. The member moving the adoption of the original motion shall have the privilege of making closing remarks (of not more than one minute) before the vote on the motion to "move the question" is taken.

8. The following motions are not debatable and must be voted upon without debate:

- a. A motion to adjourn;
- b. A motion to lay on the table; and
- c. A motion to move the question.

9. Motions to Amend.

a. An amendment to a motion must be germane, that is, it must relate to the substance of the main motion. An amendment may not introduce an independent question and an amendment may not serve as the equivalent of rejecting the original motion. A councilor member may amend the main motion in either of the following two ways:

b. By Consent of the Members. The presiding officer, or another member through the presiding officer, may ask for certain changes to be made to the main motion. If there are no objections from the maker of the motion, the motion shall stand as amended.

c. Formal Amendment. An amendment may be presented formally by moving to amend the motion in some way. If it is in the form of a formal motion to amend, a second shall be required and discussion shall follow on the amendment. If an amendment passes, the main motion shall be the motion as amended. If it fails, the motion shall be the motion as it was before the amendment was presented.

10. Motions to Reconsider.

a. A motion to reconsider any vote or proceeding of the city council may only be made and seconded by a councilor who had previously voted on the prevailing side and always debatable. Such motion must be made before the conclusion of the meeting during which the original motion was made and approved or the next meeting of city council. A motion to reconsider must be adopted by a majority of those members of the city council present and voting.

Section 9. Voting.

A. Voice Vote; Secret Ballots. Unless otherwise directed by the presiding officer or requested by a member of the city council, all votes shall be taken by voice and the result shall be announced by the presiding officer, whose decision shall be final. Such ruling may not be appealed. No vote may be taken by secret or paper ballot.

B. Tabulating the Vote. Should a roll call vote be directed by the presiding officer or requested by a member of the city council, the city clerk shall call the members, in numerical order of their place numbers with the exception of the presiding officer, for the purpose of each member announcing his or her vote. The presiding officer shall vote last and announce the results. Upon any roll call, there shall be no discussion by any member after the roll call has begun.

C. Voting. Every councilor in the council chamber when the question is put to a vote must give his or her vote unless the member has publicly stated that he or she has recused from participating from any debate on a matter.

D. Majority Vote; Extraordinary Majority Vote; Tie Vote. The passage of any motion, policy, ordinance or resolution shall require the affirmative vote of at least the majority of the members of the City Council who are present and voting. If an extraordinary majority vote is required by Alabama law, this shall require the affirmative vote of an extraordinary majority of

the members of the city council who are present and eligible to vote. In the case of a tie in votes on any proposal, the proposal fails.

Section 10. Public Hearings and Public Comment.

A. The city council recognizes the importance of allowing citizens which may include other elected officials at various levels of government to express their opinions on the operation of city government and, where required by state law, to express their opinion on certain items which the council may consider. The city council also recognizes, however, the necessity for conducting efficient and orderly meetings in order to conduct city business in a timely manner. Citizens do not have a right to disrupt or otherwise participate in council meetings except during a public hearing on a matter which is required by state law or as permitted by the city council during the public comment period. Public comments shall be limited in time and shall only occur during the time allotted for a public hearing on a specific matter or public comment on any general matter directly related to the city or city business. All public comments or statements shall be directed to the presiding officer.

B. In public comments, appropriate decorum and order must be preserved. No person shall by speech or otherwise delay or interrupt the proceedings or otherwise disturb the proceedings of the council meeting. No person shall refuse to or object to the orders of the presiding officer. No person shall make irrelevant, impertinent, or slanderous remarks, nor shall any person become boisterous, yell, or otherwise engage in personalities to any councilor or the mayor during the speaker's remarks. Speakers who engage in such action shall be ruled out of order as not complying with the decorum and violating the orderly proceeding of the council meeting. Consequently, the speaker may be subject to removal from the council chambers at the direction of the presiding officer.

C. The public hearing portion of a council meeting shall be conducted for those items which are required by state law. These include, but are not limited to, public nuisances, zoning ordinances, and alcohol license approvals. The city council will only hold public hearings on those items which are required by state law. Should someone wish to speak as part of a public hearing, he or she must sign up with the clerk no later than 6:00pm on the night of the council work session and council meeting. The clerk shall provide a sign-in sheet which provides a place for the speaker's name, the speaker's address, and the specific agenda item which he or she wishes to speak on. These comments shall be limited to no more than three (3) minutes. No member of the public may speak on any single item more than once unless recognized by the presiding officer to do so. Alternatively four (4) councilors may grant an individual speaker permission to speak a second time on any the same matter. Any subsequent time a member of the public is permitted to speak in a public hearing shall also be limited to no more than three (3) minutes. The time shall be kept by presiding officer or his or her designee.

D. Any member of the public who wishes to speak on a non-agenda item or any other matter which is directly related to the city or city business may do so during the "Public Comment" section of the agenda. Any member of the public who wishes to speak on a non-agenda item must sign up with the clerk's office either in person or via e-mail no later than 5:00pm on the Thursday before the meeting. The purpose of this cutoff is to provide ample time for the mayor to review the proposed comments and ensure someone is present at the meeting who can address the issue or question which is raised or are otherwise prepared to address a concern. In signing up to speak, the member of the public shall provide his or her name, address, and the relevant city topic to which he or she intends to speak on. A speaker shall be recognized to speak for no more than three (3) minutes and may speak only once per meeting. In the interest of time, the council may reserve the right to cancel any public comment period and entertain a motion to adjourn. Alternatively, a speaker who signs up to speak on a non-agenda item as provided above may agree to speak during the council work session immediately preceding the meeting if time permits.

E. As another alternative, any member of the public may make written comments which may be provided to the mayor and council and entered into the minutes of same.

F. Any person who becomes disorderly or who fails to confine remarks to the specific matter being addressed or upon which he or she signed up to speak shall be cautioned by the presiding officer and given an opportunity to conclude the remarks in a manner consistent with the appropriate decorum provided said comments are still within the time limit. Any person failing to

comply as cautioned shall be barred from making any additional comments during that specific meeting by the presiding officer. If the presiding officer declares the speaker out of order for any reason, the speaker must immediately cease speaking, immediately relinquish the podium, and then promptly return to his or her seat or exit the council chambers. If a speaker fails to do so, he or she is subject to being removed from the council chamber at the discretion of the presiding officer.

Section 11. Signature of Resolutions / Ordinances; Publication of Agendas and Adopted Ordinances.

A. The city clerk or his or her designee shall publish a draft of the agenda on the city website and on a designated location at city hall by 5:00pm on Friday before the meeting or as soon as practical once the draft agenda is completed.

B. The mayor, mayor pro tempore, or other city councilor designated by the mayor shall sign all resolutions and ordinances approved and adopted by the city council. The city clerk shall attest to the mayor, mayor pro tempore, or councilor's signature. The city clerk shall also complete the certification of the city clerk for every resolution or ordinance. The signature of the mayor, mayor pro tempore, or other councilor is ministerial only and does not affect the enforceability or validity of the ordinance. If a resolution or ordinance is not signed by the mayor, mayor pro tempore, or the other city councilor, the city clerk's attestation along shall be definitive as to the adoption and approval of any resolution or ordinance.

C. The city clerk shall publish or caused to be published all ordinances in accordance with § 11-45-8(b)(1) of the Code of Alabama (1975).

D. As soon as practical, all ordinances shall be sent to Municode for compilation into the Code of Ordinances of the City of Tarrant.

Section 12. Attendance of Department Heads at Meetings.

All department heads of the city shall attend all council work sessions and meetings unless otherwise excused by the mayor. The mayor may city employee to attend a council meeting in the complete discretion of the mayor. The city council may direct the attendance of any other city officer or city employee by written resolution to that officer or employee directing attendance at a specific council meeting.

Section 13. City Hall Hours.

Unless otherwise directed by the mayor and subject to section 9 below, all city offices and city hall shall be open Monday through Friday 8:00am until 5:00pm unless otherwise closed by the mayor because of inclement weather or other hazardous conditions. This does not apply to any public safety (fire department / police department) departments or offices who shall remain staffed twenty-four hours per day, seven days per week throughout the year.

Section 14. City Holidays.

A. The City Council recognizes the following holidays as holidays within the City, and further directs that City Hall shall be closed on the following holidays unless otherwise directed by the mayor:

New Years Day (January 1);
Martin Luther King, Jr. Day (Third Monday in January);
President's Day (Third Monday in February);
Good Friday (varies);
Memorial Day (Fourth Monday in May);
Juneteenth; (June 19);
Independence Day (July 4);
Labor Day (First Monday in September);
Veterans' Day (November 11);
Thanksgiving Day (Fourth Thursday in November);
Friday following Thanksgiving Day (Fourth Friday in November);

Christmas Eve (December 24); and
Christmas Day (December 25).

B. The City Council may recognize additional holidays and direct the closing of city hall in its discretion in recognition of those holidays.

C. In the event that any of holidays listed above fall on a Saturday, the City will observe the holiday and close the offices on the immediately preceding Friday. If a holiday falls on a Sunday, the City will observe the holiday and close the offices on the immediately following Monday.

Section 15. Enactment Provisions.

A. All prior resolutions and ordinances, or any part thereof directly in conflict with this Ordinance, are hereby repealed to the extent that those resolutions or ordinances conflict with this Ordinance.

B. The provisions of this Ordinance are severable. If any provision, section, paragraph, sentence are part thereof shall be held to be unconstitutional or invalid by a court of competent jurisdiction, such decision shall not affect or impair the remainder of this Ordinance, it being the legislative intent to ordain and act each provision, section, paragraph, sentence, and part thereof separately and independently of each other.

C. Nothing contained herein shall be deemed to override or otherwise supersede state or federal law. In the event of conflict, state or federal law shall govern.

D. This Ordinance shall become effective immediately following its approval, adoption, and publication as required by law.

E. This Ordinance shall remain in full force and effect unless and until amended or repealed.

APPROVED AND ADOPTED BY THE CITY COUNCIL OF THE CITY OF TARRANT, ALABAMA, on this the 17th day of November 2025.

APPROVED AND ADOPTED:

Tracie B. Threadford, Mayor

ATTEST:

Laverne Knight, Ph.D., City Clerk

Certification of City Clerk

STATE OF ALABAMA)
JEFFERSON COUNTY)

I, Laverne Knight, City Clerk of the City of Tarrant, Alabama, do hereby certify that the above and forgoing is a true and correct copy of an ordinance duly and legally adopted by the City Council of the City of Tarrant, Alabama on this the 17th day of November, 2025, while in regular session on Monday, November 17, 2025, and the same appears of record in the minute book of said date of said City.

Further, that said Ordinance was published in at least three places in and around the city as required by state law, one of which was Tarrant City Hall.

Witness my hand and seal of office this the ____ day of November, 2025.

Laverne Knight, Ph.D., City Clerk

Tabled 11.17.25

RESOLUTION NO. 9350

PROCEDURE FOR ISSUING MAYORAL PROCLAMATIONS

BE IT ORDAINED BY THE CITY COUNCIL OF TARRANT as follows:

SECTION 1. PURPOSE:

This Resolution established the process for the Mayor to issue official proclamations recognizing significant events, individuals, or organizations within the City of Tarrant.

SECTION 2. DEFINITIONS:

Proclamation: A formal public declaration by the Mayor recognizing a specific event, individual, or organization of community importance.

SECTION 3. REQUESTING A PROCLAMATION:

Initiation: Any individual, group, or organization may submit a written request for a proclamation to the Mayor's office, including detailed information about the event, person, or organization to be recognized, the proposed proclamation date, and the reasons for the request.

SECTION 4. REVIEW AND APPROVAL:

Mayor's Review:

The Mayor shall review each request and determine if it aligns with the purpose of issuing proclamations, considering factors such as community impact, public interest, and compliance with City policies.

Council Consideration:

For significant proclamations, the Mayor may present the request to the City Council for review and approval before issuing the proclamation.

SECTION 5. CONTENT OF A PROCLAMATION:

Format:

A proclamation shall include a preamble stating the reasons for recognition, the date of the proclamation, the Mayor's signature, and the City Seal.

Language:

The language used in a proclamation should be positive, respectful, and accurate, avoiding controversial or partisan statements.

SECTION 6. DISTRIBUTION:

Posting:

The issued proclamation shall be posted on the City's official website and may be displayed at City Hall.

Notification:

The recipient of the proclamation shall be notified of its issuance and provided a copy.

SECTION 7. EXCEPTIONS:

Proclamations shall not be used to endorse political candidates or parties.

Personal Benefit:

Proclamations shall not be issued for personal gain or to promote private businesses, unless there is a clear community benefit.

SECTION 8. EFFECTIVE DATE:

This Resolution shall become effective upon passage and publication according to law.

DONE AND ORDERED this 17th day of November, 2025.



The City of Tarrant, Alabama

APPROVED: *Tracie B. Threadford*
TRACIE B. THREADFORD, MAYOR

ATTEST: *Laverne Knight*
Dr. Laverne Knight, City Clerk

CERTIFICATION OF CITY CLERK

STATE OF ALABAMA)

JEFFERSON COUNTY)

I, Laverne Knight, City Clerk of the City of Tarrant, Alabama, do hereby certify that the above and foregoing is a true and correct copy of a Resolution duly and legally adopted by the City Council of the City of Tarrant, Alabama, on the 17th day of November, 2025, while in regular session on Monday, November 17, 2025, and the same appears of record in the minute book of said date of said City.

Witness my hand and seal of office this the 18th day of November, 2025.

[SEAL]



Laverne Knight
Dr. Laverne Knight, City Clerk

RESOLUTION NO. 9351

A RESOLUTION AUTHORIZING AND APPROVING THE CITY OF TARRANT TO ENTER INTO A TEXTILE RENTAL AGREEMENT WITH ALSCO LINEN SERVICES.

WHEREAS, the City of Tarrant is responsible for the condition and maintenance of Tarrant City Hall and Tarrant Police Department Buildings; and

WHEREAS, the condition and maintenance of Tarrant City Hall and Tarrant Police Department Buildings includes all fixtures and furnishings that are identified as recorded assets belonging to the City of Tarrant.

WHEAREAS, the City of Tarrant uses placement mats at the front of each public entrance in the Tarrant City Hall and the Tarrant Police Department Buildings to prevent dangerous work environments and assist in confining incoming outdoor debris.

WHEAREAS, the City of Tarrant has entered into agreement since March 2011 with ALSCO Linen and Uniform Rental Services for the purposes of removing moisture and soil from the bottom of public and city official/employee footwear, and to control the spread of moisture throughout the building's interior; and

WHEAREAS, and provide a highly resistant surface in areas where spills and other sources of moisture are regularly experienced.

WHEREAS, that the agreement is based on the Terms and Conditions as stipulated and outlined in Exhibit "A" (attached).

NOW THEREFORE, BE IT RESOLVED by the City Council of the City of Tarrant, Alabama while in regular session on Monday, November 17, 2025 at 7:00PM as follows:

Section 1. That the Finance Department is hereby authorized to sign a Rental Service Agreement between the City of Tarrant and the ALSCO Linen and Uniform Rental Services.

Section 2. That said agreement shall be for the Fiscal Year beginning October 2, 2025 and ending October 2, 2027.

Section 3. That the costs of this service agreement shall be paid from the City of Tarrant's Operating budget

Section 4. That a copy of said agreement is attached hereto as Exhibit "A" and made a part hereof.

Section 5. This Resolution shall become effective immediately upon its passage.

ADOPTED this the 17th day of November, 2025.

The City of Tarrant, Alabama

APPROVED: _____

TRACIE B. THREADFORD, MAYOR

ATTEST: _____

Dr. Laverne Knight, City Clerk



The parties hereby agree as follows:

TERMS AND CONDITIONS FOR TEXTILE RENTAL SERVICE AGREEMENT

Location No. 00200256

1. **Scope of Agreement.** During the Term of this Agreement, AlSCO, Inc. ("Supplier") shall be the exclusive supplier to Customer of the services and goods listed on Schedule A attached hereto, which may be amended from time to time through ordering, invoicing and usage. Pricing is based on the amount of goods and services covered by this Agreement and may change as the amount of goods and services changes.
2. **Term.** This Agreement shall remain in full force and effect for a period of 60 months, commencing on the date of installation of the goods. To the extent allowed by law, Customer agrees that this Agreement shall be automatically renewed for consecutive 60-month periods thereafter unless either party gives the other party written notice of termination by registered mail at least 90 days prior to the expiration of the current term.
3. **Charges.** Customer agrees to pay the charges set forth on Schedule A and other applicable charges, which are described in the Glossary on the reverse side of this Agreement and any updates to that list at www.alsco.com. All charges are based on 52 weeks per year whether or not service is actually used. Revenue from all charges is used to offset costs and to provide general revenue to Supplier.
4. **Price Adjustments.** On the first anniversary date and annually thereafter, Customer agrees that Supplier will increase prices by 5%. Supplier shall notify Customer of the new prices in the form of an adjusted invoice or statement. In addition to the foregoing, if Supplier increases prices beyond this annual 5% increase as provided above ("Additional Price Increases"), Supplier shall notify Customer of the Additional Price Increase in the form of an adjusted invoice or statement. Customer shall have the right to reject any Additional Price Increase by giving written notice to Supplier within ten (10) days of the Additional Price Increase. In such event, Supplier shall have the option of terminating this Agreement, and Section 9 will then apply.
5. **Payment and Credit.** All charges shall be payable upon delivery, unless Customer applies for and Supplier provides a credit account. A Customer who has a credit account shall pay all charges for merchandise by the 10th day of the month following the month in which delivery is made (the due date). A Processing Fee of up to 4% may be imposed if Customer uses a credit card or electronic payment service to make payment. A Finance Charge of 1 1/2 % per month will be imposed on all past due credit account balances. If payment is not made within 30 days of the due date, Supplier may elect to revoke credit privileges and continue to supply goods on a cash-on-delivery basis only.
6. **Representation and Indemnity.** Customer agrees that unless indicated in writing by Supplier, (a) goods supplied are designed only for general purpose use, including working with non-hazardous materials, (b) goods supplied are not Flame Retardant or treated to resist acids or other caustic or hazardous materials, (c) Customer is solely responsible for the type, usage and placement of goods supplied, (d) Customer is solely responsible for safety at Customer's location(s), and (e) Customer is solely responsible for all taxes and changes in taxes applicable to Customer. Customer expressly agrees to indemnify, defend and hold Supplier harmless from any claim, liability or judgment, including court costs and attorneys' fees, arising out of the foregoing.
7. **Title to Goods and Replacing Lost or Damaged Goods.** All goods supplied under this Agreement are and shall remain Supplier's property. Goods individualized to a particular employee shall be immediately returned to Supplier when that employee of Customer using said goods terminates employment with Customer or when this Agreement expires or is otherwise terminated. All goods supplied hereunder shall be regularly cleaned and maintained by Supplier. During the Term, Supplier shall replace any goods that require replacement due to normal wear and tear at Supplier's sole cost and expense. Customer shall be responsible for all goods that are lost, destroyed, stolen or not returned as required herein, and with respect to such goods Customer shall promptly pay to Supplier the then current Replacement Charge for such goods (as specified in Schedule A as amended), including applicable sales and use taxes. Supplier has the right to enter upon Customer's premises to remove or take inventory of its goods at any time during Customer's regular business hours.
8. **Liquidated Damages.** Customer understands that Supplier owns the goods covered by this Agreement, that these goods may be unique to Customer's requirements, that the value of the goods is depreciating with time, and thus that the damages that Supplier may sustain as a result of Customer's breach or premature termination of this Agreement would be substantial and difficult, if not impossible, to determine. The parties therefore agree that in the event of Customer's failure to timely pay the fees and charges provided for herein, or in the event of any other breach or premature termination of this Agreement by Customer, Customer shall pay to Supplier as liquidated damages, and not as a penalty, a sum equal to the number of unexpired weeks remaining in the term then in effect multiplied by fifty percent (50%) of the average weekly charge for goods and services during the 10 weeks immediately preceding such failure to pay, breach or premature termination. The parties further agree that this formula is reasonable. This provision does not apply to termination pursuant to Section 11 of this Agreement.
9. **Payment for Goods Upon Termination.** Upon termination of this Agreement, with or without cause, Customer agrees to immediately return to Supplier all goods supplied pursuant to this Agreement. Customer also agrees to pay Supplier's then current Replacement Charge for any goods not returned or goods returned in a condition beyond normal wear and tear. For any specialty/custom goods, whether or not returned, Customer shall pay the then current Replacement Charge. Any payment required under this Section shall be in addition to any liquidated damages required pursuant to Section 8.
10. **Change of Customer's Location.** Customer shall give Supplier 30 days written notice prior to any change in the location to which goods and services are provided under this Agreement. So long as Customer's new location is within Supplier's route delivery area, this Agreement shall remain in full force and effect despite a change in Customer's location. In the event Customer's new location is outside Supplier's route delivery area, this Agreement shall be deemed terminated and the provisions of Sections 8 and 9 shall apply.
11. **Undertaking and Quality.** Supplier agrees to provide goods and services under this Agreement in accordance with accepted standards in the textile leasing/rental industry. In the event Customer believes that there are deficiencies in the quality of the service and/or goods furnished hereunder, Customer shall give written notice to Supplier by certified mail, specifying the precise nature of all deficiencies, and Supplier shall have 60 days after its receipt of such written notice to correct the claimed deficiencies. In the event Customer is, in good faith, not satisfied with Supplier's correction of the claimed deficiencies, Customer shall give written notice to Supplier by certified mail, return receipt requested, specifying the precise nature of the inadequate correction. Failure to give notice of inadequate correction shall create a conclusive presumption that Supplier has corrected the deficiencies. If Supplier fails to correct the deficiencies within 30 days after its receipt of the second notice provided herein, Customer may terminate this Agreement.
12. **Other Contracts.** Customer certifies that Supplier is in no way infringing upon any existing contract between Customer and another supplier and that Supplier has made no attempt to induce Customer to wrongfully terminate an existing contract with another supplier of services or goods covered by this Agreement.
13. **Enforcement of Agreement, Jurisdiction, Venue, Choice of Law, Waiver.** Customer shall pay Supplier's reasonable costs of enforcing, defending and/or protecting its rights under this Agreement, including attorneys' fees. The parties agree that the exclusive jurisdiction, forum, and venue for any suit with respect to this Agreement shall be the state or federal court of the county of Supplier's billing address. This Agreement, and any disputes arising under or related thereto, shall be governed by the laws of the state of Delaware without regard to conflicts of laws principles. FOR ANY DISPUTE WITH SUPPLIER, CUSTOMER KNOWINGLY AND VOLUNTARILY WAIVES ANY RIGHT TO A TRIAL BY JURY, ANY RIGHT TO SUE SUPPLIER AS PART OF A CLASS, AND ANY RIGHT TO CONSEQUENTIAL OR PUNITIVE DAMAGES.
14. **Binding Effect.** This Agreement shall be binding upon the representatives, successors and assigns of the parties. In the event Customer sells or transfers its business or principal assets, Customer shall cause any purchaser of such business or assets to assume in writing this Agreement and the obligations of Customer hereunder. In such event, Supplier shall have the option of terminating this Agreement, and Section 9 will then apply.
15. **Severability.** If any provision of this Agreement is determined to be invalid, all remaining terms and conditions shall remain in full force and effect.

CUSTOMER'S ACCEPTANCE:

City Of Tarrant

City Hall

BIRMINGHAM, AL, 35217-2349

BY: _____
(AUTHORIZED SIGNATURE)

TITLE: _____

DATE: _____

SUPPLIER'S ACCEPTANCE:

BY: _____
(AUTHORIZED REPRESENTATIVE)

TITLE: _____

DATE: _____



Location # 00200256	Route # 81	Stop # 001	Delivery Days: Wed	Delivery Frequency: E4WD
Renewal				
Deliver To: City Of Tarrant			Bill To: City Of Tarrant	
Address: City Hall			Address: City Hall	SIC Code: J91
City, State, Zip: BIRMINGHAM, AL, 35217-2349			City, State, Zip: BIRMINGHAM, AL, 35217	Special Billing:
Phone: (205) 849-2800 ext 1030		Fax:	Phone: (205) 849-2800 ext 1326	Fax:
Key Contact & Title: Gail Hill			Key Contact & Title: Joycelyn Cash	# Duplicate Invoices: 0
E-Mail Address:			E-Mail Address:	# Returned Signed:
Website:			Website:	PO #
Delivery Minimum:	Special Delivery Charge:		COD or Charge: Charge	Sales Code:
Time Open:	Time Close:		Contract Class: 23	Sales Person:
Tax Exempt # 63-6001373			Contract Expiration Date:	Page 1 of 1

[illegible]

UNIFORM CHARGES	
Charge	Price/Each
Name Emblem	
Company Emblem	
Preparation Charge	
Oversize Charge	
Other _____	
Grade: New [] A [] B []	

Invoice Service Charge	% or \$
Inventory Maintenance % on entire invoice	0.01 %
Min: 6.0	
Service Charge % on entire invoice	22.0 %
Min: 15.00	

Notes:

Customer's Initials



Location # 00200237	Route # 81	Stop # 001	Delivery Days: Wed	Delivery Frequency: EOWB
Renewal				
Deliver To: City Of Tarrant/Police Dept			Bill To: City Of Tarrant/Police Dept	
Address: 2593 Commerce Cir			Address: 2593 Commerce Cir	SIC Code: J91
City, State, Zip: BIRMINGHAM, AL, 35217-2352			City, State, Zip: BIRMINGHAM, AL, 35217-2352	Special Billing:
Phone: 205-849-2800 1024 Fax: 205-849-2805			Phone: 205-849-2800 1024 Fax: 205-849-2805	Special Items:
Key Contact & Title: Ashland, AP			Key Contact & Title: Ashland, AP	# Duplicate Invoices: 0
E-Mail Address:			E-Mail Address:	# Returned Signed:
Website:			Website:	PO #
Delivery Minimum: Special Delivery Charge:			COD or Charge: Charge	Sales Code:
Time Open: Time Close:			Contract Class: 23	Sales Person:
Tax Exempt # TAX EXEMPT			Contract Expiration Date:	Page 1 of 1

[illegible]

UNIFORM CHARGES	
Charge	Price/Each
Name Emblem	
Company Emblem	
Preparation Charge	
Oversize Charge	
Other _____	
Grade: New <input type="checkbox"/> A <input type="checkbox"/> B <input type="checkbox"/>	

Invoice Service Charge	% or \$
Inventory Maintenance % on entire invoice	15.0 %
Min: 6.00	
Service Charge % on entire invoice	22.0 %
Min: 15.0	

Notes:

Customer's Initials _____

CERTIFICATION OF CITY CLERK

STATE OF ALABAMA)
JEFFERSON COUNTY)

I, Laverne Knight, City Clerk of the City of Tarrant, Alabama, do hereby certify that the above and foregoing is a true and correct copy of a Resolution duly and legally adopted by the City Council of the City of Tarrant, Alabama, on the 17th day of November, 2025, while in regular session on Monday, November 17, 2025, and the same appears of record in the minute book of said date of said City.

Witness my hand and seal of office this the ____ day of November, 2025.

[SEAL]

Dr. Laverne Knight, City Clerk

Tabled 11.17.25

CITY COUNCIL OF THE CITY OF TARRANT, ALABAMA

RESOLUTION NO. 9352

**A RESOLUTION AUTHORIZING THE CITY OF TARRANT CITY COUNCIL TO
ENTER INTO AGREEMENT WITH EMPLOYEE ASSISTANCE PROGRAM
SERVICES**

✓ **WHEREAS**, the City of Tarrant City Council recognizes the need for the health and safety of the employees of the City of Tarrant; and

✓ **WHEREAS**, the City of Tarrant City Council recognizes the Employee Assistance Services (EAS) of Birmingham, Alabama offers expertise skills of aiding in the process of providing an overall healthy work environment to ensure acceptable attendance, behavior and productivity of the employee; and

✓ **WHEREAS**, the City Council of the City of Tarrant, Alabama, finds it is in the best interest of its citizens health, welfare, and safety to approve the contract of EAS as described and quoted in Exhibit "A."

NOW THEREFORE, BE IT RESOLVED by the City Council of the City of Tarrant, Alabama while in regular session on Monday, November 17, 2025, at 7:00 p.m., a quorum duly assembled as follows:

Section 1. That the City Council of the City of Tarrant hereby finds that EAS is a professional and qualified entity that can provide the said services identified in Exhibit "A" to the City of Tarrant employees.

Section 2. The City Council of the City of Tarrant authorizes EAS to provide the services as identified in Exhibit "A" at a rate of \$400 per month as stated in page 3 part C of the Agreement.

Section 3. This Resolution shall be effectively immediately upon its adoption or as otherwise required by law.

ADOPTED this the 17th day of November, 2025.



The City of Tarrant, Alabama

APPROVED: 

TRACIE B. THREADFORD, MAYOR

ATTEST: 

Dr. Laverne Knight, City Clerk

EXHIBIT A



Employee Assistance Program Service Agreement
CITY OF TARRANT
Effective Date: January 1st 2026, through December 31st, 2027

This *Agreement* is made by and between EMPLOYEE ASSISTANCE SERVICES (EAS) and the **CITY OF TARRANT** to provide an Employee Assistance Program for all employees and qualified dependents, as defined below and subject to the following terms and conditions.

A. Description of Services

EAS will coordinate and operate the Employee Assistance Program, as described below, as an integral component of the **CITY OF TARRANT** employee program.

EAS will offer an external confidential program of services for: **CITY OF TARRANT**

- a. The health and safety of employees of **CITY OF TARRANT**
- b. Addressing acceptable attendance, behavior and productivity of the employees.
- c. Providing an overall healthy work environment.

EAS will provide confidential counseling for the employees and their qualified family members/dependents 26 years and under (non-married) for (but not limited to):

Anger Management	Co-Dependency
Depression / Anxiety	Grief
Marital (Relationship) Issues	Substance Abuse and Dependency
Adolescent Issues	Blended Family Issues

EAS counselors will meet with employees, qualified family members face-to-face, by phone or virtually.

EAS provides short-term, solution-based counseling by highly qualified counselors. Employees or Qualified Family Members receive up to **5 sessions per year**.

EAS will work with the **CITY OF TARRANT** to provide **training** to designated employees on a variety of topics at a rate of *\$350.00 per hour*. Example of – but not limited to:

- Achieving Peak Performance
- How to Give and Receive Criticism
- Workplace Communications

Continued - EAS Agreement (Page 2)

- Listening – Key to Productivity
- Employee Relations
- Dealing with Change in the Workplace
- Conflict Resolution
- When Generations Collide in the Workplace

EAS will conduct (CISD's) Critical Incident Stress Debriefing on-site company location for a rate of *\$400 per hour*. CISD's are used in the event of a tragic occurrence such as, but not limited to, a death of a co-worker, workplace violence. Often a company will have difficulty adjusting to the tragic event to where they will request a counselor come on site to speak with employees in the workplace as a group.

EAS will conduct **Supervisory Trainings** on "How to Spot a Troubled Employee." This training covers proper documentation and detailed instructions on how to include EAS in the corrective process when an employee's performance is suffering. EAS will provide one (1) supervisory training course free of charge in the first year of contract. If additional training sessions are required, we will provide them for *\$350 per hour*.

EAS will provide supervision with consultation on managing specific employer / employee problem areas.

EAS will assist in the counseling of employees with positive drug screens, as dictated by the Client company's policy, through assessment, referral to the least restrictive appropriate treatment, and follow-up and supportive counseling for the employee and qualified covered family members.

EAS will confidentially maintain records on Program operation, including case files, number of sessions and categories of problems encountered.

EAS will provide **CITY OF TARRANT** with utilization reports, but without disclosing the individuals' identities.

EAS also provides: Wallet cards for all employees with EAS contact information
Posters as a reminder of the benefits (place in break rooms or posting areas)
A quarterly on-line newsletter for each employee
An "online" library

Marketing: For "New Clients" a one-time charge of \$350 (First Time Set Up) will be applied to cover the printing cost of these supplies. Forward, any client requesting additional posters or wallet card orders will be charged a direct pass-through cost of printing.

B. Term

The effective start date for this Agreement is January 1st, 2026. The term of this *Agreement* shall be for TWO years subject to the provisions of this *Agreement* with an automatic renewal for one-year periods after the initial term, unless terminated in accordance with paragraph K. EAS will be provided a 30-day notice of any rate increases for the renewal contract year.

C. Compensation

EAS will be paid at a rate of \$400 per month for counseling services, based on employee count of approximately 95-100. If the employee population changes by more than 25 people, adjustments will be made accordingly.

D. Invoicing

EAS shall furnish, with a monthly invoice covering its fees. Compensation shall be payable within thirty (30) days of receipt of the invoice.

E. Examination of Records

During the term of this *Agreement* and for a period of two years thereafter, **CITY OF TARRANT** shall have the right to audit records related to this *Agreement* for purposes that include utilization review and performance evaluation. EAS shall not be required to make records available that would reveal the identity of individuals receiving counseling services.

F. Independent Contractor Status

In the performance of services hereunder, the relationship of EAS to the Client company shall be that of an independent contractor, and not that of an employee or agent.

G. Confidentiality

All information furnished by the Client company shall be used only in performance of services hereunder. EAS shall not disclose to any person or organization, during the period of this *Agreement* or for five years thereafter, without prior written consent information not in the public domain relating to business, designs, plans, methods, or processes that EAS may acquire in performing services hereunder to otherwise. All information furnished to EAS or about employees receiving EAS services shall not be disclosed to any person or organization, except as permitted by applicable federal law and for carrying out the purposes of the EAP. Information about the activities performed under the *Agreement*, even though not identifying the employees, may be released only with permission of the Client company. Confidentiality is to be guaranteed by the Client company to all employees, with two exceptions: whether the employee or family member has caused threats to himself or herself, or to others; or if he/she places himself or herself in harm's way. **CITY OF TARRANT** will not have access to records in connection with aspects of private treatment provided to an individual employee. An exception to this access will be made if the employee authorizes a release of information with respect to general progress (excluding all other aspects of treatment). The release will specify the individual authorized to receive the information and be signed by the employee.

H. Insurance

EAS and all EAS counselors shall, at their sole cost and expense, procure and maintain policies of general liability and professional liability and other insurance as may be necessary and considered “community standard” to protect themselves and their employees against any claims, liabilities, damages or judgments that may arise out of the EAS services provided, or to be provided, under this *Agreement*.

I. Indemnification

CITY OF TARRANT and EAS agree to indemnify and hold harmless each other and its directors, officers, employees and agents from any claim, liability, cost, loss, expense of damage (including reasonable attorney and accountants’ fees) that may be made by any participant or any other person or entity employed by either party in connection with this *Agreement*, unless such claim, liability, cost, loss, expense or damage results from the other party’s gross negligence, willful misconduct or fraud.

EAS disclaims any responsibility for the actions of employees or qualified covered family members who receive counseling services. **CITY OF TARRANT** agrees to indemnify, defend and hold EAS (together with its officers, directors, and counselors) harmless against all suits, claims, demands or liabilities arising out of the actions of employees or qualified covered family members who receive counseling services from EAS. It is expressly understood and agreed that **CITY OF TARRANT** obligations to indemnify EAS shall survive any termination of this *Agreement*.

J. Eligibility

CITY OF TARRANT will provide EAS with an electronic file of all eligible participants with necessary demographic information in a mutually agreed upon format. **CITY OF TARRANT** shall inform EAS when individuals are added or terminated as soon as possible.

K. Termination

1. **Voluntary Termination.** After the first anniversary of this *Agreement*, the Client company may terminate this *Agreement* in its entirety, effective as of the last day of any month, by notifying EAS in writing at least 60 days prior thereto. Any such termination shall be without further payment except that payment shall be made for EAS services performed satisfactorily prior to termination, to the extent unpaid at termination.

2. **Termination for Breach.** Either party may terminate this *Agreement* at any time if the other party breaches a material term or condition of this *Agreement* and fails to cure the breach within thirty (30) days after receipt of written notice of the breach from the non-breaching party.

L. Governing Law

This *Agreement* shall be governed by, construed and enforced in accordance with the laws of the state of Alabama.

If the above terms and conditions are acceptable, please indicate by signing below.

EAS (Employee Assistance Services)

Heather Forbes, Executive Director

Date

CITY OF TARRANT

Legible Signature and Title of Authorized Administrator

Date

CERTIFICATION OF CITY CLERK

STATE OF ALABAMA)

JEFFERSON COUNTY)

I, Laverne Knight, City Clerk of the City of Tarrant, Alabama, do hereby certify that the above and foregoing is a true and correct copy of a Resolution duly and legally adopted by the City Council of the City of Tarrant, Alabama, on the 17th day of November, 2025, while in regular session on Monday, November 17th, 2025, and the same appears of record in the minute book of said date of said City.

Witness my hand and seal of office this the 17th day of November, 2025.

[SEAL]





Dr. Laverne Knight, City Clerk

CITY COUNCIL OF THE CITY OF TARRANT, ALABAMA

RESOLUTION NO. 9353

A RESOLUTION AUTHORIZING THE MAYOR TO EXECUTE A SERVICES AGREEMENT BETWEEN THE CITY OF TARRANT AND AVENU INSIGHTS & ANALYTICS, LLC FOR THE RENEWAL OF TAX REVENUE ADMINISTRATION SERVICES.

BE IT RESOLVED by the City Council of the City of Tarrant, Alabama

while in regular session on Monday, November 17, 2025 at 7:00 pm as follows:

Section 1. That the Mayor is hereby authorized to execute a Services Agreement between the City of Tarrant and Avenu Insights & Analytics, LLC for the renewal of Tax Revenue Administration Services for a period of (1) one year, attached hereto as Exhibit A; and,

Section 2. That the costs of this agreement shall not exceed those expressly stated in the Services Agreement Tax Revenue Administration; and.

Section 3. That the expenses inherent to this agreement shall be paid from the City of Tarrant's General Fund.

ADOPTED this the 17th day of November, 2025.



The City of Tarrant, Alabama

APPROVED: 
TRACIE B. THREADFORD, MAYOR

ATTEST: 
Dr. Laverne Knight, City Clerk

EXHIBIT A

CERTIFICATION OF CITY CLERK

STATE OF ALABAMA)

JEFFERSON COUNTY)

I, Laverne Knight, City Clerk of the City of Tarrant, Alabama, do hereby certify that the above and foregoing is a true and correct copy of a Resolution duly and legally adopted by the City Council of the City of Tarrant, Alabama, on the 17th day of November 2025, while in regular session on Monday, November 17, 2025, and the same appears of record in the minute book of said date of said City.

Witness my hand and seal of office this the 18th day of November, 2025.

[SEAL]





Dr. Laverne Knight, City Clerk

CITY OF TARRANT, ALABAMA
RESOLUTION NO. 9354

STATE OF ALABAMA)

COUNTY OF JEFFERSON)

STORM SHELTER GRANT PROGRAM

WHEREAS, The Jefferson County Commission as part of its Fiscal Year 2026 budget process resolved to appropriate funds for the general support of storm shelters located within Jefferson County; and

WHEREAS, The City of Tarrant is a municipality located in Jefferson County which operates and maintains the Tarrant Storm Shelter at 1320 Prosch Avenue Tarrant, Al 35217, which is located within Jefferson County, Alabama and benefits residents of Jefferson County; and

WHEREAS, the Jefferson County Commission has recommended funding of \$11,000 to The City of Tarrant to assist with the operation and maintenance of the storm shelter, and the grant of such funds serves as good and sufficient public purpose; and

WHEREAS, the County Commission has determined that it is in the public interest to provide public funds to assist in the development and promotion of said County resources.

NOW THEREFORE, the parties agree as follows:

1. The term of this Agreement shall begin upon execution hereof and end on September 30, 2026.
2. The County shall pay The City of Tarrant a lump sum payment of \$11,000.00 upon execution of this agreement to assist with the operation and maintenance of the storm shelter.
3. The City of Tarrant agrees that it shall use the public funds for the operation and maintenance of the City of Tarrant Storm Shelter.

ANY PASS-THROUGH FOR OTHER USES OR PURPOSES IS PROHIBITED.

4. The City of Tarrant shall deliver to the Jefferson County Finance Department with a copy to the Jefferson County Manager and Community Services a detailed report describing the use of the funds and program benefits as provided in the attached **Exhibit A (Use of Funds Report)** no later than sixty (60) days following the expenditures or by **September 30, 2026**, whichever shall occur first.

5. The City of Tarrant shall create, collect and retain for inspection and copying by the County or its authorized agent or any examiner from the State Department of Public Accounts, all appropriate financial records, including original invoices, canceled checks, cash, receipts and all other supporting documents, as may be necessary to prove receipt of said sum from the County and all expenditures thereof. All such financial records and supporting documents shall be retained and made available by The City of Tarrant for a period of not less than three (3) years from termination of the fiscal year set out above.

6. The City of Tarrant representative signed below, certifies by the execution of this agreement that no part of the funds paid by the County pursuant to the community grant shall be passed through to another entity or individual that is not specifically identified or described in the scope of work of this agreement.

7. The City of Tarrant representative signed below, certifies by the execution of this agreement that no part of the funds paid by the County pursuant to this agreement nor any part of services, products, or any item or thing of value whatsoever purchased or acquired with said funds shall be paid to, used by, or used in any way whatsoever for the personal benefit of any member or employee of any government whatsoever or family member of any of them, including federal, state, county, and municipal and any agency or subsidiary of any such government; and further

certifies that neither The City of Tarrant nor any of its officers, partners, owners, agents, representatives, employees or parties in interest in any way colluded, conspired, or connived with any member of the governing body or employee of the governing body of the County or any other public official or public employee, in any manner whatsoever, to secure or obtain this agreement and further certifies that, except as expressly set out in the above, no promise or commitment of any nature whatsoever of anything of value whatsoever has been made or communicated to any such governing body member or employee or official as inducement or consideration for this agreement.

8. Any violation of this certification shall constitute a breach and default of this agreement which shall be cause for termination. Upon such termination The City of Tarrant shall immediately refund to the County all amounts paid by the County pursuant to this Agreement.

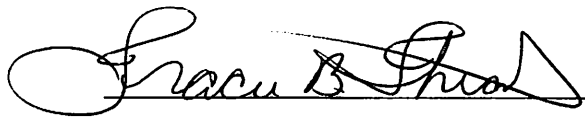
IN WITNESS WHEREOF, the parties have hereunto set their hands and seals or caused this agreement to be executed by their duly authorized representatives on the dates reflected below.

JEFFERSON COUNTY, ALABAMA

Date

James A. Stephens, President
Jefferson County Commission

11/17/2025
Date



City of Tarrant
Tracie Threadford, Mayor

**EXHIBIT A
USE OF FUNDS REPORT**

I, _____, in my capacity as the _____ (Title) of The City of Tarrant, a municipality located within Jefferson County (hereinafter "Grantee"), do hereby certify to the JEFFERSON COUNTY COMMISSION, a political subdivision of the State of Alabama (the "County"), in accordance with the provisions of the Grant Agreement dated _____, 2025, by and between the Grantee and the County, as follows:

1. This report is being delivered with respect to the requirements of the grant agreement referenced above within sixty (60) days following the expenditures or by September 30, 2026.
2. The funds in the amount of \$ _____, was utilized for the specific purpose authorized in the grant agreement and for no other purpose.
3. In accordance with the terms of the agreement, Grantee has all appropriate financial records, including invoices, canceled checks, cash receipts and all other supporting documents related to the funding expenditures and shall provide them upon request.
4. Grantee will continue to maintain the supporting documentation for three years as required.

IN WITNESS HEREOF, the undersigned has executed and delivered to the County this Use of Funds Report this ____ day of _____, 2026.

By: _____
Its: _____

Email report as follows:

Finance Department of Jefferson County
Email: grantreports@jccal.org

Copy to:
Community Services
Email: stormshelter@jccal.org

County Manager
Email: county_manager@jccal.org

CERTIFICATION OF CITY CLERK

STATE OF ALABAMA)

JEFFERSON COUNTY)

I, Laverne Knight, City Clerk of the City of Tarrant, Alabama, do hereby certify that the above and foregoing is a true and correct copy of a Resolution duly and legally adopted by the City Council of the City of Tarrant, Alabama, on the 17th day of November, 2025, while in regular session on Monday, November 17th, 2025, and the same appears of record in the minute book of said date of said City.

Witness my hand and seal of office this the 17th day of November, 2025.

[SEAL]




Dr. Laverne Knight, City Clerk

CITY COUNCIL OF THE CITY OF TARRANT, ALABAMA

RESOLUTION NO. 9355

**A RESOLUTION AUTHORIZING AND APPROVING THE PAYMENT
OF \$243.75 FOR ADDITIONAL COSTS REGARDING THE CITY OF
TARRANT RUNOFF ELECTIONS 2025.**

WHEREAS, the City Clerk of the City of Tarrant incurred additional expenses for the City of Tarrant Runoff Elections 2025; and

WHEREAS the City of Tarrant City Clerk has specified incurred expenses for the purpose of managing the United States local government political freedoms and fair democratic process of the Tarrant Runoff 2025 election identified in Exhibit A; and

WHEREAS, an approximate cost for the total items outlined in the amount of \$243.75 is identified in the attached hereto as Exhibit A;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Tarrant, Alabama while in regular session on Monday, November 17, 2025 as follows:

Section 1. That the City of Tarrant is hereby authorized to reimburse the City of Tarrant City Clerk the amount as shown on Exhibit A attached hereto and herein by referenced.

Section 2. Said funds shall be paid from the City of Tarrant General Fund.

Section 3. This Resolution shall become effective immediately upon its adoption by the City Council or as otherwise become law.

ADOPTED THIS 17th DAY OF NOVEMBER, 2025



The City of Tarrant, Alabama

APPROVED:


TRACIE B. THREADFORD, MAYOR

ATTEST:


Dr. Laverne Knight, City Clerk

EXHIBIT A

Election Receipts 2025

Order Summary

Name Plates	83.95
mail box	143.5
mail sent	8.15
mail sent	8.15
	243.75

A handwritten signature in black ink, consisting of stylized, cursive letters that appear to be 'LL' or 'LH'.

Order Summary

Order placed October 15, 2025 Order # 111-8300268-7109018

Ship to

Laverne Knight
5432 Hwy 39
Chelsea, Alabama 35043
United States

Payment method

Amazon gift card balance
Amazon Store Card ending in 8273
Earn 5% back

[View related transactions](#)

Order Summary

Item(s) Subtotal: \$68.22
Shipping & Handling: \$9.69
Total before tax: \$77.91
Estimated tax to be collected: \$6.24
Gift Card Amount: -\$22.20
Grand Total: \$61.95

Used my gift card
\$15 + cancel
X

\$3.95

Delivered October 21

Package was left inside the residence's mailbox



Lasercrafting Office Desk Name Plate or Wall/Door Sign - 2x8 or 2x10 - Laser Engraved Sign - CUSTOMIZE. Holder/bracket available. Choose colors and fonts. Great gift idea.

Sold by: Lasercrafting

Supplied by: Other

Return Items: Eligible through November 22, 2025

\$11.37



Lasercrafting Office Desk Name Plate or Wall/Door Sign - 2x8 or 2x10 - Laser Engraved Sign - CUSTOMIZE. Holder/bracket available. Choose colors and fonts. Great gift idea.

Sold by: Lasercrafting

Supplied by: Other

Return Items: Eligible through November 22, 2025

\$11.37



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\$11.37



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Sold by: Lasercrafting

Supplied by: Other

Return Items: Eligible through November 22, 2025

\$11.37

[Back to top](#)



TARIANT
1101 ELIZABETH AVE
BIRMINGHAM, AL 35217-2827
www.usps.com

06/29/2025

01:50 PM

Product	Qty	Unit Price	Price
3 Mo Box			\$125.00
Box ZIP Code: 35217			
Box Number: 170609			
Box Size: Size 4 - 11 in x 11 in			
Rental Period: 3 Month Pay As You Go			
Rental Start Date: 06/29/2025			
Next Renewal Date: 11/30/2025			
Key Fee			\$13.00
Keys Delivered: 3			
Key Deposit			\$5.50
Key Count: 3			
Key Number: 21371			
Add Service			\$0.00
Svr: Signature on File			
Total			\$143.50

Grand Total: \$143.50

Credit Card Result \$143.50

Card Name: VISA
Account #: XXXXXXXXXX0448
Approval #: 029714
Transaction #: 252
AID: A0000000031010 Chip
AL: VISA CREDIT
PIN: Not Required

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or call 1-800-410-7420.

UFN: 010805-0300

Receipt #: 840-53500118-2-4998322-1

Check: 24



TARRANT
1101 ELIZABETH AVE
BIRMINGHAM, AL 35217-2427
www.usps.com

09/25/2025

01:54 PM

Product	Qty	Unit Price	Price
PO Box Refund			
Box #: 170609			\$0.00
Caller Service Refund			\$0.00
Key Deposit Refund			\$0.00
# Keys Returned: 2			
Key Serial Number: 21371			
Total			\$0.00
Grand Total:			\$0.00

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GARDENDALE, AL 35071-0803
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09/10/2025

01:38 PM

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9500 1120 0048 5253 1577 90

TRACK STATUS OF ITEMS WITH THIS CODE
(UP TO 25 ITEMS)



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Standard message and data rates may apply

TRACK STATUS ONLINE
Visit <https://www.usps.com/tracking>
Text and e-mail alerts available

PURCHASE DETAILS

Product	Qty	Unit Price	Price
USPS Grnd Advtg Birmingham, AL 35217 Weight: 0 lb 11.76 oz Estimated Delivery Date Fri 09/12/2025 Tracking #: 9500 1120 0048 5253 1577 90 Insurance Up to \$100.00 included	1		\$8.15
Total			\$8.15

Grand Total: \$8.15

Debit Card Result
Card Name: VISA
Account #: XXXXXXXX AX6311
Approval #: 068531
Transaction #: 336
Receipt #: 084262
Debit Card Purchase: \$8.15
AID: A0000000960840 Contactless
AT: US DEBIT

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(1-800-275-8777)
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information other than what is provided on
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or scan this code with your mobile device.



or call 1-800-410-7420.



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09/15/2025

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TRACK STATUS OF ITEMS WITH THIS CODE
(UP TO 25 ITEMS)



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Standard message and data rates may apply

TRACK STATUS ONLINE
Visit <https://www.usps.com/tracking>
Text and e-mail alerts available

PURCHASE DETAILS

Product	Qty	Unit Price	Price
US Grnd Advtg Birmingham, AL 35217 Weight: 0 lb 10.90 oz Estimated Delivery Date Wed 09/17/2025 Tracking #: 9500 1120 0048 5253 1577 90 Insurance Up to \$100.00 included	1		\$8.15
Total			\$8.15

Grand Total: \$8.15

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information other than what is provided on
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Go to: <https://postalexperience.com/Pos>
or scan this code with your mobile device.



or call 1-800-410-7420.

CERTIFICATION OF CITY CLERK

STATE OF ALABAMA)

JEFFERSON COUNTY)

I, Laverne Knight, City Clerk of the City of Tarrant, Alabama, do hereby certify that the above and foregoing is a true and correct copy of a Resolution duly and legally adopted by the City Council of the City of Tarrant, Alabama, on the 17th day of November, 2025, while in regular session on Monday, November 17th, 2025, and the same appears of record in the minute book of said date of said City.

Witness my hand and seal of office this the 18th day of November, 2025.

[SEAL]





Dr. Laverne Knight, City Clerk

CITY OF TARRANT, ALABAMA

RESOLUTION NO. 9356

A RESOLUTION REAPPOINTING WENDELL W. MAJOR AS THE CHIEF OF POLICE OF THE CITY OF TARRANT, ALABAMA PURSUANT TO CITY ORDINANCES AND ALABAMA CODE §§ 11-43-5, 11-43-55, AND 11-43-81

WHEREAS, pursuant to the authority granted to The Tarrant City Council, under the Code of Alabama, including but not limited to Alabama Code §§, 11-43-55, and 11-43-81, the City Council of the City of Tarrant has the power to appoint a Police Force under the general supervision of a Chief of Police; and

WHEREAS, Wendell W. Major has served with dedication and distinction as the Chief of Police for the City of Tarrant, Alabama, ensuring the protection, safety, and welfare of the citizens of the City; and City Ordinance 2024-1162 establishing the Tarrant Police Department;

WHEREAS, the Mayor and City Council of the City of Tarrant desire to appoint Wendell W. Major as the Chief of Police for the City of Tarrant pursuant to the aforementioned statutory authority and city ordinances;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Tarrant, Alabama, as follows:

1. That Wendell W. Major is hereby reappointed as the Chief of Police of the City of Tarrant, Alabama, pursuant to the authority granted by Alabama Code §§ 11-43-5, 11-43-55, and 11-43-81, and in accordance with the ordinance of the City of Tarrant 2024-1162 establishing the Tarrant Police Department.
2. That the Chief of Police shall in accordance with the laws of the State of Alabama and the ordinances of the City of Tarrant.
3. That the Mayor and City Clerk are authorized and directed to take such actions as may be necessary to carry out the intent and purpose of this Resolution. ADOPTED AND

APPROVED this 17th day of November, 2025.

Tracie B. Threadford, Mayor

Attest: _____
Laverne Knight, City Clerk

CITY OF TARRANT, ALABAMA

RESOLUTION NO. 9357

A RESOLUTION REAPPOINTING Dr. LAVERNE KNIGHT AS THE CITY CLERK OF THE CITY OF TARRANT, ALABAMA PURSUANT TO CITY ORDINANCES AND ALABAMA CODE §§ 11-43-5,

WHEREAS, pursuant to the authority granted to The Tarrant City Council, under the Code of Alabama, including but not limited to Alabama Code §§, 11-43-5, and 11-43-81, the City Council of the City of Tarrant has the authority to appoint a City Clerk; and

WHEREAS, Laverne Knight has served with dedication and distinction as the City Clerk of Tarrant, Alabama, ensuring the faithful discharge of the duties of the Tarrant City Clerk;

WHEREAS, the Mayor and City Council of the City of Tarrant desire to appoint Dr. Laverne Knight as the City Clerk of and for the City of Tarrant pursuant to the aforementioned statutory authority and relevant city ordinances;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Tarrant, Alabama, as follows:

1. That Dr. Laverne Knight is hereby reappointed as the City Clerk of the City of Tarrant, Alabama, pursuant to the authority granted by Alabama Code §§ 11-43-5,
2. That the City Clerk shall in act in accordance with the all laws of the State of Alabama and the ordinances of the City of Tarrant.
3. That the Mayor and the City Council are authorized and directed to take such actions as may be necessary to carry out the intent and purpose of this Resolution. ADOPTED AND

APPROVED this 17th day of November, 2025.



Attest: 
Laverne Knight, City Clerk


Tracie B. Threadford, Mayor

CERTIFICATION OF CITY CLERK

STATE OF ALABAMA)

JEFFERSON COUNTY)

I, Laverne Knight, City Clerk of the City of Tarrant, Alabama, do hereby certify that the above and foregoing is a true and correct copy of a Resolution duly and legally adopted by the City Council of the City of Tarrant, Alabama, on the 17th day of November, 2025, while in regular session on Monday, November 17th, 2025, and the same appears of record in the minute book of said date of said City.

Witness my hand and seal of office this the 17th day of November, 2025.

[SEAL]




Dr. Laverne Knight, City Clerk

CITY COUNCIL OF THE CITY OF TARRANT, ALABAMA

RESOLUTION NO. 9358

**A RESOLUTION AFFIRMING A PROFESSIONAL
SERVICES AGREEMENT FOR CITY ATTORNEY:
MASSEY, STOTSER & NICHOLS, P.C.**

WHEREAS, the City of Tarrant has received a formal proposal from Massey, Stotser & Nichols, P.C., 1780 Gadsden Hwy, Birmingham, AL 35235, to provide legal services for the City of Tarrant ("the City"); and

WHEREAS, Massey, Stotser & Nichols proposes that a lawyer will be assigned to the City of Tarrant and that their responsibilities may include, but are not limited, to the following: attend Council meetings; attend committee meetings; draft ordinances and resolutions; draft and review contracts; attend work sessions; draft documents needed in the operations of the City; and, provide general counseling to the City; and

FURTHER that a designated lawyer from Massey, Stotser & Nichols will be available through email, telephone conferences or personal meetings to interact with the Mayor or individual members of City Council as needed; and

FURTHER that other Massey, Stotser & Nichols members, agents or independent contractors will be available for assisting with economic development, real estate transactions, litigation or any other reason; and

FURTHER that terms of said Professional Services Agreement are listed as follows:

1. The services provided by Massey, Stotser & Nichols will be rendered at an hourly rate of \$225.00.
2. Massey, Stotser & Nichols will be reimbursed for actual expenses. Some expenses include, but are not limited to: postage, mailing, court costs, subpoenas, deposition transcripts, experts, millage for trips outside of Jefferson County.
3. Massey, Stotser & Nichols may engage other lawyers when necessary due to special circumstances or area of law, to litigate a matter on behalf of the City. Massey, Stotser & Nichols will coordinate the hiring of said counsel and will oversee all lawyers representing the City and all aspects of the litigation and/or representation.
4. The City will reimburse actual expenses to Massey, Stotser & Nichols for membership in the Alabama League of Municipalities and travel to attend continuing legal education seminars with the Alabama League of Municipalities or other seminars related to governmental and municipal issues. The City will reimburse Massey, Stotser & Nichols for any increased cost for Professional Liability Insurance.
5. If there is public financing where the City issues debt, Massey, Stotser & Nichols will be paid a customary fee for serving as bond counsel, but only from the proceeds of the transaction.

NOW THEREFORE BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF TARRANT, ALABAMA, THAT the Mayor and City Clerk are hereby authorized to enter into a Professional Service Agreement for the firm Massey, Stotser & Nichols, P.C., 1780 Gadsden Hwy, Birmingham, AL 35235, to provide legal services as included hereinabove for the City of Tarrant.



ADOPTED this the 17th day of November, 2025

APPROVED: 

Mayor Tracie B. Threadford

Attest:


Dr. Laverne Knight, City Clerk

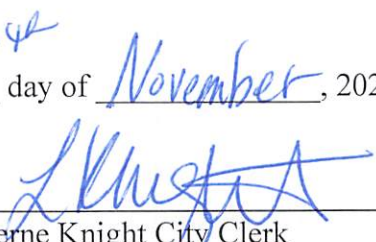
CERTIFICATION OF CITY CLERK

**STATE OF ALABAMA)
JEFFERSON COUNTY)**

I, Dr. Laverne Knight, City Clerk of the City of Tarrant, Alabama, do hereby certify that the above and foregoing is a true and correct copy of a Resolution duly and legally adopted by the City Council of the City of Tarrant, Alabama, on the 17th day of November, 2025 while in regular session on Monday, November 17th, 2025, and the same appears of record in the minute book of said date of said City.

Witness my hand and seal of office this 17th day of November, 2025.





Dr. Laverne Knight City Clerk

CITY OF TARRANT, ALABAMA

RESOLUTION NO. 9359

A RESOLUTION NAMING THE HONORABLE LEE BARNES AS JUDGE OF THE MUNICIPAL COURT OF THE CITY OF TARRANT, ALABAMA.

Be it resolved by the City Council of the City of Tarrant, Alabama, while in regular session on Monday, November 17, 2025, at 7:00pm, a quorum duly assembled as follows:

Section 1. The City Council of the City of Tarrant, Alabama, ("City Council") hereby names the Honorable Lee Barnes as Judge of the Municipal Court of the City of Tarrant, Alabama.

Section 2. Judge Barnes shall serve as municipal court judge for the term prescribed in § 12-40-30(b) of the Code of Alabama (1975 as amended).

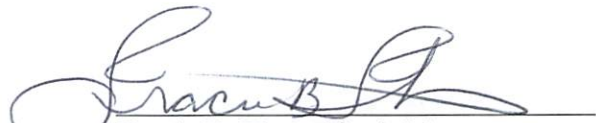
Section 3. The City Clerk shall provide a certified copy of this resolution to the Honorable Lee Barnes and provide a certified copy of same to the Alabama Administrative Office of Courts.

Section 4. This Resolution shall become effective immediately upon its adoption.


Approved this the 17th day of November, 2025.



Approved:


Tracie B. Threadford, Mayor

Attest:



Laverne Knight, Ph. D., City Clerk

CERTIFICATION OF CITY CLERK

STATE OF ALABAMA)

JEFFERSON COUNTY)

I, Laverne Knight, Ph.D., City Clerk of the City of Tarrant, Alabama, do hereby certify that the above and foregoing is a true and correct copy of a Resolution duly and legally adopted by the City Council of the City of Tarrant, Alabama, on the 17th day of November 2025, while in regular session on Monday, November 17, 2025, and the same appears of record in the minute book of said date of said City.

Witness my hand and seal of office this the 13th day November, 2025.



Laverne Knight, Ph.D., City Clerk



CITY OF TARRANT, ALABAMA

RESOLUTION NO. 9360

A RESOLUTION NAMING THE HONORABLE A.V. CALLINS PROSECUTOR FOR THE CITY OF TARRANT, ALABAMA.

Be it resolved by the City Council of the City of Tarrant, Alabama, while in regular session on Monday, November 17, 2025, at 7:00pm, a quorum duly assembled as follows:

Section 1. The City Council of the City of Tarrant, Alabama, ("City Council") hereby names the Honorable A.V. Callins, Esq. as prosecutor for the City of Tarrant, Alabama.

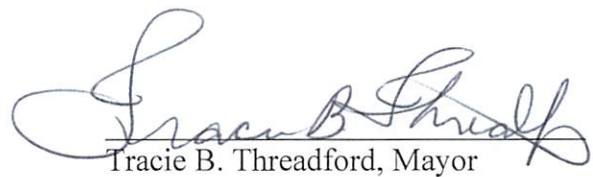
Section 2. Ms. Calins shall represent the City in all prosecutions for violations of state law or municipal ordinances in municipal court and any appeals to circuit court.

Section 3. The Clerk shall provide a certified copy of this Resolution to Ms. Calins once executed.

Section 4. This Resolution shall become effective immediately upon its adoption.

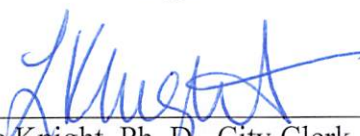
Approved this the 17th day of November, 2025.

Approved:


Tracie B. Threadford, Mayor

Attest:




Laverne Knight, Ph. D., City Clerk

CERTIFICATION OF CITY CLERK

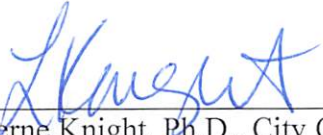
STATE OF ALABAMA)

JEFFERSON COUNTY)

I, Laverne Knight, Ph.D., City Clerk of the City of Tarrant, Alabama, do hereby certify that the above and foregoing is a true and correct copy of a Resolution duly and legally adopted by the City Council of the City of Tarrant, Alabama, on the 17th day of November 2025, while in regular session on Monday, November 17, 2025, and the same appears of record in the minute book of said date of said City.

Witness my hand and seal of office this the 18th day November, 2025.





Laverne Knight, Ph.D., City Clerk

CITY OF TARRANT, ALABAMA

RESOLUTION NO. 9361

A RESOLUTION NAMING CHRIS MUIR AS THE CHIEF BUILDING INSPECTOR AND OFFICIAL FOR THE CITY OF TARRANT, ALABAMA.

Be it resolved by the City Council of the City of Tarrant, Alabama, while in regular session on Monday, November 17, 2025, at 7:00pm, a quorum duly assembled as follows:

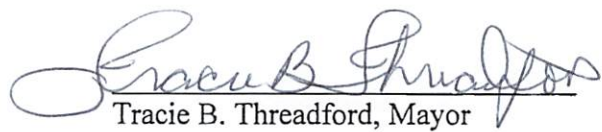
Section 1. The City Council of the City of Tarrant, Alabama, ("City Council") hereby names the Chris Muir as the Chief Building Inspector and Official for the City of Tarrant, Alabama.

Section 2. Mr. Muir shall serve as chief building inspector and official and exercise all authority provided to the chief building inspector and official as prescribed in Article I, Chapter 4 of the Code of Ordinances of the City of Tarrant and as provided by state law.

Section 3. This Resolution shall become effective immediately upon its adoption.

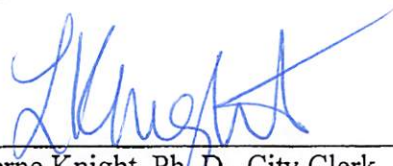
Approved this the 17th day of November, 2025.

Approved:


Tracie B. Threadford, Mayor



Attest:



Laverne Knight, Ph. D., City Clerk

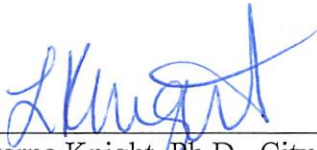
CERTIFICATION OF CITY CLERK

STATE OF ALABAMA)

JEFFERSON COUNTY)

I, Laverne Knight, Ph.D., City Clerk of the City of Tarrant, Alabama, do hereby certify that the above and foregoing is a true and correct copy of a Resolution duly and legally adopted by the City Council of the City of Tarrant, Alabama, on the 17th day of November 2025, while in regular session on Monday, November 17, 2025, and the same appears of record in the minute book of said date of said City.

Witness my hand and seal of office this the 17th day November, 2025.



Laverne Knight, Ph.D., City Clerk



CITY OF TARRANT, ALBAMA

RESOLUTION NO. 9362

A RESOLUTION APPOINTING PATRICK BENNETT INTERIM FIRE CHIEF FOR THE CITY OF TARRANT FIRE DEPARTMENT.

Be it resolved by the City Council of the City of Tarrant, Alabama, while in regular session on Monday, November 17, 2025, at 7:00pm, a quorum duly assembled as follows:

Section 1. The City Council of the City of Tarrant, Alabama, ("City Council") hereby appoints Patrick Bennett as interim fire chief of the City of Tarrant Fire Department ("TFD.")

Section 2. Interim Chief Bennett shall carry out all duties of fire chief until further action of the City Council.

Section 3. The Mayor is hereby authorized to execute this Resolution with attestation of the clerk.

Section 4. This Resolution shall become effective immediately upon its adoption.

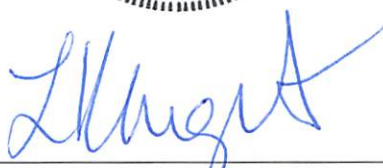
Approved this the 17th day of November, 2025.

Approved:


Tracie B. Threadford, Mayor



Attest:



Laverne Knight, Ph. D., City Clerk

CERTIFICATION OF CITY CLERK

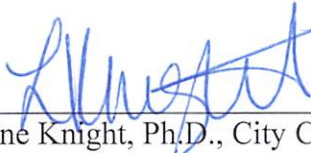
STATE OF ALABAMA)

JEFFERSON COUNTY)

I, Laverne Knight, Ph.D., City Clerk of the City of Tarrant, Alabama, do hereby certify that the above and foregoing is a true and correct copy of a Resolution duly and legally adopted by the City Council of the City of Tarrant, Alabama, on the 17th day of November, 2025, while in regular session on Monday, November 17, 2025, and the same appears of record in the minute book of said date of said City.

Witness my hand and seal of office this the 17th day November, 2025.





Laverne Knight, Ph.D., City Clerk

CITY OF TARRANT, ALABAMA

RESOLUTION NO. 9363

A RESOLUTION AUTHORIZING DESIGNATING SIGNATORIES ON ALL BANKING AND FINANCIAL ACCOUNTS FOR THE CITY OF TARRANT.

WHEREAS, the City maintains various bank accounts for the purpose of conducting official municipal business; and

WHEREAS, it is necessary to designate authorized signatories for said accounts to ensure the timely payment of municipal obligations and the efficient operation of City affairs; and

WHEREAS, following the municipal elections with new elected officials and employees in place, it is necessary to remove any prior signers on city accounts; and

WHEREAS, the City Council finds it in the best interest of the City to authorize the City's senior accountant along with the Mayor and one (1) member of the City Council to sign checks, drafts, and other instruments issued on behalf of the City.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Tarrant, Alabama, while in regular session on Monday, November 17, 2025, at 7:00pm, a quorum duly assembled as follows:

Section 1. Any two (2) people listed below be and are hereby named and authorized to sign, either by hand or by use of mechanical device or facsimile signatures, checks, vouchers or other documents as may be specified hereinafter drawn or relating to the accounts of the City of Tarrant in the various banks with which the City of Tarrant conducts business:

Hon. Tracie B. Threadford, Mayor;
Hon. John T. Tommy Bryant, Councilor District 5; and / or
Ms. Jocelyn Cash, Senior Accountant.

Section 2. The various banks with which the City of Tarrant does business are hereby authorized and requested to accept, honor, cash, pay or transfer, without limit as to the amount and without further inquiry, checks bearing two (2) of the authorized signatures as provided by this resolution whether tendered in payment of an individual obligation or deposited to the account of the City of Tarrant.

Section 3. Facsimile signatures may be used under all conditions for the signing of any and all checks or vouchers only upon the authorization of any two (2) of the signatories listed above who are authorized to sign checks or vouchers and that the actual facsimile signatures should be maintained under the care, custody and control of the Tarrant City Clerk and that as a further precaution, all checks must be entered in the check register and all numbers accounted for.

Section 4. Any two (2) of the persons authorized hereinabove to sign checks and vouchers drawn in various banks with which the City of Tarrant conducts business are further authorized to, purchase investment securities, and to execute collateralization agreements and documents ("Securities") necessary to provide for or release collateral as well as to sell, assign, transfer, exchange, endorse, substitute, hold, control, deposit or withdraw any funds or Securities.

Section 5. The Senior Accountant be and is hereby authorized to access online all accounts in the various banks with which the City of Tarrant conducts business and is granted the authority to transfer funds online among the accounts in the various banks with

which the City of Tarrant conducts business including, but not limited to, the City of Tarrant's General Fund Money Market Account at Regions Bank.

Section 6. This resolution supersedes all previous resolutions authorizing the signing of checks and vouchers and other documents specified herein. Further, Resolution No. 8883 is hereby expressly repealed.


Section 7. The City Clerk shall provide a certified and executed copy of this Resolution to all financial institutions that hold city funds upon its adoption and execution.

Section 8. This resolution shall take effect immediately upon its adoption.

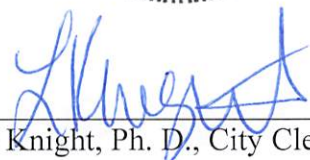
ADOPTED AND APPROVED this the 17th day of November, 2025.



Approved:


Tracie B. Threadford, Mayor

Attest:



Laverne Knight, Ph. D., City Clerk

CERTIFICATION OF CITY CLERK

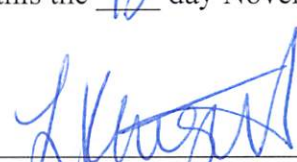
STATE OF ALABAMA)

JEFFERSON COUNTY)

I, Laverne Knight, Ph.D., City Clerk of the City of Tarrant, Alabama, do hereby certify that the above and foregoing is a true and correct copy of a Resolution duly and legally adopted by the City Council of the City of Tarrant, Alabama, on the 17th day of November 2025, while in regular session on Monday, November 17, 2025, and the same appears of record in the minute book of said date of said City.

Witness my hand and seal of office this the 17th day November, 2025.





Laverne Knight, Ph.D., City Clerk

CITY OF TARRANT
VOUCHER LIST
MONDAY, NOVEMBER 3 , 2025

GENERAL FUND

55604-55636

ACCOUNTS PAYABLE RUN

\$ 55,494.51

NET PAYROLL

10/24/2025

PAY PERIOD 10/04/2025-10/17/2025

\$ 194,078.50



Bank NameBank Number

General Fund

<u>Payment Number</u>	<u>Type</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Pymt Grp.</u>	<u>Payment Date</u>	<u>Payment Amount</u>
55604	CHK	Aaa Environmental Services	4		10/30/2025	\$1,022.04
55605	CHK	Affordable Counseling Therapy & Empl	28		10/30/2025	\$900.00
55606	CHK	Aflac	98		10/30/2025	\$154.42
55607	CHK	Alabama Child Support	37		10/30/2025	\$3,119.65
55608	CHK	Alabama Law Enforcement Agency	1499		10/30/2025	\$330.00
55609	CHK	American Fidelity Assurance	1730		10/30/2025	\$2,622.28
55610	CHK	Autozone	1005		10/30/2025	\$235.99
55611	CHK	Bennett, Patrick	642		10/30/2025	\$1,351.94
55612	CHK	CIVICPLUS	3226		10/30/2025	\$5,150.57
55613	CHK	Dell Financial Services	975		10/30/2025	\$165.56
55614	CHK	Dolphin Pest Control	62		10/30/2025	\$284.00
55615	CHK	Econo Printing Service, Inc.	598		10/30/2025	\$178.86
55616	CHK	Express Oil Change Llc	66		10/30/2025	\$1,035.54
55617	CHK	Globe Life Liberty National	832		10/30/2025	\$2,037.06
55618	CHK	Greater Birmingham Humane Society	1503		10/30/2025	\$2,995.94
55619	CHK	Ideal Auto Glass	3459		10/30/2025	\$290.00
55620	CHK	O'rear Hardware	1855		10/30/2025	\$2,703.52
55621	CHK	Quadient Finance USA, Inc	3261		10/30/2025	\$193.91
55622	CHK	Quadient Leasing Usa, Inc	1922		10/30/2025	\$254.97
55623	CHK	Quill	76		10/30/2025	\$619.60
55624	CHK	Republic Services #802	60		10/30/2025	\$341.50
55625	CHK	Robert J Young Company	1681		10/30/2025	\$1,584.34
55626	CHK	Southern States	1244		10/30/2025	\$62.00
55627	CHK	Splre Alabama Inc	1704		10/30/2025	\$292.19
55628	CHK	Stericycle, Inc.	97		10/30/2025	\$268.18
55629	CHK	Sun Life Financial	1848		10/30/2025	\$1,312.74
55630	CHK	Tarrant Electric Department	111		10/30/2025	\$22,740.38
55631	CHK	Tarrant Fire Department	3439		10/30/2025	\$156.00
55632	CHK	The C. BURRELL LAW GROUP, LLC	3183		10/30/2025	\$2,052.00
55633	CHK	Unlited Way Of Central Alabama	241		10/30/2025	\$20.00
55634	CHK	Wells Fargo Vendor Fin Serv	1605		10/30/2025	\$317.10
55635	CHK	White, Curtis	3145		10/30/2025	\$416.67
55636	CHK	Xerox Corporation	1859		10/30/2025	\$285.56

Bank Total: \$55,494.51**Bank Payment Count:** 33