

**TARRANT CITY COUNCIL MEETING
CITY HALL, COUNCIL CHAMBERS
REGULAR MEETING
DECEMBER 1, 2025**

AGENDA

REGULAR SESSION – 7:00PM

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

November 17, 2025

- VI. COMMUNICATIONS FROM THE MAYOR**
- VII. COMMITTEE REPORTS**
- VIII. OLD 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. *Second Reading.*

- IX. NEW BUSINESS**

- B. Resolution No. 9364** - A Resolution Designating Mayor Pro Tem Bryant as the Contact With the Personnel Board of Jefferson County for Certain Positions Where the City Council is the Recognized Appointing Authority.
 - C. Resolution No. 9365** - A Resolution Regarding Notice of Claim Dated April, 16, 2024.
 - D. Resolution No. 9366** - A Resolution Naming the Honorable Charlie Waldrep of the Firm Waldrep, Stewart, and Kendrick, LLP as the Public Defender of the City of Tarrant, Alabama.
 - E. Resolution No. 9367** - A Resolution On the Community Grant Program. Re: Senior Center.
 - F. Resolution No. 9368** - A Resolution Authorizing and Approving the Quote and Services from Industrial Inspection & Analysis for the City of Tarrant Fire Department.
 - G. Resolution No. 9369** - A Resolution Authorizing Random Drug Screening and Physicals for City of Tarrant Employees.
 - H. Resolution No. 9370** -A Resolution Naming the Rev. Leon Wright as Chaplain for the City of Tarrant, Alabama.

- X. VOUCHERS AND EXPENSES**

Ending November 23, 2025

- XI. PUBLIC COMMENTS**
- XII. ADJOURN**

***ADDED 9371 DURING MTG. A RESOLUTION AUTHORIZING AND APPROVING THE QUOTE AND SERVICES FROM BIRMINGHAM FREIGHTLINERS FOR THE CITY OF TARRANT FIRE DEPARTMENT**

CITY OF TARRANT
COUNCIL MEETING MINUTES
NOVEMBER 17, 2025
TARRANT CITY HALL

The City Council of the City of Tarrant, Alabama, met in a regularly scheduled meeting on Monday November 17, 2025, at 7:00 PM at City Hall.

Mayor Threadford called the meeting to order at 7:01 PM immediately following the council work session that began at 6:00PM to discuss items on the agenda and other matters.

Pastor Wright lead those in attendance in the invocation. Interim Fire Patrick Bennett, lead those present in the Pledge of Allegiance.

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

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

Absent:
None

A quorum was determined to be present at the meeting.

The minutes from the November 3, 2025 regularly scheduled council meetings were presented for review and approval. After review Councilor Bryant made a motion to approve the minutes for November 3, 2025. Councilor McClellan seconded the motion. Mayor Threadford called for a vote.

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

Nays:
None

Not voting:
None

The yeas being six (6), the nays being zero (0), with zero (0) member not voting, the motion to approve the minutes for November 3, 2025 was agreed and the minutes were approved.

There were communications from the Mayors Office. The Mayor congratulated the Tarrant High Schools own varsity basketball coach. Coach Groom was being awarded the Jefferson County Emmanuel Bell Coach of the Year. The Mayor also congratulated the Tarrant School system with the recognized increase in annual report card scores with the state at 60 to 76 and the federal at 67 to 74. Another congratulations was extended to the youth football teams Tarrant 12U and 6U City Ducs as EYFL champions of their division. Other announcements included the past weekends second annual turkey and thanksgiving box giveaway with a serving of 329 family which went up from 200 the previous year. Vulcan Materials, and We R Smart LLC were the sponsors for making the event possible. Point of Life Resource Center also provided baby food for the event. Pastor and First Lady Wright, Emily Rico, the ladies of Club Infiniti Diamonds,

David Lucas, Councilor Cooper, Councilor McClelland, Councilor Matthews, Chief Major, and Officers Spender, Gordon Smith and Muwwakil served at the event and much appreciated. The Mayor also announced that the Christmas parade would be on December 6, 2025 at 4:30 pm.

The Mayor announced that there are no Committee Reports but that Committees were assigned.

There was no Old Business.

The Mayor moved on to New Business.

Mayor Threadford announced that the clerk will report the first time on the agenda for council consideration. The City Clerk read the first item on the agenda, Ordinance No. 1169. Ordinance 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 reading*. Councilor Johnson moved to table Ordinance No. 1169. Councilor McClellan seconded the motion. Mayor Threadford called for a vote.

Yeas:

Councilor Charles Johnson
Councilor Bruce Cooper
Councilor Valarie McClellan
Councilor Deborah “Debbie” Matthews

Nays:

Mayor Tracie B. Threadford

Abstains:

Councilor John T. “Tommy” Bryant

Not voting:

None

The yeas being four (4), the nays being one (1), the abstains being one (1) with zero (0) member not voting, the motion to table Ordinance No. 1169 was approved and the Ordinance was tabled.

Mayor Threadford asked the Clerk to report the next item on the agenda for council consideration. The City Clerk read the next item on the agenda, Resolution No. 9350. Resolution No. 9350, A Resolution on the Procedure for Issuing Mayoral Proclamations. Councilor McClellan moved to approve Resolution No. 9350. Councilor Cooper seconded the motion. Mayor Threadford called for a vote.

Yeas:

Councilor Charles Johnson
Councilor Bruce Cooper
Mayor Tracie B. Threadford
Councilor Valarie McClellan
Councilor Deborah “Debbie” Matthews
Councilor John T. “Tommy” Bryant

Nays:

None

Not voting:

None

The yeas being six (6), the nays being zero (0), with zero (0) member not voting, the motion to approve Resolution No. 9350 was agreed and the Resolution was approved.

Mayor Threadford asked the Clerk to report the next item on the agenda for council consideration. The City Clerk read the next item on the agenda, Resolution No. 9351. Resolution No. 9351, A Resolution Authorizing and Approving the City of Tarrant to Enter into a Textile Rental Agreement with ALSCO Linen Services. There was unreadiness on the contract fees. Mayor

Threadford moved to table Resolution No. 9351. Councilor McClellan seconded the motion. Mayor Threadford called for a vote.

Yeas:

Councilor Charles Johnson
Councilor Bruce Cooper
Mayor Tracie B. Threadford
Councilor Valarie McClellan
Councilor Deborah “Debbie” Matthews
Councilor John T. “Tommy” Bryant

Nays:

None

Not voting:

None

The yeas being six (6), the nays being zero (0), with zero (0) member not voting, the motion to table Resolution No. 9351 was agreed and the Resolution was tabled.

Mayor Threadford asked the Clerk to report the next item on the agenda for council consideration. The City Clerk read the next item on the agenda, Resolution No. 9352. Resolution No. 9352, A Resolution Authorizing the City of Tarrant City Council to Enter into Agreement with Employee Assistance Program Services. Councilor Cooper moved to approve Resolution No. 9352. Councilor McClellan seconded the motion. Mayor Threadford called for a vote.

Yeas:

Councilor Charles Johnson
Councilor Bruce Cooper
Mayor Tracie B. Threadford
Councilor Valarie McClellan
Councilor Deborah “Debbie” Matthews
Councilor John T. “Tommy” Bryant

Nays:

None

Not voting:

None

The yeas being six (6), the nays being zero (0), with zero (0) member not voting, the motion to approve Resolution No. 9352 was agreed and the Resolution was approved.

Mayor Threadford asked the Clerk to report the next item on the agenda for council consideration. The City Clerk read the next item on the agenda, Resolution No. 9353. Resolution No. 9353, A Resolution Authorizing the Mayor to Execute A Service Agreement Between the City of Tarrant and Avenu Insights and Analytics, LLC for the Renewal of Tax Revenue Administration Services. Mayor Threadford asked how long the renewal would be and the City Clerk responded that it would be one year instead of three and that there is a ninety-day clause in the renewal. Councilor McClellan moved to approve Resolution No. 9353. Councilor Cooper seconded the motion. Mayor Threadford called for a vote.

Yeas:

Councilor Charles Johnson
Councilor Bruce Cooper
Mayor Tracie B. Threadford
Councilor Valarie McClellan
Councilor Deborah “Debbie” Matthews
Councilor John T. “Tommy” Bryant

Nays:

None

Not voting:
None

The yeas being six (6), the nays being zero (0), with zero (0) member not voting, the motion to approve Resolution No. 9353 was agreed and the Resolution was approved.

Mayor Threadford asked the Clerk to report the next item on the agenda for council consideration. The City Clerk read the next item on the agenda, Resolution No. 9354. Resolution No. 9354, A Resolution Authorizing the Mayor to Enter into Agreement with the Storm Shelter Grant Program. Councilor Bryant moved to approve Resolution No. 9354. Councilor McClellan seconded the motion. Mayor Threadford called for a vote.

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

Nays:
None

Not voting:
None

The yeas being six (6), the nays being zero (0), with zero (0) member not voting, the motion to approve Resolution No. 9354 was agreed and the Resolution was approved.

Mayor Threadford asked the Clerk to report the next item on the agenda for council consideration. The City Clerk read the next item on the agenda, Resolution No. 9355. Resolution No. 9355, A Resolution Authorizing and Approving the Payment of \$243.75 for Additional Costs Regarding the City of Tarrant Runoff Elections 2025. Councilor Mclellan moved to approve Resolution No. 9355. Councilor McClellan seconded the motion. Mayor Threadford called for a vote.

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

Nays:
None

Not voting:
None

The yeas being six (6), the nays being zero (0), with zero (0) member not voting, the motion to approve Resolution No. 9355 was agreed and the Resolution was approved.

Mayor Threadford asked the Clerk to report the next item on the agenda for council consideration. The City Clerk read the next item on the agenda, Resolution No. 9356. 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. Councilor Bryant moved to approve Resolution No. 9356. Councilor Johnson seconded the motion. Mayor Threadford called for a vote.

Yeas:
Mayor Tracie B. Threadford

Councilor John T. “Tommy” Bryant

Nays:

Councilor Charles Johnson
Councilor Bruce Cooper
Councilor Valarie McClellan

Abstain:

Councilor Deborah “Debbie” Matthews

Not voting:

None

The yeas being two (2), the nays being three (3), the abstains being one (1), with zero (0) member not voting, the motion to approve Resolution No. 9356 was not agreed and the Resolution was not approved.

Mayor Threadford asked the Clerk to report the next item on the agenda for council consideration. The City Clerk read the next item on the agenda, Resolution No. 9357. 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.. Councilor Mclellan moved to approve Resolution No. 9357. Councilor Cooper seconded the motion. Mayor Threadford called for a vote.

Yeas:

Councilor Charles Johnson
Councilor Bruce Cooper
Mayor Tracie B. Threadford
Councilor Valarie McClellan
Councilor Deborah “Debbie” Matthews
Councilor John T. “Tommy” Bryant

Nays:

None

Not voting:

None

The yeas being six (6), the nays being zero (0), with zero (0) member not voting, the motion to approve Resolution No. 9357 was agreed and the Resolution was approved.

Mayor Threadford asked the Clerk to report the next item on the agenda for council consideration. The City Clerk read the next item on the agenda, Resolution No. 9358. Resolution No. 9358, A Resolution Affirming a Professional Services Agreement for City Attorney: Massey, Stotser & Nichols, P.C. Councilor Cooper moved to approve Resolution No. 9357. Councilor McClellan seconded the motion. Mayor Threadford called for a vote.

Yeas:

Councilor Charles Johnson
Councilor Bruce Cooper
Mayor Tracie B. Threadford
Councilor Valarie McClellan
Councilor Deborah “Debbie” Matthews
Councilor John T. “Tommy” Bryant

Nays:

None

Not voting:

None

The yeas being six (6), the nays being zero (0), with zero (0) member not voting, the motion to approve Resolution No. 9358 was agreed and the Resolution was approved.

Mayor Threadford asked the Clerk to report the next item on the agenda for council consideration. The City Clerk read the next item on the agenda, Resolution No. 9359. Resolution No. 9359, A Resolution Naming the Honorable Lee Barnes as Judge of the Municipal Court of the City of Tarrant, Alabama. Councilor Cooper moved to approve Resolution No. 9359. Councilor Matthews seconded the motion. Mayor Threadford called for a vote.

Yeas:

Councilor Charles Johnson
Councilor Bruce Cooper
Mayor Tracie B. Threadford
Councilor Valarie McClellan
Councilor Deborah “Debbie” Matthews
Councilor John T. “Tommy” Bryant

Nays:

None

Not voting:

None

The yeas being six (6), the nays being zero (0), with zero (0) member not voting, the motion to approve Resolution No. 9359 was agreed and the Resolution was approved.

Mayor Threadford asked the Clerk to report the next item on the agenda for council consideration. The City Clerk read the next item on the agenda, Resolution No. 9360. Resolution No. 9360, A Resolution Naming the Honorable A. V. Callins Prosecutor for the City of Tarrant, Alabama. Councilor Bryant moved to approve Resolution No. 9360. Councilor Cooper seconded the motion. Mayor Threadford called for a vote.

Yeas:

Councilor Charles Johnson
Councilor Bruce Cooper
Mayor Tracie B. Threadford
Councilor Valarie McClellan
Councilor Deborah “Debbie” Matthews
Councilor John T. “Tommy” Bryant

Nays:

None

Not voting:

None

The yeas being six (6), the nays being zero (0), with zero (0) member not voting, the motion to approve Resolution No. 9360 was agreed and the Resolution was approved.

Mayor Threadford asked the Clerk to report the next item on the agenda for council consideration. The City Clerk read the next item on the agenda, Resolution No. 9361. Resolution No. 9361, A Resolution Naming Chris Muir as the Chief Building Inspector and Official for the City of Tarrant, Alabama. Councilor Cooper moved to approve Resolution No. 9361. Councilor Matthews seconded the motion. Mayor Threadford called for a vote.

Yeas:

Councilor Charles Johnson
Councilor Bruce Cooper
Mayor Tracie B. Threadford
Councilor Valarie McClellan
Councilor Deborah “Debbie” Matthews

Councilor John T. “Tommy” Bryant

Nays:
None

Not voting:
None

The yeas being six (6), the nays being zero (0), with zero (0) member not voting, the motion to approve Resolution No. 9361 was agreed and the Resolution was approved.

Mayor Threadford asked the Clerk to report the next item on the agenda for council consideration. The City Clerk read the next item on the agenda, Resolution No. 9362. Resolution No. 9362, A Resolution Appointing Patrick Bennett Interim Fire Chief for the City of Tarrant Fire Department. There was unreadiness by Councilor Matthews in regard to Interim. Mayor Threadford informed all those in attendance that Interim must be applied as there is current legal action for the position with the earliest outcome being January 2025. Councilor Cooper moved to approve Resolution No. 9362. Councilor Johnson seconded the motion. Mayor Threadford called for a vote.

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

Nays:
None

Not voting:
None

The yeas being six (6), the nays being zero (0), with zero (0) member not voting, the motion to approve Resolution No. 9362 was agreed and the Resolution was approved.

Mayor Threadford asked the Clerk to report the next item on the agenda for council consideration. The City Clerk read the next item on the agenda, Resolution No. 9363. Resolution No. 9363, A Resolution Authorizing Designating Signatories on All Banking and Financial Accounts for the City of Tarrant. Councilor McClellan moved to approve Resolution No. 9363. Councilor Matthews seconded the motion. There was unreadiness with Councilor Johnson recommending Councilor McClellan as an authorized designatory signatory. There was no further unreadiness. Mayor Threadford called for a vote.

Yeas:
Councilor Bruce Cooper
Mayor Tracie B. Threadford
Councilor Deborah “Debbie” Matthews
Councilor John T. “Tommy” Bryant

Nays:
Councilor Charles Johnson

Abstain:
Councilor McClellan

Not voting:
None

The yeas being four (4), the nays being one (1), the abstains being one (1), with zero (0) member not voting, the motion to approve Resolution No. 9363 was agreed and the Resolution was approved.

Next, the City Council reviewed the vouchers and expenses for City of Tarrant, City Hall week ending November 3, 2025. After review, Councilor McClellan moved to approve the Vouchers and Expenses for week ending November 3, 2025. Councilor Matthews seconded the motion Mayor Threadford called for a vote.

Yeas:

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

Nays:

None

Not voting:

None

The yeas being six (6), the nays being zero (0), with zero (0) member not voting, the motion to approve the Vouchers and Expenses for week ending November 3, 2025 was agreed and the vouchers and expenses were approved.


Next, the City Council moved on to Public Comments.

First, Mr. Willie Demais. Mr. Demais had some concerns of storm water issues from the street that are having an effect on his property. The Mayor instructed the City Clerk to call and coordinate a meeting between SAIN Engineers and the City of Tarrant Public Works Coordinator to repair the damages that are on City of Tarrant property. The Mayor also asked the City Clerk to provide the City of Tarrant Public Works Director Mr. Demais phone number. Ms. Yvetter Reed also expressed similar storm water concerns on her property. The City Clerk was instructed to take her phone number as well for the City of Tarrant Public Works Director.

There were no other public comments.

After the public comments, Councilor Bryant made a motion to adjourn. Mayor Threadford seconded the motion. A verbal vote was taken. Meeting adjourned at 7:32 pm.

Respectfully submitted,


Dr. Laverne Knight
City Clerk, December 1, 2025
City of Tarrant Council Meeting, Alabama

READ AND APPROVED this the 1st day of December, 2025.

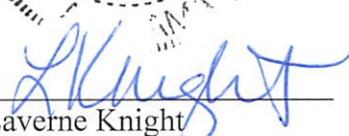
The City of Tarrant, Alabama

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, December 1, 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 entirely repealed.

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 meeting 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 Tuesday. 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 who are present in the meeting chamber while a vote is taken.

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. A Councilor who leaves the council chamber during a meeting shall not be included in the determination of a quorum.

D. Any city councilor 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 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 proper 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 or cause to be announced 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. Only the mayor or any city councilor may request an item be placed on an agenda for council consideration and deliberation. Any matter shall be reduced to writing. Typically, this is in the form a resolution for all matters except those of which are a general or permanent nature, or are 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 agenda for 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 by the council 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 on 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 to postpone or carry over is subject to 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 subject to the call of the presiding officer at which point the mayor shall designate the meeting date at which the matter shall be on the agenda.

6. Motions to "substitute" or "amend" 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 council member may amend the main motion in either of the following two ways:

i. 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.

ii. 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 by a councilor who had previously voted on the prevailing side and is always debatable. Such motion must be made before the conclusion of the meeting during which the original motion was made and approved or at the next regular meeting of the city council. A motion to reconsider must be adopted by a majority of those members of the city council present.

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 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 at a designated location in 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 alone 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 require any city employee to attend a council meeting in the 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 14 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 the 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.

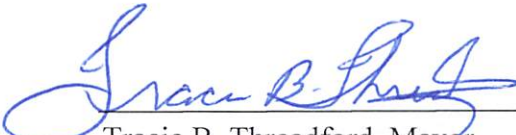
C. Nothing contained herein shall be deemed to override or otherwise supersede state or federal law. In the event of conflict, state or federal law shall govern.

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.

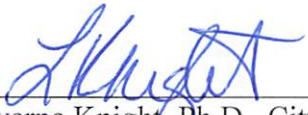
APPROVED AND ADOPTED BY THE CITY COUNCIL OF THE CITY OF TARRANT, ALABAMA, on this the 1st day of December, 2025.

APPROVED AND ADOPTED:


Tracie B. Threadford, Mayor



ATTEST:


Laverne Knight, Ph.D., City Clerk

Certification of City Clerk

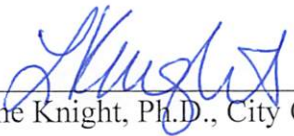
STATE OF ALABAMA)
JEFFERSON COUNTY)

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 1st day of December, 2025, while in regular session on Monday, December 1, 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 2nd day of December, 2025.





Laverne Knight, Ph.D., City Clerk

CITY OF TARRANT, ALABAMA

RESOLUTION NO. 9364

A RESOLUTION DESIGNATING MAYOR PRO TEM BRYANT AS THE CONTACT WITH THE PERSONNEL BOARD OF JEFFERSON COUNTY FOR CERTAIN POSTIONS WHERE THE CITY COUNCIL IS THE RECOGNIZED APPOINTING AUTHORITY.

Be it resolved by the City Council of the City of Tarrant, Alabama, while in regular session on Monday, December 1, 2025, at 7:00pm, a quorum duly assembled as follows:

Section 1. Pursuant to the correspondence from the Personnel Board of Jefferson County ("PBJC") dated September 6, 2024, the PBJC recognizes the City Council of the City of Tarrant, Alabama ("City Council") as the appointing authority for certain positions within the City of Tarrant ("City"). ("See correspondence attached as Exhibit "A".)

Section 2. Pursuant to that correspondence, the mayor pro tem is the designated point contact within the Workday system and the PBJC contact to execute personnel actions on behalf of the City Council which are duly adopted and approved by resolution or ordinance.

Section 3. With the recent election and change in elected officers, the need has arisen to designate the recently appointed Mayor Pro Tem as the point of contact and authorized Workday user for certain personnel actions where the City Council is the recognized appointing authority.

Section 4. The City Council hereby designates Councilor John T. "Tommy" Bryant, of District 5 and the Mayor Pro Tempore, as the contact for the PBJC and requests the PBJC authorize Councilor Bryant to enter any matters within the PBJC's Workday software system for those actions which are taken by the City Council.

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

Section 6. Upon execution the City Clerk shall provide a certified copy of the resolution to the PBJC.

Approved this the 1st day of December, 2025.

Approved:



Attest:


Tracie B. Threadford, Mayor

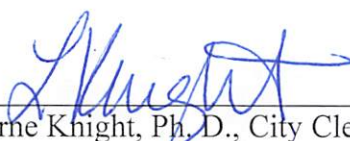

Laverne Knight, Ph. D., City Clerk

Exhibit A

PBJC Correspondence dated September 6, 2024



Personnel Board of Jefferson County

The Foundation of Your Merit System Career

September 6, 2024

City of Tarrant
Attention: Mayor Newton / Tarrant City Council / Police Chief Major
P.O. Box 170220
Tarrant, Alabama 35217

RE: Recognition of Appointing Authorities

Mayor Newton, City Council, & Police Chief Major:

As you are aware, the Personnel Board has historically recognized the Mayor as the Appointing Authority for Classified positions within the City of Tarrant. Personnel Board Rule 1.3 has defined an Appointing Authority as follows:

Appointing Authority. Any person, officer, board, council, commission or other governmental body whose lawful jurisdiction or powers are confined wholly or primarily within the territorial limits of Jefferson County and who or which possesses final power to appoint persons to services, jobs, offices or positions, the compensation of which is paid in whole or in part from the public funds of Jefferson County or from the public funds of a municipality in Jefferson County subject to this Act. Except as otherwise provided by law, the Board will consider the mayor to have final decision making authority on behalf of a municipality.

In light of efforts made by the City Council to modify the Appointing Authority for certain Classified positions through adopted City ordinance and recent orders issued by Judge Ballard in Case Number 01-CV-2023-904087 (see attached), the Personnel Board has modified its recognition of the Appointing Authority for certain City positions. This letter is intended to clarify these changes and the manner in which the City must proceed for execution of all actions requiring Appointing Authority approval.

Appointing Authority for City of Tarrant Classified Positions

Police Chief & Fire Chief Positions

The Personnel Board views the positions of Police Chief and Fire Chief to be Classified positions under its Rules & Regulations (henceforth referred to as “the Rules”). As previously communicated in correspondence on June 21, 2024 to Mayor Newton and the City Council through Mayor Pro Tempore Tracie Threadford, consistent with Judge Ballard’s court order on May 20, 2024 upholding the Tarrant City Council’s authority under Section 11-43-55 of the Alabama Code, the Personnel Board



2121 Reverend Abraham Woods, Jr. Blvd, Suite 100 Birmingham, Alabama 35203-2387
www.pbjcal.org

Bessemer Birmingham Center Point Emergency Management Fairfield Fultondale Gardendale Homewood Hueytown
Irondale Jefferson County Commission Jefferson County Health Department Leeds Midfield Mountain Brook Pleasant Grove
Tarrant Trussville Vestavia Hills Warrior

recognized the City Council as the Appointing Authority with respect to the employment of a Police Chief and Fire Chief. Although the City executed a change to the Appointing Authority for these positions, nothing about this change should be viewed as modifying the rights of these positions or the occupying employees provided under Act 248, H. 580 of the Alabama Legislature of 1945 or the Rules.

All employment actions for these positions requiring approval of the Appointing Authority under the Rules and Personnel Board processes shall be executed within Workday (i.e., the Personnel Board's human resources system) by a *single* member (which may include the Mayor) designated by the Council. At this time, Ms. Threadford as Mayor Pro Tempore is established as that member in Workday; however, this may be modified at the desire of the Council, ideally through a properly adopted ordinance. It should be noted that the single member will have *no individual authority* to take any employment action on either of these positions within Workday. For any employment action initiated in Workday for either of these positions, the action *must* be accompanied by an appropriately adopted ordinance of the Council outlining the desire to take such action. Failure to include such ordinance in support of the action, will lead to the action being denied by the Personnel Board.

Municipal Clerk Position

Pursuant to Sections 11-43-3 and 11-43-4 of the Alabama Code, the Personnel Board has historically viewed the City Council as the Appointing Authority for of the Classified position of City Clerk (also referred to as Municipal Clerk) for all Merit System municipalities. Despite the fact that the Personnel Board has historically recognized the City Council as the Appointing Authority for this position, the execution of employment actions for this position within effectively functioning municipalities has been through the Mayor authorizing the employment actions for City Clerk on behalf of the Council. The lack of effective cooperation among and between the Tarrant Council and Mayor has necessitated a change to this process. As such, as with the aforementioned Chief positions, the Personnel Board will require that the Council designate, through a proper ordinance filed with the Personnel Board, a single Councilmember (or Mayor) to take any employment action on this position within Workday. Again, no action entered into Workday by the designated individual will be approved by the Board absent an appropriate ordinance outlining the desired action on the part of the Council as a whole. Any other positions within the City Clerk office and/or reporting to the City Clerk will be treated in accordance with the section on "All Other City Positions" presented below.

Police Force Positions in the Police Department Other than Police Chief

Through his July 24, 2024 Order, Judge Ballard recognized Tarrant City Ordinance 1162 as valid and established the Police Chief as the Appointing Authority for positions within the Police Department effective July 1, 2024. In accordance with this Order, the Personnel Board recognizes the Police Chief as the Appointing Authority for police force positions designated within the Police Department. All employment actions for police force positions within the Police Department requiring approval of the Appointing Authority under the Rules and Personnel Board processes shall be executed within Workday by the Police Chief (or his/her authorized designee) and shall require no further approval of the Council or Mayor. Although the City executed a change to the Appointing Authority for these positions, nothing about this change should be viewed as modifying the rights of these positions or the occupying employees provided under Act 248, H. 580 of the Alabama Legislature of 1945 or the Rules. Also, the Personnel Board recognizes the active appeal of this Circuit Court's decision and, should the aforementioned order be reversed based on that appeal, the Board will modify its recognition of the Appointing Authority accordingly.



All Other City Positions

The Personnel Board retains recognition of the Mayor for all other positions of the City of Tarrant not listed above. All employment actions for these positions requiring approval of the Appointing Authority under the Rules and Personnel Board processes shall be executed within Workday by the Mayor (or his/her authorized designee) and shall require no further approval of the Council.

Responsibilities of the Appointing Authority

It is the responsibility of the Appointing Authority to be fully aware of, and comply with, the requirements for executing and processing employment actions in accordance with the Personnel Board Rules & Regulations. No actions will be processed by the Personnel Board without appropriate authorization and the Personnel Board will not be responsible for delays or denials of employment actions due to the failure of the Appointing Authority to properly execute actions or provide appropriate authorization. The City of Tarrant shall be responsible for supplying payroll files in a timely fashion as required by the Personnel Board for proper review and certification of payroll.

In order for the various Tarrant Appointing Authorities to initiate employment actions and for the Personnel Board to appropriately monitor those actions, the Personnel Board must reconfigure its Workday system to reflect the appropriate reporting patterns and approval workflow. The City of Tarrant has not maintained a functional organizational chart within Workday. In order to finalize the appropriate Appointing Authority reporting structure, it is necessary for the City of Tarrant to supply a legitimate and correct organizational reporting structure for all current positions and employees. I am requesting that each of the Appointing Authorities provide an organizational structure for all positions under their authority. Once these are received, the Personnel Board will finalize configuration of the positions in Workday and initiation of employment actions by the Appointing Authorities for their designated positions may be executed.

Other Internal City Disputes

The Personnel Board has no authority to resolve other disputes arising out of the execution of the City's operations under the Appointing Authority structure established by the City of Tarrant. Resolution of such disputes shall be the responsibility of the City and respective Appointing Authority(ies). Failure to resolve any such disputes shall not be viewed as a legitimate basis by any Appointing Authority for failing to comply with any Personnel Board process or Rule.

Regards,



Jeffrey Crenshaw, Ph.D.
Director, Personnel Board of Jefferson County

cc: Personnel Board Department Heads
Leslie Coyne, Legal Counsel for the Personnel Board



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 1st day of December, 2025, while in regular session on Monday, December 1, 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 2nd day December, 2025.



L Knight
Laverne Knight, Ph.D., City Clerk

CITY COUNCIL OF THE CITY OF TARRANT, ALABAMA

RESOLUTION NO. 9365

A RESOLUTION REGARDING NOTICE OF CLAIM DATED APRIL 16, 2024.

BE IT RESOLVED by the City Council of the City of Tarrant, Alabama, while in regular session a quorum duly assembled on Monday, December 1, 2025, at 7:00 p.m. as follows:

Section 1. The City Council of the City of Tarrant, Alabama, ("City Council") has reviewed the notice of claim and relevant information attached hereto as Exhibit "A" which is incorporated as if fully set out herein.

Section 2. The City Council finds it in the best interest of the City to resolve the claim outlined in Exhibit "A."

Section 3. The City Council further authorizes the payment of the claim as in the amount stated in the insurance counsel's correspondence. In exchange for payment, counsel shall receive a fully executed general release and waiver of all claims by the claimant as a condition to the payment of the claim. The claim shall be paid immediately from the appropriate City account.

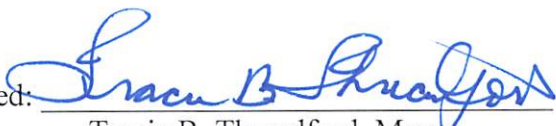
Section 4. The Mayor, his designee, or the City Attorney is hereby authorized to take any all actions necessary and reasonable to effectuate the purpose and intent of this Resolution.

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

Adopted this the 1st day of December, 2025.



Approved: _____


Tracie B. Threadford, Mayor

Attest: _____



Laverne Knight, PhD., City Clerk

Exhibit A

Notice of Claim



MASSEY, STOTSER & NICHOLS, PC
ATTORNEYS

www.msnattorneys.com

May 1, 2024

VIA ELECTRONIC MAIL

VIA EMAIL: mrstraciebthread@gmail.com

Hon. Tracie B. Threadford
City Council

VIA EMAIL: cat15a@aol.com

Hon. Cathy Anderson
City Council

VIA EMAIL: matthewsd334@gmail.com

Hon. Debbie Matthews
City Council

VIA EMAIL: jtb103@aol.com

Hon. John T. Bryant
City Council

VIA EMAIL: choson2@gmail.com

Hon. Veronica Freeman
City Council

VIA EMAIL: wnewton@cityoftarrant.com

Hon. Wayman A. Newton
Mayor

Re: Novillee Williams v City of Tarrasnt
Our File Number: 23662.001.19

Dear Mayor Newton and City Councilors:

I hope this finds you well. See attached Notice of Claim submitted by Ms. Novillee Williams through her attorney, Mr. Jim Ward. A copy of the attached claim is attached for your information along with correspondence from Mr. Ward. Mr. Ward previously sent a preservation letter which was forwarded to the relevant city staff and IT company requesting all records referenced in the letter be identified, review, and preserved.

This claim has been sent to Byers Wright for its review and determination of coverage.

Should you have any additional concerns or questions, please do not hesitate to let me know.

I remain...

Respectfully yours,

Michael Brymer

MDB/ms

Enclosure

Michael Brymer Partner

1780 Gadsden Highway Birmingham, Alabama 35235
P 205-838-9006 F (205) 838-9071 E mbrymer@msnattorneys.com

STATE OF ALABAMA)
JEFFERSON COUNTY)

NOTICE OF CLAIM TO
THE CITY OF TARRANT, ALABAMA

My name is Novillee Williams. I am a 79 year old African American female. I am a resident of the City of Tarrant. I am filing this Notice of Claim as required by Code of Alabama (1975) 11-47-23 and 11-47-192.

My Claim is against the City of Tarrant, Alabama and any and all other employees or agents acting on behalf of and who acted with neglect, carelessness, or unskillfulness and/or in an unlawful manner to violate my rights, including those guaranteed by the United States and Alabama Constitution, all resulting in injury and suffering to me.

The incident for the basis of my Claim are the following:

I was falsely accused and charged with Disorderly Conduct and Harassment and falsely arrested as a result of the exercise of my first amendment right to speak at the December 4, 2023, Tarrant City Council meeting. I was recognized by the Council to speak, and I voiced my criticism of Mayor Wayman Newton's actions regarding the City's Chief of Police.

When I left the meeting a police officer demanded to see my drivers license and I complied. He is the same one who swore out a warrant for me.

The following night I was informed the police were going to arrest me on two warrants. I am diabetic and was so upset I got sick and cried for an hour.

Two Warrants for my arrest were issued and executed by my false arrest on the night of December 5, 2023.

At the police station I was fingerprinted and my photograph taken.

When I went to Court, the Disorderly Conduct charge was dismissed by the Judge and I was acquitted of the Harassment charge.

At this time, I am not able to identify each and every agent or employee of the City of Tarrant who may have been involved or participated in the events described or who may be involved in any unlawful action after my lawyer's letter of March 6, 2024, demanding the preservation of any and all documents which refer, relate, or pertain to the events/facts described in this Claim. I am attaching a copy of my lawyer's letter.

I have experienced and continue to suffer from stress, anxiety, embarrassment, shame, humiliation, worry and concern as a result of the unlawful actions set out herein.

I have never been charged with a crime or arrested in my life and I now have a record of arrests and Court appearances. In addition, there is now a file on me in the City's Court Clerk or Magistrate's office.

Please take notice that other employees or agents of the City of Tarrant may be sued independently and separately in their own name and capacity.

As a result of the above actions, I demand a Judgment for damages in an amount to be determined by the trier of fact.



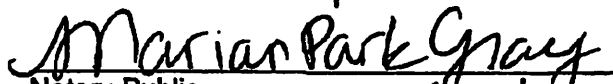
Noville Williams

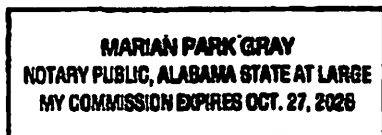
STATE OF Alabama)
COUNTY OF Jefferson)

I, the undersigned, a Notary Public, in and for said County in said State, hereby certify that Noville Williams, whose name is signed to the foregoing, and who is known to me, acknowledged before me on this day that, being informed of the contents of the foregoing, she/he executed the same voluntarily on the day the same bears date.

Given my hand and official seal this the 16 day of April 2024.

[NOTARY SEAL]


Notary Public
My Commission Expires: 10/27/26



Received on this the _____ day of _____
2024

Signature
(Name): _____

Print (Name): _____

WARD & COOPER, LLC

ATTORNEYS AT LAW

JAMES S. WARD
E-MAIL: jward@wardcooperlaw.com

2100 SOUTHBRIDGE PARKWAY
SUITE 645
BIRMINGHAM, ALABAMA 35209
TEL (205) 871-5404
FAX (205) 871-5758

PATRICK C. COOPER
E-MAIL: patrickc.cooper@vahan.com

March 6, 2024

VIA EMAIL: wmajor@tarrantpd.com,
lharris@cityoftarrant.com, tjackson@cityoftarrant.com

ATTN: Chief Wendell Major, Lajessica Harris
Tanilya Jackson

Dear Chief, Ms. Harris and Ms. Jackson,

Please be advised that I represent Novillee Williams in connection with the events occurring at Tarrant City Hall on December 4, 2023, her subsequent arrest for Disorderly Conduct and Harassment and the eventual dismissal or finding of not guilty of those charges.

This is Notice that Ms. Williams intends to pursue all available claims against all responsible parties through litigation as a result of what occurred.

On behalf of Ms. Williams, I demand that the City of Tarrant, the Tarrant Police Department, the Tarrant Municipal Court and Magistrate's Office preserve any and all documents of whatsoever kind or nature which refer, relate or pertain to the events/facts described above.

For the purpose of this demand, document(s) mean and include all writings of any kind, including the originals, all non-identical copies and electronically stored information, whether different from the originals by reason of any notation made on such copies or otherwise, and whether printed, recorded, created or reproduced by any mechanical means or process, or written or produced by hand, including, but not limited to, communications; messages; correspondence; letters; telefax; tape recordings; memoranda; summaries; notes or other recordings of telephone conversations, meetings, actions or statements; legal documents of any kind and description; intraoffice and interoffice memoranda and communications; photographs; pictures; computer memories; software reports; notes of interviews; statements of witnesses; findings of investigations; all materials furnished to, or notes of, conversations with any witness or person interviewed in connection with this case; papers; books; notebooks; summaries; tapes; cassettes; micro cassettes; discs; compact discs; computer discs; USB's; digital audio tapes; digital optical recordings; videotapes; any and every other written, graphic, mechanical or tangible means by which human intelligence is in any way transmitted, reported, recorded or preserved.

To be clear, this demand shall also include text messages, emails or any other form of electronic communication by and between any Tarrant Police Officer(s) and the Magistrate's Office, by and between Shayla Myricks and any employee of the City of Tarrant regardless of Department, by and between Shayla Myricks and any elected official of the City of Tarrant, including the Mayor, by and between Shayla Myricks and the Tarrant Police Officer signing the Disorderly Conduct Complaint and any electronic communications sent to or received by the Mayor of Tarrant.

Be further advised that the failure to maintain and secure all requested documents shall be considered spoliation of evidence and lead to a separate claim by Ms. Williams.

Very truly yours,
WARD & COOPER, LLC

James S. Ward

James S. Ward

JSW

CERTIFICATION OF CITY CLERK

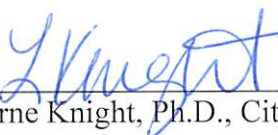
STATE OF ALABAMA)

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 1st day of December, 2025, while in regular session on Monday, December 1, 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 2nd day of December, 2025.





Laverne Knight, Ph.D., City Clerk

CITY OF TARRANT, ALABAMA

RESOLUTION NO. 9366

A RESOLUTION NAMING THE HONORABLE CHARLIE WALDREP OF THE FIRM WALDREP, STEWART, AND KENDRICK, LLP AS THE PUBLIC DEFENDER 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, December 1, 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 Charlie Waldrep of the firm Waldrep, Stewart, and Kendrick, LLP as the public defender and provider of indigent services for those determined by the Municipal Court of the City of Tarrant in need of representation during the pendency of all matters before the municipal court.

Section 2. The Mayor is hereby authorized to negotiate and execute a contract with the Honorable Charlie Waldrep and his firm for providing the services.

Section 3. The City Clerk shall provide a certified copy of this resolution to the Honorable Charlie Waldrep and the municipal court clerk confirming his appointment.

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

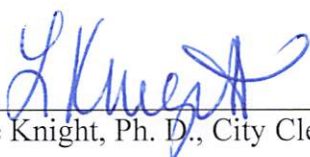
Approved this the 1st day of December, 2025.

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 1st day of December, 2025, while in regular session on Monday, December 1, 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 2nd day December, 2025.





Laverne Knight, Ph.D., City Clerk

**CITY OF TARRANT, ALABAMA
RESOLUTION NO. 9367**

STATE OF ALABAMA)

COUNTY OF JEFFERSON)

COMMUNITY 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 senior centers located within Jefferson County; and

WHEREAS, the City of Tarrant, Alabama ("Tarrant") applied for a grant of funds in the amount of \$20,000.00 for the Tarrant Senior Center; and

WHEREAS, the City of Tarrant is a municipality located within Jefferson County, Alabama which seeks funding for the operation of the Tarrant Senior Center; and

WHEREAS, the Jefferson County Commission has recommended funding of \$20,000 to the City of Tarrant, 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 \$20,000.00 upon execution of this agreement.
3. The City of Tarrant shall use the public funds for the operation of the Tarrant Senior Center.

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 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.

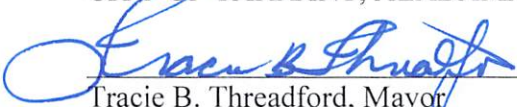
JEFFERSON COUNTY, ALABAMA

Date

James A. Stephens, President
Jefferson County Commission

CITY OF TARRANT, ALABAMA

12/1/2025
Date



Tracie B. 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:

Jefferson County Department of Community Services

Email: seniorcenter@jccal.org

County Manager

Email: county_manager@jccal.org

CITY COUNCIL OF THE CITY OF TARRANT, ALABAMA

RESOLUTION NO. 9368

A RESOLUTION AUTHORIZING AND APPROVING THE QUOTE AND SERVICES FROM INDUSTRIAL INSPECTION & ANALYSIS FOR THE CITY OF TARRANT FIRE DEPARTMENT

WHEREAS, the Tarrant Fire Department has received a service quote from Industrial Inspection & Analysis; and

WHEREAS the City of Tarrant Fire Department has recognized a service need for the product and descriptions specified in Exhibit "A" to ensure the consistent and day to day operations of the Tarrant Fire Department; and

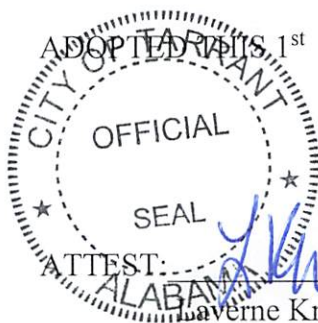
WHEREAS, an approximate cost for the total items outlined in the amount of \$1,670.49 is identified in the attached hereto as Exhibit A;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Tarrant, Alabama while in regular session on Monday, December 1, 2025 as follows:

Section 1. That the City of Tarrant is hereby authorized to pay Industrial & Inspection Analysis the amount 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 1st DAY OF DECEMBER, 2025

APPROVED: _____

Tracie B. Threadford, Mayor

Laverne Knight
City Clerk, Tarrant, Alabama



IIA Lifting Services, Inc.
16140 N. Arrowhead Fountains Center Dr
Peoria, AZ. 85382
602-995-5800

Quote Number: 00131882

Quote Date: 11/20/2025

Quotation

Customer	
Name:	Patrick Bennett
Company Name:	Tarrant Fire Department
Street Address:	2593 Commerce CR
City, ST ZIP:	Birmingham, AL 35217
Mobile:	205-229-7748
Phone:	(205) 849-2820
E-Mail:	pbennett@fd.tarrant.gov

Prepared by:	
Name:	Tommy Hale
E-Mail:	tommy.hale@industrial-ia.com
Mobile Phone:	

IIA Lifting Services, Inc. has conducted these inspections across the nation since 1971 with the highest standards recognized by the industry. These inspections are conducted on your premises, at your convenience, by experienced SNT-TC-1A Level II technicians, and performed in accordance with the applicable NFPA, ASTM, OSHA and/or the current ANSI standards.

Product	Description	Quantity	Unit Price	Total Price
Fuel Surcharge	3.5% Fuel Surcharge	1.00	\$56.49	\$56.49
Ground Ladder per ladder Test		13.00	\$47.00	\$611.00
Heat Sensor Label	As needed	1.00	\$3.00	\$3.00
Fire Apparatus 5 Year NDT	Water and Flow Meter included if requested	1.00	\$1000.00	\$1000.00
			Total	\$ 1670.49

All invoices are subject to a 3.50% fuel surcharge based on DOE guidelines

We appreciate the opportunity to provide this quote, please contact us if you have questions or wish to schedule these inspections

THANK YOU FOR YOUR BUSINESS!

Industrial Inspection & Analysis (IIA) Companies' Standard Terms & Conditions

Scope. Company agrees to perform the services as described in the enclosed proposal which incorporates these standard terms and conditions (the "Services"). Unless the parties agree in writing, the duties of Company shall not exceed those services specifically set forth in the proposal. These terms and conditions and the proposal, when executed by the Customer, shall constitute a binding agreement on both parties (the "Agreement")

Compensation. Unless Company and Customer agree otherwise in writing, Customer agrees to pay all undisputed invoice amount(s) thirty (30) days after receipt of the invoice. Quoted prices will expire 60 days after the quote.

Warranty.

(a) Company warrants that it will provide the Services in accordance with accepted professional practices at the time of performance, but Company makes no guaranties or warranties in connection with the supervision, performance or technical direction of work performed by the Customer or others. If Company receives written notice of breach of this warranty within one year after performance of the Services in question, Company shall arrange for the re-performance of such services. SUCH REPERFORMANCE SHALL BE THE CUSTOMER'S EXCLUSIVE REMEDY FOR ANY BREACH OF WARRANTY UNDER THIS PROPOSAL.

(b) Company shall have no obligation for breach of warranty (i) if the Customer fails to utilize the Services in accordance with (A) generally approved, industry practices, (B) the provisions set forth in this document, or (C) the provisions of any instructions furnished to the Customer; (ii) if the Customer fails to notify Company in writing as soon as any alleged breach of warranty becomes apparent; or (iii) unless, within a reasonable time after Customer gives notice of a breach of warranty, Company gains unobstructed access to the location in question, in such a way as to permit it to perform its warranty obligations during its normal business hours.

(c) THE EXPRESS WARRANTIES SET FORTH IN THIS PROVISION ARE EXCLUSIVE AND NO OTHER WARRANTIES OF ANY KIND, WHETHER STATUTORY, ORAL, WRITTEN, EXPRESS OR IMPLIED, INCLUDING ANY IMPLIED WARRANTY OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE, SHALL APPLY. THE CUSTOMER'S EXCLUSIVE REMEDIES ARE COMPANY'S ONLY OBLIGATIONS ARISING OUT OF OR IN CONNECTION WITH DEFECTIVE GOODS OR SERVICES, WHETHER BASED ON WARRANTY, CONTRACT, TORT (INCLUDING NEGLIGENCE) OR OTHERWISE, SHALL BE THOSE STATED IN THIS PROVISION.

Cancellation by Customer. A contract may be cancelled by Customer only upon written notice to the Company and payment of reasonable expenses already incurred or committed to prior to the receipt of notice of termination.

Force Majeure. Company shall not be liable for its failure to perform hereunder or for any loss or damage to any failure or delay from any cause beyond the reasonable control of Company. This includes, but is not limited to: war, riots, fire, flood, hurricane, typhoon, earthquake, lightning, explosion, strikes, lockouts, slowdowns, prolonged shortage of energy supplies, and acts of state or

governmental action prohibiting or impeding any party from performing its respective obligations under the contract.

Indemnification. Customer agrees to indemnify, defend, and hold harmless Company from and against any claims, damages, losses, and costs, including, but not limited to, attorneys' fees and litigation costs, to the extent relating in any way to the products and work referred to in this document

(a) the breach of this Agreement, negligence, or willful misconduct of Customer in connection with the work described in this Agreement; (b) violation of intellectual property rights of Customer and any third party; or (c) (c) injury of persons or damage to property except to the extent such damage or injury is caused by and would not have occurred but for Company's failure to perform the Services in accordance with accepted professional practices at the time of performance..

Subcontracts. Company shall be entitled, in its discretion, to subcontract any portion of work to be performed under this agreement, with the exception of any work which will be accredited to either ISO/IEC 17025 or ISO/IEC 17065, wherein the customer's approval is required prior to subcontracting.

Assignment. This Agreement may not be assigned or transferred by either party, except to a parent, subsidiary, or affiliate thereof, without the prior written consent of the other party, which consent must not be unreasonably withheld. Company shall have the ability to transfer this Agreement or any Work Order to and among its affiliates without the consent of the Customer, with the exception of any work which will be accredited to either ISO/IEC 17025 or ISO/IEC 17065, wherein the customer's approval would be required prior to assignment. An upper-tier transfer, sale, merger, or consolidation shall not trigger any transfer or assignment restriction in this Agreement.

Work Product. Company and Customer acknowledge that Company's work product submitted in performance of this Agreement is intended only for the scope of work covered by this Agreement. Change, alteration, or reuse of the work product for another project shall be at Customer's sole risk, and Customer shall hold harmless and indemnify Company against all losses, damages, costs and expense, including attorneys' fees, arising out

No Benefit for Non-Parties. The services to be performed by Company are intended solely for the benefit of Customer and no right or benefit is conferred on, nor is any contractual relationship established, with any person not a party to this Agreement.

Integration and Severability. This Agreement represents the entire understanding of Customer and Company as to the matters described herein. No prior oral or written understanding shall be enforceable regarding the matters covered herein. This Agreement may not be modified or altered except with a writing signed by both parties. If any part of the Agreement is found to be in conflict with applicable law, such part shall be considered inoperative, null and void, but the remainder of the Agreement shall stay in full force and effect.

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 1st day of December, 2025, while in regular session on Monday, December 1st, 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 2nd day of December, 2025.

[SEAL]



Dr. Laverne Knight, City Clerk

**CITY COUNCIL OF THE CITY OF TARRANT, ALABAMA
RESOLUTION No. 9369**

**A RESOLUTION AUTHORIZING RANDOM DRUG SCREENING AND
PHYSICALS FOR CITY OF TARRANT EMPLOYEES.**

WHEREAS, the City of Tarrant adheres to section 14-10 of the City of Tarrant ordinance in relations to employee drug use; and

WHEREAS, Enterpr365 Easy Screen has submitted two cost proposals and pricing for drug screening and physicals for city employees as identified in Exhibit A; and

WHEREAS, the City Council of the City of Tarrant approves the following two proposal options for the initial phase of the drug screening and physicals for the city employees:

Proposal 35: \$845 at a three year plan (See Exhibit A)

Proposal 36: \$385 at a one year plan (See Exhibit A); and

WHEREAS, the City Council of the City of Tarrant does hereby adopt by reference Section 14-10, drug screening and physicals for the City of Tarrant employees.

BE IT RESOLVED by the City Council of the City of Tarrant, Alabama while in regular session on Monday, December 1, 2025 at 7:00 p.m. as follows:

Section 1. That the preamble above is hereby adopted and incorporated as if fully set forth herein.

Section 2. That the City Council of the City of Tarrant authorizes the Mayor to enter into an agreement with 365 Easy Screen under the Option as selected above.

Section 3. That option of the above selected shall be paid from the City of Tarrant General Fund.

ADOPTED this the 1st day of December, 2025.



The City of Tarrant, Alabama

APPROVED: 
TRACIE B. THREADFORD, MAYOR

ATTEST:


Dr. Laverne Knight, City Clerk

EXHIBIT A

Patrick Bennett

City of Tarrant

Proposal #35

Proposal expiry date:

Dec-02-2025

Services

→

Invoice Dates

→

Pay & Sign

ACC-DE-3

Direct Employer Access (3-year)

ACC-POOL-1P

Standalone Pool Management - (1-year)

SRV-eCup10+-T1

eCup+ 10+ panel rapid urine, tier 1 in network

SRV-OHS-BAT-IN

BAT – Clinic- IN NETWORK

Next

Patrick Bennett

City of Tarrant

Proposal #35

Proposal expiry date:
Dec-02-2025

Services

→

Invoice Dates

→

Pay & Sign

When Accepted

- ACC-DE-3
- ACC-POOL-1P

Not Invoiced

- SRV-eCup10+-T1
- SRV-OHS-BAT-IN

845.00

- 480.00
- 365.00

130.00

- 63.00
- 67.00

Previous
Next

Patrick Bennett

Proposal #35

City of Tarrant

Proposal expiry date:
Dec-02-2025

Services

→

Invoice Dates

→

[Pay & Sign](#)

Terms of Service

Direct Employer Access

Who we are

365BackgroundChecks is the parent company. 365EasyScreen is our division that supports workplace drug testing and occupational health programs.

Why this document

You are purchasing Direct Employer Access (1-year, 3-year, or as quoted). This explains what that means, what is included, and how billing works.

1) What's Included (Access Only)

- Access to testing networks and ordering tools.
- Account setup and onboarding after payment.
- Access to standalone pools (DOT or Non-DOT), if selected.
- Availability of onsite and after-hours services (billed separately).

2) What's Not Included

- DER services or acting as your Designated Employer Representative (unless separately contracted).
- Policy writing, audit prep, or non-consortium program admin.
- Testing services, collections, and lab fees (see Services Pricing).

3) Your Role

- You are responsible for compliance, policy, and HR decisions.
- Ensure consents and employee identifiers are correct.
- Manage payment of invoices for all ordered services.

4) Access Fee

- Membership fee is prepaid in full at proposal acceptance.
- Payment activates onboarding.
- Fees are non-refundable once activation begins.

5) Services Pricing (Pay-As-You-Go)

Testing and collection services are billed separately. You'll get a monthly invoice, with payment due **net 30 days** from invoice date. These services are not charged at acceptance.

Standard Categories

Service Category	How It's Billed
DOT / Non-DOT scheduled clinic test services (including rapid, lab, oral fluid, hair, and occupational health screen)	Per test, at quoted rates
Onsite or after-hours events (post-accident, emergency, mobile collections, special openings)	Vendor cost + 10% processing

Your Quoted Services

Item (In-network)	Price
1-5 Panel Drug Screen with confirmation and MRO	\$61
6-9 Panel Drug Screen with confirmation and MRO	\$62
10-12 Panel Drug Screen with confirmation and MRO	\$63
DOT Drug Test includes MRO	\$63
DOT/NDOT Breath Alcohol Test	\$67
DOT/NDOT Physical	\$148

6) Term & Renewal

- Term is as quoted in your proposal.
- You can end access early, but prepaid fees are not refunded.
- If service invoices go unpaid, we may pause access until accounts are current.

7) Getting Started

- After payment, we'll send onboarding instructions to collect details for account setup.
- Activation starts once we receive the needed information.

8) Why Choose Us

- Nationwide access to 10,000+ Drug Testing and Occupational Health Collection sites through leading partners like Quest, LabCorp, Concentra, and a curated network of independent clinics and mobile providers.
- 100% Moneyback Guarantee: 365BackgroundChecks is committed to accurate and timely service delivery. Should an issue arise, we will take all reasonable steps to correct it. If the matter cannot be resolved, the fee for that service will be fully refunded.
- Responsive, Around-the-Clock Support. Our clients have access to knowledgeable support representatives who take ownership of every request and ensure it's resolved quickly, day or night.

9) Questions & Support

- For help or updates, email support@365easyscreen.com.
- From time to time, we may update these simple notes for clarity or operations and will let you know if anything important changes.

If You Are Also a DOT Consortium Member

(This section only applies if you enroll in the DOT Consortium as well as holding Direct Employer Access.)

- You must appoint and maintain a Designated Employer Representative (DER).
- You are responsible for ensuring regulated employees are enrolled in the consortium pool with compliant identifiers.
- You must act promptly on random selections issued under consortium participation.
- All consortium-related testing and collection services are billed separately at quoted rates.

I accept the above terms and payment terms.

[Add a signature](#)

[Accept](#)[Previous](#)

Patrick Bennett

Proposal #36

City of Tarrant

Proposal expiry date:

Dec-02-2025

Services

→

Invoice Dates

→

Pay & Sign

ACC-POOL-1P

Standalone Pool Management - (1-year)

ACC-DE-1

Direct Employer Access (1-Year)

SRV-eCup10+-T1

eCup+ 10+ panel rapid urine, tier 1 in network

SRV-OHS-BAT-IN

BAT – Clinic- IN NETWORK

Patrick Bennett

Proposal #36

City of Tarrant

Proposal expiry date:

Dec-02-2025

Services

→

Invoice Dates

→

Pay & Sign

When Accepted

- ACC-POOL-1P

Not Invoiced

- ACC-DE-1
- SRV-eCup10+-T1
- SRV-OHS-BAT-IN

385.00

- 385.00

310.00

- 180.00
- 63.00
- 67.00

Previous
Next

Patrick Bennett

Proposal #36

City of Tarrant

Proposal expiry date:
Dec-02-2025

Services

→

Invoice Dates



[Pay & Sign](#)

Terms of Service

Direct Employer Access

Who we are

365BackgroundChecks is the parent company. 365EasyScreen is our division that supports workplace drug testing and occupational health programs.

Why this document

You are purchasing Direct Employer Access (1-year, 3-year, or as quoted). This explains what that means, what is included, and how billing works.

1) What's Included (Access Only)

- Access to testing networks and ordering tools.
- Account setup and onboarding after payment.
- Access to standalone pools (DOT or Non-DOT), if selected.
- Availability of onsite and after-hours services (billed separately).

2) What's Not Included

- DER services or acting as your Designated Employer Representative (unless separately contracted).
- Policy writing, audit prep, or non-consortium program admin.
- Testing services, collections, and lab fees (see Services Pricing).

3) Your Role

- You are responsible for compliance, policy, and HR decisions.
- Ensure consents and employee identifiers are correct.
- Manage payment of invoices for all ordered services.

4) Access Fee

- Membership fee is prepaid in full at proposal acceptance.
- Payment activates onboarding.
- Fees are non-refundable once activation begins.

5) Services Pricing (Pay-As-You-Go)

Testing and collection services are billed separately. You'll get a monthly invoice, with payment due **net 30 days** from invoice date. These services are not charged at acceptance.

Standard Categories

Service Category	How It's Billed
DOT / Non-DOT scheduled clinic test services (including rapid, lab, oral fluid, hair, and occupational health screen)	Per test, at quoted rates
Onsite or after-hours events (post-accident, emergency, mobile collections, special openings)	Vendor cost + 10% processing

Your Quoted Services

Item (In-network)	Price
1-5 Panel Drug Screen with confirmation and MRO	\$61
6-9 Panel Drug Screen with confirmation and MRO	\$62
10-12 Panel Drug Screen with confirmation and MRO	\$63
DOT Drug Test includes MRO	\$63
DOT/NDOT Breath Alcohol Test	\$67
DOT/NDOT Physical	\$148

6) Term & Renewal

- Term is as quoted in your proposal.
- You can end access early, but prepaid fees are not refunded.
- If service invoices go unpaid, we may pause access until accounts are current.

7) Getting Started

- After payment, we'll send onboarding instructions to collect details for account setup.
- Activation starts once we receive the needed information.

8) Why Choose Us

- Nationwide access to 10,000+ Drug Testing and Occupational Health Collection sites through leading partners like Quest, LabCorp, Concentra, and a curated network of independent clinics and mobile providers.

- 100% Moneyback Guarantee: 365BackgroundChecks is committed to accurate and timely service delivery. Should an issue arise, we will take all reasonable steps to correct it. If the matter cannot be resolved, the fee for that service will be fully refunded.
- Responsive, Around-the-Clock Support. Our clients have access to knowledgeable support representatives who take ownership of every request and ensure it's resolved quickly, day or night.

9) Questions & Support

- For help or updates, email support@365easyscreen.com.
- From time to time, we may update these simple notes for clarity or operations and will let you know if anything important changes.

If You Are Also a DOT Consortium Member

(This section only applies if you enroll in the DOT Consortium as well as holding Direct Employer Access.)

- You must appoint and maintain a Designated Employer Representative (DER).
- You are responsible for ensuring regulated employees are enrolled in the consortium pool with compliant identifiers.
- You must act promptly on random selections issued under consortium participation.
- All consortium-related testing and collection services are billed separately at quoted rates.

I accept the above terms and payment terms.

[Add a signature](#)

[Accept](#)[Previous](#)

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 1st day of December, 2025, while in regular session on Monday, December 1, 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 2nd day of December, 2025.

[SEAL]



Dr. Laverne Knight, City Clerk

CITY OF TARRANT, ALABAMA

RESOLUTION NO. 9370

A RESOLUTION NAMING THE REV. LEON WRIGHT AS CHAPLAIN 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, December 1, 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 Rev. Leon Wright, Pastor at Destined for Greatness Ministries as chaplain for the City of Tarrant, Alabama, its departments, and employees.

Section 2. Pastor Wright shall provide such services to the City, its employees, and its citizens that are customarily performed by chaplains.

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

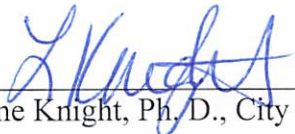
Approved this the 1st day of December, 2025.

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 1st day of December, 2025, while in regular session on Monday, December 1, 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 2nd day December, 2025.





Laverne Knight, Ph.D., City Clerk

CITY COUNCIL OF THE CITY OF TARRANT, ALABAMA

RESOLUTION NO. 9371

A RESOLUTION AUTHORIZING AND APPROVING THE QUOTE AND SERVICES FROM BIRMINGHAM FREIGHTLINER FOR THE CITY OF TARRANT FIRE DEPARTMENT

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Tarrant, Alabama while in regular session on Monday, December 1, 2025 as follows:

Section 1. That the City of Tarrant is hereby authorized to pay Birmingham Freightliner \$250/hr x 2 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 1st DAY OF DECEMBER, 2025

APPROVED:

Tracie B. Threadford, Mayor



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 1st day of December, 2025, while in regular session on Monday, December 1, 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 2nd day December, 2025.





Laverne Knight, Ph.D., City Clerk

CITY OF TARRANT
VOUCHER LIST
MONDAY, DECEMBER 1 , 2025



GENERAL FUND

50039	ACCOUNTS PAYABLE RUN	\$	128.24
5094-5095	ACCOUNTS PAYABLE RUN	\$	3,666.37
55637-55678	ACCOUNTS PAYABLE RUN	\$	54,197.13
55679-55680	ACCOUNTS PAYABLE RUN	\$	3,705.61
55681	ACCOUNTS PAYABLE RUN	\$	250.00

NET PAYROLL

11/18/2025	PAY PERIOD 11/1/2025-11/14/2025	\$	148,031.80
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Date/Time: 12/8/2025 1:55 PM

City of Tarrant
Payment Register

User:

Joycelyn Cash
Page 1 of 1

<u>Bank Name</u>		<u>Bank Number</u>				
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>
55681	CHK	Smedley Media	3462		11/19/2025	\$250.00
					Bank Total:	\$250.00
					Bank Payment Count:	1

Date/Time: 12/8/2025 1:56 PM

City of Tarrant
Payment Register

User:

Joycalyn Cash
Page 1 of 1

Bank Name

Bank 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>
55679	CHK	Alabama Child Support	37		11/17/2025	\$3,685.61
55680	CHK	United Way Of Central Alabama	241		11/17/2025	\$20.00
					Bank Total:	\$3,705.61
				Bank Payment Count:		2

<u>Bank Name</u>		<u>Bank Number</u>				
Corrections 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>
50039	CHK	Food Outlet #69	1471		11/14/2025	\$128.24
Bank Total:						\$128.24
Bank Payment Count:						1
<u>Bank Name</u>		<u>Bank Number</u>				
E911 Account						
<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>
5094	CHK	At & T	407		11/14/2025	\$382.31
5095	CHK	At & T Mobility	1857		11/14/2025	\$3,284.06
Bank Total:						\$3,666.37
Bank Payment Count:						2
<u>Bank Name</u>		<u>Bank Number</u>				
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>
55637	CHK	Aaa Environmental Services	4		11/14/2025	\$85.20
55638	CHK	Alrgas Usa, Llc	309		11/14/2025	\$276.06
55639	CHK	Alabama Crime Victims Comp Com	156		11/14/2025	\$52.00
55640	CHK	Alabama Peace Officers Annuity	160		11/14/2025	\$116.00
55641	CHK	Alabama Power	12		11/14/2025	\$509.35
55642	CHK	Alacourt.Com	1688		11/14/2025	\$260.91
55643	CHK	Alsco - Birmingham	1438		11/14/2025	\$202.63
55644	CHK	At & T	407		11/14/2025	\$322.01
55645	CHK	At & T Mobility	1857		11/14/2025	\$1,506.35
55646	CHK	Atkins & Goolsby	1996		11/14/2025	\$3,968.14
55647	CHK	Autozone	1005		11/14/2025	\$680.61
55648	CHK	Barnes & Barnes Law Firm, P.C.	3257		11/14/2025	\$2,000.00
55649	CHK	Birmingham Water Works	16		11/14/2025	\$6,715.75
55650	CHK	Bound Tree Medical, Llc	772		11/14/2025	\$805.92
55651	CHK	Christopher Mulr	3270		11/14/2025	\$428.40
55652	CHK	Circuit Clerk Judicial Adm Fund	1305		11/14/2025	\$56.60
55653	CHK	Dolphin Pest Control	62		11/14/2025	\$284.00
55654	CHK	Election Systems & Software	336		11/14/2025	\$4,564.22
55655	CHK	Finance Department, State	155		11/14/2025	\$1,276.84
55656	CHK	Fire Safe	857		11/14/2025	\$914.50
55657	CHK	Food Outlet #69	1471		11/14/2025	\$3,000.00
55658	CHK	IPUSH Media / Riko Harris	3460		11/14/2025	\$850.00
55659	CHK	Jefferson County District	927		11/14/2025	\$872.10
55660	CHK	Jefferson County Library	271		11/14/2025	\$73.50
55661	CHK	Kyocera Document Solutions	1498		11/14/2025	\$260.18
55662	CHK	Legal Aid Society	152		11/14/2025	\$3,000.00
55663	CHK	Lowe's	258		11/14/2025	\$238.47
55664	CHK	Nafeco	132		11/14/2025	\$271.25
55665	CHK	Nexair, Llc	23		11/14/2025	\$232.64
55666	CHK	O'reilly Auto Parts	315		11/14/2025	\$151.69
55667	CHK	Presiding Circuit Judge Admin	1985		11/14/2025	\$58.93
55668	CHK	Quality Petroleum	1132		11/14/2025	\$12,121.23
55669	CHK	Quill	76		11/14/2025	\$263.09
55670	CHK	Republic Services #802	60		11/14/2025	\$3,313.44
55671	CHK	Spire Alabama Inc	1704		11/14/2025	\$190.12

Date/Time: 12/8/2025 1:57 PM

City of Tarrant
Payment Register

User:

Joycelyn Cash
Page 2 of 2

55672	CHK	State Judicial Admin Fund	1304	11/14/2025	\$236.14
55673	CHK	Steven Sparks	3461	11/14/2025	\$92.67
55674	CHK	The C. BURRELL LAW GROUP, LLC	3183	11/14/2025	\$2,014.00
55675	CHK	Trigreen Equipment, Llc	683	11/14/2025	\$707.52
55676	CHK	West Med Disposal, Inc.	1687	11/14/2025	\$132.00
55677	CHK	Wilks Commercial Tire & Service	3429	11/14/2025	\$867.67
55678	CHK	Willie Dove Door Company	1393	11/14/2025	\$225.00
Bank Total:					\$54,197.13
Bank Payment Count:					42