



Huntsville, Alabama

305 Fountain Circle
Huntsville, AL 35801

Cover Memo

Meeting Type: City Council Regular Meeting **Meeting Date:** 8/28/2025

File ID: TMP-5888

Department: Police

Subject:

Type of Action: Approval/Action

Resolution authorizing the Mayor to enter into a Special Employee Agreement between the City of Huntsville and Curt W. Worshek.

Resolution No.

Finance Information:

Account Number: 1000-41-41204-501010-00000000

City Cost Amount: \$168,540.00 annually

Total Cost: \$168,540.00 annually

Special Circumstances:

Grant Funded: 0

Grant Title - CFDA or granting Agency: N/A

Resolution #: N/A

Location: (list below)

Address: N/A

District: District 1 ☐ District 2 ☐ District 3 ☐ District 4 ☐ District 5 ☐

Additional Comments: N/A

RESOLUTION NO. 25-____

BE IT RESOLVED by the City Council of the City of Huntsville, Alabama, that the Mayor be, is hereby authorized to enter into a Special Employee Agreement between the City of Huntsville and Curtis W. Worshek on behalf of the City of Huntsville, a municipal corporation in the State of Alabama, which said memorandum of understanding is substantially in words and figures similar to that certain document attached hereto and identified as “Special Employee Agreement between the City of Huntsville and Curtis W. Worshek,” consisting of five (5) pages and the date of August 28th, 2025 appearing on the margin of the first page, together with the signature of the President or President Pro Tem of the City Council, an executed copy of said document being permanently kept on file in the Office of the City Clerk of the City of Huntsville, Alabama.

ADOPTED this the 28th day of August, 2025.

President of the City Council of
the City of Huntsville, Alabama

APPROVED this the 28th day of August, 2025.

Mayor of the City of
Huntsville, Alabama

**SPECIAL EMPLOYEE
AGREEMENT BETWEEN
THE CITY OF HUNTSVILLE
AND CURTIS W. WORSHEK**

STATE OF ALABAMA)
COUNTY OF MADISON)

**SPECIAL EMPLOYEE AGREEMENT BETWEEN
THE CITY OF HUNTSVILLE AND CURTIS W. WORSHEK**

THIS AGREEMENT is made and entered into by and between Curtis W. Worshek, an individual, ("Worshek") and the City of Huntsville, Alabama, a municipal corporation in the State of Alabama ("City"), specifically the Huntsville Police Department's (HPD) "North Alabama Multi-Agency Crime Center" (NAMACC).

WITNESSETH:

WHEREAS, the City, surrounding communities, and partner law enforcement agencies require real-time crime intelligence collection, analysis, and exploitation; and

WHEREAS, the effective collection, analysis, and exploitation of crime intelligence requires highly-integrated audio-visual collection platforms, communications systems, searchable databases, and similar hardware/software platforms manned by specially-trained law enforcement and IT professionals; and

WHEREAS, the City requires a city-wide camera system providing critical data to the NAMACC; and

WHEREAS, Worshek has the necessary technical expertise and program management functions to keep the NAMACC operating at full capability; and

WHEREAS, the City requires on-going program management to complete full-operational capability and management of the requirements determination, technical solution identification, and capability fielding process for NAMACC.

President or Pro Tem of the City Council
of the City of Huntsville, Alabama
Date: August 28, 2025

NOW THEREFORE, in consideration of the mutual promises and covenants herein contained, the parties do hereby agree as follows, to wit:

1. Curtis W. Worshek shall serve as a Special Employee to City and shall provide professional services in the position of NAMACC Director. Worshek agrees to report directly to HPD's Chief of Police or his designated representative in performance of all assigned tasks and obligations set forth within this agreement, and to provide to City the following project management services for the NAMACC and other designated projects to include department strategic planning, facilities modification, and new facilities development:

- a. **Development, evaluation and updates to assigned project mission, vision, and project objectives.** Worshek will work with City to facilitate development, evaluation, and updates for assigned projects' vision, mission, and objectives, and manage such other tasks as required to ensure the full development and operations of the NAMACC and additional projects as assigned.

- b. **Project Planning and Sequencing:** Worshek will work with HPD personnel to:

- i. Manage current and develop future project plans to include systems and facilities requirements for the NAMACC and other HPD elements as assigned;
 - ii. Manage hardware installation and upgrade cycles for equipment used in NAMACC;
 - iii. Develop system specific technical requirements documents for objective / desired systems;
 - iv. Develop a phased build out and upgrade plans / schedule for the objective system(s); and
 - v. Assist HPD personnel in recruiting and integrated other partner law enforcement agencies into the NAMACC's operational capability.

- c. **Resource Planning:** Worshek will work with HPD personnel to:

- i. Determine and document existing, required, and desired technical systems and subsystems to support current and future missions / functions of NAMACC;

- ii. Develop and document organizational structure growth recommendations necessary to accomplish vision, mission, objectives and upgrade plans. The organizational plan will include job descriptions and certification requirements for NAMACC personnel;
 - iii. Develop cost estimates for NAMACC systems, facilities and personnel;
 - iv. Develop and execute annual NAMACC budget;
 - v. Develop funding strategies and execution milestones to build out and sustain operations of the NAMACC; and
 - vi. Pursue multiple streams of funding (Local, State, and Federal) to support and sustain NAMACC.
- d. **Documentation:** In addition to producing above documents, Worshek will work with HPD personnel to develop policies and standard operating procedures for the operation of the NAMACC.
- e. **Risk Analysis:** Worshek will work with HPD personnel to:
 - i. Determine and monitor project risks to include technical and operational issues related to system design and multiagency use;
 - ii. Consider and make recommendations on scalability and interoperability issues.
- f. **Project Execution and Reporting:** Worshek will work with HPD personnel to:
 - i. Coordinate facilities design and build out with Huntsville City's General Services Department;
 - ii. Develop proposals and provide proposal analysis support for NAMACC system purchases and system installation;
 - iii. Manage vendors / system installation and upgrades; and
 - iv. Direct full and efficient operations of the NAMACC.
- g. **Project / Quality Control:** Worshek will work with HPD personnel to:
 - i. Ensure quality of the system(s) is maintained or improved throughout the life cycle of the NAMACC; and
 - ii. Develop and document a change control system for recommended system changes outside the original plan resulting from increased knowledge or advancement of key technologies. Worshek will manage the change

control system for the benefit of the NAMACC, and will communicate recommended changes accurately and efficiently to the HPD's Chief of Police or his designated representative, NAMACC and NAMACC users.

- h. **Reports:** Worshek will provide a monthly report to HPD's Chief of Police or his designated representative on tasks accomplished and assist key agency leaders in developing reports to demonstrate the ongoing success of the center.
2. As a special employee, Worshek shall have no authorization to incur any debt or obligation on behalf of the City.
3. In consideration of the services rendered hereunder, City shall pay Worshek the sum of One Hundred and Sixty-Eight Thousand, Five Hundred Forty Dollars (\$168,540.00) per year for services performed pursuant to this Agreement, which shall be paid monthly in equal installments.
4. During the term of this Agreement, Worshek shall not receive any cost of living adjustment approved by the City Council for all other employees of the City. Worshek will be enrolled in the Retirement Systems of Alabama and have the opportunity to participate in the City's employee health plan. Worshek shall not receive any other benefits available to any employee of the City.
5. The term of this contract shall be for a period of one (1) year commencing on September 1, 2025 through August 31, 2026 and may be extended for two additional twelve-month terms, with the mutual consent of Worshek, and the City. Such approval for the City shall be provided at the discretion of the Mayor of the City of Huntsville.
6. This contract may be terminated by either party upon thirty (30) days written notice being provided to the other party.
7. During the term of this contract, Worshek shall establish office hours, perform work within the NAMACC facility and be generally available to HPD personnel Monday through Friday (8:00 am – 5:00 pm).
8. Worshek agrees to not represent commercial or industrial establishments of the City in pursuit of any business. Additionally, Worshek will not, by virtue of this Agreement, represent other local agencies in Huntsville and surrounding areas except those which are instrumentalities or agencies of the City.

9. Worshek agrees to adhere to all Policies and Procedures of City and HPD, including HPD Written Directives.
10. Worshek acknowledges confidential information will be made available to him in connection with the work pursuant to this Agreement. Such information shall be considered confidential, privileged and sensitive and shall not be distributed or disclosed to anyone outside of the necessary law enforcement agencies at any time following the execution of this Agreement. This clause shall survive the termination of this Agreement.
11. This agreement constitutes the entire agreement between the parties.
12. The Parties agree that any form of electronic signature, including but not limited to signatures via facsimile, scanning, or electronic mail, may substitute for the original signature and shall have the same legal effect as the original signature.
13. This agreement shall be governed by the laws of the State of Alabama. Jurisdiction and venue of any action to enforce the terms of this agreement shall be in the Circuit Court of Madison County, Alabama or the United States District Court for the Northern District of Alabama, Northeastern Division.

IN WITNESS WHEREOF, the parties hereto have executed this agreement on the 28th day of August, 2025.


Curtis W. Worshek, an individual

ATTEST:

CITY OF HUNTSVILLE, ALABAMA
Municipal corporation

BY: _____
Shaundrika Edwards
ITS: City Clerk

BY: _____
Tommy Battle
ITS: Mayor