



Huntsville, Alabama

305 Fountain Circle
Huntsville, AL 35801

Cover Memo

Meeting Type: City Council Regular Meeting **Meeting Date:** 11/20/2025

File ID: TMP-6183

Department: Natural Resources

Subject:

Type of Action: Introduction

Resolution authorizing the Mayor to enter into a Special Employee Agreement between the City of Huntsville and Woody Maples.

Resolution No.

Finance Information:

Account Number: Click or tap here to enter text.

City Cost Amount: \$40,000.00

Total Cost: \$40,000.00

Special Circumstances:

Grant Funded: N/A

Grant Title - CFDA or granting Agency: N/A

Resolution #: Click or tap here to enter text.

Location: (list below)

Address:

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

Additional Comments:

Resolution authorizing the Mayor to enter into a Special Employee Agreement between the City of Huntsville and Woody Maples.

RESOLUTION NO. 25-_____

BE IT RESOLVED by the City Council of the City of Huntsville, Alabama, that the Mayor be, and he is hereby authorized to enter into an Agreement by and between the City of Huntsville and Woody Maples, on behalf of the City of Huntsville, a municipal corporation in the State of Alabama, which said agreement 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 Woody Maples” consisting of five (5) pages and the date of November, 20, 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 20th day of November, 2025.

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

APPROVED this the 20th day of November, 2025.

Mayor of the City of Huntsville,
Alabama

**SPECIAL EMPLOYEE
AGREEMENT BETWEEN
THE CITY OF HUNTSVILLE
AND WOODY MAPLES**

STATE OF ALABAMA)
COUNTY OF MADISON)

**SPECIAL EMPLOYEE AGREEMENT BETWEEN
THE CITY OF HUNTSVILLE AND WOODY MAPLES**

THIS AGREEMENT is made and entered into on the 20th day of November 2025, by and between Woody Maples, an individual, (“Maples”) and the City of Huntsville, Alabama, a municipal corporation in the State of Alabama (“City”),

WITNESSETH:

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

1. Maples shall be employed by the City of Huntsville as a Special Employee in the Natural Resources Department and shall be classified as a “Special” Employee under the City’s Personnel Policies and Procedures Manual and shall be under the direct supervision of the Natural Resources Director. Maples’ duties as a Special Employee shall include all work described on Attachment “A” attached hereto and incorporated herein by reference.

2. In consideration of the services rendered hereunder, the City shall pay Maples at the rate of \$75.00 per hour not to exceed 29 hours per week, with the total sum (including any compensation received by Maples from any RSA member institution) not to exceed \$39,000 for calendar year 2025 and not to exceed \$40,000 during calendar year 2026, which shall be paid bi-weekly in accordance with the City’s regular payroll processing system. During the term of this agreement, Maples shall not receive any cost-of-living adjustment approved by the City Council for all other employees of the City. In addition, Maples shall not receive any benefits available to any employee of the City except those benefits received as a result of being retired from regular employment with the City. Maples shall have no authorization to incur any debt or obligation on behalf of the City.

3. The term of this contract shall be for a period commencing on December 1, 2025, and ending November 30, 2026.

4. This contract may be terminated by either party upon thirty (30) days written notice being provided to the other party.

PRESIDENT OR PRESIDENT PRO TEM OF THE
CITY COUNCIL OF THE CITY OF HUNTSVILLE,
ALABAMA
DATE: _____

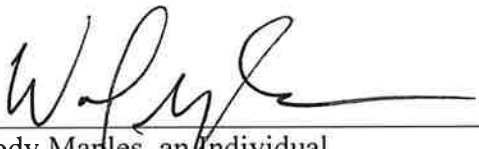
5. The City shall provide Maples a parking space during work hours at a location determined by the City's Director of Parking and Public Transit.

6. Except as specified herein, Maples shall be subject to all Policies applicable to part-time employees of the City of Huntsville.

7. Maples acknowledges that confidential information may be made available to him in connection with his work pursuant to this agreement. Maples agrees not to disclose the confidential information to any third party at any time following execution of this agreement. This clause shall survive the termination of this Agreement.

8. This agreement constitutes the entire agreement between the parties.

IN WITNESS WHEREOF, the parties hereto have executed this agreement on the day and year first above written.



Woody Maples, an individual

CITY OF HUNTSVILLE, ALABAMA
a municipal corporation

BY: _____
Tommy Battle
ITS: Mayor

ATTEST:

BY: _____
Shaundrika Edwards
ITS: City Clerk

Exhibit "A"

Duties of the Natural Resources Environmental Compliance Specialist Special Employee

- To conduct dry weather screening of the City's Municipal Separate Storm Sewer System (MS4) major outfalls in accordance with the National Pollutant Discharge Elimination System (NPDES) Permit issued by the Alabama Department of Environmental Management (ADEM) authorizing discharges from the MS4, and to document the results pursuant to Permit requirements and in accordance with Natural Resources Departmental policies and procedures.
- To conduct follow-up investigations in cases where a discharge is observed from a major outfall during the course of dry weather screening to determine the source of the discharge and ascertain whether there is an illicit discharge to the MS4.
- To perform screening inspections of industrial and commercial facilities to determine the potential for pollutant discharges to the MS4 and the need for future periodic inspections, and to document the results pursuant to MS4 NPDES Permit requirements and in accordance with Natural Resources Departmental policies and procedures.
- To perform inspections of industrial and commercial facilities with the potential for pollutant discharges to the MS4 to determine the adequacy and efficacy of Best Management Practices (BMPs) to prevent the discharge of pollutants to the MS4, and to document the results pursuant to MS4 NPDES Permit requirements and in accordance with Natural Resources Departmental policies and procedures.
- To perform inspections of City facilities with the potential for pollutant discharges to the MS4 to determine the adequacy and efficacy of Best Management Practices (BMPs) to prevent the discharge of pollutants to the MS4 in accordance with the requirements of the City's MS4 NPDES Permit, and to document the results pursuant to MS4 NPDES Permit requirements and in accordance with Natural Resources Departmental policies and procedures.
- To investigate citizen complaints involving possible illicit discharges to the MS4 and open burning.
- To assist Natural Resources staff in gathering information from other City Departments for incorporation into the Annual Report to ADEM required by the City's MS4 NPDES Permit.
- To perform construction-related environmental compliance inspections and investigations involving noise, explosive blasting, open burning, and storm water quality.
- To perform inspections of gasoline dispensing facilities to gather the information required for other regulatory staff to determine air permit compliance and annual emissions estimates.

Exhibit “A”

Duties of the Natural Resources Environmental Compliance Specialist Special Employee

- To perform general reconnaissance regarding compliance within the community with the City’s Air Pollution Control Rules & Regulations and the City’s Blasting, Noise, Open Burning, and Storm Water Illicit Discharge Ordinances.
- To perform related work as required.



Postretirement Employment Restrictions

Retirement Systems of Alabama
PO Box 302150, Montgomery, Alabama 36130-2150
877.517.0020 • 334.517.7000 • www.rsa-al.gov

A retiree of the Employees' Retirement System (ERS) or Teachers' Retirement System (TRS) who is employed by or performs services for an ERS or TRS member agency as an employee or as an independent contractor may continue to receive full retirement benefits provided that the retired member meets **all of the following conditions**:

1. Retiree **must not be employed in a permanent full-time capacity.**
2. **The Retiree's compensation during the 2026 calendar year cannot exceed \$40,000.00.**
The limit may increase during subsequent calendar years depending on increases in the Consumer Price Index.
3. Retiree must have at least a 30 day break in employment from the effective date of retirement before being reemployed with an ERS or TRS member agency.

If a retiree's compensation for the services performed for an ERS or TRS member agency exceeds the above limit, the retirement benefit will be suspended for the remainder of the calendar year.

During the year in which retirement is effective, retirees are subject to a prorated earnings limit based upon the number of months remaining in the year.

An ERS retiree who is employed with a TRS member agency in a permanent full-time position eligible for retirement coverage must begin participation in the TRS. The member's ERS retirement account will be terminated and the remaining funds and creditable service will be transferred and credited to the account established in the TRS.

Effective June 1, 2024, an elected/appointed official eligible to participate in the ERS who is a retiree of the ERS or the TRS may continue to receive retirement benefits while in office without an earnings limitation. The retiree shall not participate in or accrue additional benefits under the ERS or the TRS for this service. Under no circumstances shall a retiree whose retirement benefit was based upon service as an elected/appointed official continue in or return to the office and receive both pension benefits and salary. An elected/appointed official who is eligible to participate in the ERS as an elected/appointed official can elect to continue receiving retirement benefits or have the retirement benefit suspended so that they could rejoin the Retirement System upon reaching eligibility to rejoin.

The compensation of retirees who provide services to participating agencies on a contractual basis is subject to the above-stated limitations. If a retiree has entered into or is considering entering into a contract with a participating agency of the ERS or TRS, or with an entity providing services to an ERS or TRS agency, it is recommended that the retiree provide a copy of the contract or proposed contract to the ERS or TRS for a determination as to whether or not such contract would affect the retiree's benefit.

Employment with private industry, private education, or a nonparticipating agency will not affect a service retiree's benefit from the ERS if the employment does not entail providing services to an ERS or TRS participating agency.

In addition to the earnings limitations stated above, a disability retiree's earnings are also limited to the difference between their average final compensation and annual retirement benefit regardless of whether the employer is an ERS or TRS member agency. The average final compensation is the salary used in the computation of the disability retirement benefit.

The State Ethics commission recommends that a retired public official or public employee who desires to come back to work on a part-time basis contact the Ethics Commission for a determination as to whether or not doing so would be prohibited under the Revolving Door provisions of the Ethics Law.

The retiree should notify the ERS/TRS immediately when their employment status or compensation does not comply with the above limitations.

The responsibility for compliance with these limitations is placed on the ERS or TRS agency who is employing or receiving services from a retiree. The agency should contact ERS immediately when a retiree who is performing services for the agency is not in compliance with these provisions.