



# Huntsville, Alabama

305 Fountain Circle  
Huntsville, AL 35801

## Cover Memo

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

**File ID:** TMP-6135

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**Department:** Fire and Rescue

**Subject:**

**Type of Action:** Approval/Action

Resolution authorizing the Mayor to enter into a Special Employee Agreement between Earl Malcome Davis and the City of Huntsville (Fire & Rescue).

Resolution No.

**Finance Information:**

**Account Number:** 1000-42-42100-501010-00000000

**City Cost Amount:** NTE \$39,000

**Total Cost:** NTE\$39,000

**Special Circumstances:**

**Grant Funded:** NA

**Grant Title - CFDA or granting Agency:** NA

**Resolution #:** NA

**Location: (list below)**

**Address:** NA

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

**Additional Comments:** NA



# SPECIAL EMPLOYEE AGREEMENT COVER SHEET

**Instructions:**

- All special employee agreements submitted for review must have this Cover Sheet attached.
- Complete the cover sheet in its entirety. Include N/A when appropriate.
- Email the completed cover sheet along with all contractual documents (with attachments) to the Legal and Human Resources Departments.
- Once approved, the requesting department will add to the City Council agenda.

|                                    |                    |                                                 |
|------------------------------------|--------------------|-------------------------------------------------|
| <b>Date:</b>                       | 10/27/2025         | <i>Today's Date</i>                             |
| <b>Requestor's Name:</b>           | Crystal McKenzie   | <i>Your Name</i>                                |
| <b>Requesting Department:</b>      | Fire & Rescue      | <i>Division/Department</i>                      |
| <b>Requesting GL Code:</b>         | 42100              | <i>Salary Account Number</i>                    |
| <b>Individual/Employee Name:</b>   | Earl Malcome Davis | <i>Individual/Employee Name from Agreement</i>  |
| <b>Termination Effective Date:</b> | 12/02/2024         | <i>Effective Date of Termination/Retirement</i> |
| <b>Previous Rate of Pay:</b>       | 22.63              | <i>Rate of Pay at Termination/Retirement</i>    |
| <b>Agreement Rate of Pay:</b>      | \$ 23.08           | <i>Rate of Pay in Agreement</i>                 |
| <b>Agreement Effective Date:</b>   | 12/02/2025         | <i>Estimated Effective Date of Agreement</i>    |
| <b>Renewal/New Agreement:</b>      | Renewal            | <i>Is this a renewal or new agreement?</i>      |

**BRIEFLY STATE THE PURPOSE OF THIS AGREEMENT**

Renewal of Special Employee Agreement between the City of Huntsville and Earl Malcome Davis commencing on December 2, 2025.

**LIST ANY BENEFITS PROVIDED IN THE AGREEMENT**

\$23.08/hr  
not to exceed \$39,000 yearly

**TOTAL COST** (list the one-time and annual recurring cost of the agreement)

- ONE-TIME: ANNUAL: \$ 39,000.00 OTHER:
- IF MULTI-YEAR AGREEMENT - BEGIN DATE: END DATE or ongoing:

**ADDITIONAL INFORMATION:**

Is this agreement associated with any other contracts or agreements currently in effect with the City of Huntsville. If YES, provide date, vendor for original contract.

Original Contract Date:

Vendor Name:

**Approved as to Form**

Approval: \_\_\_\_\_ Date: \_\_\_\_\_

**\*\*PLEASE NOTE – Information contained on this document may be subject to change upon approval.**

**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 Earl Malcome Davis, 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 Earl Malcome Davis” 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 EARL MALCOME DAVIS**

STATE OF ALABAMA   )  
COUNTY OF MADISON   )

**THIS AGREEMENT** is made and entered into on the 20th day of November 2025, by and between Earl Malcome Davis, an individual, (“Davis”) 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. Davis shall be employed by the City of Huntsville as Fire Supply Clerk and shall be classified as a “Special” employee under the City’s Personnel Policies and Procedures Manual.
2. The term of this contract shall be for a period of one (1) year commencing on December 2<sup>nd</sup>, 2025.
3. This contract may be terminated by either party upon thirty (30) days written notice being provided to the other party.
4. During the term of this contract, Davis shall perform the duties and responsibilities of Fire Supply Clerk and shall be under the direct supervision of the Support Services Manager. Duties of the position of Fire Supply Clerk shall include all work described on Exhibit “A” attached hereto and incorporated by reference herein.

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

Date: November 20, 2025

5. In consideration of the services rendered hereunder, City shall pay to Davis the rate of \$23.08 per hour not to exceed 29 hours per week with the total sum not to exceed \$39,000 per year or the current maximum earnings authorized by the Code of Alabama 1975 as amended §36-27-8.2, which shall be paid bi-weekly in accordance with City's regular, payroll processing system. During the term of this agreement, Davis shall not receive any cost of living adjustment approved by the City Council for all other employees of City. In addition, Davis shall not receive any benefits available to any employee of the City except those benefits he receives as a result of being retired from regular employment with the City.
6. Except as specified herein, Davis shall be subject to all policies applicable to part-time employees.
7. Davis acknowledges that confidential information may be made available to him in connection with his work pursuant to this agreement. Davis 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 20th day of November 2025.

\_\_\_\_\_  
Earl Malcome Davis, an Individual

**CITY OF HUNTSVILLE, ALABAMA**  
a Municipal Corporation

BY: \_\_\_\_\_  
Tommy Battle  
ITS: Mayor

ATTEST:

BY: \_\_\_\_\_  
Shaundrika Edwards  
ITS: City Clerk

**EXHIBIT A**

# **Fire Supply Clerk**

Class Code:  
8072

Bargaining Unit: Not Applicable

CITY OF HUNTSVILLE  
Established Date: Jul 1, 2009  
Revision Date: Jun 27, 2014

## **SALARY RANGE**

\$14.95 - \$25.34 Hourly  
\$1,196.00 - \$2,027.20 Biweekly  
\$2,591.33- \$4,392.27 Monthly  
\$31,096.00 - \$52,707.20 Annually

## **NATURE OF WORK:**

This position performs clerical work, stores and inventory work involving responsibility for a small storeroom facility, limited procurement, and inventory of stock and fixed assets.

Work involves responsibility for assisting assigned Fire & Rescue personnel with the operation of a storeroom which involves a variety of firefighting supplies, such as turnout gear, SCBA and etc. Work responsibilities include establishing storage methods and procedures, maintaining inventory records and requisitioning items not in stock. Work is reviewed through inspection or stock records and storeroom premises.

## **ESSENTIAL AND MARGINAL FUNCTIONS OF WORK:**

Receives, stores and issues supplies, materials and equipment in a storeroom facility.

Calls vendors, places orders and picks up supplies.

Delivers supplies, materials and equipment to all Huntsville Fire & Rescue facilities; assists in the disposal of surplus property.

Takes property to auction; completes required paperwork; transport items for destruction.

Picks up supplies, materials and equipment being procured from various vendors on an as needed basis.

Checks quantity and quality of goods received for conformity to purchase orders and specifications.

Delivers equipment to vendors for repairs or warranty work.

Processes requisitions for the replenishment of depleted stock; maintains perpetual inventory system.

Maintains records; answers telephone; may perform limited typing duties depending on the nature of assignment.

Conducts audits of fixed assets over \$600 in value.

Requires regular and prompt attendance plus the ability to work well with others and work well as a team.

#### MARGINAL FUNCTIONS OF WORK:

Runs errands for department; sweeps and mops floors.

May operate a forklift.

Performs related work as required.

## **KNOWLEDGE, SKILLS AND ABILITIES REQUIRED:**

General knowledge of Fire & Rescue policies, procedures, rules and regulations.

Knowledge of firefighting supplies and equipment.

Considerable knowledge of the geography of the city and surrounding counties, including principle buildings and roadways.

Thorough knowledge of the principles involved in the operation of radio and related communication equipment.

Knowledge of storekeeping and inventory methods.

Knowledge of common clerical procedures.

Ability to perform clerical work and to make arithmetical calculations.

Ability to type on a computer keyboard and applicable software for lengthy periods at a reasonable rate of speed performing data entry and clerical support functions.

Ability to set up and manipulate spread sheets.

Ability to operate a computer and applicable software, printer, scanner, paging system, two way radio, city vehicle, multi-line phone system, calculator, and standard office equipment while performing essential functions.

Ability to determine effective stock levels for inventory.

Ability to perform heavy manual work in lifting and moving stock.

Ability to use tact and diplomacy when dealing with the vendors and officers of Huntsville Fire & Rescue.

Skill in the operation and care of a personal computer and typewriters.

## **MINIMUM EDUCATION, TRAINING AND EXPERIENCE:**

High school diploma from a school accredited by a regional accrediting agency recognized by the U.S. Department of Education or GED certificate issued by the appropriate state agency.

## **WORKING ENVIRONMENT:**

Work is performed indoors and outdoors when delivering or picking up supplies. Work may expose the employee to dust and turnout gear contaminated with blood.

## **PHYSICAL DEMANDS:**

Work requires physical strength and agility to lift and carry up to 50 pounds; frequent lifting, standing, walking, climbing, bending, and reaching. Computer work requires manual dexterity.

## **NECESSARY SPECIAL REQUIREMENTS:**

Must possess and maintain a valid driver's license.

Desired Qualifications:  
Certification in forklift operation