



Huntsville, Alabama

305 Fountain Circle
Huntsville, AL 35801

Cover Memo

Meeting Type: City Council Regular Meeting **Meeting Date:** 7/9/2026

File ID: TMP-7175

Department: ITS

Subject:

Type of Action: Approval/Action

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

Resolution No.

Finance Information:

Account Number: 1000-17-17200-501010-00000000

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 #: N/A

Location: (list below)

Address:

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

Additional Comments:

Eric Geater's duties will include providing cybersecurity-related support services, leveraging Contractor's knowledge, skills, and abilities consistent with his prior Information Systems Security Officer responsibilities.

RESOLUTION NO. 26-_____

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 Eric Geater, 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 ERIC A. GEATER," consisting of three (3) pages and the date of July 9, 2026 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 Clerk of the City of Huntsville, Alabama.

ADOPTED this the 9th day of July 2026.

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

APPROVED this the 9th day of July 2026.

Mayor of the City of Huntsville,
Alabama

**SPECIAL EMPLOYEE
AGREEMENT BETWEEN
THE CITY OF HUNTSVILLE
AND ERIC A. GEATER**

STATE OF ALABAMA)
COUNTY OF MADISON)

**SPECIAL EMPLOYEE AGREEMENT BETWEEN
THE CITY OF HUNTSVILLE AND ERIC A. GEATER**

THIS AGREEMENT is made and entered into on the 9th day of July, 2026 by and between Eric A. Geater, an individual, (“Geater”) 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. Geater shall be employed by the City of Huntsville as a Special Employee in the Information Technology Services Department, 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 Information Technology Services Director. Geater’s 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 Geater at the rate of \$45.00 per hour not to exceed twenty-nine (29) hours per week, with the total sum not to exceed \$40,000 during calendar year 2026 nor during the term of this agreement, which shall be paid bi-weekly in accordance with the City’s regular payroll processing system. During the term of this agreement, Geater shall not receive any cost of living adjustment approved by the City Council for all other employees of the City. Geater 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 July 6, 2026 and ending July 5, 2027.

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 Geater a parking space during work hours at a location determined by the City's Director of Parking and Public Transit.

6. The City shall provide, maintain, and keep active Geater's employee computer account and login for the city account - AD\eric.geater. Contractor may be granted limited system access and agrees to comply with all City security policies.

7. The City will provide Geater with a laptop computer and a wireless access device so that he may perform all his duties remotely. Upon termination of the contract, all Geater's access to City resources will be terminated and Geater agrees to return all City equipment within 30 days of contract termination.

8. Geater shall be responsible for maintaining automobile liability insurance on any vehicle owned or leased by him and used while performing services for City with minimum limits of \$100,000 for personal injury; \$100,000 property damage; and \$300,000 per occurrence.

9. Except as specified herein, Geater shall be subject to all Policies applicable to contract employees of the City of Huntsville.

10. Geater acknowledges that confidential information may be made available to him in connection with his work pursuant to this agreement. Geater 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.

11. 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.

Eric A. Geater, an Individual

CITY OF HUNTSVILLE, ALABAMA
a municipal corporation

ATTEST:

BY: _____
Shaundrika Edwards
ITS: Clerk

BY: _____
Tommy Battle
ITS: Mayor

Exhibit “A”

Duties of Special Employee in the Information Technology Services Department

Special Employee shall be engaged by the City of Huntsville primarily to provide cybersecurity-related support services, leveraging Contractor’s knowledge, skills, and abilities consistent with their prior ISSO responsibilities. Tasks may include but are not limited to:

- Reviewing security incidents across our security products;
- Monitoring for new or resurrected assets and reporting on overall endpoint posture;
- Providing asset tracking support to Sandra and ITS coordinators as needed;
- Providing activity reports as requested;
- Responding to general ITS cybersecurity inquiries as they arise.
- Helping to train the next Information Systems Security Officer.