



Huntsville, Alabama

305 Fountain Circle
Huntsville, AL 35801

Cover Memo

Meeting Type: City Council Regular Meeting **Meeting Date:** 5/14/2026

File ID: TMP-6959

Department: Natural Resources

Subject:

Type of Action: Approval/Action

Resolution authorizing the Mayor to enter into a Special employee Agreement between the City of Huntsville and Geoffrey Healan.

Resolution No.

Finance Information:

Account Number: 100073-73200-501010-00000000

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: Resolution authorizing the Mayor to enter into a Special employee Agreement between the City of Huntsville and Geoffrey Healan to assist the Natural Resources Department with various Clean Air Act regulatory and environmental compliance requirements.

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 Geoffrey Healan, 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 Geoffrey Healan,” consisting of three (3) pages and the date of May 14, 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 City Clerk of the City of Huntsville, Alabama.

ADOPTED this the 14th day of May, 2026.

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

APPROVED this the 14th day of May, 2026.

Mayor of the City of Huntsville,
Alabama

**SPECIAL EMPLOYEE
AGREEMENT BETWEEN
THE CITY OF HUNTSVILLE
AND GEOFFREY HEALAN**

STATE OF ALABAMA)
COUNTY OF MADISON)

**SPECIAL EMPLOYEE AGREEMENT BETWEEN
THE CITY OF HUNTSVILLE AND GEOFFREY HEALAN**

THIS AGREEMENT is made and entered into on the 14th day of May 2026, by and between Geoffrey Healan, an individual, (“Healan”) 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. Healan shall be employed by the City of Huntsville as a Special Employee in the Department of Natural Resources and Environmental Management (DNREM), classified as a “Special” Employee under the City’s Personnel Policies and Procedures Manual, and shall be under the direct supervision of the DNREM Director. Healan’s duties as a Special Employee shall include the scope of work detailed in “Exhibit A” attached hereto and incorporated herein by reference.

2. In consideration of the services rendered under this Agreement, the City shall pay Healan at the rate of \$50.00 per hour not to exceed 29 hours per week, with the total sum not to exceed \$26,000 in calendar year 2026 and \$40,000 in calendar year 2027, which shall be paid bi-weekly in accordance with the City’s regular payroll processing system. During the term of this agreement, Healan shall not receive any cost-of-living adjustments approved by the City Council for all other employees of the City. In addition, Healan shall not receive any benefits available to any employee of the City. Healan shall not have 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 June 1, 2026, and ending May 31, 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: _____

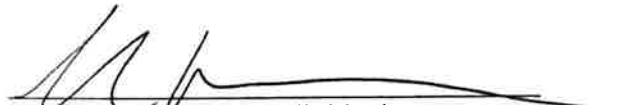
5. The City shall provide Healan with a parking space during work hours at a location determined by the City's Director of Parking and Public Transit.

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

7. Healan acknowledges that confidential information may be made available to him in connection with his work pursuant to this agreement. Healan agrees not to disclose 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.


Geoffrey Healan, an Individual

CITY OF HUNTSVILLE, ALABAMA
a municipal corporation

BY: _____
Tommy Battle
ITS: Mayor

ATTEST:

BY: _____
Shaundrika Edwards
ITS: City Clerk

Exhibit A

Scope of Work

Meteorology & Monitoring Specialist Special Employee Department of Natural Resources and Environmental Management (DNREM)

- To review air quality impact analysis (AQIA) / air dispersion modeling protocols required under the Clean Air Act (CAA) for industrial air permit projects requiring modeling within the city limits of Huntsville, Alabama, and prepare comments addressing any inadequacies noted based on federal/state/local regulations and guidelines.
- To review AQIA / air dispersion modeling reports/results required under the CAA and perform various air dispersion modeling tasks (as necessary) for industrial air permit projects within the city limits of Huntsville, Alabama, as necessary to determine accuracy and completeness as per federal/state/local regulations and guidelines.
- To develop procedures for reviewing AQIA / air dispersion modeling protocols and reports/results and train DNREM staff in performing these tasks (including preparation of a training plan for future reference and staff training purposes).
- To prepare daily ambient air quality forecasts for the Huntsville, Alabama, area and develop procedures for preparing these forecasts and train DNREM staff in performing this task (including preparation of a training plan for future reference and staff training purposes).
- To assist DNREM staff in documenting exceptional events and applying for exceptional event data exclusion in accordance with Environmental Protection Agency (EPA) ambient air monitoring policies and guidelines.
- To assist DNREM staff in developing an air toxics program through modeling of air toxics emissions in Huntsville, Alabama, and develop procedures for performing air toxics modeling and train DNREM staff in performing this task (including preparation of a training plan for future reference and staff training purposes).
- To perform statistical analyses of ambient air quality monitoring data and assist DNREM in determining the significance of long-term air quality trends.
- To perform special modeling projects and other related work as required.