



**AGENDA
SPECIAL CALLED
COUNCIL MEETING
CITY OF HOMEWOOD
February 16, 2026
5:00 p.m.**

Resolution No. 26-19

Ordinance No. 2972

Call to Order:

Absent:

Roll Call:

OTHER NEW BUSINESS

- 08.02.26** Request to consider and deliberate which finalist for the position of City Manager, if any, will receive an offer of employment as City Manager for the City of Homewood and the proposed terms of the offer. The City Council may take such action as it deems appropriate regarding these matters – **Mayor Andress**

RESOLUTION NO. 26-_____

A RESOLUTION AUTHORIZING THE MAYOR TO EXTEND AN OFFER OF EMPLOYMENT TO A CANDIDATE FOR THE POSITION OF CITY MANAGER, SUBJECT TO SUBSEQUENT COUNCIL APPOINTMENT OF THE CITY MANAGER AND COUNCIL APPROVAL OF A WRITTEN EMPLOYMENT AGREEMENT

WHEREAS, the City of Homewood, Alabama, operates under the Council–Manager form of government pursuant to Ala. Code § 11-43A-1, *et seq.*; and

WHEREAS, the City Council is vested with the authority and responsibility to appoint a City Manager pursuant to Ala. Code § 11-43A-18; and

WHEREAS, the City Council has undertaken a professional and competitive recruitment process to identify a qualified candidate for the position of City Manager; and

WHEREAS, the City Council desires to authorize the Mayor to extend an offer of employment to a candidate selected by a majority of the whole qualified membership of the Council, subject to the negotiation of a written employment agreement and subsequent approval and appointment by a majority of the whole qualified membership of the Council at a public meeting;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Homewood, Alabama, at a special called meeting, duly assembled, a quorum being present, as follows:

1. Authorization of Offer. The Mayor is hereby authorized to extend an offer of employment to _____ for the position of City Manager of the City of Homewood.
2. Compensation. The offer shall provide for an annual salary in the amount of \$_____, together with standard fringe benefits customarily provided to full-time department heads of the City.
3. Additional Terms. The offer may include:
 - a. The use of one City-owned vehicle for work-related purposes and for travel to and from work; and
 - b. a standard severance provision.
4. Written Agreement Required. The conditions of employment shall be set forth in a written employment agreement to be prepared and presented by the City Attorney. The term of employment must be for an indefinite term, with the Council preserving the right to remove the City Manager at any time by a majority vote of the whole qualified membership of the council, as required by Ala. Code § 11-43A-18.
5. The written employment agreement and formal appointment of the City Manager shall be subject to review and approval by the City Council at its regular meeting scheduled for February 23, 2026, or at a subsequent meeting as determined by the Council. No binding

employment contract or appointment shall exist unless and until approved by formal action of the City Council in accordance with Ala. Code § 11-43A-18.

6. Severability. If any provision of this Resolution is held invalid or unenforceable, such invalidity shall not affect the remaining provisions, which shall remain in full force and effect.
7. Effective Date. This Resolution shall become effective immediately upon its adoption.

ADOPTED and APPROVED by the City Council of the City of Homewood, Alabama this the 16th day of February, 2026.

Mayor

ATTEST:

City Clerk