

Cale Smith, PE

SUMMARY

Acting City Manager with experience leading municipal operations, major capital initiatives, and complex public sector departments. Professional engineer with four years and nine months of public administration leadership at the City of Homewood and 17 years of private sector professional engineering experience. Highly-skilled in capital project management, budgeting, procurement, contract administration, transportation / stormwater planning, and zoning and land use regulation.

EDUCATION

Auburn University, Bachelor of Civil Engineering, 2004

Auburn, AL

PUBLIC ADMINISTRATION EXPERIENCE

City of Homewood, Alabama

Homewood, AL

Acting City Manager, November 2025 – Present

- Amended and balanced the City's \$76 million municipal budget for FY2026, stabilizing nine operating and capital funds including the General Fund and Capital Fund
- Reduced expenditures by \$500,000 in the General Fund and \$5 million in the Capital Fund to balance the budget while maintaining core service delivery
- Attend and present agenda items at Pre-Council and City Council meetings, providing executive-level guidance and recommendations
- Provide executive oversight of 14 municipal departments comprising 350+ employees
- Led executive recruitment efforts, including the recruitment of a Zoning Administrator and hiring the City's first Human Resources Director to strengthen organizational capacity and regulatory leadership
- Established bi-monthly Leadership Roundtable to improve coordination, communication, and accountability
- Stabilized the City Manager's Office during transition by working with Council to hire a part-time, highly-experienced former City Manager to support continuity, bring expertise, and increase administrative capacity
- Procured professional services contracts for a Citizen Survey consultant and a fleet management consultant to assess community priorities and evaluate the City's rolling stock and replacement needs

Director of Engineering & Zoning / City Engineer, April 2021 – November 2025

- Directed all functions of the Department of Engineering & Zoning, including planning, GIS, zoning enforcement, floodplain administration, and construction engineering inspection services
- Regularly attended and presented to City Council, Finance, Public Works, and Planning & Development Committees, providing technical and policy guidance
- Developed and administered departmental, capital project, and grant budgets, ensuring fiscal accountability and alignment with City priorities
- Supported monthly Planning Commission and Board of Zoning Adjustment meetings with technical analysis and regulatory guidance
- Collaborated with Building, Permits & Inspections, Public Works, and Police and Fire Departments to improve development review efficiency, infrastructure planning, and transportation safety analysis
- Managed eight engineering consultants to execute the ADA Transition Plan and 30 capital projects
- Served on the Metropolitan Planning Organization (MPO) Transportation Technical Committee, contributing to regional transportation planning efforts
- Developed and implemented annual departmental strategic plan and supervised seven staff members
- Secured and administered \$12.5 million in competitive grant funding from ALDOT, HUD, and ADEM
- Coordinated all stakeholders to draft, adopt, and implement a new comprehensive Zoning Ordinance
- Raised City's NFIP Community Rating System score from 9 to a 7, securing a 10% reduction in flood insurance premiums for residents

- Launched a Stormwater Master Plan and creek wall condition assessment program to prioritize capital investments and effectively deploy \$5.5 million in ARPA funds
- Led procurement process for approximately \$6 million in professional services and construction contracts
- Partnered with Fire Department to update the Multi-Jurisdictional Hazard Mitigation Plan

PRIVATE SECTOR ENGINEERING EXPERIENCE

Engineering Design Technologies, Inc.	Birmingham, AL
Senior Civil Engineer / Project Manager, July 2019 – April 2021	
Project Manager, May 2009 – May 2014	
MBA Engineers, Inc.	Birmingham, AL
Principal Civil Engineer, May 2014 – July 2019	
LAI Engineering, Inc.	Birmingham, AL
Project Manager, June 2007 – April 2009	
Project Engineer, April 2006 – May 2007	
Gresham, Smith & Partners	Birmingham, AL
Project Engineer, December 2005 – March 2006	
USInfrastructure, Inc.	Birmingham, AL
Project Engineer, June 2004 – November 2005	

PROFESSIONAL ACTIVITIES

Harvard University Graduate School of Design – Executive Education, The Walkable City Seminar

Birmingham Metropolitan Planning Organization – Technical Committee Member

ACE (Architecture, Construction, Engineering) Mentor Program of Alabama
Chairman Board of Directors, 2015-2017
Presenter/Mentor/Team Leader 2009-Present

Leadership UAB – Class of 2014

University of Alabama “Sustainability in the Curriculum Task Force” – 2009 Curriculum Advisory Board

COMMUNITY ACTIVITIES

Birmingham Early Learning Center, Inc. - Chair, Board of Directors 2021-2024

Kiwanis Club of Homewood-Mountain Brook – Past-President, 2010-2011

Member, First United Methodist Church Birmingham
Board of Trustees, 2014-2020
Administrative Board, 2008-2011
Chair, Finance Committee, 2008

City of Homewood, AL Board of Zoning Adjustments – Member, 2009-2011

PROFESSIONAL REGISTRATIONS

Professional Engineer: AL 30095

Leadership in Energy and Environmental Design, Legacy LEED Accredited Professional

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PRIVATE SECTOR ENGINEERING EXPERIENCE

INSTITUTIONAL

Lawson State Academic Success Center

Birmingham, Alabama

Client: Charles Williams & Associates

- Project manager for a \$12M student success center on Lawson State's main campus. Scope of service included construction documents and relocating a creek through a culvert. Mr. Smith managed the US Army Corps of Engineer's Individual Permit through mitigation.

Lawson State One-Stop Dormitory

Birmingham, Alabama

Client: Charles Williams & Associates

- Project manager for a repurposed building to be used for a dormitory on Lawson State's main campus. Scope of service included construction documents, bidding, and permitting.

UAB Hill Student Center

Birmingham, Alabama

Client: UAB and Herrington Architects

- Project manager for civil engineering design services for a \$40M, 162,000 s.f. student center on 5.5 acres in the heart of UAB's campus. The scope of services included site grading, utilities, and erosion control for the project bid in two separate packages.

Irondale Elementary Addition

Irondale, Alabama

Client: Turner Batson Architects

- Project manager for civil engineering design services for a classroom extension and multiple parking lots. Services included site, grading, utility, and erosion control. The design of an underground Stormtech detention system was necessary to reduce stormwater runoff flow rates.

Calhoun County School Projects

Calhoun County, AL

Client: CMH Architects

- Project manager for site design services for multiple projects within the Calhoun County School System. Campuses included White Plains High School Gymnasium, White Plains High School Football Bleachers, and Pleasant Valley High School Field House.

UAB Campus Services Facility

Birmingham, Alabama

Client: Design Initiative

- Project manager for a proposed campus services building on the west side of Interstate 65. UAB intends to relocate the Campus Services building and laydown yard. Services included a sanitary sewer mainline extension, laydown yard design, and typical construction details.

Tuggle Hill Elementary School

Birmingham, Alabama

Client: Birmingham City Schools and Dorsey Architects

- Project engineer responsible for completing construction documents for the new Tuggle-Hill Elementary School. Included in the plan assembly was demolition of the existing structure, site layout, grading, utilities, erosion control, and civil construction details. Specific tasks included sanitary sewer relocation, retention pond, retaining walls and traffic study. The approximate construction cost was \$12,000,000.

Birmingham Southern College Welcome Center
Client: Nimrod Long & Associates

Birmingham, Alabama

- Project engineer for a 9,000 square foot welcome center on the campus of Birmingham Southern College. Responsibilities included utility and drainage design. Interaction between the landscape architect, contractor, and college was crucial in developing the multi-purpose facility.

MUNICIPAL / PUBLIC

Birmingham Jefferson Civic Center Parking Facility
Client: Birmingham Jefferson Civic Center (BJCC)

Birmingham, Alabama

- Project manager for the engineering design services for a proposed parking facility for the BJCC. Scope included site layout and grading for approximately 190 surface parking spaces on 1.5 acres. The approximate construction cost is anticipated at \$600,000.

City of Birmingham Fire Stations #4, #14, #8, and #18
Client: City of Birmingham and Project Architects

Birmingham, Alabama

- Project manager for four different fire stations for the City of Birmingham, AL. Scope included site layout, grading and utility design, and permitting for each station on multiple-acre parcels in Birmingham, AL. Construction costs for each station was approximately \$5,000,000.

Birmingham Airport Authority – Aircraft Rescue and Firefighting
Client: Dorsey Architects

Birmingham, Alabama

- Project manager for the proposed Fire Station located on FAA property behind the fence at the Birmingham-Shuttlesworth International Airport. Besides the typical civil engineering scope, additional services provided included multiple elevation studies for the FAA, utility line extensions, positioning the building inside multiple FAA setbacks, and relocating a 8'x12' box culvert.

Homewood Justice Center
Client: CMH Architects

Homewood, Alabama

- Project manager for the proposed police station, municipal jail, and municipal court complex in Homewood, AL. Due to the significant elevation change on the site, a multi-tier approach was considered for two parking lots. Services included site, grading, utility, erosion control, and hydrology, along with ADEM permitting for the development.

Birmingham Jefferson Civic Center – Demolition Projects
Client: Birmingham Jefferson Civic Center (BJCC)

Birmingham, Alabama

- Project manager for multiple demolition projects around the BJCC's campus. The demolition was necessary to make room for TopGolf and the proposed Protective Life Stadium.

COMMERCIAL

Shelby County Medical Office Building
Client: Hydinger, Stewart, and Chew

Alabaster, Alabama

- Project manager for civil engineering services who worked closely with the Architect, Williams Blackstock, to design the site in a way that maximized building square footage. Design included a typical civil package, along with a substantial hydrology report, pond design, and ALDOT permits.

Parkside Parking Lot
Client: Orchestra Partners

Birmingham, Alabama

- Project manager for civil engineering services and Owner's representative for construction for a surface parking lot to support the new development around Regions Field and Railroad Park in downtown Birmingham.

America's First Federal Credit Union Parking Deck**Birmingham, Alabama****Client: Williams Blackstock Architects**

- Project manager for a four-level employee parking deck to support the addition of the America's First Credit Union in downtown Birmingham. Scope of service included site and grading plans, as well as a planned streetscape along 12th street.

St. Mark the Evangelist Catholic Church**Birmingham, Alabama****Client: Davis Architects**

- Project manager for civil engineering services for a proposed fellowship hall and classroom building on the St. Mark campus. Challenges include proximity to the sanctuary building and stormwater management of the site.

Owens Ministorage**Helena, Alabama****Client: Robbie and Karen Owens**

- Project manager, Owner's representative, and construction administrator for a proposed storage facility on AL Hwy 261. Mr. Smith assisted the owner with subdivision of property, subconsultant selection, contractor selection, negotiation, and final platting. City of Helena, ADEM, and ALDOT permitting were required for the project.

Thoroughbred Center**Georgetown, Kentucky****Client: AIG Baker Real Estate**

- Project manager for approximately 400,000 square feet of a retail shopping center on 43.34 acres. Big box tenants included Best Buy, Target, and JC Penney. Permitting included KYDOT, Scott County Engineering and Development, and Georgetown Water and Sewer. Preliminary site plan approval was granted by the Scott County Planning Commission and Georgetown City Council after presentations were made by the owner and engineer.

Jodeco Road Retail Development**Henry County, Georgia****Client: Bayer Properties**

- Project engineer for approximately 745,000 square feet of a retail shopping center on approximately 100 acres. The anchor tenant was Macy's. Pricing plans were developed using AutoCad. Plans consisted of a site plan, grading plan, road plans and profiles, cut/fill volume quantities, off-site highway extension, and topographical sight lines from Interstate 75. Design fees totaled approximately \$60,000.

Regional ALDI Food Stores Program**Multiple Locations****Client: Aldi, Inc.**

- Project manager for multiple ALDI food store locations. Responsibilities include soliciting sub-contractors, managing projects and sub-consultants, developing conceptual site plans for the Aldi Real Estate Committee, developing construction documents, daily client interaction, coordination with the regional architect for prototype updates, construction administration, due diligence, quantity estimating, complete land development and NPDES permitting, pricing each project, invoicing and collecting from client, and paying sub-consultants. Project locations included Pelham, AL, Birmingham, AL, Nashville, TN, and Collierville, TN.

Governors Pavilion Medical Office Facility**Cobb County, Georgia****Client: TKR Awtrey**

- Project engineer for a 48,100 square foot medical office facility. Responsibilities included site planning, Cobb County permitting, detention calculations, grading, utility design, and three phases of erosion control, and construction inspection.

HOUSING AUTHORITY**Montgomery Housing Authority IDIQ****Montgomery, Alabama****Client: Montgomery Housing Authority and Cohen, Carnaggio, Reynolds Architects**

- Project manager for an indefinite delivery / indefinite quantity contract lasting multiple years. Services provided included demolition design, Owner representative for construction observation and management of multiple projects, utility design within developments, and attending developer and public

meetings for future redevelopment projects. Locations of projects include Smiley Court, Trenholm Court, Cleveland Court, Richardson Terrace, and Centennial Hill.

Huntsville Housing Authority – Renovation/Modernization**Huntsville, Alabama****Client: Huntsville Housing Authority and Williams Blackstock Architects**

- Project engineer for On-Call Engineering Services for the redevelopment and/or modernization of HHA-owned properties. This renovation/modernization effort involved numerous developments within HHA.

Housing Authority Birmingham District – Renovation/Modernization**Birmingham, Alabama****Client: HABD and Project Architects**

- Project Manager for On-Call Engineering Services for the redevelopment and modernization of Elyton Village Phases II and III. Scope of services under this contract also included demolition design for Elyton Village's community center, site planning for Mark's Village Community Center, and single-family homes at Tuxedo Court.

MULTI-FAMILY**Hickory Ridge Senior Housing, Phases I, II, & III****Jefferson County, Alabama****Client: Jefferson County Housing Authority and Williams Blackstock Architects**

- Project Manager for the engineering design services for a new senior housing development for the Jefferson County Housing Authority. Engineering services include civil/site design, hydrology design, and permitting for 22 single-family townhouse-style units. Construction costs were approximately \$10,500,000 for Phase I.

Richardson Terrace**Montgomery, Alabama****Client: Montgomery County Housing Authority and Williams Blackstock Architects**

- Project Manager for Richardson Terrace, a seven-story, multi-family complex owned by the Montgomery Housing Authority. It was originally developed in 1970. Mr. Smith performed civil design services and provided LEED consulting for the Montgomery Housing Authority and the Architect. The approximate construction cost is anticipated at \$4,000,000.

The Palms at Foley**Foley, Alabama****Client: Woerner Holdings**

- Project engineer for 413 multi-family units in 20 buildings on 32.24 acres. Design included site layout, grading, utility extensions and services to each building, wet retention pond and outlet control structure. Mr. Smith managed sub-contractor services that included wetland mitigation, survey, water flow engineering and testing. Public presentations included preliminary site plan approvals through the Foley Planning Commission.

Carleton Place Subdivision**Greenville, Alabama****Client: The Ballard Companies**

- Project manager for 28 single family residential lots on 12.09 acres which included 1,300 linear feet of a proposed two-lane roadway section ending in a cul-de-sac. Design included site layout and platting, grading, erosion control, and utility extensions. Permitting included ADEM and Greenville Engineering Department.

Stonebriar Subdivision**Pinson, Alabama****Client: Jim Stills**

- Project engineer for 54 single family residential lots on 66 acres which included 3,100 linear feet of a proposed two-lane roadway section. Design included site layout and platting, grading, erosion control, utility extensions, and a culvert creek crossing. Permitting included ADEM, US Army Corps of Engineers, FEMA, Jefferson County Roads & Transportation, and Jefferson County Land Development.