



AGENDA  
CITY COUNCIL MEETING  
February 16, 2026

- 1. Call to Order**
- 2. Roll Call**
- 3. Invocation/Pledge of Allegiance**
- 4. Approval of minutes:**
  - A. February 2, 2026 Minutes and February 9, 2026 Minutes from Public Hearing
- 5. Mayor's comments:**
- 6. Comments of the public:**
- 7. Reports of Officers:**
- 8. Hearing on petitions, applications, appeals communications, etc.:**
- 9. Financial reports:**
  - A. Presentation of the Fiscal Year 2024 Audit by Dennis Norton
- 10. Resolutions, ordinances, orders & other business:**
  - A. Consideration of approval of an unbudgeted expenditure in the amount of \$12,000.00 to Tree Professional, Inc. for removal of trees and grinding of stumps along the fence line in the back corner of the Brown Street Retention Pond.
  - B. Consideration of Resolution terminating discussions and services with Sports Facilities Management, LLC regarding the proposed Muscle Shoals Sports Complex project.
  - C. Consideration of Resolution terminating discussions and services with Strategic Construction Solutions, LLC regarding the proposed Muscle Shoals Sports Complex project

- D. Council discussion regarding the possible purchase of real property, with possible Executive Session pursuant to the Alabama Open Meetings Act.
- E. Consideration of approval of the proposal from CREATE Architects, Inc. in the amount of \$22,100.00 for architectural and engineering design services for the Muscle Shoals Ring of Honor project
- F. Consideration of Resolution declaring two obsolete fuel pumps (one gasoline and one diesel) as surplus property and authorizing their disposal
- G. Consideration of approval of a Construction Agreement with Pierce and Allred Construction, Inc. for municipal pool renovations, not to exceed \$111,757.00
- H. Consideration of Resolution authorizing the sale of surplus vehicles and equipment through TAC Auction, with proceeds to be returned to the originating departments
- I. Consideration of Resolution authorizing the transfer of a 1995 GMC Topkick Dump Truck from the Public Works Department to the Storm Drainage Department.
- J. Consideration of Resolution authorizing the Council President to identify and select an independent outside investigator to review a formal grievance filed against the Mayor, and authorizing payment of reasonable fees associated with the investigation

Next meeting: Monday March 2, 2026

Adjourn

**Work Session Agenda**  
February 16, 2026 5:00 PM

- A. Presentation by Scott Clayton, General Manager of Cypress Lakes, regarding the proposed High School Team Practice and Play Agreement, with discussion and possible action.
- B. Update from Kym Osborn regarding the Police Department Training Center Project
- C. Council discussion concerning correspondence sent to consultants by Lee Birchall related to the Sportsplex project
- D. Discussion regarding the reassignment of Assistant City Clerk duties.  
Consideration will be given to removing the Assistant City Clerk responsibilities from the HR Director position and reassigning them to the Finance Officer position. There were no internal candidates for the HR Director position.
- E. Presentation by Dawn Woodall regarding amphitheater policies
- F. Discussion regarding the potential conveyance of the Webster property to the Muscle Shoals Board of Education

**CITY OF MUSCLE SHOALS**

**CITY COUNCIL MEETING MINUTES**

**Date: February 2, 2026 – 5:38 p.m.**

**Location: Muscle Shoals City Hall Auditorium**

1. Call to Order

Council President Donnie Linley called the meeting to order at 5:38 p.m.

2. Roll Call

Present: Chris Hall, Gina Clark, Willis Thompson, Ken Sockwell, Donnie Linley

Absent: None

3. Invocation / Pledge of Allegiance

Invocation was given by James Vance. The Pledge of Allegiance was led by Donnie Linley.

4. Approval of Minutes

Approval of minutes from the January 20, 2026 Regular Meeting and Work Session.

Motion to approve: Ken Sockwell

Second: Willis Thompson

Motion carried unanimously.

5. Mayor's Comments

The Mayor congratulated the Muscle Shoals cheerleaders; reported that students involved in a recent accident were safe; thanked Police and Fire Departments for assistance during the winter weather event; recognized Fire Department response to recent fires; thanked city personnel for snow and ice removal efforts; and announced the Annual Safety Meeting scheduled for February 4, 2026.

6. Comments of the Public

No comments recorded

7. Reports of Officers

8. Hearings on Petitions, Applications, Appeals, and Communications

None presented

#### 9. Financial Reports

None presented

#### 10. Resolutions, Ordinances, Orders & Other Business

Resolution 3412-26 – Brian Barton appointed to the Civil Service Board for a term expiring June 2028

Roll Call Vote:

- Chris Hall – Donnie Allen
- Gina Clark – Donnie Allen
- Willis Thompson – Brian Barton
- Ken Sockwell – Brian Barton
- Donnie Linley – Brian Barton

Council President Linley announced that **Brian Barton** received a majority of votes cast and was appointed.

Resolution 3413-26 – Repair of 60-Inch Stormwater Drainage Pipe (John R. Street). Motion by Willis Thompson; Second by Chris Hall. Motion carried unanimously.

Resolution 3414-26 – Designation of Authorized Signatories for City Accounts. Motion by Chris Hall; Second by Gina Clark. Motion carried unanimously.

Resolution 3415-26 – Award of Bid 001-26 (Nathan Estates Retention Pond) to Affordable Tree Service in the amount of \$106,873.82. Motion by Chris Hall; Second by Willis Thompson. Motion carried unanimously.

Resolution 3416-26 – Rejection of Bid 002-26 and Authorization to Negotiate with Pierce & Allred Construction. Motion by Ken Sockwell; Second by Chris Hall. Motion carried unanimously.

Resolution 3417-26 – Donation of Surplus Fire Department Equipment. Motion by Ken Sockwell; Second by Willis Thompson. Motion carried unanimously.

Next Meeting

The next regular meeting will be held on February 16, 2026 at 5:30 p.m. (Work Session at 5:00 p.m.).

Adjourn-motion made by: Willis Thompson

Attest

CITY OF MUSCLE SHOALS, ALABAMA

A Municipal Corporation

\_\_\_\_\_

Council Member – Place One

\_\_\_\_\_

Council Member – Place Two

\_\_\_\_\_

Council Member – Place Three

\_\_\_\_\_

Council Member – Place Four

\_\_\_\_\_

Council Member – Place Five

ATTEST:

\_\_\_\_\_

**WORK SESSION MINUTES**

**Date: February 2, 2026**

**Time: 5:00 p.m.**

**Location: Muscle Shoals City Hall Auditorium**

Present: Chris Hall, Gina Clark, Willis Thompson, Ken Sockwell, Donnie Linley

Absent: None

Discussion Items

1. Civil Service Board interviews were conducted with applicants for appointment.
2. Discussion regarding EMT Advanced training program. The Fire Chief presented information regarding participation in an EMT Advanced training program beginning in March. The program would assist in preparing for ALS non-transport services. No action was taken.
3. Discussion regarding potential municipal hemp licensing. Council discussed potential adoption of state hemp licensing regulations, possible creation of a separate municipal license, and potential municipal revenue. Additional research was requested. No action was taken.

Attest

CITY OF MUSCLE SHOALS, ALABAMA

A Municipal Corporation

\_\_\_\_\_  
Council Member – Place One

\_\_\_\_\_  
Council Member – Place Two

\_\_\_\_\_  
Council Member – Place Three

---

Council Member – Place Four

---

Council Member – Place Five

ATTEST:

---

# MINUTES OF THE CITY COUNCIL OF MUSCLE SHOALS, ALABAMA

## 1. Call to Order

The meeting of the City Council of the City of Muscle Shoals, Alabama was called to order by President of the Council on Monday February 9, 2026 at 6 p.m.

## 2. Roll Call

The following members were present: -Chris Hall, Place 1; Gina Clark, Place 2; Willis Thompson, Place 3; Ken Sockwell, Place 4 and Donnis Linley, Place 5.

Absent: - None

A quorum was declared present.

## 3. Statement of Purpose of Meeting

The Presiding Member announced that the purpose of the special called meeting was to conduct a hearing regarding the proposed termination of Brittney Walker, City Clerk, pursuant to applicable Alabama law and municipal personnel policies.

---

## 4. Open Meetings Act Compliance

The Presiding Member, Donny Linley, stated that notice of the meeting had been properly provided in accordance with the Alabama Open Meetings Act.

---

## 5. Hearing

The hearing was on the termination of Brittney Walker, City Clerk, by Mayor Billy Hudson. Both parties had counsel and the Council proceeding to hear evidence and witnesses from the attorneys for each side. After presentation by both parties, the Council voted to enter and meet in Executive Session, to discuss and deliberate on the evidence and testimony. A motion and affirmative vote were had to enter into Executive Session. The Council Members entered the Executive Session at approximately 11:10 p.m. The Council Members returned at approximately 11:40 p.m. and had a roll call vote on whether or not to affirm or deny the termination of Ms. Walker. The vote of the council members was had as follows:

	<u>AFFIRM TERMINATION</u>	<u>DENY TERMINATION</u>
Council Member Hall	YES	
Council Member Clark		NO
Council Member Sockwell		NO
Council Member Thompson		NO
Council Member Linley		NO

The tally of the votes was four (4) against termination of the City Clerk and one (1) for the termination of the City Clerk. The City Clerk was not terminated.

There being no further business, the meeting was adjourned at 11:50 p.m.

APPROVED this \_\_\_\_\_ day of February 2026.

---

DONNIE LINLEY  
PRESIDENT OF THE COUNCIL



Tree Professional, Inc.  
35300 County Road 8  
Florence, AL 35634

Proposal #7336  
Created: 02/05/2026  
From: Levi Nicholls

Proposal For

Ken Gresham

1709 Brown St  
Muscle Shoals, AL 35661

main: 256-810-3908  
[kgresham@muscleshoalsal.org](mailto:kgresham@muscleshoalsal.org)

Location

1709 Brown St  
Muscle Shoals, AL 35661

Terms  
Due on receipt

1709 Brown St 35661

ITEM DESCRIPTION	QUANTITY	UNIT PRICE	AMOUNT
Tree Removal Removal of all trees along fence line in back corner. Haul all debris	1	\$ 10,500.00	\$ 10,500.00

Client Notes

If we grind all stumps total will be 12k

*All work will be completed in accordance with these plans unless subsequent changes are agreed upon in writing. Balances not paid by the due date are subject to late fees.*

SUBTOTAL	\$ 10,500.00
SALES TAX	\$ 0.00
<b>TOTAL</b>	<b>\$ 10,500.00</b>

Signature

x

Date:

Please sign here to accept the terms and conditions

Sales Reps

Levi Nicholls  
Office: 256-665-2162  
[levithetreeguy@icloud.com](mailto:levithetreeguy@icloud.com)

RESOLUTION NO. \_\_\_\_\_

A RESOLUTION REGARDING THE PROPOSED MUSCLE SHOALS SPORTS COMPLEX

Whereas, the City of Muscle Shoals, Alabama (the "City") and Sports Facilities Management, LLC (the "Company") have been in discussion concerning the possibility of the Company serving as the representative of the City with respect City's operator of the City's proposed Muscle Shoals Sports Complex (the "Project");

Whereas, the City has no option to obtain an interest in the real property for the Project and is not in a position to consider approving the acquisition of the funds to construct the Project even if the real property were obtainable;

NOW, THEREFORE, BE IT RESOLVED by the CITY COUNCIL OF THE CITY OF MUSCLE SHOALS, ALABAMA,

1. That the City of Muscle Shoals, Alabama has no way or need to use further your services at this time.
2. That this Resolution is effective upon adoption and upon such the City Clerk will provide a copy of Sports Facilities Management, LLC whose address is 17755 U.S. Highway 19N #300, Clearwater Florida 33764.

ADOPTED this \_\_\_\_ day of February 2026.

COUNCIL OF THE CITY OF MUSCLE SHOALS, ALABAMA

By: \_\_\_\_\_

DONNIE LINLEY  
President of the Council

ATTEST: \_\_\_\_\_

BRITTNEY WALKER  
City Clerk

RESOLUTION NO. \_\_\_\_\_

A RESOLUTION REGARDING THE PROPOSED MUSCLE SHOALS SPORTS COMPLEX

Whereas, the City of Muscle Shoals, Alabama (the "City") and Strategic Construction Solutions, LLC (the "Company") have been in discussion over the last several years concerning the possibility of the Company serving as a representative of the City with respect to the construction of the City's proposed Muscle Shoals Sports Complex (the "Project");

Whereas, the City has no option to obtain an interest in the real property for the Project and is not in a position to consider approving the acquisition of the funds to construct the Project even if the real property were obtainable;

NOW, THEREFORE, BE IT RESOLVED by the CITY COUNCIL OF THE CITY OF MUSCLE SHOALS, ALABAMA,

1. That the City of Muscle Shoals, Alabama has no way or need to use further your services at this time.
2. That this Resolution is effective upon adoption, and upon such, the City Clerk will provide a copy of the Resolution unto Rusty Carbine, President of Strategic Construction Solutions, LLC whose address is 801 George Wallace Blvd, Tuscumbia, AL 35674.

ADOPTED this \_\_\_\_ day of February 2026.

COUNCIL OF THE CITY OF MUSCLE SHOALS, ALABAMA

By: \_\_\_\_\_

DONNIE LINLEY  
President of the Council

ATTEST: \_\_\_\_\_

BRITTNEY WALKER  
City Clerk

**Proposal for Architectural and Engineering Design  
For  
City of Muscle Shoals  
Ring of Honor  
Muscle Shoals, Alabama  
06 February, 2026**

Mr. Linley,

Thank you for the opportunity to work with you and the City Council on the design for the Ring of Honor. This has been a wonderful project to dream on, and I look forward to helping y'all make it happen. We propose the following scope of work.

- Architectural Design
  - o Floor Plan
  - o Details
  - o Finishes
  - o Aluminum coordination
- Civil Design
  - o Site Plan
  - o Grading
  - o Paver Details
- Structural Design
  - o Foundation Plan
  - o Reinforcing Details
- Electrical Design
  - o Lighting Plan
  - o Power Plan

Provide complete Drawings and Specifications, coordinate public bid opening, and observe construction (once weekly) – **Full fee of \$22,100.**

Thank you again, and please call or email with any questions you have regarding this proposal or our office in general. We look forward to working with you.



Brad Bernard  
CREATE Architects, Inc.

**STATE OF ALABAMA**

**COLBERT COUNTY**

**RESOLUTION NO. \_\_\_\_\_**

**A RESOLUTION AUTHORIZING THE DISPOSAL OF OBSOLETE FUEL PUMPS**

**WHEREAS**, the City of Muscle Shoals owns certain fuel pumps that have reached the end of their useful service life due to age, wear, and obsolescence; and

**WHEREAS**, two (2) fuel pumps, specifically one gasoline pump and one diesel pump, have been determined to be no longer efficient, reliable, or practical for continued municipal use; and

**WHEREAS**, maintaining such outdated equipment is not cost-effective and may pose operational or safety concerns; and

**WHEREAS**, the City desires to dispose of said fuel pumps in accordance with applicable laws, regulations, and municipal policies governing surplus property;

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF MUSCLE SHOALS, ALABAMA, AS FOLLOWS:**

1. The two (2) fuel pumps, consisting of one gasoline pump and one diesel pump, identified by the City as obsolete and no longer needed for municipal purposes, are hereby declared surplus property.
2. The appropriate City officials are authorized and directed to dispose of said fuel pumps in a lawful manner, which may include sale, auction, recycling, or disposal, as deemed to be in the best interest of the City.
3. This Resolution shall take effect immediately upon its adoption.

**ADOPTED AND APPROVED** this 16th day of February 2026.

**CITY OF MUSCLE SHOALS**

a Municipal Corporation

---

Donnie Linley, Council President

**ATTEST:**

---

Brittney Walker, City Clerk



# STATE OF ALABAMA

## COLBERT COUNTY

### CONSTRUCTION AGREEMENT

This Construction Agreement ("Agreement") is made and entered into by and between the **City of Muscle Shoals, Alabama**, a municipal corporation organized under the laws of the State of Alabama (the "City" or "Owner"), and **Pierce and Allred Construction**, 265 Cox Creek Pkwy S, Florence, Alabama 35630 (the "Contractor" or "Vendor").

#### **1. PURPOSE**

The City engages Contractor to perform demolition, repair, tile replacement, bonding, and plaster work for municipal pool facilities in accordance with the terms and conditions set forth herein.

#### **2. SCOPE OF WORK**

##### **Section 1- Demolition**

Contractor shall:

- Remove and dispose of all existing tile.
- Remove all existing plaster, including multiple layers if necessary, to fully expose the concrete shell.
- Dispose of all demolition debris in accordance with all applicable federal, state, and local regulations.

##### **Section 2 - Surface Preparation & Repairs**

Contractor shall:

- Inspect all concrete surfaces following demolition.
- Saw-cut and caulk any existing cracks as needed.
- Identify additional structural or surface issues. Any repair beyond the base scope must be submitted in writing and approved by the City prior to commencement.

##### **Section 3 — Tile Installation**

Contractor shall:

- Replace waterline tile with 6" x 6" tiles, subject to final selection and approval by the
- Install depth marker tiles and "No Diving" tiles in compliance with all applicable codes and regulations.
- Install 2" x 2" black marker tiles on steps, benches, and steep edges.

#### **Section 4 - Bonding & Plaster**

Contractor shall:

- Apply Bond Kote to all areas designated for plastering.
- Finish surfaces with Diamond Brite -Blue Quartz plaster.

#### **Section 5 — Approximate Dimensions**

Work shall be performed on facilities with approximate dimensions:

- Pool: 93 ft x 42 ft x 3-5 ft deep
- Kiddie Pool: 20 ft x 8 ft x 1.5 ft deep
- Fountain: 9 ft diameter x 2 ft deep

These dimensions are estimates only and do not constitute a guarantee of quantities.

### **3. CONTRACT PRICE**

The total contract price shall not exceed One Hundred Eleven Thousand Seven Hundred Fifty-Seven Dollars (\$111,757.00).

Adjustments may be made for tile materials upon final selection by the City, subject to written change order approval by the City.

### **4. SCHEDULE**

- Demolition shall commence during the week of February 16, 2026.
- Plaster and finishing work shall begin in March or April, as coordinated with the City.
- All work shall be substantially completed no later than May 1, 2026, unless extended by written agreement.

Time is of the essence.

### **5. PRE-WORK REQUIREMENTS**

Prior to commencing work, Contractor shall provide:

1. One hundred percent (100%) performance and payment bonds.

Proof of a valid Muscle Shoals business license.

Executed Memorandum of Understanding (if required by the City).

1. Certificates of Compliance with Act 2016-312.
2. Compliance with the Beason-Hammon Alabama Taxpayer and Citizen Protection Act.

Failure to provide required documentation shall delay the Notice to Proceed

## **6. INSURANCE**

### **6.1 Required Coverage**

Contractor shall maintain:

- Commercial General Liability Insurance — minimum \$1,000,000.
- Workers' Compensation coverage for all employees.
- Automobile Liability Insurance.

### **6.2 Policy Conditions**

Contractor agrees to:

1. Maintain all insurance throughout the duration of the Agreement.
2. Include the City as an additional insured on applicable policies.
3. Require subcontractors to maintain equivalent coverage or be insured under Contractor's policies.
4. Provide endorsements requiring at least ten (10) days' written notice to the City prior to cancellation, termination, or reduction of coverage.

### **6.3 Proof of Insurance**

Certificates of Insurance shall be provided within ten (10) business days after notice of **award** and prior to starting work.

## **7. CHANGE ORDERS**

No additional work or adjustment in contract price shall be authorized without a written change order approved by the City.

## **8. COMPLIANCE WITH LAW**

Contractor shall comply with all applicable Alabama statutes, municipal ordinances, safety regulations, licensing requirements, and public works provisions.

## **9. INDEPENDENT CONTRACTOR**

Contractor is an independent contractor and not an employee of the City.

## **10. INDEMNIFICATION**

To the fullest extent permitted by Alabama law, Contractor shall indemnify and hold harmless the City, its officers, employees, and agents from claims, damages, losses, and expenses arising from Contractor's performance of the work, except to the extent caused by the sole negligence of the City.

## **11. TERMINATION**

### **11.1 For Cause**

11.2 The City may terminate this Agreement for default if Contractor fails to perform in accordance with its terms after reasonable written notice and opportunity to cure.

### **11.3 For Convenience**

The City may terminate for convenience upon written notice. Contractor shall be paid for approved work completed to the date of termination.

## **12. PAYMENT**

Payment shall be made in accordance with City procedures upon receipt of approved invoices and verification of work performed. The City may withhold retainage as permitted by Alabama law.

## **13. GOVERNING LAW AND VENUE**

Agreement shall be governed by the laws of the State of Alabama. Venue shall lie in Colbert County, Alabama.

## **14. ENTIRE AGREEMENT**

This document constitutes the entire agreement between the parties and may be amended only in writing signed by both parties.

SIGNATURES:

CITY OF MUSCLE SHOALS, ALABAMA,  
a municipal corporation

BY: \_\_\_\_\_  
BILLY H. HUDSON  
Mayor  
Date of Execution: \_\_\_\_\_

PIERCE AND ALLRED CONSTRUCTION, INC.  
an Alabama corporation

By: \_\_\_\_\_  
Its Authorized Officer  
Date of Execution: \_\_\_\_\_

**STATE OF ALABAMA**  
**COLBERT COUNTY**

**RESOLUTION No. - \_\_\_\_\_**

**A RESOLUTION AUTHORIZING THE DISPOSAL AND SALE OF CITY EQUIPMENT THROUGH TAC AUCTION PUBLIC ONLINE AUCTION**

**WHEREAS**, the City of Muscle Shoals, Alabama, has determined that certain items of city-owned equipment are no longer needed for public or municipal purposes; and

**WHEREAS**, it has been deemed in the best interest of the City to dispose of said surplus equipment in a manner that will maximize return and ensure transparency in the sale process; and

**WHEREAS**, the City proposes to sell the following surplus equipment through TAC Auction, a public online auction platform that provides open bidding and fair market competition:

- 2001 Ford F150 (VIN# 1FTRX17WX1NA96226) – Public Works Department
- 2015 Ford Explorer (VIN# 1FM5K8AR1FGC40830) – Police Department
- John Deere 5400 (Serial# LV5400E641465) – Cypress Lakes
- Pro Flex Pull Behind Mower (Serial# 11271598A) – Cypress Lakes
- Whittek Golf Range Ball Dispenser (Model# 74754E) – Cypress Lakes

**WHEREAS**, proceeds from the sale of each item shall be deposited into the respective department’s general ledger account from which the equipment originated, thereby returning the funds to the appropriate departmental budget.

**NOW, THEREFORE, BE IT RESOLVED** by the City Council of the City of Muscle Shoals, Alabama, as follows:

1. That the City Council hereby authorizes the disposal and sale of the aforementioned surplus equipment through TAC Auction, a public online auction service.
2. That all proceeds from the sale of the listed items shall be returned to the department’s original general ledger line item associated with the equipment sold.
3. That the Procurement Officer, and appropriate City Department Heads are hereby authorized to take all necessary actions to carry out the intent and purpose of this Resolution, including execution of all related documents.

**ADOPTED AND APPROVED** this 16th day of February 2026.

**CITY OF MUSCLE SHOALS**

a Municipal Corporation

---

Donnie Linley, Council President

**ATTEST:**

---

Brittney Walker, City Clerk

**STATE OF ALABAMA**

**COLBERT COUNTY**

**RESOLUTION NO. \_\_\_\_\_**

**A RESOLUTION AUTHORIZING THE TRANSFER OF A 1995 GMC TOPKICK DUMP TRUCK FROM THE PUBLIC WORKS DEPARTMENT TO THE STORM DRAINAGE DEPARTMENT**

**WHEREAS**, the City of Muscle Shoals owns a 1995 GMC Topkick Dump Truck currently assigned to the Public Works Department; and

**WHEREAS**, the Storm Drainage Department has a need for said vehicle to support its operations and better serve the needs of the City; and

**WHEREAS**, the Public Works Department has determined that this vehicle may be reassigned without negatively affecting its operational capabilities; and

**WHEREAS**, it is in the best interest of the City to transfer equipment between departments as necessary to ensure efficient use of municipal assets;

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF MUSCLE SHOALS, ALABAMA, AS FOLLOWS:**

1. The 1995 GMC Topkick Dump Truck currently assigned to the Public Works Department is hereby authorized to be transferred to the Storm Drainage Department.
2. The appropriate City officials are authorized and directed to complete all administrative actions necessary to effectuate this transfer, including updating inventory and asset records.
3. This Resolution shall take effect immediately upon its adoption.

**ADOPTED AND APPROVED** this 16th day of February 2026.

**CITY OF MUSCLE SHOALS**

a Municipal Corporation

---

Donnie Linley, Council President

**ATTEST:**

---

Brittney Walker, City Clerk



STATE OF ALABAMA

COLBERT COUNTY

RESOLUTION NO. \_\_\_\_\_

A RESOLUTION AUTHORIZING THE ENGAGEMENT OF AN OUTSIDE  
INVESTIGATOR TO REVIEW A FORMAL GRIEVANCE

WHEREAS, a formal grievance has been filed by a department head of the City of Muscle Shoals against the Mayor; and

WHEREAS, the City Council finds that it is in the best interest of the City to ensure that the grievance is reviewed in a fair, impartial, and independent manner; and

WHEREAS, the City Council desires to engage a qualified outside investigator to conduct an independent review of the grievance and provide findings and recommendations; and

WHEREAS, the City Council further finds that the Council President is best positioned to identify, evaluate, and select a qualified independent investigator to perform such services on behalf of the City;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF MUSCLE SHOALS, ALABAMA, AS FOLLOWS:

1. The City Council hereby authorizes the engagement of a qualified outside investigator to conduct an independent investigation regarding the grievance filed by a department head against the Mayor.

2. The Council President is authorized and directed to identify, evaluate, select, and contract with an appropriate independent investigator to perform such services on behalf of the City.
  
3. The City Council hereby authorizes payment of reasonable and necessary fees and expenses associated with the services of the selected investigator, subject to standard City payment procedures.
  
4. The investigation shall be conducted in accordance with applicable laws, City policies, and principles of fairness and due process.
  
5. This Resolution shall become effective immediately upon its adoption.

ADOPTED AND APPROVED this 16th day of February, 2026.

CITY OF MUSCLE SHOALS, ALABAMA  
a Municipal Corporation

---

Donnie Linley, Council President

ATTEST:

---

Brittney Walker, City Clerk