

Resolution 07-021726-R

Resolution Authorizing Transition Pay to Support Employees and Avoid Cash Flow Disruptions During the Transition Period

WHEREAS, the Alabaster Water Board (hereinafter, the "Board") is a public corporation incorporated and authorized in 1955 to do business under the laws of the State of Alabama, specifically §§11-50-310, et seq. Code of Alabama 1975 and created under the authority of Title 11, Chapter 50, Article 9 of the Code of Alabama; and

WHEREAS, the Board recognizes its responsibility to ensure fair and stable employment practices during organizational changes; and

WHEREAS, the transition from the Board's current payroll cycle to the City of Alabaster, Alabama's payroll cycle will result in an altered pay schedule; and

WHEREAS, the Board finds it necessary to support employees who may otherwise experience cash flow challenges as a direct result of this transition; and

WHEREAS, providing temporary transition pay will maintain workforce stability, morale and operational continuity;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD, AS FOLLOWS:

1. **Authorization of Transition Pay**
The Board hereby authorizes Transition Pay for eligible employees to prevent cash flow interruptions during the transition period.
2. **Authorization to Execute.**
The Interim General Manager is authorized to develop and administer guidelines for determining transition pay amounts.
3. **Implementation Authority.**
Funds necessary for the transition pay are hereby approved and may be drawn from available payroll budget, specifically from salary savings generated by current vacancies.
4. **Effective Date.**
This Resolution shall take effect immediately upon its adoption.

PASSED, ADOPTED, AND APPROVED THIS 17TH DAY OF FEBRUARY 2026.

Chairman, Mike Allen

Vice-Chairman, Bobby Harris

Director, Stacy Rakestraw

Director, Jamie Cole

Director, Jamia James

I, LaDonna Chapman, Secretary, hereby certify that I am Secretary of the Alabaster Water Board, a corporation, and the proper party to make this certificate, that the foregoing is a true and correct copy of resolution duly and legally adopted at a meeting of the Board of Directors of said Corporation duly and legally held at Alabaster, Alabama on the 17th day of February, 2026.

(IMPRINT SEAL HERE)

Secretary, Alabaster Water Board

I, Mike Allen, Chairman, Alabaster Water Board, hereby certify that the foregoing is a true and correct copy of Resolution No. 07-021726-R adopted on the 17th day of February, 2026.

Chairman, Alabaster Water Board