

**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 stale 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.**

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Chairman, Mike Allen

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Vice-Chairman, Bobby Harris

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Director, Stacy Rakestraw

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Director, Jamie Cole

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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 17<sup>th</sup> day of February, 2026.

**(IMPRINT SEAL HERE)**

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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.

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Chairman, Alabaster Water Board