

PROFESSIONAL CONTRACTOR SERVICES AGREEMENT

THIS AGREEMENT for professional contractor services (“Agreement”) is made and entered into by and between the City of Madison, Alabama, a municipal corporation, located at 100 Hughes Road, Madison, Alabama 35758, hereinafter referred to as “City,” and Stacy Thomas, M.S., A.L.C., located at _____, Madison, Alabama _____, hereinafter referred to as “Contractor.”

WHEREAS, Contractor, after serving as a Police Officer and Detective in the Madison Police Department, will retire from service effective May 1, 2024; and

WHEREAS, with help from the City’s tuition assistance program, Contractor earned a Master’s Degree in Clinical Mental Health; and

WHEREAS, the Human Resources Department desires to improve its Employee Assistance Program by retaining an in-house counselor to provide wellness support for first responders, to assist with training for all City employees, and to act as a liaison between the City and its other employee assistance providers; and

WHEREAS, Contractor is a unique provider of such services, and she possesses the experience and qualifications necessary to offer the same to the City; and

WHEREAS, City desires to avail itself of Contractor’s services, and Contractor desires to provide the same to City;

NOW, THEREFORE, in consideration of the mutual covenants and agreements set forth in this Agreement, the parties, intending to be legally bound, hereby agree as follows:

1. **SCOPE OF SERVICES:** In fulfillment of the terms of this Agreement, Contractor shall provide the following services under the direction of the Director of Human Resources and in coordination with the Police Chief and Fire Chief:
 - A. First responder wellness checks, counseling support, and therapy referrals;
 - B. Regular lunch and learn sessions for first responders;
 - C. Group therapy sessions for first responders;
 - D. Critical Incident response and support for involved employees and first responders; and
 - E. Assistance with Human Resources Department training for all City employees.
2. **PAYMENT FOR SERVICES; EFFECT ON RETIREMENT:** City agrees to pay, and Contractor agrees to accept, a sum not to exceed thirty-eight thousand dollars (\$38,000) throughout the term for the services described in Section 1 of the Agreement. This sum

shall be payable in monthly installments of three thousand one hundred sixty-seven dollars (\$3,167.00) per month. The parties acknowledge that compensation paid in any calendar year shall not exceed RSA's earnings limitation, prorated by month for said year.

a. Contractor shall not be compensated for training, meals, travel, or lodging expenses incurred in the execution of the terms of this Agreement without prior written approval of City, such approval to be given at the sole discretion of the Director of Human Resources.

b. All taxes applicable to payments made to Contractor hereunder shall be the sole responsibility, obligation, and liability of Contractor.

c. Contractor shall invoice the City monthly for the services performed, terms net thirty (30) days, and shall therein specifically describe the services performed by providing, at a minimum:

1. The date the services were rendered.
2. A short description of the services performed.
3. The hours required to perform such services.
4. Contractor shall submit each invoice not later than the fifth (5th) day of the month next following the month during which the services were rendered.
5. City may require the submission of additional information, details, and/or justification for any item on any invoice as a condition of payment.

d. Contractor hereby expressly accepts all responsibility for any impact, of whatever nature, this Agreement and the work performed hereunder may have on eligibility for or receipt of retirement benefits of any kind.

e. Contractor's work performed pursuant to this Agreement shall comply with Employee Retirement System of Alabama ("ERS") regulations, as well as Act 2014-297. The parties acknowledge that it is Contractor's sole responsibility to monitor and comply with ERS rules in order to avoid a suspension of retirement benefits.

f. City agrees to provide office space and conference room access for the provision of the scope of services.

g. City agrees to provide a City-issued cell phone to Contractor for the provision of the scope of services.

3. ENTIRE AGREEMENT; NON-WAIVER

This Agreement constitutes the entire agreement between the parties with respect to the provision of the services outlined herein, and there are no other or further written or oral understandings or agreements with respect thereto. No variation or modification of this Agreement and no waiver of its provisions shall be valid unless in writing and signed by duly authorized representatives of City and Contractor. This Agreement supersedes all

other agreements, whether oral or written, which may have previously existed between the parties.

4. EFFECTIVE DATE; TERM

This Agreement shall become effective on June 1, 2024, and continue for a term of one year. Upon mutual written agreement of Contractor and City, the term of this Agreement may be extended.

5. TERMINATION

a. Either party may terminate this Agreement with or without cause upon ninety (90) days' written notice to the other party.

b. Termination of the Agreement by either party shall not entitle the other party to any termination or severance compensation or to any payment for any good will established by either party during the term of this Agreement or render either party liable for damages as a result of the loss of prospective profits or of expenditures, investments, or obligations incurred or made by either party.

6. INDEPENDENT CONTRACTOR RELATIONSHIP

It is mutually understood and agreed, and it is the intent of the parties that an independent contractor relationship be and is hereby established under the terms and conditions of this Agreement. It is further mutually understood and agreed that the Contractor shall not be or be deemed to be an employee of the City nor shall she be entitled to any benefit of current City employment whatsoever as a result of this Agreement. Further, Contractor agrees not to pledge the credit of the City, or to purchase, rent, lease, or contract for equipment or any other thing or service in the name of the City. Contractor may choose her work hours.

7. INDEMNIFICATION & INSURANCE

Contractor agrees to hold harmless and indemnify City from and against all injuries, deaths, claims, suits, losses, damages, liabilities, judgments, costs, and expenses which may form the basis of any suit, judgment, execution, claim, or demand, including costs and attorney's fees, which arise out of or are in any way connected with the Contractor's performance of her obligations under this agreement. Contractor will maintain professional liability insurance during the term of this agreement and will provide a copy to City upon the commencement of the term.

8. ASSIGNMENT OF CONTRACT

Consultant may not assign, transfer, convey, sell, or otherwise dispose of this Agreement or any part of it.

9. GOVERNING LAW

The laws of the State of Alabama shall govern this Agreement.

10. NOTICES

All notices to City shall be addressed to:

All notices addressed to Consultant shall be addressed to:

City of Madison
Human Resources Department
100 Hughes Road
Madison, Alabama 35758

Stacy Thomas

Madison, Alabama 35756

With a copy to:
City Attorney
Legal Department
100 Hughes Road
Madison, AL 35758

11. SEVERABILITY AND WAIVER

The partial or complete invalidity of any one or more provisions of this Agreement shall not affect the validity or continuing force and effect of any other provision. If a court of competent jurisdiction finds that any provision of this Agreement is invalid or unenforceable as written, but that limitation of such provision would render it valid and enforceable, then such provision shall be deemed to be written, construed, and enforced as so limited. The failure of either party hereto to enforce any provision of this Agreement, or to exercise any right herein, shall not be construed as a waiver or limitation of that party's right to subsequently enforce and strictly compel compliance with that and every other provision of this Agreement.

12. EXCUSED PERFORMANCE

In case performance of any terms or provisions hereof shall be delayed or prevented because of compliance with the law, decree, or order of any governmental agency or of any judicial, legislative, or executive authority, whether the same shall be local, state or federal in origin, or because of riots, war, public disturbances, strikes, lockouts, differences with workmen, fires, floods, acts of God or any other reason whatsoever, said reason not within the control of the party whose performance is interfered with and which, by the exercise of

reasonable diligence, said party is unable to prevent, the party so hindered may, at its option, suspend without liability, the performance of its obligations hereunder.

IN WITNESS WHEREOF, the undersigned hereby affirm that they have the authority to execute this Agreement on behalf of the respective parties for the entire term and have hereunto set their hands and seals on the day and year respectively noted.

**CITY OF MADISON, ALABAMA,
a municipal corporation**

ATTEST:

By: _____
Paul Finley, Mayor

Lisa D. Thomas, City Clerk-Treasurer

Date: _____

STATE OF ALABAMA §
 §
COUNTY OF MADISON §

I, the undersigned authority, as Notary Public in and for said County in said State, hereby certify that Paul Finley and Lisa D. Thomas, whose names as Mayor and City Clerk-Treasurer of the City of Madison, Alabama, respectively, are signed to the foregoing instrument, and who are known to me, acknowledged before me on this day that, being informed of the contents of the instrument, they, as such officers and with full authority, executed the same voluntarily for and as the act of the City of Madison, Alabama, a municipal corporation, on the date the same bears date.

Given under my hand and official seal this _____ day of _____, 2024.

Notary Public

Stacy Thomas, Contractor

Stacy Thomas

Date

STATE OF ALABAMA §
 §
COUNTY OF MADISON §

I, the undersigned authority, as Notary Public in and for said County in said State, hereby certify that Stacy Thomas, whose name is signed to the foregoing instrument and who is or has been made known to me, acknowledged before me on this day that, being informed of the contents of the instrument, she executed the same voluntarily on the date the same bears date.

Given under my hand and the official seal this _____ day of _____,
2024.

Notary Public