



**Regular City Council Meeting and Work Session
Council Chambers — 7901 Highway 31 Calera, Alabama
Monday, January 5, 2026
Council Work Session Time 6:00 PM
Council Meeting Time 6:30 PM**

CALL TO ORDER - WORK SESSION / PRE-COUNCIL 6:00 PM

City Attorney's Report
Grace Graham

Mayor's Report
Mayor Kenny Dale Cost

Council President's Report
Drew Bradshaw

Council Member Reports
Chris Bunn, Councilmember
Debbie Byers, Councilmember Pro Tem
Henry Davis, Councilmember
Calvin Morgan, Councilmember
Kay Snowden Turner, Councilmember

CALL TO ORDER (REGULAR CITY COUNCIL MEETING 6:30 PM)

Word of Prayer & Pledge of Allegiance

Approval of Agenda

Approval of Minutes

Minutes from Regular Meeting and Work Session on December 15th, 2025

Old Business

New Business

Annual Holidays, NLC and Meeting Dates

January 19, 2026- MLK Day	Council Meeting Tues, Jan 20, 2026
March 16, 2026 – NLC	Council Meeting TBA

September 7, 2026- Labor Day Council Meeting Tues, September 8, 2026

Proclamation Recognizing January 2026 As Human Trafficking Prevention Month

Presented by Lillie Pierson

Resolution No. 2026-01

A Resolution Authorizing the Mayor to Sign the Contract with Human Resource Management, Inc. (HRM) on behalf of the City of Calera for a Market Compensation Study

Resolution No. 2026-02

A Resolution Authorizing the Mayor to Sign the Contract with Human Resource Management, Inc. (HRM) on behalf of the City of Calera for the Development of a Comprehensive Employee Handbook.

Resolution No. 2026-03

A Resolution Designating Official Representative of the City of Calera pertaining to ADEM Correspondence

Resolution No. 2026-04

A Resolution Authorizing the Mayor to Execute A Memorandum of Understanding with Shelby County for a Digital Sign

Guests:

Calera Main Street

Public Comments

Motion to Adjourn - Time



Minutes of the City of Calera City Council Meeting

The Council of the City of Calera met in the Council Chambers of the City Hall at 7901 Highway 31 on December 15, 2025, at 6:30 p.m. in a regular meeting. Council President Drew Bradshaw presiding.

CALL TO ORDER- DEPARTMENT HEAD MEETING/WORK SESSION/ PRE-COUNCIL

The Department Head meeting was called to order at 4:31 pm, Mayor Kenny Dale Cost presiding.

The Work Session was called to order at 6:02 pm with Council President Drew Bradshaw presiding.

ROLL CALL

Kenny Dale Cost, Mayor
Drew Bradshaw, Council President
Debbie Byers, Council President Protem
Henry Davis, Council Member
Calvin Morgan, Council Member
Chris Bunn, Council Member
Kay Snowden Turner, Council Member

Report of City Attorney- Grace Graham

Report of Department Heads

Alison Powers, Tabitha Anderson, Robbie Grant, James Fuller, Mayor Kenny Dale Cost, Sean Kendrick, Councilmember Kay Turner, Councilmember Chris Bunn, Drew Charcandy, David Hyche, Council President Drew Bradshaw, Councilmember Debbie Byers, Councilmember Henry Davis, Reggie Darden, Roger Smith, Bill Davis, Richard Byers, Calvin Morgan, Rachel Vesely, Stacy Walkup, Bradley Paramore, Amy Sturdivant, Myrna Wood

Report of Council Members

Drew Bradshaw, Council President
Debbie Byers, Council President Pro-tem
Henry Davis, Council Member
Calvin Morgan, Council Member
Chris Bunn, Council Member

Kay Snowden Turner, Council Member

Mayor Report

Kenny Dale Cost

CALL TO ORDER REGULAR CITY COUNCIL MEETING

The Regular City Council Meeting was called to order at 6:30 PM with Drew Bradshaw presiding.

Word of Prayer & Pledge of Allegiance

Pastor Josh Howell, Lakehills Church opened the meeting with prayer and the Pledge of Allegiance.

Amending the Agenda

Remove the Financial Reports and Budget Adjustments

Add Appointment of Historical Plan Review Board Member Myrna Wood

Council Member Byers made a motion to amend the agenda, seconded by Councilmember Bunn said motion and the results were as follows:

AYES: Bradshaw, Byers, Davis, Bunn, Morgan, Turner

NAYS: None

Motion Passed

Agenda

Council Member Bunn made a motion to approve the agenda, seconded by Councilmember Davis and the results were as follows:

AYES: Bradshaw, Byers, Davis, Bunn, Morgan, Turner

NAYS: None

Motion Passed

Approval of Minutes

Regular Meeting on December 1, 2025

Work Session- December 1, 2025

Special Called Meeting- December 5, 2025

Council Member Morgan made a motion to dispense of the reading of the minutes and to approve the minutes, seconded by Councilmember Byers.

AYES: Bradshaw, Byers, Davis, Bunn, Morgan, Turner

NAYS: None

Motion Passed

Old Business

New Business

Active Air Contract

Motion made by Council Member Davis to accept the Active Air Contract, Seconded by Council Member Byers.

Motion carried.

Tyler Madison, Park & Recreation Dept.

Parade Winners Announced

1st Place- DC SMOKEHOUSE

2nd Place- All Because of You Lord Ministries

3rd Place- Rainbow Balloons

Mayor Recommendation of Historical Plan Review Board

Council Member Byers made a motion to appoint Myrna Wood, seconded by Councilmember Turner. (Letter attached)

AYES: Bradshaw, Byers, Davis, Bunn, Morgan, Turner

NAYS: None

Motion Passed

Resolution No. 2025-61

Surplus: 1992 Ferrara Fire Engine

VIN: 1HTFDPBRXNHY32348

Asset: #:000447

Councilmember Byers made a motion to adopt Resolution No. 2025-61 to surplus the 1992 Ferrara Fire Engine, seconded by Councilmember Turner.

AYES: Bradshaw, Bunn, Byers, Davis, Morgan, Turner

NAYS: None

Motion passed.

Resolution No. 2025-62

Authorizing the Mayor to Execute a Memorandum of Understanding with 58 Inc. on Behalf of the City of Calera

Councilmember Morgan made a motion to adopt Resolution No. 2025-62 Authorizing the Mayor to execute a MOU with 58 Inc. on Behalf of the City of Calera, seconded by Councilmember Byers after discussion was had.

AYES: Bradshaw, Bunn, Byers, Davis, Morgan, Turner

NAYS: None

Motion passed.

Resolution No. 2025-63

A Resolution Accepting a Bid for TAPAA-TA24(923) Bid Approval Street Scape Improvements

Councilmember Bunn made a motion to adopt Resolution No. 2025-63 Awarding the bid for the Street Scape Improvements seconded by Councilmember Turner.

AYES: Bradshaw, Bunn, Byers, Davis, Morgan, Turner

NAYS: None

Motion passed.

Resolution No. 2025-64

Personnel Policy Handbook

Changes in Section 2. Group Health Insurance- Updated Eligibility language
Changes in Section 4. Retirement- RSA Drop Program deleted

Councilmember Morgan made a motion to adopt Resolution No. 2025-64 to make changes to the Personnel Policy Handbook seconded by Councilmember Turner.

AYES: Bradshaw, Bunn, Byers, Davis, Morgan, Turner

NAYS: None

Motion passed.

Resolution No. 2025-67

A Resolution Accepting a Bid for Copier Lease and Service

Councilmember Byers made a motion to adopt Resolution No. 2025-67 Awarding the bid for the Copier Lease and Service seconded by Councilmember Morgan.

AYES: Bradshaw, Bunn, Byers, Davis, Morgan, Turner

NAYS: None

Motion passed.

Resolution No. 2025-68

A Resolution Accepting a Bid for Copier Service on City Owned Printers

Councilmember Byers made a motion to adopt Resolution No. 2025-68 Awarding the bid for the Copier Service on City Owned Printer, seconded by Councilmember Turner.

AYES: Bradshaw, Bunn, Byers, Davis, Morgan, Turner

NAYS: None

Motion passed.

Ordinance No. 2025-18

Ordinance Granting a Non-Exclusive Right-of-Way Use Agreement to Spire Alabama Inc.

Council Member Byers moved that unanimous consent from the Council be given for immediate action upon Ordinance No. 2025-18. Council Member Bunn second said motion and upon vote, the results were as follows:

AYES: Bradshaw, Bunn, Byers, Davis, Morgan, Turner

NAYS: None

Motion passed.

Councilmember Morgan made a motion to adopt Ordinance No. 2025-18 Granting a Non-Exclusive Right of Way Use Agreement to Spire Alabama Inc., seconded by Councilmember Davis.

AYES: Bradshaw, Bunn, Byers, Davis, Morgan, Turner

NAYS: None

Motion passed.

State of Alabama Alcoholic Beverage Control Board

Alcohol License Application

Type License: 050 Retail Beer (Off Premises Only) 070 Retail Table Wine (Off Premises Only)

Trade Name: Dollar General Store 316565

Applicant: Dolgencorp LLC

Address: 200 George Roy Pkwy Calera Al 35040

Motion made by Council Member Bunn, Seconded by Council Member Morgan. Motion carried.

Guests

Bill Davis, Dennis Torrealba, Dee Starkey, Richard Byers, Department Heads, fire and police department employees, families and friends of the parade winners recognized, Myrna Woods, and many more

Public Comments

Santa Claus, Dee Starkey with Main Street

Catherine Alexander-Wright, Owens House

Charles Wilkenson, President of Human Resource Management, Inc.- Compensation Service and Employee Handbook

Glenn Kennedy

Motion to Adjourn- Time

Council Member Byers made a motion to adjourn the meeting. Seconded by Bunn at 7:15 pm

Drew Bradshaw, Council President

ATTEST:

Stacy Walkup, City Clerk

Kenny Dale Cost, Mayor

2026 COUNCIL DATES

WORK SESSION START AT 6:00PM

THE DATES THAT ARE TYPED IN RED AND HIGHLIGHTED ARE HOLIDAYS AND NEED TO BE RESCHEDULED.

CITY HOLIDAYS

JANUARY 1, 2026 (NEW YEARS DAY)

JANUARY 19, 2026 (MARTIN LUTHER KING JR. DAY)

MARCH 16, 2026 (WASHINGTON DC NATIONAL LEAGUE OF CITIES)

APRIL 3, 2026 (GOOD FRIDAY)

MAY 25, 2026 (MEMORIAL DAY)

JUNE 19, 2026 (JUNETEENTH NATIONAL)

JULY 4, 2026 (INDEPENDENCE DAY)

SEPTEMBER 7, 2026 (LABOR DAY)

NOVEMBER 11, 2026 (VETERANS DAY)

NOVEMBER 26 & 27, 2026 (THANKSGIVING (2))

DECEMBER 24 & 25, 2026 (CHRISTMAS)

JANUARY 2026

5TH @ 6:30 PM
19TH @ 6:30 PM

JULY 2026

6TH @ 6:30 PM
20TH @ 6:30 PM

FEBRUARY 2026

2ND @ 6:30 PM
16TH @ 6:30 PM

AUGUST 2026

3RD @ 6:30 PM
17TH @ 6:30 PM

MARCH 2026

2ND @ 6:30 PM
16TH @ 6:30 PM

SEPTEMBER 2026

7TH @ 6:30 PM
21ST @ 6:30 PM

APRIL 2026

6TH @ 6:30 PM
20TH @ 6:30 PM

OCTOBER 2026

5TH @ 6:30 PM
19TH @ 6:30 PM

MAY 2026

4TH @ 6:30 PM
18TH @ 6:30 PM

NOVEMBER 2026

2ND @ 6:30 PM
16TH @ 6:30 PM

JUNE 2026

1ST @ 6:30 PM
15TH @ 6:30 PM

DECEMBER 2026

7TH @ 6:30 PM
21ST @ 6:30 PM

CITY OF CALERA

**HUMAN TRAFFICKING PREVENTION MONTH
PROCLAMATION**

JANUARY 2026

WHEREAS, human trafficking is a public health issue and crime that harms the health and well-being of children, individuals, families, and communities, often across generations; and

WHEREAS, human trafficking can happen to anyone in every community; and

WHEREAS, human trafficking is connected to many other forms of violence and exploitation and often shares common risk factors, such as lack of resources and unsafe environments; and

WHEREAS, strengthening communities requires collective action to prevent, recognize, and reduce the conditions that contribute to exploitation and to create environments where people are protected from human trafficking and other forms of violence; and

WHEREAS, a successful response to human trafficking requires a coordinated, community-wide response that includes collaboration across sectors and with those who have experienced human trafficking, to ensure services and programs are effective and meet the needs of survivors; and

WHEREAS, every individual, family, community, and organization can help raise awareness, prevent trafficking, and support survivors by learning how to take action; and

WHEREAS, the City of Calera desires to be designated as a Trafficking Free Zone, demonstrating our commitment to action, awareness, and partnerships to comprehensively address the issues of human trafficking;

NOW, THEREFORE, I, _____, Mayor of the City of Calera, do hereby proclaim January 2026 as Human Trafficking Prevention Month in the City of Calera, and reaffirm our commitment to human trafficking awareness, training, and education activities; strengthened resources for those impacted by human trafficking; and to being designated a Trafficking Free Zone, supporting a more coordinated and comprehensive response to prevent and combat the crime of human trafficking.

IN WITNESS WHEREOF, I have hereunto set my hand this the ____ day of _____, 2026.

Mayor, City of Calera

RESOLUTION NO. R-2026-01

A RESOLUTION AUTHORIZING THE COUNCIL PRESIDENT TO RECEIVE AND SIGN THE CONTRACT WITH HUMAN RESOURCE MANAGEMENT, INC. (HRM) ON BEHALF OF THE CITY OF CALERA

WHEREAS the City Council gives the Council President the authority to sign the contract for a **MARKET COMPENSATION STUDY** on behalf of the City of Calera at the contract price of \$28,000.00 dollars.

BE IT FURTHER RESOLVED that this Resolution shall take effect immediately upon its adoption.

Adopted and approved this day of _____, 2026.

Council Member ____ made a motion to adopt Resolution No. R-2026-01. Council Member ____ seconded said motion and upon vote, results were as follows:

The Council President declared Resolution No. R-2026-01 adopted this the ____ day of _____.

Drew Bradshaw, Council President

ATTESTED BY:

Stacy Walkup, City Clerk/Treasurer

RESOLUTION NO. R-2026-02

A RESOLUTION AUTHORIZING THE COUNCIL PRESIDENT TO RECEIVE AND SIGN THE CONTRACT WITH HUMAN RESOURCE MANAGEMENT, INC. (HRM) ON BEHALF OF THE CITY OF CALERA

WHEREAS, the City Council gives the Council President the authority to sign the contract for a Development of Comprehensive Employee Handbook on behalf on the City of Calera for \$5,000.00 dollars.

BE IT FURTHER RESOLVED, that this Resolution shall take effect immediately upon its adoption.

Adopted and approved this ____ day of _____, 2026.

Council Member ____ made a motion to adopt Resolution No. R-2026-02. Council Member ____ seconded said motion and upon vote, results were as follows:

The Council President declared Resolution No. R-2026-02 adopted this the ____ day of _____.

Drew Bradshaw, Council President

ATTESTED BY:

Stacy Walkup, City Clerk/Treasurer

Resolution No. 2026-03

Resolution Designating Official Representative

WHEREAS, City of Calera, Alabama
(Legal Name of Applicant: City, Commission, Board etc.)

herein called the "Applicant", after thorough consideration of the various aspects of the problem and study of available data, has hereby determined that the construction of certain works required for the treatment of wastewater and/or stormwater is desirable and in the public interest, and to that end it is necessary that action necessary for the construction of wastewater treatment an/or transport facilities be taken immediately; and

WHEREAS, under Code of Alabama 1975 §§ 22-34-1 et seq., and the regulations promulgated, thereunder in ADEM Administrative Code Chapter 335-11-1, the State of Alabama, has authorized the making of loans to aid in financing the cost of construction of necessary wastewater treatment and transport works to prevent the discharge of untreated or inadequately treated effluent into any waters;

NOW, THEREFORE, BE IT RESOLVED BY:

the City of Council of the City of Calera, Alabama
the governing body of said Applicant, as follows:

1. That Kenny Dale Cost, Mayor
(Title of Officer)

is hereby authorized to file in behalf of the Applicant an application for a loan to be made by the Alabama Water Pollution Control Authority;

2. That Kenny Dale Cost, Mayor
(Title of Officer)

is hereby designated as the Authorized Representative of the Applicant for the purpose of furnishing to the Alabama Department of Environmental Management (ADEM) such information, data and documents pertaining to the application for a CWSRF loan from the Authority as may be required; and otherwise to act as Authorized Representative of the Applicant in connection with this application.

3. That certified copies of this resolution be included as a part of the application to be submitted to the Department for a loan.

Adopted, this the _____ day of _____, 20____

Signature: _____
Title: _____

Signature: _____
Title: _____

Approved, this the _____ day of _____, 20____

Signature: _____
Title: _____

Signature: _____
Title: _____

Certification of Resolution

I, the Undersigned, the duly qualified and acting:

Mayor of the City of Calera, Alabama
(Title of Officer) *(Applicant)*

do hereby certify:

1. That the attached resolution is a true and correct copy of the resolution as adopted by a meeting of the governing body held on the ____ day of _____, 20__ and duly recorded in my office:

2. That said meeting was duly convened and held in all respects in accordance with the law and to the extent required by law, due and proper notice of such meeting was given; and a legal quorum was present throughout the meeting, and a legally sufficient number of members of the governing body voted in the proper manner and for the adoption of said resolution, that all other requirements and proceedings under the law incident to the proper adoption or passage of said resolution, including publication, if required, have been duly fulfilled, carried out, and otherwise observed; and that I am duly authorized to execute this certificate.

IN WITNESS THEREOF, I have herewith set my hand this _____ day of _____, 20_____ .

(SEAL)

Signature of Officer:

Typed or Printed Name of Officer:

Kenny Dale Cost, Mayor



STATE OF ALABAMA
SHELBY County

WITNESS this contract entered into on 5th day of January 2026, by and between Shelby County, Alabama, hereinafter referred to as "County" and the City of Calera hereinafter referred to as "City".

WHEREAS, the County and City have agreed that Shelby County will utilize FY2026 economic development monies hereinafter designated and to thereafter perform in consideration thereof, the provisions of this contract:

NOW, THEREFORE, in consideration of the above premises and consideration of mutual covenants and agreements contained herein, the parties hereto do hereby agree, covenant and contract as follows:

1. For the fiscal year starting October 1, 2025 and ending September 30, 2026, the County will utilize promotional funding (123-57280) to support the City of Calera and Calera Football Booster Club for the construction of the digital sign and scoreboard for tourism, high school, and city athletic competition use that supports economic development within Calera.

2. The County shall be responsible for providing funding in the amount of \$25,000 support the construction of a new digital scoreboard at the Calera Ricky M. Cairns Memorial Football Stadium in Calera.

3. City shall indemnify and save County and its contract partners safe and harmless from any claims made by any person, firm or corporation against County for injury to property or person arising directly or indirectly from the activities in the facility. City shall limit its indemnification to City negligence during events hosted by the City; which said obligation of indemnity shall include the payment of any and all County attorneys' fees, costs of defense and judgments rendered, if any, in favor of such person, firm or corporation.

4. City and County shall be responsible for all filing and accounting responsibilities for its corporation and its employees, including but not being limited to Social Security, all federal and state tax reporting, unemployment compensation and retirement benefits.

5. City will keep complete records of all disbursements and purchases from the contract funds denoted herein.

6. Audit of Funds: City and County agree to employ accounting procedures, which are appropriate to the type of operation conducted, and which are customary to similar operations. Records kept in the last 3 years of this Agreement, pertaining to this Agreement, shall be kept for at least 3 years after termination of this Agreement. Contractor agrees to arrange and assume all financial obligations for required audits provided for in grant application or the grant itself, utilizing the normal Shelby County Commission and State of Alabama Auditing Procedures. Upon request from County and at the County's expense, City will submit to County the most recent audit on file.

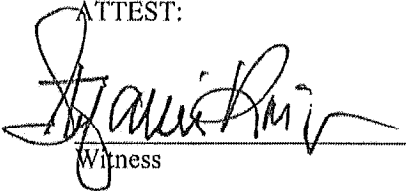
7. City and County agrees that they will establish and maintain all accounting records, document all project costs and keep all invoices, checks and financial records separate, will make progress reports as required by the State or other applicable agency or governmental entity and otherwise do all things undertaken by County in connection with any such grant, payment or other contract by which such funds are supplied.

8. City and County will retain all books, records and other documents relative to this agreement kept in the last three years of this agreement, for a period of three (3) years after project termination or close out. City and County or any other parties entitled to such records provided in any separate grant document or contract executed by and between the County and any other supplier of funds which are ultimately paid to or for the use and benefit of City, shall have full access to and right to examine any of said materials at all reasonable times during said period.


9. By signing this contract, the contracting parties affirm for the term of this contract and any subsequent extension or modification that they will fully comply with all provisions herein and confirm that they will not violate federal immigration law or knowingly employ, hire for employment, or continue to employ an unauthorized alien within the State of Alabama. Furthermore, a contracting party found to be in violation of this provision shall be deemed in breach of the agreement and shall be responsible for all damages resulting therefrom.

10. In the event that City shall in any manner fail to comply or perform any provisions or requirements listed in Section 1, 2, or 3 of this contract, such failure will constitute a default and unless corrected by City, City shall refund funds provided to complete the project as defined herein. In the event that City shall fail to comply with sections 4 through 10 of this Agreement, then City shall remit to County such damages as are appropriate.

ATTEST:


Witness

SHELBY COUNTY, ALABAMA

By 
Chad Scroggins, County Manager

CITY OF CALERA, ALABAMA

Witness

By _____
Kenny Cost, Mayor