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NOTICE OF COMPLETION

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Pursuant to Ala. Code §39-1-1

Notice is hereby given that Velvet Pines Developers, LLC has completed all work required under its contract with the City of Huntsville for the following public works project:

Project Name: First Floor Modifications for Huntsville Police Department S.O.D.

Project Number: 674621-335905

Project Location: 2411 Ninth Ave. SW Huntsville, AL 35805.

The work on this project was substantially completed on February 6, 2026.

Any person or entity having a claim for labor, materials, or otherwise in connection with this public works project must file written notice of such claim as provided by Alabama law within forty-five (45) days from the date of final settlement.

This notice is given pursuant to Section 39-1-1 of the Code of Alabama.

Dated this 6th day of February, 2026.

Velvet Pines Developers, LLC
69160 LA-59 Unit 1
Mandeville, LA 70471
(985)875-2090

PUBLIC NOTICES

ATTENTION

In search of individuals who were employed at SOUTH CENTRAL BELL or CHRYSLER in HUNTSVILLE between 1970-1990 and worked with JAMES CAUSEY, please call 1-855-988-2537.

ATTENTION

In search of individuals who were employed at REDSTONE ARSENAL in HUNTSVILLE between 1957-1979 and worked with HOWARD CAUSEY, please call 1-855-988-2537.

IN THE CIRCUIT COURT OF MADISON COUNTY, ALABAMA

Michael Coleman
PLAINTIFF

VS. CASE NO: DB-2017-000270.02

Jessica Coleman
DEFENDANT

FILED IN OFFICE
JAN 29 2026
DEBRA KIZER
Clerk, Circuit Court Madison Co., AL

NOTICE OF PUBLICATION

Jessica Coleman, whose whereabouts are unknown, must answer Michael Coleman's petition for summary and other relief by March 26 2026, or, thereafter, a judgment by default may be rendered against him/her in Case No. DB-2017-000270.02

Done this 29 day of Jan, 2026.

Michael Coleman
Petitioner's Signature

Michael Coleman
Printed Name

Address: 4095 Lawson Ridge Dr apt 1008
Madison AL 35757

Debra Kizer
DEBRA KIZER, CIRCUIT CLERK
Madison County Courthouse
100 Northside Square
Huntsville, AL 35801

Dates to Publish: Wednesday Feb 4th 11, 18, 25

Newspaper: Speakin' out News

ORDINANCE NO. 26-87

WHEREAS, the City of Huntsville, Alabama, is constructing a 3-acre arboretum in John Hunt Park that will expand educational and recreational opportunities in the City; and

WHEREAS Joy McKee served our community and the City of Huntsville for 22 years, culminating in her career as the Director of the Landscape Management Department where she led efforts to substantially expand the City's natural public spaces, tree canopy, and nature-based recreation and educational offerings; and

WHEREAS Ms. McKee served for 28 years on the board of Operation Green Team and 26 years on the City's Beautification Board thereby successfully leading efforts to improve environmental conservation and beauty throughout the Huntsville area; and

WHEREAS, the City Council of the City of Huntsville, Alabama, desires to name the arboretum in honor of Joy McKee to recognize her contributions to the City of Huntsville community.

NOW THEREFORE, BE IT ORDAINED by the City Council of the City of Huntsville, Alabama, that, upon the completion of the arboretum, the said facility located at the intersection of Airport Road and Alex McAllister Drive SW and bound on the north and west sides by the Loretta P. Spencer Sports Complex shall be officially known as the "Joy McKee Arboretum".

ADOPTED this the 12th day of February, 2026.

/s/ Jennie Robinson
President of the City Council
of the City of Huntsville, Alabama

APPROVED this the 12th day of February, 2026.

/s/ Tommy Battle
Mayor of the City of Huntsville,
Alabama

ORDINANCE NO. 26-88

BE IT ORDAINED BY THE City Council of the City of Huntsville, Alabama, that Section 18 of Ordinance No. 04-315 (Personnel Policies and Procedures Manual), as previously adopted, approved and amended, by Ordinances 08-776, 09-26, 10-922, 15-838, 18-455, 18-494, 20-231, 22-931, and 24-284 is hereby further amended as follows:

SECTION 18 DRUG AND ALCOHOL POLICY (ORD. 08-776) (ORD. 09-26) (ORD.10-922) (ORD. 15-838) (ORD. 18-455) (ORD.18-949) (ORD.20-231) (ORD. 22-931) (ORD.24-284)

18.1 DRUG-FREE WORKPLACE ACT STATEMENT AND POLICY

Portions of this policy are not DOT-mandated but reflect the City of Huntsville's policy. These additional provisions are identified by bold text.

This Policy as set forth in this Section 18.1 is intended to be in compliance federal regulations in order to meet the requirements of the Federal Transit Administration (FTA) and the Federal Motor Carrier Safety Administration (FMCSA) and complies with 49 CFR Part 655, as amended, 49 CFR Part 382, as amended, and 49 CFR Part 40, as amended. Copies of Parts 655, 382, and 40 are available in the drug and alcohol program manager's office and can be found on the Internet at the Department of Transportation (DOT) Office of Drug and Alcohol Policy and Compliance website <http://www.transportation.gov/odapc>.

All covered employees are required to submit to drug and alcohol tests as a condition of employment in accordance with these regulations.

Employees could be subject to either an oral fluid collection or a urine collection for any DOT-regulated test [i.e., pre-employment, random, reasonable suspicion/ cause, post-accident (other than FRA [1]), return-to-duty, or follow-up].

If there is a reason a second collection is needed during the testing event, (e.g., initial temperature out-of-range urine specimen, or insufficient quantity for either an oral fluid or a urine specimen), the City may choose to change to the other type of collection to finish the testing event.

The choice of whether to conduct an oral fluid or a urine test is up to the employer.

In addition, DOT has published 49 CFR Part 32, implementing the Drug-Free Workplace Act of 1988, which requires the establishment of drug-free workplace policies and the reporting of certain drug-related offenses to the FTA.

All City employees are subject to the provisions of the Drug-Free Workplace Act of 1988. (Public Law 100-690, Title V, Subtitle D, 41 USC §§ 701-707)

The unlawful manufacture, distribution, dispensation, possession or use of a controlled substance is prohibited in the covered workplace. Employees are expected to report to work free from unlawful drugs that could inhibit their ability to perform their duties, could cause a workplace accident, or could cause the employee to endanger the lives of the employee or others. An employee who is convicted of any criminal drug statute for a violation occurring in the workplace shall notify the employee's immediate supervisor, Department Head, or the Director of Human Resources no later than five days after such conviction. Violations of these policies by an employee shall subject the employee to discipline, up to and including termination, in accordance with the disciplinary procedures set forth within this Section 18 and within Section 13, Conduct and Disciplinary Policy.

(A) Covered Employees

This policy applies to every person whose position requires the possession of a commercial driver's license (CDL); every employee performing a "safety-sensitive function" as defined below, and any person applying for such positions.

(1) Under FMCSA (Part 382), you are a covered employee if you perform any of the following safety-sensitive functions:

- Driving a commercial motor vehicle which requires the driver to have a CDL
- Waiting to be dispatched to operate a commercial motor vehicle
- Inspecting, servicing, or conditioning any commercial motor vehicle
- Performing all other functions in or upon a commercial motor vehicle (except resting in a sleeper berth)
- Loading or unloading a commercial motor vehicle, supervising or assisting in the loading or unloading, attending a vehicle being loaded or unloading, remaining in readiness to operate the vehicle, or giving or receiving receipts for shipments being loaded or unloaded
- Repairing, obtaining assistance, or remaining in attendance upon a disabled vehicle

A listing of FMCSA covered positions shall be maintained by the Human Resources Department.

(2) Under FTA (Part 655), you are a covered employee if you perform any of the following safety-sensitive functions:

- Operating a revenue service vehicle, in or out of revenue service
- Operating a non-revenue vehicle requiring a commercial driver's license
- Controlling movement or dispatch of a revenue service vehicle
- Maintaining (including repairs, overhaul and rebuilding) of a revenue service vehicle or equipment used in revenue service
- Carrying a firearm for security purposes

The following are jobs for safety sensitive Public Transit positions in the City of Huntsville:

- Public Transit Manager
- Transit Operations Manager
- Vehicle Maintenance and Service Coordinator
- Transit Center Platform Manager
- Transit Operations Supervisor
- Transit Fleet & Facilities Maintenance Worker
- Public Transit Dispatcher
- Fixed Route Lead Bus Operator (FT)
- Fixed Route Bus Operator (FT)
- Fixed Route Bus Operator (PT)
- Paratransit Lead Operator (FT)
- Paratransit Operator (FT)
- Paratransit Operator (PT)
- Transit Maintenance Technician I
- Transit Maintenance Technician II
- Equipment Technician II *

*The Equipment Technician II positions that performs maintenance on Public Transit vehicles only.

(B) Prohibited Behavior

Use of illegal drugs is prohibited at all times. Prohibited drugs include:

- marijuana
- cocaine
- phencyclidine (PCP)
- opioids
- amphetamines

All covered employees are prohibited from performing or continuing to perform safety-sensitive functions while having an alcohol concentration of 0.04 or greater.

All covered employees are prohibited from consuming alcohol while performing safety-sensitive job functions or while on-call to perform safety-sensitive job functions. If an on-call employee has consumed alcohol, they must acknowledge the use of alcohol at the time that they are called to report for duty. If the on-call employee claims the ability to perform his or her safety-sensitive function, he or she must take an alcohol test with a result of less than 0.02 prior to performance.

All covered employees are prohibited from consuming alcohol within four (4) hours prior to the performance of safety-sensitive job functions.

All covered employees required to take a post-accident test are prohibited from consuming alcohol for eight (8) hours following involvement in an accident or until he or she submits to the post-accident drug and alcohol test, whichever occurs first.

It shall be a violation of the City Drug and Alcohol Policy for a supervisor to allow an employee known to be in violation of these rules to perform or continue to perform safety-sensitive functions.

(C) Consequences for Violations

(1) FTA Consequences

Following a positive drug or alcohol (BAC at or above 0.04) test result or test refusal, the employee will be immediately removed from safety-sensitive duty and provided with contact information for Substance Abuse Professionals (SAPs).

Following a BAC of 0.02 or greater, but less than 0.04, the employee will be immediately removed from safety-sensitive duties until the start of the employee's next regularly scheduled duty period (but for not less than eight (8) hours) unless a retest results in the employee's alcohol concentration being less than 0.02.

(2) FMCSA Consequences

Following a positive drug or alcohol (BAC at or above 0.04) test result or test refusal, the employee will be immediately removed from safety-sensitive duty and provided with contact information for Substance Abuse Professionals (SAPs).

Following a BAC of 0.02 or greater, but less than 0.04, the employee will be immediately removed from safety-sensitive duties until the start of the employee's next regularly scheduled duty period, but for not less than 24 hours following administration of the test.

(3) Treatment/Discipline

Employees with a positive test result shall be referred to a Substance Abuse Professional (SAP) for participation and completion of an education or treatment program developed and recommended by the SAP.

Per City policy, any covered employee who tests positive for drugs or alcohol (BAC at or above 0.04, refuses to test as required, or otherwise engages in prohibited behavior or violations of this Drug and Alcohol Policy shall be subject to disciplinary action as set forth below and in accordance with Section 13 of the City's Personnel Policies and Procedures. The employee shall be subject to one or more of the following disciplinary actions:

- (a) Suspension without pay for ten (10) days or more and successful completion of a SAP recommended education or Drug or Alcohol Treatment Program. Successful completion must be within the recommended timeframe by the SAP. The City shall pay in accordance with the Group Health Plan under which the employee is covered;

Demotion and successful completion of a SAP recommended education or Drug or Alcohol Treatment Program. Successful completion must be within the recommended timeframe by the SAP. The City shall pay in accordance with the Group Health Plan under which the employee is covered; or, (c) Termination. Failure of the employee to complete the SAP recommended education or Drug or Alcohol Treatment Program as referenced within this policy, or failure of the employee to complete additional requirements as recommended by the SAP (e.g. additional treatment, aftercare, or support group services) even after the employee returns to the safety sensitive duties, shall be grounds for further disciplinary action up to and including termination.

The factors to be considered in determining the appropriate disciplinary response include, but are not limited to, the circumstances giving rise to the drug or alcohol test as required herein, the employee's work history, length of employment, current job performance, and the existence of past official disciplinary actions. A safety-sensitive employee who tests positive a second time for drugs or alcohol with a concentration of 0.04 or greater shall be terminated if the violation is consistent with the Findings of Facts rendered by the Hearing Officer.

Voluntary self-referral as set forth in Section H of this policy shall not subject the employee to disciplinary action under this policy, provided the employee completes the recommended education or treatment program and thereafter refrains from violating this FTA/FMCSA Drug and Alcohol Policy. However, this provision does not preclude the employee from disciplinary action related to misconduct otherwise in violation of the City's Personnel Policies and Procedures.

(D) Circumstances for Testing

(1) Pre-Employment Testing

A negative pre-employment drug test result is required before an employee can first perform safety-sensitive functions. If a pre-employment test is cancelled, the individual will be required to undergo another test and successfully pass with a verified negative result before performing safety-sensitive functions. An alcohol test result of less than 0.02 is required before an employee can first perform safety-sensitive functions. If a pre-employment alcohol test is cancelled, the individual will be required to undergo another test with a result of less than 0.02 before performing safety-sensitive functions.

If a covered employee has not performed a safety-sensitive function for 90 or more consecutive calendar days, and has not been in the random testing pool during that time, the employee must take and pass a pre-employment test before he or she can return to a safety-sensitive function.

A covered employee or applicant who has previously failed or refused a DOT drug and/or alcohol test must provide proof of having successfully completed a referral, evaluation, and treatment plan meeting DOT requirements.

FMCSA Drug Testing Exceptions

A driver is not required to undergo a pre-employment test if:

- (1) The driver has participated in a DOT testing program within the previous 30 days; and
- (2) While participating in that program, either:
 - a. Was drug tested within the past six months (from the date of application with the City, or
 - b. Participated in the random drug testing program for the previous 12 months (from the date of application with the City); and
- (3) The City can ensure that no prior employer of the driver of whom the City has knowledge has records of a violation of this part or the controlled substances use rule of another DOT agency within the previous six months

(2) Reasonable Suspicion Testing

All covered employees shall be subject to a drug and/or alcohol test when the City Department Head, or supervisor has reasonable suspicion to believe that the covered employee has used a prohibited drug and/or engaged in alcohol misuse. A reasonable suspicion referral for testing will be made by a trained supervisor or other trained company official on the basis of specific, contemporaneous, articulable observations concerning the appearance, behavior, speech, or body odors of the covered employee.

Covered employees may be subject to reasonable suspicion drug testing any time while on duty. Covered employees may be subject to reasonable suspicion alcohol testing while the employee is performing safety-sensitive functions, just before the employee is to perform safety-sensitive functions, or just after the employee has ceased performing such functions.

(3) Post-Accident Testing

(1) FTA Procedures

Covered employees shall be subject to FTA post-accident drug and alcohol testing under the following circumstances:

Fatal Accidents

As soon as practicable following an accident involving the loss of a human life, drug and alcohol tests will be conducted on each surviving covered employee operating the public transportation vehicle at the time of the accident. In addition, any other covered employee whose performance could have contributed to the accident, as determined by the City Department Head or supervisor using the best information available at the time of the decision, will be tested.

Non-fatal Accidents

As soon as practicable following an accident not involving the loss of a human life, drug and alcohol tests will be conducted on each covered employee operating the public transportation vehicle at the time of the accident if at least one of the following conditions is met:

- (1) The accident results in injuries requiring immediate medical treatment away from the scene, unless the covered employee can be completely discounted as a contributing factor to the accident
- (2) One or more vehicles incurs disabling damage and must be towed away from the scene, unless the covered employee can be completely discounted as a contributing factor to the accident
- (3) The vehicle is a rail car, trolley car or bus, or vessel, and is removed from operation, unless the covered employee can be completely discounted as a contributing factor to the accident.

In addition, any other covered employee whose performance could have contributed to the accident, as determined by the Department Head or supervisor using the best information available at the time of the decision, will be tested.

A covered employee subject to post-accident testing must remain readily available, or it is considered a refusal to test. Nothing in this section shall be construed to require the delay of necessary medical attention for the injured following an accident or to prohibit a covered employee from leaving the scene of an accident for the period necessary to obtain assistance in responding to the accident or to obtain necessary emergency medical care.

(2) FMCSA Procedures

Covered employees shall be subject to FMCSA post-accident drug and alcohol testing under the following circumstances:

Fatal Accidents

As soon as practicable following an occurrence involving a commercial motor vehicle operating on a public road in commerce, and involving the loss of a human life, drug and alcohol tests will be conducted on each surviving covered employee who was performing safety-sensitive functions with respect to the vehicle.

Non-fatal Accidents

As soon as practicable following an occurrence involving a commercial motor vehicle operating on a public road in commerce, and not involving the loss of a human life, an alcohol test will be conducted on each driver who receives a citation within thirty-two (32) hours of the occurrence under State or local law for a moving traffic violation arising from the accident, if:

- (1) The accident results in injuries requiring immediate medical treatment away from the scene; or
- (2) One or more motor vehicles incur disabling damage and must be transported away from the scene by a tow truck or other motor vehicle.

As soon as practicable following an occurrence involving a commercial motor vehicle operating on a public road in commerce, and not involving the loss of a human life, a drug test will be conducted on each driver who receives a citation within thirty-two (32) hours of the occurrence under State or local law for a moving traffic violation arising from the accident, if:

- (3) The vehicle is a rail car, trolley car or bus, or vessel, and is removed from operation, unless the covered employee can be completely discounted as a contributing factor to the accident.

In addition, any other covered employee whose performance could have contributed to the accident, as determined by the Department Head or supervisor using the best information available at the time of the decision, will be tested.

A covered employee subject to post-accident testing must remain readily available, or it is considered a refusal to test. Nothing in this section shall be construed to require the delay of necessary medical attention for the injured following an accident or to prohibit a covered employee from leaving the scene of an accident for the period necessary to obtain assistance in responding to the accident or to obtain necessary emergency medical care.

(2) FMCSA Procedures

Covered employees shall be subject to FMCSA post-accident drug and alcohol testing under the following circumstances:

Fatal Accidents

As soon as practicable following an occurrence involving a commercial motor vehicle operating on a public road in commerce, and involving the loss of a human life, drug and alcohol tests will be conducted on each surviving covered employee who was performing safety-sensitive functions with respect to the vehicle.

Non-fatal Accidents

As soon as practicable following an occurrence involving a commercial motor vehicle operating on a public road in commerce, and not involving the loss of a human life, an alcohol test will be conducted on each driver who receives a citation within thirty-two (32) hours of the occurrence under State or local law for a moving traffic violation arising from the accident, if:

- (1) The accident results in injuries requiring immediate medical treatment away from the scene; or
- (2) One or more motor vehicles incur disabling damage and must be transported away from the scene by a tow truck or other motor vehicle.

As soon as practicable following an occurrence involving a commercial motor vehicle operating on a public road in commerce, and not involving the loss of a human life, a drug test will be conducted on each driver who receives a citation within thirty-two (32) hours of the occurrence under State or local law for a moving traffic violation arising from the accident, if:

See ORDINANCE NO. 26-88 on Page B2