

MORGAN COUNTY COMMISSION REGULAR MEETING

The Morgan County Commission of Morgan County, Alabama, convened in a regular meeting on Tuesday, August 11, 2015, at 9:00 a.m. in the Conference Room of the Morgan County Commission Office, County Courthouse, Decatur, Alabama. The following members were present: Mr. Ray Long, Chairman; Mr. Jeff Clark, Mr. Randy Vest, Mr. Don Stisher and Mr. Greg Abercrombie, members. Absent: N/A. Mrs. Belinda Ealey, Mrs. Julie Reeves and Mrs. Robbie Alexander acted as the clerks of the Meeting. The Chairman stated that a quorum was present and declared the Meeting open for the transaction of business.

VISITORS

Barney Lovelace, Harris, Caddell & Shanks
Keith Clines, Decatur Daily
Derrick Shull, WYAM TV 51
Eddie Hicks, EMA

Greg Bodley, County Engineer
Randy Garrison, Hartselle Enquirer

AGENDA

The Agenda for the meeting of Tuesday, August 11, 2015, had been presented to the Commission for review. The Agenda was amended as follows:

New Business

Items #21 and #22 Changed To Items #22 and #23.

Added Item #21 As Follows:

Adopt resolution declaring the repair and installation of traffic light at intersection of Bethel and River Road, a public works project and authorize the Chairman to execute contract with Temple, Inc. for \$16, 500.00.

After due consideration it is therefore ordered by the Commission on motion of Mr. Don Stisher, seconded by Mr. Greg Abercrombie, and unanimously carried that the Agenda be, and are hereby approved for Tuesday, August 11, 2015.

MINUTES

The Minutes of the meeting held on Tuesday, July 28, 2015 had been presented to the Commission by email for their review.

After due consideration it is therefore ordered by the Commission on motion of Mr. Jeff Clark, seconded by Mr. Don Stisher, and unanimously carried that there being no further additions or corrections to the above listed minutes, they are hereby approved.

OLD BUSINESS: N/A

NEW BUSINESS:

ADOPT RESOLUTION AUTHORIZING THE CHAIRMAN TO ADVERTISE FOR BIDS FOR ONE (1) EMERGENCY RESPONSE PORTAL MONITOR THAT MEETS FEMA-REP-21 STANDARDS, TO BE PAYABLE OUT OF MORGAN COUNTY EMA FUND 152-52303-549.

Mr. Randy Vest, member of the Commission, offered the following resolution and moved for its adoption. Upon the same being duly seconded by Mr. Jeff Clark, it was put to a vote and unanimously adopted to wit:

RESOLUTION 15-368

BE IT RESOLVED by the Morgan County Commission of Morgan County, Alabama, that the Commission does hereby authorize the Chairman to advertise for bids for one (1) Emergency Response Portal Monitor that meets FEMA-REP-21 standards, to be payable out of Morgan County EMA fund 152-52303-549, this the 11th day of August, 2015.

ADOPT RESOLUTION AUTHORIZING THE CHAIRMAN TO EXECUTE THE LONG TERM DETENTION SUBSIDY CONTRACT WITH THE ALABAMA DEPARTMENT OF YOUTH SERVICES EFFECTIVE OCTOBER 1, 2015 THROUGH SEPTEMBER 30, 2016.

Mr. Don Stisher, member of the Commission, offered the following resolution and moved for its adoption. Upon the same being duly seconded by Mr. Greg Abercrombie, it was put to a vote and unanimously adopted to wit:

RESOLUTION 15-369

BE IT RESOLVED by the Morgan County Commission of Morgan County, Alabama, that the Commission does hereby authorize the Chairman to execute the Long Term Detention Subsidy Contract with the Alabama Department of Youth Services effective October 1, 2015 through September 30, 2016, this the 11th day of August, 2015.

ADOPT RESOLUTION APPROVING THE FOLLOWING EXCESS PROCEED CLAIMS ARISING FROM REVENUE COMMISSIONER'S TAX SALES.

• Marsha Barthold	Parcel 16-02-10-0-003-003.000	\$3,075.56
• Gary S. Bogle	Parcel 02-04-17-0-000-014.000	\$ 755.97
• Loren Hunter	Parcel 02-07-36-1-002-059.000	\$ 128.67
• Vicente Chavez	Parcel 10-07-25-0-001-001.008	\$ 966.16

Mr. Greg Abercrombie, member of the Commission, offered the following resolution and moved for its adoption. Upon the same being duly seconded by Mr. Don Stisher, it was put to a vote and unanimously adopted to wit:

RESOLUTION 15-370

BE IT RESOLVED by the Morgan County Commission of Morgan County, Alabama, that the Commission does hereby approve the following excess proceed claims arising from Revenue Commissioner's tax sales:

• Marsha Barthold	Parcel 16-02-10-0-003-003.000	\$3,075.56
• Gary S. Bogle	Parcel 02-04-17-0-000-014.000	\$ 755.97
• Loren Hunter	Parcel 02-07-36-1-002-059.000	\$ 128.67
• Vicente Chavez	Parcel 10-07-25-0-001-001.008	\$ 966.16

THIS the 11th day of August, 2015.

ADOPT RESOLUTION AUTHORIZING THE REFUND OF SALES TAX TO THE FOLLOWING, DUE TO MISCALCULATION:

- **Hubbard & Drake General Mechanical Contractors, Inc. - \$1,031.51 – May 2015**
- **Active Power, Inc. - \$746.06 – September 2014**

Mr. Don Stisher, member of the Commission, offered the following resolution and moved for its adoption. Upon the same being duly seconded by Mr. Randy Vest, it was put to a vote and unanimously adopted to wit:

RESOLUTION 15-371

BE IT RESOLVED by the Morgan County Commission of Morgan County, Alabama, that the Commission does hereby authorize the refund of sales tax to the following, due to miscalculation:

- Hubbard & Drake General Mech. Contractors, Inc. - \$1,031.51 – May 2015
- Active Power, Inc. - \$746.06 – September 2014

THIS the 11th day of August, 2015.

ADOPT RESOLUTION RE-APPOINTING MR. BILL WOOD AS A MEMBER OF THE COUNTY BOARD OF EQUALIZATION AND CERTIFY THAT IN OUR OPINION HE IS COMPETENT TO SERVE UNDER THE PROVISIONS OF THE LAW FOR THE TERM BEGINNING OCTOBER 1, 2015.

Mr. Jeff Clark, member of the Commission, offered the following resolution and moved for its adoption. Upon the same being duly seconded by Mr. Randy Vest, it was put to a vote and unanimously adopted to wit:

RESOLUTION 15-372

BE IT RESOLVED by the Morgan County Commission of Morgan County, Alabama, that the Commission does hereby approve the re-appointment of Mr. Bill Wood as a member of the County Board of Equalization and certify that in our opinion he is competent to serve under the provisions of the law for the term beginning October 1, 2015, this the 11th day of August, 2015.

ADOPT RESOLUTION AUTHORIZING THE CHAIRMAN TO EXECUTE THE SERVICE AGREEMENT WITH ELECTION SYSTEMS AND SOFTWARE, LLC IN THE AMOUNT OF \$25,492.00 PER ELECTION FOR PROVIDING PROFESSIONAL PROJECT MANAGEMENT AND RELATED ELECTION SERVICES FOR MORGAN COUNTY ELECTIONS FOR THE PERIOD OF JANUARY 1, 2016 THROUGH DECEMBER 31, 2016, AS SUGGESTED BY PROBATE JUDGE GREG CAIN.

Mr. Don Stisher, member of the Commission, offered the following resolution and moved for its adoption. Upon the same being duly seconded by Mr. Greg Abercrombie, it was put to a vote and unanimously adopted to wit:

RESOLUTION 15-373

BE IT RESOLVED by the Morgan County Commission of Morgan County, Alabama, that the Commission does hereby authorize the Chairman to execute the service agreement with Election Systems and Software, LLC in the amount of \$25,492.00 per election for providing professional project management and related election services for Morgan County elections for the period of January 1, 2016 through December 31, 2016, as suggested by Probate Judge Greg Cain, this the 11th day of August, 2015.

ADOPT RESOLUTION AUTHORIZING THE CHIEF ADMINISTRATIVE OFFICER TO RENEW CONTRACT WITH JOE WHEELER ELECTRIC MEMBERSHIP CORPORATION FOR GARBAGE BILLING EFFECTIVE OCTOBER 1, 2015 THROUGH SEPTEMBER 30, 2016.

Mr. Randy Vest, member of the Commission, offered the following resolution and moved for its adoption. Upon the same being duly seconded by Mr. Jeff Clark, it was put to a vote and unanimously adopted to wit:

RESOLUTION 15-374

BE IT RESOLVED by the Morgan County Commission of Morgan County, Alabama, that the Commission does hereby authorize the Chief Administrative Officer to renew contract with Joe Wheeler Electric Membership Corporation for garbage billing effective October 1, 2015 through September 30, 2016, this the 11th day of August, 2015.

ADOPT RESOLUTION APPROVING CHECKS ISSUED FOR JULY 2015, TOTALING \$5,696,166.48.

Mr. Greg Abercrombie, member of the Commission, offered the following resolution and moved for its adoption. Upon the same being duly seconded by Mr. Don Stisher, it was put to a vote and unanimously adopted to wit:

RESOLUTION 15-375

BE IT RESOLVED by the Morgan County Commission of Morgan County, Alabama, that the Commission does hereby approve the following checks issued for July 2015, totaling \$5,696,166.48:

Morgan County Commission Disbursement Information for Agenda July 2015		
Account	Check Numbers	Total Amount
Accounts Payable	206425 - 207108	\$ 2,829,486.39
Payroll	220115 - 221365	104,839.57
Accounts Payable ACH	2589 - 2651	2,317,622.24
Payroll ACH	362 - 366	444,218.28
Total		\$ 5,696,166.48

THIS the 11th day of August, 2015.

REVIEW AND APPROVE PERSONNEL CHANGES FOR JULY 2015.

The Chairman brought to the attention of the Commission that he was in receipt of the following personnel changes submitted from various county departments for their approval:

Deletions

Matt Hokett, Sheriff
Christopher Evans, Sheriff
Austin Berry, Sheriff
Mario Martin, Sheriff
Byron Carrell, Jr., Sheriff
Haley Schrimsher, Sheriff
John Hinson, Sheriff

Additions

Cheyenne Hale, Sheriff
Cody Amerson, Sheriff
John Hinson, Sheriff
Melody Kuykendall, Sheriff

After due consideration it is therefore ordered by the Commission on motion of Mr. Randy Vest, seconded by Mr. Jeff Clark, and unanimously carried that the employee changes as per above, be, and are hereby approved as presented.

REVIEW AND APPROVE INVOICE IN THE AMOUNT OF \$16,111.00 FROM VOLKERT, INC. REPRESENTING PROGRAM MANAGEMENT SERVICES ON JAIL ANNEX, PAYMENT NUMBER 23.

The Chairman brought to the attention of the Commission that he was in receipt of an invoice in the amount of \$16,111.00 from Volkert, Inc. representing Program Management Services on Jail Annex, payment number 23.

After due consideration it is therefore ordered by the Commission on motion of Mr. Jeff Clark, seconded by Mr. Randy Vest, and unanimously carried that the invoice be approved as presented.

It is further ordered by the Commission on motion of Mr. Jeff Clark, seconded by Mr. Randy Vest and unanimously carried that the Chairman is hereby authorized to issue a warrant in the amount of \$16,111.00 to Volkert, Inc. representing Program Management Services on Jail Annex, payment number 23.

REVIEW AND APPROVE INVOICE IN THE AMOUNT OF \$2,815.20 FROM ALABAMA DEPARTMENT OF EXAMINERS OF PUBLIC ACCOUNTS REPRESENTING AUDIT SERVICES PERFORMED FOR 2012/13.

The Chairman brought to the attention of the Commission that he was in receipt of an invoice in the amount of \$2,815.20 from Alabama Department of Examiners of Public Accounts representing audit services performed for 2012/13.

After due consideration it is therefore ordered by the Commission on motion of Mr. Don Stisher, seconded by Mr. Greg Abercrombie, and unanimously carried that the invoice be approved as presented.

It is further ordered by the Commission on motion of Mr. Don Stisher, seconded by Mr. Greg Abercrombie and unanimously carried that the Chairman is hereby authorized to issue a warrant in the amount of \$2,815.20 to Alabama Department of Examiners of Public Accounts representing audit services performed for 2012/13.

REVIEW AND APPROVE INVOICE IN THE AMOUNT OF \$39,326.74 FROM TEKLINKS REPRESENTING NEW SERVER AND LICENSES FOR MORGAN COUNTY.

The Chairman brought to the attention of the Commission that he was in receipt of an invoice in the amount of \$39,326.74 from Teklinks representing new Server and Licenses for Morgan County.

After due consideration it is therefore ordered by the Commission on motion of Mr. Randy Vest, seconded by Mr. Jeff Clark, and unanimously carried that the invoice be approved as presented.

It is further ordered by the Commission on motion of Mr. Randy Vest, seconded by Mr. Jeff Clark and unanimously carried that the Chairman is hereby authorized to issue a warrant in the amount of \$39,326.74 to Teklinks representing new Server and Licenses for Morgan County.

REVIEW AND APPROVE INVOICE IN THE AMOUNT OF \$2,000.00 FROM SECURED PERIMETERS INTERNATIONAL REPRESENTING RETAINER FEE FOR INMATE TELEPHONE SYSTEM CONSULTING / REVENUE ASSURANCE.

The Chairman brought to the attention of the Commission that he was in receipt of an invoice in the amount of \$2,000.00 from Secured Perimeters International representing retainer fee for Inmate Telephone System Consulting / Revenue Assurance.

After due consideration it is therefore ordered by the Commission on motion of Mr. Jeff Clark, seconded by Mr. Greg Abercrombie, and unanimously carried that the invoice be approved as presented.

It is further ordered by the Commission on motion of Mr. Jeff Clark, seconded by Mr. Greg Abercrombie, and unanimously carried that the Chairman is hereby authorized to issue a warrant in the amount of \$2,000.00 to Secured Perimeters International representing retainer fee for Inmate Telephone System Consulting / Revenue Assurance.

REVIEW AND APPROVE INVOICE IN THE AMOUNT OF \$805.00 FROM CHARLES SHERROD CONSULTING REPRESENTING PROFESSIONAL SERVICES FOR EMA GRANTS.

The Chairman brought to the attention of the Commission that he was in receipt of an invoice in the amount of \$805.00 from Charles Sherrod Consulting representing professional services for EMA Grants.

After due consideration it is therefore ordered by the Commission on motion of Mr. Don Stisher, seconded by Mr. Randy Vest, and unanimously carried that the invoice be approved as presented.

It is further ordered by the Commission on motion of Mr. Don Stisher, seconded by Mr. Randy Vest and unanimously carried that the Chairman is hereby authorized to issue a warrant in the amount of \$805.00 to Charles Sherrod Consulting representing professional services for EMA Grants.

REVIEW AND APPROVE INVOICE IN THE AMOUNT OF \$283,700.63 FROM LEE BUILDERS, INC. REPRESENTING PAYMENT NUMBER 2 ON JAIL CONSTRUCTION PROJECT.

The Chairman brought to the attention of the Commission that he was in receipt of an invoice in the amount of \$283,700.63 from Lee Builders, Inc. representing payment number 2 on Jail Construction Project.

After due consideration it is therefore ordered by the Commission on motion of Mr. Jeff Clark, seconded by Mr. Randy Vest, and unanimously carried that the invoice be approved as presented.

It is further ordered by the Commission on motion of Mr. Jeff Clark, seconded by Mr. Randy Vest and unanimously carried that the Chairman is hereby authorized to issue a warrant in the amount of \$283,700.63 to Lee Builders, Inc. representing payment number 2 on Jail Construction Project.

ADOPT RESOLUTION AUTHORIZING RANDY VEST, DISTRICT 2 COMMISSIONER, TO PURCHASE A HEAT PUMP UNIT FOR MORGAN COUNTY EXTENSION OFFICE AT FARM SERVICES BUILDING FROM MCCUTCHEON HEATING & AIR CONDITIONING, IN THE AMOUNT OF \$10,024.16, PAYABLE OUT OF CAPITAL FUNDS.

Mr. Randy Vest, member of the Commission, offered the following resolution and moved for its adoption. Upon the same being duly seconded by Mr. Jeff Clark, it was put to a vote and unanimously adopted to wit:

RESOLUTION 15-376

BE IT RESOLVED by the Morgan County Commission of Morgan County, Alabama, that the Commission does hereby authorize Randy Vest, District 2 Commissioner, to purchase a Heat Pump Unit for Morgan County Extension Office at Farm Services Building from McCutcheon Heating & Air Conditioning, in the amount of \$10,024.16, payable out of Capital Improvement Funds, this the 11th day of August, 2015.

REVIEW AND APPROVE INVOICE IN THE AMOUNT OF \$2,759.10 FROM TRAVELERS INSURANCE REPRESENTING PROFESSIONAL SERVICES FOR THE FOLLOWING CLAIM NUMBERS:

- **EYB7766 – Ransom**
- **EOW2609 – Hagood**

The Chairman brought to the attention of the Commission that he was in receipt of an invoice in the amount of \$2,759.10 from Travelers Insurance representing professional services for the following claim numbers:

- EYB7766 – Ransom
 - EOW2609 – Hagood
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After due consideration it is therefore ordered by the Commission on motion of Mr. Don Stisher, seconded by Mr. Greg Abercrombie, and unanimously carried that the invoice be approved as presented.

It is further ordered by the Commission on motion of Mr. Don Stisher, seconded by Mr. Greg Abercrombie and unanimously carried that the Chairman is hereby authorized to issue a warrant in the amount of \$2,759.10 to Travelers Insurance representing professional services for the following claim numbers:

- EYB7766 – Ransom
- EOW2609 – Hagood

REVIEW AND APPROVE PAYMENT ESTIMATE IN THE AMOUNT OF \$371,641.97 FROM WEST MORGAN EAST LAWRENCE WATER AND SEWER AUTHORITY REPRESENTING RELOCATION OF UTILITIES ON KIRBY BRIDGE ROAD, DISTRICTS 1 AND 2, FOR BRIDGE REPLACEMENT PROJECT ABRZ59676-ATRP(009).

The Chairman brought to the attention of the Commission that he was in receipt of an invoice in the amount of \$371,641.97 from West Morgan East Lawrence Water and Sewer Authority representing relocation of utilities on Kirby Bridge Road, Districts 1 and 2, for bridge replacement Project ABRZ59676-ATRP(009).

After due consideration it is therefore ordered by the Commission on motion of Mr. Randy Vest, seconded by Mr. Jeff Clark, and unanimously carried that the invoice be approved as presented.

It is further ordered by the Commission on motion of Mr. Randy Vest, seconded by Mr. Jeff Clark and unanimously carried that the Chairman is hereby authorized to issue a warrant in the amount of \$371,641.97 to West Morgan East Lawrence Water and Sewer Authority representing relocation of utilities on Kirby Bridge Road, Districts 1 and 2, for bridge replacement Project ABRZ59676-ATRP(009).

ADOPT RESOLUTION APPROVING CERTIFICATES TO SUBDIVIDE & CONSOLIDATE PROPERTIES LOCATED WITHIN MORGAN COUNTY.

Mr. Don Stisher, member of the Commission, offered the motion to approve the following certificates to subdivide and consolidate properties located within Morgan County for:

- Kristal Nicole Smith – Piney Grove Road & Piney Grove Loop – District 3
- Eula Key – Nat Key Road – District 3

After being duly seconded by Mr. Greg Abercrombie, member of the Commission, it was put to a vote and carried that the certificates be approved as presented:

RESOLUTION 15-377

BE IT RESOLVED by the Morgan County Commission of Morgan County, Alabama, that the Commission does hereby approve Certificate to Subdivide & Consolidate Property located within Morgan County for Kristal Nicole Smith – Piney Grove Road & Piney Grove Loop, District 3, this the 11th day of August, 2015.

RESOLUTION 15-378

BE IT RESOLVED by the Morgan County Commission of Morgan County, Alabama, that the Commission does hereby approve Certificate to Subdivide & Consolidate Property located within Morgan County for Eula Key – Nat Key Road, District 3, this the 11th day of August, 2015.

ADOPT RESOLUTION AUTHORIZING THE CHAIRMAN TO EXECUTE CONTRACT WITH THE FOLLOWING FOR THE PROMOTION OF MORGAN COUNTY, PAYABLE OUT OF THE TOURISM, RECREATION AND CONVENTION FUND:

- **Danville Booster Club (Football Program) ----- \$200.00**

Mr. Randy Vest, member of the Commission, offered the following resolution and moved for its adoption. Upon the same being duly seconded by Mr. Jeff Clark, it was put to a vote and unanimously adopted to wit:

RESOLUTION 15-379

BE IT RESOLVED by the Morgan County Commission of Morgan County, Alabama, that the Commission does hereby authorize the Chairman to execute contract with the following for the promotion of Morgan County, payable out of the Tourism, Recreation and Convention Fund:

- Danville Booster Club (Football Program) --- \$200.00

THIS the 11th day of August, 2015.

ADOPT RESOLUTION DECLARING THE REPAIR AND INSTALLATION OF TRAFFIC LIGHT AT INTERSECTION OF BETHEL AND RIVER ROAD, A PUBLIC WORKS PROJECT AND AUTHORIZE THE CHAIRMAN TO EXECUTE CONTRACT WITH TEMPLE, INC. FOR \$16, 500.00.

Mr. Jeff Clark, member of the Commission, offered the following resolution and moved for its adoption. Upon the same being duly seconded by Mr. Randy Vest, it was put to a vote and unanimously adopted to wit:

RESOLUTION 15-380

BE IT RESOLVED by the Morgan County Commission of Morgan County, Alabama, that the Commission does hereby declare the repair and installation of traffic light at intersection of Bethel and River Road, a public works project and authorize the Chairman to execute contract with Temple, Inc. for \$16, 500.00, this the 11th day of August, 2015.

RECESSED AT 9:20 A.M. AND MEETING RESUMED AT 10:00 A.M.

ADOPT RESOLUTION APPROVING FY2015/2016 APPROPRIATION REQUESTS SUBMITTED BY NON-PROFITS AT CURRENT LEVEL FUNDING.

Mr. Jeff Clark, member of the Commission, offered the following resolution and moved for its adoption. Upon the same being duly seconded by Mr. Greg Abercrombie, it was put to a vote and unanimously adopted to wit:

RESOLUTION 15-381

BE IT RESOLVED by the Morgan County Commission, of Morgan County, Alabama, that the Commission does hereby approve FY2015/2016 appropriation requests submitted by Non-Profits at current level funding with the following exceptions:

- City of Decatur MPO – Approved 2016 funding request of \$6,380.00.
- E-911 – Approved 2016 funding request of \$23,931.72, which is call-based fee.
- American Red Cross – Approved 2016 funding request of \$6,000.00.

THIS the 11th day of August, 2015.

MEET WITH DEPARTMENT HEADS TO DISCUSS PRELIMINARY FY2015/2016 BUDGET.

- **Greg Bodley – Engineering**

ADOPT RESOLUTION AMENDING THE MORGAN COUNTY POLICIES AND PROCEDURES HANDBOOK, CHAPTER 13 – DRUG FREE WORKPLACE / EMPLOYEE ASSISTANCE PROGRAM (EAP).

Mr. Jeff Clark, member of the Commission, offered the following resolution and moved for its adoption. Upon the same being duly seconded by Mr. Don Stisher, it was put to a vote and unanimously adopted to wit:

RESOLUTION 15-382

BE IT RESOLVED by the Morgan County Commission, of Morgan County, Alabama, that the Commission does hereby approve amending the Morgan County Policies and Procedures Handbook as follows:

- **Chapter 13 – Drug Free Workplace / Employee Assistance Programs (EAP)**
Page 86 of Morgan County Policies and Procedures Handbook

CHAPTER 13. DRUG FREE WORKPLACE

EMPLOYEE ASSISTANCE PROGRAMS (EAP)

The County's EAP shall include:

1. Education and training for employees regarding drugs and alcohol.
2. Education and training for Supervisors regarding drugs and alcohol, including:
 - a) Effects and consequences of substance use on personal health, safety, and work.
 - b) Manifestations and behavioral causes that may indicate substance use.
 - c) Documentation of training provided.
3. A written statement on file and available at the Commission office outlining the EAP.
 - a) *A \$600 per employee is maximum coverage provided by Morgan County EAP during any given 12 month period.*
 - b) *Employee requesting use of this benefit is to request this through their Elected Official/Department Head. This request should be forwarded to the Commission Office for final approval. Upon approval the Commission Office will contact the EAP Provider, Elected Official/Department Head and employee.*

THIS the 11th day of August, 2015.

ADOPT RESOLUTION AMENDING THE MORGAN COUNTY POLICIES AND PROCEDURES HANDBOOK, CHAPTER 8 – SECTION 8.05 – PROBATIONARY PERIOD / FINAL PROBATIONARY REVIEW.

Mr. Greg Abercrombie, member of the Commission, offered the following resolution and moved for its adoption. Upon the same being duly seconded by Mr. Jeff Clark, it was put to a vote and unanimously adopted to wit:

RESOLUTION 15-383

BE IT RESOLVED by the Morgan County Commission, of Morgan County, Alabama, that the Commission does hereby approve amending the Morgan County Policies and Procedures Handbook as follows:

- **Chapter 8 – Probationary Period / Final Probationary Review**
Page 33 of Morgan County Policies and Procedures Handbook

CHAPTER 8. PROBATIONARY PERIOD

8.05 FINAL PROBATIONARY REVIEW

A new employee or an employee promoted to a higher classification shall be reviewed from date of hire or promotion in order to be considered for regular status in his or her position.

The Elected Official/Department Head shall evaluate the employee's performance and complete the Performance Evaluation, indicating final recommendation on the employee's probationary status. Promoted employees shall not lose County benefits while serving a probationary period for a position in a higher classification. Original review and change-of-status forms are retained in the employee's file.

If the new employee's performance is satisfactory to the Elected Official/Department Head, the Department Head may request a one-step pay increase for the employee by submitting a PAR. The increase will become effective on the first day of the pay period following Department Head/Elected Official Approval.

THIS the 11th day of August, 2015.

ADOPT RESOLUTION AMENDING THE MORGAN COUNTY POLICIES AND PROCEDURES HANDBOOK, CHAPTER 4 – SECTION 4.12 – CLASSIFICATION AND PAY PLAN / ADJUSTMENTS IN ASSIGNMENTS, TRANSFERS, PROMOTIONS & DEMOTIONS.

Mr. Jeff Clark, member of the Commission, offered the following resolution and moved for its adoption. Upon the same being duly seconded by Mr. Randy Vest, it was put to a vote and unanimously adopted to wit:

RESOLUTION 15-384

BE IT RESOLVED by the Morgan County Commission, of Morgan County, Alabama, that the Commission does hereby approve amending the Morgan County Policies and Procedures Handbook as follows:

- **Chapter 4 – Classification and Pay Plan / Adjustments in Assignments, Transfers, Promotions & Demotions**

Page 15 of Morgan County Policies and Procedures Handbook

CHAPTER 4. CLASSIFICATION & PAY PLAN

4.12 ADJUSTMENTS IN ASSIGNMENTS, TRANSFERS, PROMOTIONS & DEMOTIONS

When an employee is reassigned, transferred, promoted or demoted, the rate of pay for the next position shall be determined as follows:

(a) Promotions: If the rate in the previous position was less than the minimum rate of the new position, the rate of pay shall be Step one (1) of the new position, if this will result in at least a **two (2) step increase**. If not, the employee should advance to the next step in the Pay Grade for the new position, Step two (2). If the employee is above the first Step in the new Pay Grade, he/she should advance, in the new Pay Grade, at least **two (2) steps** up from their current rate.

THIS the 11th day of August, 2015.

MEET WITH DEPARTMENT HEADS TO DISCUSS PRELIMINARY FY2015/2016 BUDGET.

- Wayne Lindley – Maintenance
- Michelle Echols – Sales Tax
- Eddie Hicks – EMA/TVA
- Sheryl Marsh – Community Relations
- John Allison – Archives

RECESSED AT 11:30 A.M. AND MEETING RESUMED AT 1:20 P.M.

- Johnny Howell – Environmental Services
- Claudia Ray – Animal Control
- Debra Gardner – MCATS/COA
- Sean Dailey – Parks and Recreation
- Jeff Simmons – Juvenile
- David Hannah – IT

ADOPT RESOLUTION DECLARING THE ROOF REPAIR AT THE FALKVILLE SENIOR CENTER A PUBLIC WORKS PROJECT AND AUTHORIZE THE CHAIRMAN TO GET QUOTES.

Mr. Greg Abercrombie, member of the Commission, offered the following resolution and moved for its adoption. Upon the same being duly seconded by Mr. Don Stisher, it was put to a vote and unanimously adopted to wit:

RESOLUTION 15-385

BE IT RESOLVED by the Morgan County Commission of Morgan County, Alabama, that the Commission does hereby declare the roof repair at the Falkville Senior Center a Public Works Project and authorize the Chairman to get quotes, this the 11th day of August, 2015.

BE IT FURTHER RESOLVED by the Morgan County Commission of Morgan County, Alabama, that there being no further business to come before the Commission, the same on motion of Mr. Don Stisher, seconded by Mr. Jeff Clark, and unanimously carried that the Morgan County Commission duly adjourned to Wednesday, August 12, 2015, 1:00 p.m..

MORGAN COUNTY COMMISSION ADJOURNED MEETING

The Morgan County Commission of Morgan County, Alabama, convened in an adjourned meeting on Wednesday, August 12, 2015, at 1:00 p.m. in the Conference Room of the Morgan County Commission Office, County Courthouse, Decatur, Alabama. The following members were present: Mr. Ray Long, Chairman; Mr. Jeff Clark, Mr. Randy Vest, Mr. Don Stisher, and Mr. Greg Abercrombie, members. Absent: Mrs. Robbie Alexander, Clerk. Mrs. Belinda Ealey and Mrs. Julie Reeves acted as the Clerks of the Meeting. The Chairman stated that a quorum was present and declared the Meeting open for the transaction of business.

VISITORS

Keith Clines, Decatur Daily Jessica Smith, Commission Office

NEW BUSINESS:

ADOPT RESOLUTION TO RESCIND THE PASSAGE OF AMENDMENT TO THE PERSONNEL POLICY 8.05, FINAL PROBATIONARY REVIEW, ORIGINALLY APPROVED AUGUST 11, 2015.

Mr. Jeff Clark, member of the Commission, offered the following resolution and moved for its adoption. Upon the same being duly seconded by Mr. Randy Vest, it was put to a vote and unanimously adopted to wit:

RESOLUTION 15-386

BE IT RESOLVED by the Morgan County Commission of Morgan County, Alabama, that the Commission does hereby rescind the passage of amendment to the Personnel Policy 8.05, *Final Probationary Review*, originally approved August 11, 2015, this the 12th day of August, 2015.

MEET WITH ELECTED OFFICIALS TO DISCUSS PRELIMINARY FY2015/2016 BUDGET.

- Jeff Chunn – Coroner
- Adonis Bailey – Board of Registrars
Louise Brown
- Sharon Maxwell – Commissioner of Licenses
Helen Hill
- Judge Greg Cain – Probate
- Ana Franklin – Sheriff
Chief Deputy Mike Corley

BE IT FURTHER RESOLVED by the Morgan County Commission of Morgan County, Alabama, that there being no further business to come before the Commission, the same on motion of Mr. Don Stisher, seconded by Mr. Greg Abercrombie, and unanimously carried that the Morgan County Commission duly adjourned.

RAY LONG, CHAIRMAN

These Minutes were approved
this the 25th day of August, 2015.

JEFF CLARK, MEMBER

RANDY VEST, MEMBER

DON STISHER, MEMBER

GREG ABERCROMBIE, MEMBER