

**EMERGENCY  
CULLMAN COUNTY COMMISSION MEETING  
April 3, 2020**

**CALL TO ORDER AND WELCOME**

Chairman Walker called the Commission Meeting to order at 9:00 a.m.

**CALL OF ROLL TO ESTABLISH QUORUM**

Meleigh Hitt, Administrative Assistant, called the roll; present were Chairman Kenneth Walker, Commissioner Kerry Watson, Commissioner Garry Marchman, and Emily Johnston, County Attorney. Chairman Walker gave the invocation and led the Pledge of Allegiance.

**PUBLIC /UPDATES**

Emily Johnston, County Attorney, stated the Public Hearing set for April 28, 2020, to consider vacating a portion of County Road 2101 has been postponed and will be rescheduled after the COVID-19 Pandemic has concluded. Commissioner Watson made a motion to approve for the Public Hearing to be rescheduled. Commissioner Marchman seconded, and the motion passed upon a unanimous voice vote.

**NEW BUSINESS**

**Proclamation- Recognize April as Fair Housing Month**

Commissioner Marchman made a motion to approve the Proclamation Recognize April as Fair Housing Month. Commissioner Watson seconded. Upon a unanimous voice vote, the motion carried.

**Resolution 2020-18: Declaration of Emergency Condition in Cullman County**

Emily Johnston, County Attorney, addressed the Commission and stated ALA CODE §31-9-10 (1975) provides the power and the authority for a political subdivision such as Cullman County to declare a state of local emergency and to waive the procedures and formalities otherwise required of a political subdivision by law, including but not limited to: Performance of public work and taking whatever prudent action is necessary to ensure the health, safety, and welfare of the community; Entering into contracts; Incurring obligations; Employment of temporary workers; Utilization of volunteer workers; Rental equipment; Acquisition and distribution, with or without compensation, of supplies, material, and facilities; Appropriation of expenditure of public funds. Ms. Johnston also stated County Courthouse and all County Offices will continue to be closed to the general public and will reopen in accordance with all federal, state, and local guidelines regarding the COVID-19 Pandemic. County employees will continue to work until further notice. The registrars' office will be open by appointment only, to any individual who needs to obtain a photo ID card for voting. Commission on Aging office will be open, but all full-time Senior Centers will be closed and will reopen following all federal, state, and local guidelines regarding the COVID-19 Pandemic. Homebound meals will be delivered. All other meals will have to be picked up at the Senior Centers. Cullman County Revenue Department will waive all credit card and mail fees for online transactions until the courthouse reopens to the public. Cullman County Park & Recreation cabins and playground equipment are temporarily closed. Sanitation Department will continue to run on schedule, but the office will continue to be closed to the general public. Water Department will be working, but the office will continue to be closed to the general public. The Road Department will continue to be out and working. The Sheriff's Department will continue on its normal schedule. CARTS will continue to carry oncology and dialysis patients with no more than two passengers to a CARTS bus at a time, and Cullman County Commission Meetings will be suspended until May 12, 2020. Commissioner Watson made a motion approving Resolution 2020-18: Declaration of Emergency Condition in Cullman County. Commissioner Marchman seconded. Upon a unanimous voice vote, the motion passed.

**Authorize Chairman Walker to sign a loan agreement for the purchase of Automated Sanitation Trucks and Equipment through Merchants Bank, Resolution 2020-19 and Premier Bank, Resolution 2020-20**

Commissioner Marchman made a motion authorizing Chairman Walker to sign a loan agreement for the purchase of Automated Sanitation Trucks and Equipment through Merchants Bank, Resolution 2020-19 and Premier Bank, Resolution 2020-20. Commissioner Watson seconded, and the motion passed upon a unanimous voice vote.

**Free Dump Day scheduled in May has been moved to the month of September per request from Cullman Environmental**

Commissioner Watson made a motion approving the Free Dump Day scheduled in May to be moved to the month of September per request from Cullman Environmental. Commissioner Marchman seconded. The motion then passed upon a unanimous voice vote.

**Consider payment of a 5% Cost-of-Living Adjustments (COLA) for all active Cullman County employees. COLA will be calculated based on employees' base pay for 12 weeks and will be paid as a lump sum on 04/09/2020. Pay will be pro-rated for employees working less than 40 hours per week. (Must be an active employee as of 4/9/2020 to receive COLA)**

Judy Bradford, HR Manager, addressed the Commission and stated the Cost-of-Living Adjustments had been put in place due to our County employees that are working during this Pandemic. We are not like a business that has the option to close and send our employees home. The County provides services to citizens of Cullman County, so those services have to continue, and our employees are all working. Some employees are not doing their normal job. We have employees from Revenue filling in at Commission on Aging to help deliver meals to senior citizens. This is just a way to help acknowledge that sacrifice because it is a sacrifice. This would help some cover cost they are accruing during this time. We are doing this a little different, there are some other municipalities and other entities that are doing something similar, but they are distributing it incrementally a little each week, and we have decided it would be best for our employees to be able to get that in a lump sum so it will be enough they can pay a few bills with it if needed. Mrs. Bradford explained the Cost-of-Living Adjustments would be paid out next week on April 9, 2020. Commissioner Marchman asked Mrs. Bradford when it stated all active employees, does it mean every employee the County has. Mrs. Bradford explained every employee that is currently on the County's payroll system as of April 9, 2020, would receive this payment, but part-time employees that work less than 40 hours per week would be pro-rated based on hours. Commissioner Marchman stated he would make a motion,

and he liked the idea and thought it was great but would lean more toward taking the lump sum and combining it and dividing it equally among all employees rather than 5% for each employee. Commissioner Marchman made a motion to approve the payment of 5% Cost-of-Living Adjustments for all active Cullman County Employees. Commissioner Watson seconded, and the motion passed upon a unanimous voice vote.

**Consider expanding sick leave accrual for employees required to work during a shutdown. Extra accrual would equal 1 hour of sick leave for every 1 hour worked. Other pay practices may be amended during a shutdown order**

HR Manager, Judy Bradford, explained to the Commission last week the Commission approved the Cullman County Pandemic HR Plan for employees. In that, if we get to the point of shutdown where we are sending people home because we cannot completely shut down, there will still be employees having to work. For those having to work, the County would like to give an extra accrual that will be added to the employee's sick leave. For every 1-hour worked, 1-hour of sick leave will be added to the employee's account to be used at a later date chosen by the employee. Mrs. Bradford stated that if any of the pay practices needed to be amended, it could be done at a later time. This just changes the sick leave, so if we were to get to the point of a shutdown, this is in place. Commissioner Marchman stated, "I am not crazy about the sick leave thing because sick leave is to be used when a person is sick, that's why we build it up, but I know when someone retires if they have that time accrued they can sell it back for retirement or even put toward their time." Mrs. Bradford stated that if we were to put this toward employee's vacation, there is only so much that can be rolled over to the next year. By putting this in a separate account, it can be rolled over, and the employees will not lose it. Commissioner Watson made a motion expanding sick leave accrual for employees required to work during a shutdown. Commissioner Marchman seconded, and the motion passed upon a unanimous voice vote.

**WORK SESSION**

The Commission will hold a Work Session on Tuesday, May 12, 2020, at 8:30 a.m. in the commission conference room.

**NEXT REGULAR COMMISSION MEETING TUESDAY, MAY 12, 2020**

Chairman Walker announced the next commission meeting would be Tuesday, May 12, 2020, at 10:00 a.m. in the commission meeting room.

**ADJOURN THE MEETING**

Commissioner Marchman made a motion to adjourn the meeting. Commissioner Watson seconded, and the meeting was adjourned at 9:14 a.m.

/S/ \_\_\_\_\_  
Kenneth Walker,  
Chairman

/S/ \_\_\_\_\_  
Kerry Watson,  
Associate Commissioner

/S/ \_\_\_\_\_  
Garry Marchman,  
Associate Commissioner