

CHAMBERS COUNTY COMMISSION MEETING.....JULY 21, 2014

The Chambers County Commission met on Monday, July 21, 2014 at 4:00 P.M. CST with the following members in attendance: Chairman Henry Osborne, Commissioners Charlie Williams, Joe Blanks, David Eastridge and Debbie Wood. Engineer Harvill, County Manager Dendy and Attorney McCoy were also present. Commissioner James Brown was absent due to illness.

Chairman Osborne called the meeting to order. Commissioner Wood led the pledge of allegiance and Commissioner Blanks gave the invocation. County Clerk Chambers conducted a roll call. The results of the roll call were as follow: District 1 – Present, District 2 – Absent, District 3 – Present, District 4 – Present, District 5 – Present, District 6 – Present

MINUTES AND WARRANTS PAYABLE

Commissioner Williams motioned to adopt the July 7, 2014 minutes and warrants payable. Commissioner Eastridge seconded the motion. It was **approved** by the “I” vote.

RESOLVED: “To adopt the July 7, 2014 minutes and warrants payable.”

PUBLIC HEARING MINUTES

Commissioner Wood motioned to adopt the July 7, 2014 public hearing minutes. Commissioner Blanks seconded the motion. It was **approved** by the “I” vote.

RESOLVED: “To adopt the July 7, 2014 public hearing minutes.

AGENDA APPROVAL

Commissioner Eastridge motioned to approve the agenda as presented for the July 21, 2014 meeting. Commissioner Wood seconded the motion. It was **approved** by the “I” vote.

RESOLVED: “To approve the agenda for the July 21, 2014 meeting.”

EMPLOYEES MANUAL

The Human Resources Committee has recommend approval to adopt the revised Chambers County Employees Manual (see pages 333-342). It was **approved** by the “I” vote.

RESOLVED: “To adopt the revised Chambers County Employees Manual as attached hereto on pages 333-342.”

BUDGET AMENDMENT: SOLID WASTE DEPARTMENT

The Rules, Ways and Means Committee recommended approval to amend the budget for the Solid Waste Department in the amount of \$30,000 for repairs and maintenance of equipment. It was **approved** by the “**T**” vote.

RESOLVED: “To amend the budget for the Solid Waste Department in the amount of \$30,000 for repairs and maintenance of equipment.”

BONUS FOR RETIREES

The Rules, Ways and Means Committee recommended approval of a one-time bonus to Chambers County Retirees in October 2014 as provided by Legislative Act 2014-429. It was **approved** by the “**T**” vote.

RESOLVED: “To approve a one-time bonus to Chambers County Retirees in October 2014 as provided by Legislative Act 2014-429.”

PUBLIC HEARING DATE FOR SOLID WASTE MANAGEMENT PLAN

The Rules, Ways and Means Committee recommended a date be set for a Public Hearing for Chambers County Solid Waste Management Plan (no less than 31 days – no more than 45 days). The date was set for September 2nd at 3:30 P.M. CST. It was **approved** by the “**T**” vote.

RESOLVED: “To set September 2, 2014 at 3:30 P.M. CST as the date for a Public Hearing for the Chambers County Solid Waste Management Plan.”

RESOLUTION: RESURFACING AND TRAFFIC STRIPE ON COUNTY ROAD 211 FROM COUNTY ROAD 289 EAST 0.22 MILES TO COUNTY ROAD 212

Engineer Harvill requested a resolution to concur with the Alabama Department of Transportation’s award of contract to East Alabama Paving Company Inc., the low bidder, for the construction of the Resurfacing and Traffic Stripe on County Road 211 from County Road 289 east 0.22 miles to County Road 212. Project #ACNU59560-ATRP(003) (see pages 343-348). Commissioner Blanks motioned to approve this resolution as requested. Commissioner Eastridge seconded this motion. It was **approved** by the “**T**” vote.

RESOLVED: “To concur with the Alabama Department of Transportation’s award of contract to East Alabama Paving Company Inc., the low bidder, for the construction of the Resurfacing and Traffic Stripe on County Road 211 from County Road 289 east 0.22 miles to County Road 212. Project #ACNU59560-ATRP(003) as attached hereto on pages 343-348.”

RESOLUTION: RESURFACING AND TRAFFIC STRIPING ON COUNTY ROAD 177 FROM COUNTY ROAD 388 NORTH 3.10 MILES TO COUNTY ROAD 299

Engineer Harvill requested a resolution to concur with the Alabama Department of Transportation's award of contract to East Alabama Paving Company, Inc., the low bidder, for the construction of the Resurfacing and Traffic Striping on County Road 177 from County Road 388 North 3.10 miles to County Road 299. Project #ACNU60924-ATRP(007) (see pages 343-348). Commissioner Eastridge motioned to approve this resolution as presented. Commissioner Blanks seconded this motion. It was **approved** by the "I" vote.

RESOLVED: "To concur with the Alabama Department of Transportation's award of contract to East Alabama Paving Company, Inc., the low bidder, for the construction of the Resurfacing and Traffic Striping on County Road 177 from County Road 388 North 3.10 miles to County Road 299. Project #ACNU60924-ATRP(007) as attached hereto on pages 343-348."

BID INQUIRY NO. 1559: SURPLUS/SCRAP METAL BID

Engineer Harvill presented the results to the Surplus/Scrap Metal Bid, Inquiry No. 1559 (see pages 349-352).

Engineer Harvill recommended Lot #1, Wire Racks, is award to Larry Andrews in the amount of \$42.50. Commissioner Eastridge motioned to award this Lot as recommended. Commissioner Wood seconded the motion. It was **approved** by the "I" vote.

RESOLVED: "To award Bid Inquiry No. 1559, Lot #1, Wire Racks, to Larry Andrews in the amount of \$42.50."

Engineer Harvill recommended Lot #2, Concrete Vibrator, is award to Randy Morgan in the amount of \$25.00. Commissioner Wood motioned to award this Lot as recommended. Commissioner Eastridge seconded the motion. It was **approved** by the "I" vote.

RESOLVED: "To award Bid Inquiry No. 1559, Lot #2, Concrete Vibrator, to Randy Morgan in the amount of \$25.00."

Engineer Harvill recommended Lot #3, Hose Reel and Fan, is award to Larry Andrews in the amount of \$68.00. Commissioner Williams motioned to award this Lot as recommended. Commissioner Eastridge seconded the motion. It was **approved** by the "I" vote.

RESOLVED: "To award Bid Inquiry No. 1559, Lot #3, Hose Reel and Fan, to Larry Andrews in the amount of \$68.00."

Engineer Harvill recommended Lot #4, Coats 101 Tire Balancer, is award to William Meadows in the amount of \$252.00. Commissioner Wood motioned to award this Lot as recommended. Commissioner Williams seconded the motion. It was **approved** by the "I" vote.

RESOLVED: "To award Bid Inquiry No. 1559, Lot #4, Coats, 101 Tire Balancer to William Meadows in the amount of \$252.00."

Engineer Harvill recommended Lot #5, Sun Engine Analyzer, is award to Marvin Hodnett in the amount of \$10.10. Commissioner Eastridge motioned to award this Lot as recommended. Commissioner Wood seconded the motion. It was **approved** by the “**I**” vote.

RESOLVED: “To award Bid Inquiry No. 1559, Lot #5, Sun Engine Analyzer, to Marvin Hodnett in the amount of \$10.10.”

Engineer Harvill recommended Lot #6, Hunter Tire Changer – Small Tires, is award to Larry Andrews in the amount of \$427.00. Commissioner Eastridge motioned to award this Lot as recommended. Commissioner Wood seconded the motion. It was **approved** by the “**I**” vote.

RESOLVED: “To award Bid Inquiry No. 1559, Lot #6, Hunter Tire Changer – Small Tires, to Larry Andrews in the amount of \$427.00.”

Engineer Harvill recommended Lot #7, Safe, is award to Larry Andrews in the amount of \$101.00. Commissioner Williams motioned to award this Lot as recommended. Commissioner Eastridge seconded the motion. It was **approved** by the “**I**” vote.

RESOLVED: “To award Bid Inquiry No. 1559, Lot #7, Safe, to Larry Andrews in the amount of \$101.00.”

Engineer Harvill recommended Lot #8, Miscellaneous Office Furniture, is award to Jasper Sanders in the amount of \$13.01. Commissioner Eastridge motioned to award this Lot as recommended. Commissioner Williams seconded the motion. It was **approved** by the “**I**” vote.

RESOLVED: “To award Bid Inquiry No. 1559, Lot #7, Miscellaneous Office Furniture, to Jasper Sanders in the amount of \$13.01.”

Engineer Harvill recommended Lot #9, Wood Splitter, is award to William Meadows in the amount of \$526.00. Commissioner Eastridge motioned to award this Lot as recommended. Commissioner Wood seconded the motion. It was **approved** by the “**I**” vote.

RESOLVED: “To award Bid Inquiry No. 1559, Lot #9, Wood Splitter, to William Meadows in the amount of \$526.00.”

Engineer Harvill recommended Lot #10, Car Lift – 2 Post, is award to Randy Morgan in the amount of \$105.00. Commissioner Eastridge motioned to award this Lot as recommended. Commissioner Wood seconded the motion. It was **approved** by the “**I**” vote.

RESOLVED: “To award Bid Inquiry No. 1559, Lot #10, Car Lift – 2 Post, to Randy Morgan in the amount of \$105.00.”

Engineer Harvill recommended Lot #11, T-Posts, is award to J & J Construction in the amount of \$75.00. Commissioner Eastridge motioned to award this Lot as recommended. Commissioner Wood seconded the motion. It was **approved** by the “**I**” vote.

RESOLVED: “To award Bid Inquiry No. 1559, Lot #11, T-Posts, to J & J Construction in the amount of \$75.00.”

Engineer Harvill recommended Lot #12, Jacks and Jack Stands, is award to Larry Andrews in the amount of \$65.00. Commissioner Eastridge motioned to award this Lot as recommended. Commissioner Williams seconded the motion. It was **approved** by the “**I**” vote.

RESOLVED: “To award Bid Inquiry No. 1559, Lot #12, Jacks and Jack Stands, to Larry Andrews in the amount of \$65.00.”

Engineer Harvill recommended Lot #13, Air Compressor, is award to Randy Morgan in the amount of \$50.00. Commissioner Wood motioned to award this Lot as recommended. Commissioner Williams seconded the motion. It was **approved** by the “**I**” vote.

RESOLVED: “To award Bid Inquiry No. 1559, Lot #13, Air Compressor, to Randy Morgan in the amount of \$50.00.”

Engineer Harvill recommended Lot #14, Motor Grader Blades, is award to Larry Andrews in the amount of \$309.00. Commissioner Williams motioned to award this Lot as recommended. Commissioner Wood seconded the motion. It was **approved** by the “**I**” vote.

RESOLVED: “To award Bid Inquiry No. 1559, Lot #14, Motor Grader Blades, to Larry Andrews in the amount of \$309.00.”

Engineer Harvill recommended Lot #15, Signs, is award to Larry Andrews in the amount of \$1,157.50. Commissioner Williams motioned to award this Lot as recommended. Commissioner Wood seconded the motion. It was **approved** by the “**I**” vote.

RESOLVED: “To award Bid Inquiry No. 1559, Lot #15, Signs, to Larry Andrews in the amount of \$1,157.50.”

Engineer Harvill recommended Lot #16, Corghi Tire Changer – Large Tires, is award to William Meadows in the amount of \$326.00. Commissioner Eastridge motioned to award this Lot as recommended. Commissioner Wood seconded the motion. It was **approved** by the “**I**” vote.

RESOLVED: “To award Bid Inquiry No. 1559, Lot #16, Corghi Tire Changer – Large Tires, to William Meadows in the amount of \$326.00.”

Engineer Harvill recommended Lot #17, Dodge Mini Van, is award to Eddie Frank in the amount of \$400.00. Commissioner Eastridge motioned to award this Lot as recommended. Commissioner Wood seconded the motion. It was **approved** by the “**I**” vote.

RESOLVED: “To award Bid Inquiry No. 1559, Lot #17, Dodge Mini Van, to Eddie Frank in the amount of \$400.00.”

Engineer Harvill recommended Lot #18, Large Round Tank, is award to Larry Andrews in the amount of \$55.00. Commissioner Eastridge motioned to award this Lot as recommended. Commissioner Wood seconded the motion. It was **approved** by the “**I**” vote.

RESOLVED: “To award Bid Inquiry No. 1559, Lot #18, Large Round Tank, to Larry Andrews in the amount of \$55.00.”

Engineer Harvill recommended Lot #19, Small Square Tank, is award to Larry Andrews in the amount of \$35.00. Commissioner Williams motioned to award this Lot as recommended. Commissioner Blanks seconded the motion. It was **approved** by the “I” vote.

RESOLVED: “To award Bid Inquiry No. 1559, Lot #19, Small Square Tank, to Larry Andrews in the amount of \$35.00.”

Engineer Harvill recommended Lot #20, 22 Foot Trailer without Tires, is award to J & J Construction in the amount of \$600.00. Commissioner Eastridge motioned to award this Lot as recommended. Commissioner Blanks seconded the motion. It was **approved** by the “I” vote.

RESOLVED: “To award Bid Inquiry No. 1559, Lot #20, 22 Foot Trailer without Tires, to J & J Construction in the amount of \$600.00.”

Engineer Harvill recommended Lot #21, 40 Foot Flat Trailer, is award to J & J Construction in the amount of \$2,000.00. Commissioner Eastridge motioned to award this Lot as recommended. Commissioner Blanks seconded the motion. It was **approved** by the “I” vote.

RESOLVED: “To award Bid Inquiry No. 1559, Lot #21, 40 Foot Flat Trailer, to J & J Construction in the amount of \$2,000.00.”

Engineer Harvill recommended Lot #22, Hog Wire #1, is award to Larry Andrews in the amount of \$67.50. Commissioner Eastridge motioned to award this Lot as recommended. Commissioner Wood seconded the motion. It was **approved** by the “I” vote.

RESOLVED: “To award Bid Inquiry No. 1559, Lot #22, Hog Wire #1, to Larry Andrews in the amount of \$67.50.”

Engineer Harvill recommended Lot #23, Hog Wire #2, is award to Larry Andrews in the amount of \$106.00. Commissioner Eastridge motioned to award this Lot as recommended. Commissioner Wood seconded the motion. It was **approved** by the “I” vote.

RESOLVED: “To award Bid Inquiry No. 1559, Lot #22, Hog Wire #2, to Larry Andrews in the amount of \$106.00.”

Engineer Harvill recommended Lot #24, Pipe, Sign Posts, Miscellaneous Metal and Used Guardrail, is award to Larry Andrews in the amount of \$3,260.00. Commissioner Williams motioned to award this Lot as recommended. Commissioner Eastridge seconded the motion. It was **approved** by the “I” vote.

RESOLVED: “To award Bid Inquiry No. 1559, Lot #24, Pipe, Sign Posts, Miscellaneous Metal and Used Guardrail, to Larry Andrews in the amount of \$3,260.00.”

Engineer Harvill recommended Lot #25, 1085B Case Cruze-Air, is award to Frank Allen in the amount of \$487.51. Commissioner Wood motioned to award this Lot as recommended. Commissioner Blanks seconded the motion. It was **approved** by the “I” vote.

RESOLVED: “To award Bid Inquiry No. 1559, Lot #25, 1085B Case Cruze-Air, to Frank Allen in the amount of \$487.51.”

**RE-APPOINTMENT: CHAMBERS COUNTY RECREATION BOARD
MR. MACK LETT**

Commissioner Williams made a motion to re-appoint Mr. Mack Lett to the Chambers County Recreation Board and waive the necessity of a first reading on this appointment. Commissioner Eastridge seconded this motion. It was **approved** by the “**I**” vote.

RESOLVED: “To re-appoint Mr. Mack Lett to the Chambers County Recreation Board and waive the necessity of a first reading on this appointment.”

**RE-APPOINTMENT: CHAMBERS COUNTY RECREATION BOARD
MR. TOMMY WELDON**

Commissioner Blanks made a motion to re-appoint Mr. Tommy Weldon to the Chambers County Recreation Board and waive the necessity of a first reading on this appointment. Commissioner Wood seconded this motion. It was **approved** by the “**I**” vote.

RESOLVED: “To re-appoint Mr. Tommy Weldon to the Chambers County Recreation Board and waive the necessity of a first reading on this appointment.”

**RESOLUTION: TO APPROVE THE LEVY OF 30 YEAR
ONE CENT COUNTY SCHOOL SALES/USE TAX**

Attorney McCoy presented a resolution for commission consideration to approve the Levy of a 30 Year One Cent County School Sales/Use Tax (see pages 353-357). Chambers County School Superintendent Kelli Hodge was in attendance at the meeting to explain the proposed improvements for the county school system that will be made with the proceeds from the tax. Commissioner Wood motioned to adopt the resolution as presented. Commissioner Blanks seconded this motion. It was **approved** by the “**I**” vote.

RESOLVED: “To approve the Levy of a 30 Year One Cent County School Sales/Use Tax for public schools as attached hereto on pages 353-357.”

BUDGET PLANNING MEETING

County Manager Dendy advised that there would be a budget planning meeting on July 28th at 2:00. At this meeting the department heads will be expressing their budget concerns.

MEETING DATE CHANGE

Commissioner Eastridge motioned to change the August 18th meeting to August 25th. Commissioner Blanks seconded this motion. It was **approved** by the “**I**” vote.

RESOLVED: “To change the August 18th meeting to August 25th.”

I have read the minutes and reviewed the warrants payable. I do hereby **APPROVE** the minutes and warrants payable.

Chairman Henry Osborne

Commissioner Charlie Williams

Commissioner James Brown

Commissioner Joe Blanks

Commissioner David Eastridge

Commissioner Debbie Wood

CHAMBERS COUNTY COMMISSION

EMPLOYEES MANUAL

REVISED BY

THE CHAMBERS COUNTY COMMISSION

July 21, 2014

All employment is terminable at will. Nothing in this manual should be construed to be a binding contract. Statements in this manual in no way imply that a contract exists. Our employment at will policy will remain in effect during the entire course of your employment. Chambers County Commission retains the ability to modify the provisions of this handbook.

CHAMBERS COUNTY PERSONNEL POLICY

All employment by the Chambers County Commission is terminable at will by the Officials and/or Department Heads:

Officials are identified as Commissioners, Sheriff, Probate Judge and Revenue Commissioner.

Department Heads are identified as County Engineer and County Manager.

I. WORKING HOURS

Working hours and normal work week will be set by Department Heads and/or Commissioners. All time off not associated with holiday, vacation, funeral leave, jury service, or sick time will be counted against compensatory time.

II. OVERTIME

- A. Applicable to State and Federal laws, overtime shall be calculated according to the job classification of the employee. Detailed policies regarding Federal and State Laws, which apply, are available in the County Commission Office.
- B. Overtime hours for Sheriff's Personnel will be determined in accordance with state law unless such determination violated the provisions of the FLSA.
- C. No employee will be due overtime or compensatory pay unless the department head has authorized overtime work or has determined that overtime work was required and justified. The Commission must approve any overtime in excess of budgeted amounts. Compensatory time may be granted in lieu of overtime pay. Employees may be required to utilize compensatory time as directed by Department Heads.
- D. Only the time an employee actually works is used to determine an employee's entitlement to overtime supplement. Paid time off is not considered when calculating overtime as specified by the FLAS.

III. OFFICAL HOLIDAYS

- A. All full-time employees are eligible for holiday pay for Chambers County authorized paid holidays. Temporary and part-time employees are not eligible to receive holiday pay.
- B. The Chambers County Commission will specify at the beginning of each calendar year those holidays to be observed by the county as authorized paid holidays.

- C. All eligible employees will receive eight (8) hours holiday pay for such approved holidays. If an eligible employee is required to work an authorized holiday or if a holiday falls on the employee's scheduled day off, he/she will be paid for the holiday at his/her rate of pay.

IV. ANNUAL LEAVE

- A. Annual leave will be earned by full time permanent employees on an annual basis and credited on their anniversary date, and the amount earned will be determined by the number of years of service. As follows:

First (1st) year of service, four (4) hours per month (48 hours annually).

Second (2nd) through the Fifth (5th) year, six (6) hours per month (72 hours annually).

Sixth (6th) through Tenth (10th) year, eight (8) hours per month (96 hours annually).

Eleventh (11th) through Fifteenth (15th) year, ten (10) hours per month (120 hours annually).

Sixteenth (16th) through Twentieth (20th) year, twelve (12) hours per month (144 hours annually).

Twenty-first (21st) and over, Fourteen (14) hours per month (168 hours annually).

Annual leave earned and used will be accounted for on payroll time sheets. All employees earning annual leave will be required to furnish the Commission an affidavit stating the amount of accumulated leave on September 30th of each year.

Employees may accumulate up to 168 hours of annual leave and may carry forward 120 hours of leave on their anniversary date. Any amount in excess of 120 hours will be forfeited by the employee.

- B. An employee shall not earn annual leave during a leave of absence without pay, a suspension, or any instance in which the employee is in a non-pay status.
- C. When a County authorized paid holiday occurs during an employee's annual leave, the day will be credited as a paid holiday and not as an annual leave day.
- D. Annual leave and Compensatory time off must be scheduled at least two (2) working days in advance and approved at the discretion of the Officials and/or Department Head, taking into consideration the needs of the county. The Official or Department Head may require all department employees to take leave at the same time, if the department's work schedule requires it. Those employees who

do not have sufficient annual leave or compensatory time accrued, may be required to take leave without pay for this period.

New employees will earn annual leave but will not be credited with it or allowed to use it during the first year.

V. EMPLOYEE MEDICAL INSURANCE

- A. The County has available a major medical group health insurance policy for all full-time employees and their dependents.
- B. Most of the cost of single employee coverage is borne by the County. The County may, at its option, continue coverage or select another plan that best meets the needs of the employees.
- C. The County provides dental insurance in conjunction with the medical insurance plan. Dependent coverage may be obtained by the employee paying the rate set by the Commission for family cost.
- D. Health Insurance coverage begins the first day of the month following thirty (30) days of employment.
- E. Dental coverage begins the first day of month following ninety (90) days of employment.

VI. LIFE INSURANCE

The County provides, without cost to all full-time employees, a term life insurance policy. Coverage amounts are \$20,000.00 for employees plus \$1,000.00 for dependents. Accidental deaths are covered for an additional \$20,000.00 on employees only. Coverage begins the first day of the month following thirty (30) days of employment.

VII. RETIREMENT

Chambers County provides Alabama State Employees Retirement Benefits for all full-time employees. Benefit details are available in the County Commission Office.

Part-time employees may buy retirement credit as determined by the State Retirement System, if they become full-time employees. But, must pay both the employee and employer share.

VIII. SICK LEAVE

- A. All full-time employees earn four (4) hours of sick leave per pay period with a maximum of one thousand forty (1040) hours. Employees may be allowed upon

application for retirement to apply all accrued sick leave hours toward retirement in accordance with State Retirement System regulations.

- B. New Employees hired after January 2013 cannot use sick leave toward retirement.
- C. Sick leave is not a benefit payable upon demand. It is a privilege to be granted exclusively for personal illness or injury of the employee or the employee's immediate family. Immediate family is defined as wife, husband, sons, daughters, father, mother or legal dependent.
- D. In the event of three (3) consecutive days of absence, due to illness a doctor's certificate shall be required to substantiate the allowance of sick leave.
- E. All employees requesting sick leave shall be required to make known to their supervisor when they expect to return to work. This is necessary in order for the County to plan work schedules around known absences. No employee shall be in any way penalized for returning to work earlier than the date of the employee's original request. Sick leave shall be requested before the start of the scheduled workday, except in cases of extreme emergency.
- F. Sick leave may be granted for doctor and dentist appointments and may be granted for maternity or other purposes as approved by Department Heads.
- G. When a County authorized paid holiday occurs during the period an employee is on sick leave, the employee will receive their regular holiday pay and that day will not be charged against their sick leave.
- H. Any unjustified or fraudulent use of sick leave will be punished by loss of pay, charge to annual leave, disciplinary action (to include dismissal when appropriate), and/or the extension of probation.

IX. ON THE JOB INJURY

- A. When injured on the job, an employee shall be entitled to Workmen's Compensation pay as provided by law. In addition, the County agrees to pay the first three (3) working days lost due to an on-the-job injury at the employee's regular rate of pay. The first three (3) days shall not include the day of the injury. The County shall continue employer contributions for insurance during a leave due to an on-the-job injury should the injury continue for an extended period.
- B. All job related injuries shall be reported immediately by an employee to his/her supervisor. The supervisor will report the incident to the Commission Office for filing with the insurance company. Failure to do so may result in loss or delay in receipt of authorized benefits.

- C. Benefits and eligibility in each case will be determined in accordance with criteria specified in the Code of Alabama, 1975, title 25-5.
- D. No employee may receive Workmen's Compensation benefits while receiving any other compensation from the County, except as noted above.

X. FUNERAL LEAVE

Full-time employees are allowed 24 hours off with regular pay due to a death in the immediate family. Immediate family is defined as: husband, wife, sons, daughters, legal dependents, father, mother, brother, sister, father-in-law, mother-in-law, grandparents and grandchildren.

XI. JURY LEAVE

Full-time employees, summoned for jury duty, or as a witness in court, shall be granted leave with pay for such time, upon presentation of documentation to the Department Head.

XII. FULL-TIME EMPLOYMENT

- A. Full-time employees are employees so designated by Department Heads and hired on a full-time basis. All employment positions must have budgeted slots available.
- B. All other employees shall not be eligible for County benefits.

XIII. CHAMBERS COUNTY IS AN EQUAL OPPORTUNITY EMPLOYER

- A. It is the policy of Chambers County to provide equal opportunity in employment to all employees and applicants for employment.
- B. No person shall be discriminated against in employment because of such individual's race, religion, color, sex, age, national origin, marital status, disability, or citizenship status.
- C. This policy applies to all terms, conditions, and privileges of employment, including, but not limited to, hiring, probation, training and development, promotion, transfer, compensation, benefits, educational assistance, lay-offs and recalls, social and recreational programs, termination, and retirement.
- D. The County Manager is the Equal Employment Opportunity Officer (EEO Officer) and shall be responsible for receiving all complaints of discrimination and harassment of any employee or applicant of the County.

XIV. CHAMBERS COUNTY POLICY ON SEXUAL HARRASSMENT

A. POLICY STATEMENT

- 1) Sexual harassment is an infringement of an applicant's or employee's right to work in an environment free from sexual pressure. It is the policy of the County to prohibit sexual harassment of applicants and employees.
- 2) Sexual harassment of any kind will not be tolerated within the County service and will be subject to appropriate disciplinary actions depending on the circumstances, including termination.
- 3) Any employee who believes that the actions or words of a supervisor or fellow employee constitutes unwelcome harassment, has a responsibility to report it, either orally or in writing, within ten (10) days of the alleged incident. All employees have a duty to make reports of inappropriate sexual conduct in the workplace regardless of whether the conduct is directed toward them or some other third party.
- 4) All complaints and reports of sexual harassment should be made to the appropriate supervisor or to the EEO Officer if the applicant or employee feels uncomfortable presenting the complaint to his/her direct supervisor.
- 5) The County will investigate all complaints of sexual harassment. A complaint not timely presented, will hamper the investigation due to the passage of time. Therefore, all complaints of harassment should be reported as soon as possible.
- 6) The supervisor and/or EEO Officer will investigate all complaints and reports promptly, impartially, and confidentially. If an employee is not satisfied with the handling of a complaint of sexual harassment, or the actions taken by the supervisor, then the employee should bring the complaint to the attention of the EEO Officer.
- 7) The EEO Officer shall be notified of all incidents of sexual harassment and direct a report with findings and recommendations to the County Commission and/or appointing authority following the investigation of the reported incident.

B. DEFINITIONS

- 1) Sexual harassment consists of an activity of a sexual nature when that activity has an adverse effect on a person in the workplace. Sexual harassment is defined as a continuing pattern of unwelcome sexual advances when:
 - i. Submission to the conduct involves a condition of the individual's employment, either stated or implied.
 - ii. The individual's submission or refusal is used, or might be used, as the basis of an employment decision which effects the individual; and/or
 - iii. The conduct unreasonable interferes with the individual's job performance or creates a work environment that is intimidating, hostile, or offensive.

- 2) Acts which could be conceived as hostile, include, but are not limited to, the following:
 - i. Verbal, written or graphic communication of a sexual nature;
 - ii. Patting, pinching, or unnecessary contact with another employee's body;
 - iii. Requests or demands for sexual favors

XV. SAFETY

The Chambers County Commission supports a safe working environment for all employees and expects each person employed by the County Commission to do their part toward insuring a safe working place for all employees. As a part of the Commission's dedication to safety, all employees may be subject to drug testing. Drug testing policies will be specific according to Department.

XVI. SEATBELT USEAGE

Chambers County recognizes that seat belts are extremely effective in preventing injuries and fatalities in motor vehicle accidents.

Wearing your seat belt can reduce your risk of dying in a motor vehicle accident by up to 60%. We care about our employees and want to make sure that no one is injured or killed in a tragedy that could have been prevented by the simple use of a seat belt.

Therefore our county policy is that all employees must wear seat belts when operating any vehicle or equipment on county business

All employees and their family members are strongly encouraged to wear seat belts whenever they are driving or riding in any vehicle at any time. Whether on or off the job, we don't want to see you hurt.

Discipline: Employees who violate this policy will be subject to disciplinary action, up to and including termination.

XVII. DRUG POLICIES – (SEE MANUAL)

A Drug test, at the expense of the County, shall be a prerequisite to any offer of employment by any appointing authority. Safety sensitive positions will be tested, using a random selection process. All employees are subject to reasonable cause testing.

XVIII. RETURN TO WORK/MODIFIED DUTY POLICY

An employee who is on leave as a result of a work-related injury or illness may be released to work on modified or light duty subject to conditions specified by his or her physician. Chambers County will make reasonable efforts to provide the

employee with a position meeting the requirements imposed by the physician for the duration of a reasonable recovery period. Such a position is temporary and does not constitute a contract of employment or property interest in the modified or light duty position. An employee working in such a position is still subject to the same policies and procedures applicable to all employees, including the Drug and Alcohol Policy. Any employee who is offered a physician-approved, modified duty job will be required to accept the offer; otherwise, such a refusal will be considered job abandonment.

When the injured employee reaches Maximum Medical Improvement, Chambers County will make reasonable efforts to place the employee in a permanent position with as similar terms and conditions of employment as possible as the employee's original position.

Discipline: Employees who violate this policy will be subject to disciplinary action, up to and including termination.

XIX. DIRECT DEPOSIT

All employees will be paid by direct deposit. An employee must have a bank account to which his or her compensation is credited.



Robert Bentley
Governor

ALABAMA DEPARTMENT OF TRANSPORTATION

Bureau of Innovative Programs
1409 Coliseum Boulevard
Administrative Building, Room 110
Montgomery, Alabama 36110
Telephone: 334-353-6234 / Fax: 334-353-6550
www.dot.state.al.us



John R. Cooper
Transportation Director

July 8, 2014

The Honorable Henry Osborne
Chair, Chambers County Commission

RE: ACNU59560-ATRP (003) & ACNU60924-ATRP (007)
ATRIP 09-05-10 & 09-05-19
Chambers County

Dear Chairman Osborne:

We are attaching a copy of tabulations of the bids that were received by the State of Alabama Department of Transportation for the above project at the letting of June 27, 2014.

Upon examination, the unit prices of the low bidder seem to be in line with bid prices for comparable work, and the total bid prices for comparable work and the total bid for all the items of work seem reasonable. Consequently, this is to advise you that the Alabama Department of Transportation will make the award of the Contract to East Alabama Paving Company, Inc., Opelika, AL, the low bidder, if it is the wish of the County to do so. Please send this office an original letter to that effect (copy attached).

We are sending you an invoice setting out the amount of money that the County will have to send to this office before the award can be made. Make the warrant payable to the Alabama Department of Transportation.

The State of Alabama Department of Transportation Standard Specifications require that award of project be made within thirty (30) calendar days after opening of proposals. Therefore, the County's warrant will have to be furnished to this office not later than 12:00 Noon, Wednesday, July 23, 2014.

Sincerely,

Edward N. Austin, P.E.
Innovative Programs Engineer

ENA:mk

Attachment(s)

cc: DeJarvis Leonard, P.E. (4th Division Engineer)
Clay McBrien, P.E. (Ms. Sylvia Dryer)
Bill Flowers, Chief Financial Officer (Ms. Tamiko Jordan)
Josh Harvill, P.E. (Chambers County Engineer)
File

INVOICE
ALABAMA DEPARTMENT OF TRANSPORTATION

Date: July 8, 2014

Bill To: The Honorable Henry Osborne
 Chair, Chambers County Commission

PLEASE NOTE: Make Remittance Payable to: Alabama Department of Transportation

Address Remittance to: Edward N. Austin, P.E.
 Innovative Programs Engineer
 Alabama Department of Transportation
 1409 Coliseum Blvd.
 Administrative Building, Room 110
 Montgomery, AL 36110-2060

Chambers County FEIN 63-6001437	
Construction Costs plus E & I for: Resurfacing and traffic stripe on CR-211 from the junction of CR-289 East to the junction of CR-212 and on CR-177 from the junction of CR-388 to the junction of CR-299	
ACNU59560-ATRP (003); ATRIP 09-05-10	\$ 127,980.00
Less Federal Funds	\$ 102,384.00
County Funds Due	\$ 25,596.00
ACNU60924-ATRP (007); ATRIP 09-05-19	\$ 710,580.00
Less Federal Funds	\$ 568,464.00
County Funds Due	\$ 142,116.00

COUNTY FUNDS DUE: ----- \$ 167,712.00

See agreement dated: June 27, 2014

Authorized: May 30, 2014

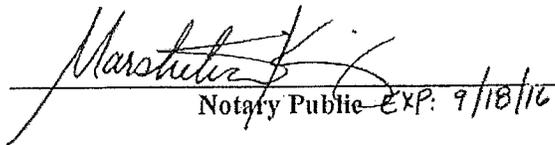
STATE OF ALABAMA, MONTGOMERY COUNTY: Personally appeared the undersigned
 and made oath in due form of law that the within account is correct, due and unpaid.



Claimant's Signature

Sworn and subscribed to before me:

08 July 2014


 Notary Public EXP: 9/18/16

ALABAMA DEPARTMENT OF TRANSPORTATION

DATE : 06/27/14
PAGE : 023 -1

VENDOR RANKING

CALL ORDER : 023
 LETTING DATE : 06/27/14 10:00 AM
 CONTRACT ID : 20140627023
 DISTRICT : 04
 CONTRACT TIME : 45 Working Days
 COUNTRIES : CHAMBERS
 (available days)
 PROJECT(S) : ACNU59560-ATRP (003)
 ACNU60924-ATRP (007)
 CONTRACT DESCRIPTION : RURAL
 for constructing the Resurfacing and Traffic Stripe on
 CR-211 from the junction of CR-289 East to the junction of
 CR-212 and on CR-177 from the junction of CR-388 to the
 junction of CR-299. Length 3.308 mi.

RANK	VENDOR NO./NAME	TOTAL BID	% OVER LOW BID
1	05002 EAST ALABAMA PAVING COMPANY, INC.	\$ 798,632.55	100.0000%
2	03087 CHRIS CLARK GRADING AND PAVING, INC.	\$ 862,761.00	108.0298%
3	18030 ROBINSON PAVING COMPANY, INC.	\$ 866,419.69	108.4879%

CALL ORDER : 023
 LETTING DATE : 06/27/14 10:00 AM

CONTRACT ID : 20140627023
 DIVISION : 04

COUNTIES : CHAMBERS

ALABAMA DEPARTMENT OF TRANSPORTATION
 TABULATION OF BIDS

DATE : 06/27/14
 PAGE : 023 -2

(1) 05002 EAST ALABAMA PAVING CO., IN
 (2) 03087 CHRIS CLARK GRADING AND PAV
 (3) 18030 ROBINSON PAVING COMPANY, INC.

LINE NO / ITEM DESCRIPTION	ITEM CODE / ALT	QUANTITY	UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT
SECTION 0001 Total								
0010 401B108 Bituminous Treatment G (With Polymer Additive)		2941.000 SQYD	2.96000	8705.361	6.00000	17646.001	5.44000	15999.04
0020 405A000 Tack Coat		8587.000 GAL	3.50000	30054.501	4.00000	34348.001	4.00000	34348.00
0030 407B000 Joint Sealant For Hot Mix Asphalt Pavement		10.000 MILE	250.00000	2500.001	250.00000	2500.001	400.00000	4000.00
0040 424A336 Superpave Bituminous Concrete Wearing Surface Layer, 3/8" Maximum Aggregate Size Mix, ESAL Range A/B		2164.000 TON	70.68000	152951.521	75.00000	162300.001	72.58000	157063.12
0050 424B640 Superpave Bituminous Concrete Upper Binder Layer, Patching, 1" Maximum Aggregate Size Mix, ESAL Range A/B		850.000 TON	110.00000	93500.001	125.00000	106250.001	126.30000	107355.00
0060 424B642 Superpave Bituminous Concrete Upper Binder Layer, Leveling, 1/2" Maximum Aggregate Size Mix, ESAL Range A/B		560.000 TON	73.50000	41160.001	85.00000	47600.001	79.19000	44346.40
0070 424B643 Superpave Bituminous Concrete Upper Binder Layer, Leveling, 3/4" Maximum Aggregate Size Mix, ESAL Range A/B		4667.000 TON	61.42000	286647.141	74.00000	345358.001	70.31000	328136.77

CALL ORDER : 023
 LETTING DATE : 06/27/14 10:00 AM

CONTRACT ID : 20140627023
 DIVISION : 04

COUNTIES : CHAMBERS

ALABAMA DEPARTMENT OF TRANSPORTATION
 TABULATION OF BIDS

DATE : 06/27/14
 PAGE : 023 -3

LINE NO / ITEM DESCRIPTION	ITEM CODE / ALT	QUANTITY	UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT
0080 424C351	Superpave Bituminous Concrete Base Layer, Widening, 1 1/2" Maximum Aggregate Size Mix, ES&L Range A/B	661.000 TON	62.53000	41332.33	85.00000	56185.00	77.56000	51267.16
0090 430B043	Aggregate Surfacing (1" Down, Crusher Run)	657.000 TON	25.50000	16753.50	20.00000	13140.00	36.50000	23980.50
0100 600A000	Mobilization	LUMP	30000.00000	30000.00	15000.00000	15000.00	27860.30000	27860.30
0110 698A000	Construction Fuel (Maximum Bid Limited to \$ 40,000.00)	LUMP	40000.00000	40000.00	1000.00000	1000.00	0.00000	0.00
0120 701A231	Solid White, Class 2, Type A Traffic Stripe	8.000 MILE	2460.00000	19680.00	2600.00000	20800.00	2446.50000	19572.00
0130 701A235	Solid Yellow, Class 2, Type A Traffic Stripe	6.000 MILE	2460.00000	14760.00	2600.00000	15600.00	2446.50000	14679.00
0140 701A245	Broken Yellow, Class 2, Type A Traffic Stripe	2.000 MILE	1050.00000	2100.00	1300.00000	2600.00	1712.55000	3425.10
0150 701C000	Broken Temporary Traffic Stripe	4.000 MILE	500.00000	2000.00	600.00000	2400.00	472.50000	1890.00
0160 701C001	Solid Temporary Traffic Stripe	11.000 MILE	600.00000	6600.00	700.00000	7700.00	472.50000	5197.50

CALL ORDER : 023
 LETTING DATE : 06/27/14 10:00 AM

CONTRACT ID : 20140627023
 DIVISION : 04

COUNTIES : CHAMBERS

ALABAMA DEPARTMENT OF TRANSPORTATION
 TABULATION OF BIDS

DATE : 06/27/14
 PAGE : 023 -4

LINE NO / ITEM CODE / ALP	ITEM DESCRIPTION	QUANTITY	UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT
0170 703A002	Traffic Control Markings, Class 2, Type A	284.000 SQFT	3.90000	1107.60	5.00000	1420.00	5.00000	1420.00
0180 703D001	Temporary Traffic Control Markings	716.000 SQFT	2.00000	1432.00	3.00000	2148.00	2.90000	2076.40
0190 705A032	Pavement Markers, Class A-H, Type 1-B	97.000 EACH	4.60000	446.20	6.00000	582.00	2.90000	281.30
0200 705A037	Pavement Markers, Class A-H, Type 2-D	329.000 EACH	4.60000	1513.40	6.00000	1974.00	2.90000	954.10
0210 740B000	Construction Signs	321.000 SQFT	9.00000	2889.00	10.00000	3210.00	8.00000	2568.00
0220 740C000	Pilot Car	1.000 EACH	2500.00000	2500.00	3000.00000	3000.00	20000.00000	20000.00
SECTION TOTALS				\$ 798,632.55	\$ 862,761.00	\$ 866,419.69		
CONTRACT TOTALS				\$ 798,632.55	\$ 862,761.00	\$ 866,419.69		

STATE OF ALABAMA
 CHAMBERS COUNTY
 CHAMBERS COUNTY COMMISSION
 LAFAYETTE, ALABAMA

Surplus/Scrap Bid
 Inquiry No. 1559
 To be received, no later than:
 1:00 p.m. CST.
 Wednesday, July 16, 2014

Gentlemen:

Sealed bids will be received by the Purchasing Agent at the Highway Department in LaFayette, Alabama until 1:00 P.M. Central Standard Time, Wednesday, July 16, 2014 and then opened as soon thereafter as practicable for the following items:

Purchasing Agent

Specifications:

General: The items listed have been declared surplus/scrap by the Chambers County Commission and shall be available for inspection between the hours of 7 AM and 12 PM and 1 PM and 4 PM Central Standard Time, Monday – Thursday at the Chambers County Highway Department. The subject items will not be available for inspection on Thursday, July 3rd. Each group of items or item available for bid shall be identified with the Lot # listed below:

ITEMS FOR BID

<u>LOT 1</u>	Wire Racks Amount Bid \$ _____ Initials _____
<u>LOT 2</u>	Concrete Vibrator Amount Bid \$ _____ Initials _____
<u>LOT 3</u>	Hose Reel and Fan Amount Bid \$ _____ Initials _____
<u>LOT 4</u>	Coats 101 Tire Balancer Amount Bid \$ _____ Initials _____
<u>LOT 5</u>	Sun Engine Analyzer Amount Bid \$ _____ Initials _____
<u>LOT 6</u>	Hunter Tire Changer - Small Tires Amount Bid \$ _____ Initials _____
<u>LOT 7</u>	Safe Amount Bid \$ _____ Initials _____
<u>LOT 8</u>	Miscellaneous Office Furniture Amount Bid \$ _____ Initials _____
<u>LOT 9</u>	Wood Splitter Amount Bid \$ _____ Initials _____

STATE OF ALABAMA
CHAMBERS COUNTY
CHAMBERS COUNTY COMMISSION
LAFAYETTE, ALABAMA

Surplus/Scrap Bid
Inquiry No. 1559
To be received, no later than:
1:00 p.m. CST.
Wednesday, July 16, 2014

- LOT 10 **Car Lift - 2 Post**
Amount Bid \$ _____ Initials _____
- LOT 11 **T-Posts**
Amount Bid \$ _____ Initials _____
- LOT 12 **Jacks and Jack Stands**
Amount Bid \$ _____ Initials _____
- LOT 13 **Air Compressor**
Amount Bid \$ _____ Initials _____
- LOT 14 **Motor Grader Blades**
Amount Bid \$ _____ Initials _____
- LOT 15 **Signs**
Amount Bid \$ _____ Initials _____
- LOT 16 **Corghi Tire Changer - Large Tires**
Amount Bid \$ _____ Initials _____
- LOT 17 **Dodge Mini Van**
Amount Bid \$ _____ Initials _____
- LOT 18 **Large Round Tank**
Amount Bid \$ _____ Initials _____
- LOT 19 **Small Square Tank**
Amount Bid \$ _____ Initials _____
- LOT 20 **22 foot Trailer without Tires**
Amount Bid \$ _____ Initials _____
- LOT 21 **40 foot Flat Trailer**
Amount Bid \$ _____ Initials _____
- LOT 22 **Hog Wire #1**
Amount Bid \$ _____ Initials _____
- LOT 23 **Hog Wire #2**
Amount Bid \$ _____ Initials _____
- LOT 24 **Pipe, Sign Posts, Miscellaneous Metal and Used Guardrail**
Amount Bid \$ _____ Initials _____
- LOT 25 **1085B Case Cruze-Air**
Amount Bid \$ _____ Initials _____

STATE OF ALABAMA
CHAMBERS COUNTY
CHAMBERS COUNTY COMMISSION
LAFAYETTE, ALABAMA

Surplus/Scrap Bid
Inquiry No. 1559
To be received, no later than:
1:00 p.m. CST.
Wednesday, July 16, 2014

By Submitting this Bid, we agree:

Initials

That the Bid Price will be honored for a minimum of 21 Days from Date of Signature.

That the items bid will be picked up/acquired at the bid price listed. Chambers County will not be liable for any transport fees or damages associated with the items bid.

That all items are sold in "AS IS" condition with absolutely NO WARRANTY OR GUARANTEE.

The Chambers County Commission will award the bid, by Lot #, to the highest responsible bidder.

Signature on bid must be in ink. Bids made out in pencil will NOT be accepted. County reserves the right to accept or reject all Bids or any portion thereof.

ALL BIDDERS MUST USE OUR BID FORM AND MUST SHOW ON FACE OF ENVELOPE CONTAINING BID, THE INQUIRY NUMBER AND OPENING DATE. FAILURE TO COMPLY WITH THIS MAY RESULT IN YOUR BID NOT BEING CONSIDERED.

HOURS OF OPERATION ARE AS FOLLOWS

Monday-Thursday

6:00 a.m. – 4:30 p.m.

Please contact us at (334) 864-4377 for alternate address if bid is to be delivered outside of our normal operating hours.

Please remit all Bids and Inquiries to the following address.

The Inquiry Number must be included in the remittance address:

CHAMBERS COUNTY ENGINEER
INQUIRY # (INSERT INQUIRY NUMBER HERE)
P.O. BOX 650
LAFAYETTE, AL 36862

ATTENTION!!! No errors will be corrected after Bids are opened.

I hereby affirm I have not been in any agreement or collusion among bidders or prospective bidders in restraint of freedom of competition, by agreement to bid at a fixed priced or to refrain from bidding or otherwise.

SIGNATURE: _____

THIS BID MUST BE NOTARIZED.

NAME (PRINTED): _____

Sworn to and subscribed before me

STREET ADDRESS: _____

This the _____ day of _____, 20____.

CITY: _____

TELEPHONE: _____

DATE: _____

IMPORTANT: Any attachment hereto is made and becomes a part of this inquiry and must be signed by Bidder.

Surplus/Sc Bid
 Bid Inquiry No. 1559
 2013-2014

STATE OF ALABAMA
 CHAMBERS COUNTY
 CHAMBERS COUNTY COMMISSION
 LAFAYETTE, ALABAMA

LOT	Curtis Adams	Eddie Frank	Frank Allen	James Williams	Jasper Sanders	J&J Construction	Joel Welch	Frank Davis	Larry Andrews	Marvin Hodnett	Randy Morgan	William Meadows
1	NA	NA	\$11.01	\$10.00	\$17.13	NA	\$5.00	\$17.50	\$42.50	\$10.10	\$15.50	NA
2	NA	NA	\$1.05	NA	NA	NA	NA	NA	\$21.00	NA	\$25.00	NA
3	NA	NA	\$5.35	\$5.00	\$6.00	NA	NA	NA	\$68.00	\$10.10	\$30.00	NA
4	NA	NA	\$7.51	NA	\$21.00	NA	NA	NA	\$127.00	\$10.10	\$100.00	\$252.00
5	NA	NA	\$2.72	NA	NA	NA	NA	NA	\$10.00	\$10.10	NA	NA
6	NA	\$200.00	\$7.35	NA	\$31.00	NA	NA	NA	\$427.00	\$10.10	\$100.00	\$256.00
7	NA	NA	NA	NA	\$16.01	NA	NA	NA	\$101.00	\$10.10	\$25.50	NA
8	NA	NA	\$1.05	NA	\$13.01	NA	\$5.00	NA	\$7.50	NA	\$2.00	NA
9	\$352.52	NA	\$0.00	\$254.00	\$251.00	NA	NA	NA	\$257.00	\$20.57	NA	\$526.00
10	NA	NA	\$76.04	NA	\$25.01	NA	NA	NA	\$32.50	\$70.10	\$105.00	NA
11	NA	NA	\$7.05	NA	\$21.01	NA	NA	NA	\$25.00	\$25.57	NA	NA
12	NA	NA	\$62.51	NA	\$31.01	NA	NA	NA	\$65.00	\$10.10	\$10.00	NA
13	NA	NA	\$31.51	NA	\$21.01	NA	NA	NA	\$40.00	\$10.10	\$50.00	NA
14	NA	NA	\$181.05	NA	\$251.16	NA	NA	\$86.00	\$309.00	\$150.77	NA	NA
15	NA	NA	\$301.05	NA	\$992.00	NA	NA	NA	\$1,157.50	\$647.77	NA	NA
16	NA	NA	\$26.05	NA	\$21.01	NA	NA	NA	\$250.00	\$10.00	NA	\$326.00
17	NA	\$400.00	\$272.05	\$150.00	\$201.01	NA	NA	NA	\$100.00	\$217.77	NA	NA
18	NA	NA	\$51.05	NA	\$16.01	NA	NA	NA	\$55.00	NA	NA	NA
19	NA	NA	\$7.26	NA	\$15.01	NA	NA	NA	\$35.00	NA	NA	NA
20	NA	NA	\$207.05	\$100.00	\$201.00	NA	NA	NA	\$100.00	\$110.77	NA	NA
21	NA	NA	\$1,051.05	NA	\$301.00	\$600.00	NA	NA	\$300.00	\$200.77	NA	NA
22	NA	NA	\$2.05	NA	NA	NA	NA	NA	\$67.50	\$25.10	\$60.00	NA
23	NA	NA	\$2.05	NA	NA	NA	NA	NA	\$106.00	\$25.10	\$60.00	NA
24	NA	NA	\$2,003.51	NA	\$501.00	NA	NA	NA	\$3,260.00	NA	NA	NA
25	NA	NA	\$487.51	NA	\$301.01	NA	NA	NA	\$250.00	\$210.77	NA	NA

Highway Department Total \$ 10,150.11
 Sheriff's Department Total \$ 413.01 - LOT 8 & 17
 GRAND TOTAL \$ 10563.12

Awarded By Commission: _____ Date _____

**EXCERPTS FROM THE MINUTES OF A REGULAR MEETING
OF THE COUNTY COMMISSION OF CHAMBERS COUNTY, ALABAMA**

The County Commission of Chambers County, Alabama, met in regular public session at the offices of the County Commission located at 2 LaFayette Street South in LaFayette, Alabama, at 4:00 p.m., on Monday, July 21, 2014, the regular time and place for the holding of such meetings. The meeting was called to order by the Chairman, and the roll was called with the following results:

Present: Henry Osborne, Chairman
David Eastridge, Co-Chairman
Charlie Williams
~~James "Jimbo" Brown~~
Joe L. Blanks
Debbie Wood

Absent: ~~None~~ JAMES "JIMBO" BROWN

The Chairman stated that a quorum was present and that the meeting was open for the transaction of business.

* * *

The Chairman stated that the County Board of Education of Chambers County (the "Board") proposes to issue its \$7,690,000 principal amount of Capital Outlay School Warrants, Series 2014, dated July 1, 2014 (the "Series 2014 Warrants") on July 24, 2014 for the purposes of (1) making certain capital improvements for energy savings to its school system and (2) paying issuance expenses.

The Board proposes to pledge its portion of the receipts of the Original Sales Tax (defined below) and the Extended Sales Tax (defined below) to the payment of the Series 2014 Warrants. The Original Sales Tax and the Extended Sales Tax are herein sometimes collectively referred to as the "Special Tax." Bond Counsel has informed the Board and the County Commission that it is necessary for the County Commission to irrevocably agree with Regions Bank, the paying agent for the Series 2014 Warrants, the Board and the registered owners of the Series 2014 Warrants to ratify the Existing Sales Tax (defined below) and to levy and collect the Extended Special Tax (defined below) through September 30, 2045.

Thereupon, the following ordinance, resolution and order was introduced in writing and its immediate adoption was moved by Commissioner WOOD and the ordinance, resolution and order was read in full and considered by the County Commission:

ORDINANCE, RESOLUTION AND ORDER

WHEREAS, by resolution and order adopted by the Commission on August 6, 1979, the Commission levied and provided for the assessment and collection of a special sales and use tax (the "Original Sales Tax") in Chambers County, Alabama (the "County"), which paralleled the State Sales and Use Tax hereinafter described, for public school purposes in the County under the authority of Section 40-12-4 of the Code of Alabama, 1975, as amended.

WHEREAS, the Commission initially levied the Original Sales Tax in the County for a period of five years, beginning on October 1, 1980, and ending on September 30, 1985, with the provision that the Commission would again levy the Original Sales Tax, and thereby extend the period for which the Original Sales

Tax was to be assessed and collected in the County for an additional period of thirty (30) years, beginning on October 1, 1985 and ending on September 30, 2015, but only if the levy, assessment and collection of the Original Sales Tax for the said additional period of thirty (30) years was approved by a majority of the registered voters in the County after an advisory election held as provided in said Section 40-12-4 of the Code of Alabama, 1975, as amended (the "Enabling Law").

WHEREAS, an advisory election was held in the County under the Enabling Law on November 6, 1984, and at that election a majority of those voting approved the levying, assessment and collection of the Original Sales Tax in the County for the said period of thirty (30) years.

WHEREAS, by an ordinance adopted by the Commission on May 5, 1986, the Commission levied the Original Sales Tax for an additional period ending on September 30, 2015.

WHEREAS, by an ordinance adopted by the Commission on May 14, 1993, the Commission approved the issuance by the County Board of Education of Chambers County (the "Board") of its Special Tax School Warrants, Series 1993, dated May 1, 1993 (the "Series 1993 Warrants") which were issued pursuant to Article 4 of Chapter 13 of Title 16 of the Code of Alabama, 1975. By an ordinance adopted by the Commission on December 18, 1995, the Commission approved the issuance by the Board of its Special Tax School Warrants, Series 1995, dated December 1, 1995 (the "Series 1995 Warrants") which were issued pursuant to Article 4 of Chapter 13 of Title 16 of the Code of Alabama, 1975. By an ordinance adopted by the Commission on August 9, 1999, the Commission approved the issuance by the Board of its Special Tax School Warrants, Series 1999-A, dated July 1, 1999 (the "Series 1999 Warrants") which were issued pursuant to Article 4 of Chapter 13 of Title 16 of the Code of Alabama 1975.

WHEREAS, in anticipation of the expiration of the Original Sales Tax on September 30, 2015, an advisory election was held in the County under the Enabling Law on June 3, 2014 and at that advisory election a majority of those voting (3,462 for; 1,128 against) approved the levying, assessment and collection of the Original Sales Tax for an additional period of thirty (30) years beginning October 1, 2015 and continuing until September 30, 2045. (The Original Sales Tax, as so extended through September 30, 2045, is hereby called the "Extended Sales Tax.")

WHEREAS, the Board desires to issue its \$7,690,000 principal amount of Capital Outlay School Warrants, Series 2014, dated July 1, 2014 (the "Series 2014 Warrants") for the purposes of (1) making certain capital improvements for energy savings to its school system and (2) paying issuance expenses, and to pledge as security for the repayment thereof, its portion of the Original Sales Tax proceeds allocated to the Board which expires September 30, 2015 as well as its portion of the proceeds of the Extended Sales Tax which is to be levied in place of, and as continuation of, the Original Sales Tax beginning October 1, 2015 and ending September 30, 2045.

WHEREAS, the Board conducted a negotiated sale of the Series 2014 Warrants with Joe Jolly & Co., Inc. on July 8, 2014 and is prepared to issue the Series 2014 Warrants on July 24, 2014.

NOW THEREFORE, BE IT ORDAINED, RESOLVED AND ORDERED BY THE CHAMBERS COUNTY COMMISSION AS FOLLOWS:

Section 1. Levy of the Original Sales Tax. The Commission hereby ratifies, confirms, approves, and acknowledges that the Original Sales Tax as described above and incorporated herein by reference is levied in the County pursuant to the Enabling Law, and shall be levied, assessed and collected in the County for a period continuing to September 30, 2015. Each and every previous levy of the Original Sales Tax in the County, by the Commission and through the aforesaid advisory election that was held in the County on

November 6, 1984, is hereby ratified and confirmed in all respects. As provided in the Enabling Law, the Original Sales Tax, as so levied and collected in the County, shall parallel the sales and use tax that is levied and collected by the State of Alabama under the authority of Chapter 23 of Title 40, Code of Alabama, 1975, or any successor sales and use tax (herein called the "State Sales and Use Tax"), except for the rate thereof, which shall in all respects be one-fourth (1/4th) of the current rate of the State Sales and Use Tax. The proceeds from the Original Sales Tax shall be paid to the Board and to any other public school system that may exist in the County on the same basis as funds received within the County from the Foundation Program Fund of the State of Alabama, as provided in the Enabling Law.

Section 2. Levy of the Extended Special Tax. The Commission hereby levies, ratifies, confirms, approves, and acknowledges that the Extended Sales Tax as described above and incorporated herein is levied in the County pursuant to the Enabling Law, and shall be levied, assessed and collected in the County for a period beginning on October 1, 2015 and continuing to September 30, 2045. The levy of the Extended Sales Tax in the County, by the Commission and through the aforesaid advisory election that was held in the County on June 3, 2014, is hereby levied, ratified and confirmed in all respects. As provided in the Enabling Law, the Extended Sales Tax, as so levied and collected in the County, shall parallel the State Sales and Use Tax that is levied and collected by the State of Alabama under the authority of Chapter 23 of Title 40, Code of Alabama, 1975, or any successor sales and use tax, except for the rate thereof, which shall in all respects be one-fourth (1/4th) of the current rate of the State Sales and Use Tax. The proceeds from the Extended Sales Tax shall be paid to the Board and to any other public school system that may exist in the County on the same basis as funds received within the County from the Foundation Program Fund of the State of Alabama, as provided in the Enabling Law.

Section 3. Series 2014 Warrants. (a) The portion of Original Sales Tax and Extended Sales Tax distributable to the Board (the "County Board's Share of the Special Sales Tax") is authorized to be utilized and appropriated by the Board for public school purposes.

(b) It is necessary and desirable that the Board be authorized to provide funds for the purposes of (1) making certain capital improvements for energy savings to its school system and (2) paying issuance expenses. In order to provide funds for the aforesaid purposes, the Board is hereby authorized to issue and sell its Capital Outlay School Warrants, Series 2014, dated July 1, 2014 (the "Series 2014 Warrants") in the aggregate principal amount of \$7,690,000 bearing interest at rates as set forth below, such interest payable on January 1 and July 1 in each year, beginning January 1, 2015 and maturing on July 1 in the following years, said Series 2014 Warrants to be payable solely from the County Board's Share of the Special Sales Tax:

<u>Year of Maturity</u>	<u>Principal Maturing</u>	<u>Interest Rate</u>	<u>Year of Maturity</u>	<u>Principal Maturing</u>	<u>Interest Rate</u>
2015	\$305,000	2.000%	2025	\$380,000	2.750%
2016	310,000	2.000	2026	390,000	2.875
2017	320,000	2.000	2027	400,000	3.000
2018	325,000	2.000	2028	410,000	3.000
2019	330,000	2.000	2029	425,000	3.150
2020	340,000	2.000	2030	435,000	3.250
2021	345,000	2.000	2031	450,000	3.300
2022	350,000	2.250	2032	465,000	3.400
2023	360,000	2.500	2033	480,000	3.500
2024	370,000	2.625	2034	500,000	3.500

(c) Continuing Obligation to Levy Extended Sales Tax. The County agrees to continue to levy and to provide for the assessment and collection of the Extended Sales Tax at rates not less than those provided for herein, and the proceeds of the Extended Sales Tax shall be distributed to the Board as provided for herein and in ALA. CODE § 40-12-4 et seq. (1975), until the later of such time as the (1) Extended Sales Tax expires on the date set forth herein or (2) the Series 2014 Warrants (or any obligations issued to refund the same) have been paid according to their terms.”

Section 4. The provisions of this Ordinance, Resolution and Order and shall constitute a contract with the Board, the registered owners from time to time of the Series 2014 Warrants and any obligations issued to refund the same, and Regions Bank, as paying agent for the Series 2014 Warrants ."

Section 5. This Ordinance, Resolution and Order shall become effective on upon its adoption.

Section 6. Each and every provision of this Ordinance, Resolution and Order is hereby declared to be an independent provision and the holding of any provision hereof to be invalid for any reason shall not affect any other provision hereof.

Section 7. All provisions contained in any ordinance, resolution, resolution and order, or other proceeding of the Commission which conflict or are inconsistent with the provisions hereof are, to the extent of such conflict or inconsistency, hereby repealed and revoked.

Duly adopted this 21st day of July, 2014.

Ordinance, Resolution and Order Approved

Henry Osborne
Chairman

David W. Eastridge
Co-Chairman

Charlie Williams
Commissioner

Debbie Wood
Commissioner

Joe Blanks
Commissioner

Commissioner

COUNTY SEAL

Attest: John P. Dandy
County Administrator

Commissioner Blanks seconded the motion to adopt the foregoing ordinance, resolution and order and upon the question being put and the roll called, the vote was recorded as follows:

- Ayes: Henry Osborne, Chairman
- David Eastridge, Co-Chairman
- Charlie Williams
- James "Jimbo" Brown (ABSENT)
- Joe L. Blanks
- Debbie Wood

Nays: None

The Chairman thereupon declared said ordinance, resolution and order carried and adopted.

