

ELTON N. DEAN, SR.
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ISAIAH SANKEY
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DONALD L. MIMS, CPA, MPA
ADMINISTRATOR
FLORENCE M. CAUTHEN
DEPUTY ADMINISTRATOR
334.832.1210
FAX: 334.832.2533
TDD: 334.265.3568
WWW.MC-ALA.ORG

December 29, 2016

MEMORANDUM

TO: Montgomery County Commission

FROM: Donald L. Mims *DLM*
County Administrator

SUBJECT: Information pertaining to the January 3, 2017
Montgomery County Commission Regular Meeting

We will begin our Information Session on Tuesday, January 3, 2017, at 8:00 a.m. The Formal Session will begin at 9:30 a.m.

County Offices will be closed Monday, January 2, 2017, in Observance of New Years' Day.

The Commission received a letter from ADECA informing us that we were not awarded the housing rehabilitation grant for the Eastwood Villa Community.

Also, enclosed in your packet is a copy of the Unappropriated Balances for the Commissioners' In-House Miscellaneous Appropriations.

1. County Commission Information Session Schedule for January 3, 2017

Waived Rules Items to Consider for January 3, 2017

2. Consider Authorization to Hire Confidential Secretary at Pay Grade A06, Step 7 (\$43,967), Probate Judge's Office
3. Consider District Office Lease Amendment regarding the Office of U.S. Representative Terri Sewell, County Commission
4. Consider Authorization of Bid Award to Diversified Companies, LLC for Off-Site Printing of Notices, Bid Number 51500-17B-006, Revenue Commissioner's Office

Items to Consider for the Tuesday, January 17, 2017 Montgomery County Commission Regular Meeting Agenda

5. Consider Authorization of Alabama Department of Youth Services Grant/Subsidy Agreement for Part I and Part II Funds, Youth Facility
6. Consider Authorization of Amendment Number 1 to Contract with Dunn Construction Co., Inc., for Crushed Stone (Contract Number 53000-16B-006), Engineering Department
7. Consider Authorization of Payment of 2016-2017 Membership Dues in the Amount of \$175 to Leadership Alabama for Commissioner Harris, County Commission

General Information

8. Copy of Letter from Mayor Todd Strange regarding a proposed Professional Services Agreement with Maze Marshall as Montgomery ADA Compliance Coordinator to Perform ADA Services for Montgomery County
9. Copy of Letter from Mayor Todd Strange requesting Funding for Renovations of the Juliette Hampton Morgan Branch Library and Minutes of the March 21, 2016 County Commission Meeting **(The request was for \$460,000 for two years for a total of \$920,000)**
10. Copy of Letter from Senior Vice President of Corporate Development Ellen G. McNair, Montgomery Area Chamber of Commerce regarding the Calling of an Executive Session to Discuss a Commerce or Trade Matter
11. Copy of Memorandum regarding 100 South Perry Street Parking Deck
12. Copy of Memorandum regarding Online Ethics Training for Commissioners
13. Copy of Information regarding the Alabama-Korea Education & Economic Partnership (A-KEEP) Program **(This organization is requesting to make a presentation at the next meeting)** **(On 3/7/16, Commissioner Harris and Commissioner Hall appropriated \$2,500 from each of their accounts and the Commission approved a Budget Change Request in the amount of \$5,000 for a total of \$10,000 for this program)**

If you have any questions, please contact me.

/tn

Attachments

COUNTY COMMISSION
INFORMATION SESSION SCHEDULE
FOR
JANUARY 3, 2017

- 8:00 a.m. Prayer and Administrator's Briefing regarding the Agenda and Scheduled Attendees
- 8:10 a.m. ADA Compliance Coordinator Maze Marshall and Director of General Services Steve Jones with the City of Montgomery – Presentation regarding Proposed Professional Services Agreement to Perform ADA Services for Montgomery County (**General Information Item 8**)
- 8:20 a.m. Director of Public Information & External Affairs Michael Briddell and Director of General Services Steve Jones with the City of Montgomery – Presentation regarding Downtown Library Renovations (**General Information Item 9**)
- 8:30 a.m. Acting Juvenile Court Administrator Beverly Wise and Juvenile Detention Director Brandi K. Alexander with the Youth Facility – Presentation regarding Alabama Department of Youth Services Grant/Subsidy Agreement for Part I and Part II Funds (**Future Agenda Item 5**)
- 8:35 a.m. Probate Judge Steven L. Reed – Presentation regarding Authorization to Hire Confidential Secretary at Pay Grade A06, Step 7 (\$43,967) (**Waived Rules Item 2**)
- 8:40 a.m. Chief Information and Technology Officer Lou Ialacci – Update regarding Information Systems Operations
- 9:45 a.m. County Engineer George Speake – Presentation regarding Amendment Number 1 to Contract with Dunn Construction Co., Inc., for Crushed Stone (Contract Number 53000-16B-006) (**Future Agenda Item 6**)
- 8:50 a.m. General Services Director Lamar Allen – Presentation regarding Building Projects
- 9:00 a.m. Senior Vice President of Corporate Development Ellen G. McNair with the Montgomery Area Chamber of Commerce – Executive Session regarding a Commerce or Trade Matter (**General Information Item 10**)
- 9:30 a.m. Formal Session of County Commission
- Adjourn



STEVEN L. REED
PROBATE JUDGE
MONTGOMERY COUNTY

MEMORANDUM

To: Montgomery County Commission

Cc: Donnie Mims

From: Steven L. Reed, Probate Judge

Date: December 28, 2016

Re: Request to wave rules and approve pay for the appointment of Mrs. Pringle as the Confidential Executive Assistant for The Probate Judge, Steven L. Reed

I have appointed Mrs. Rhonda Pringle to the open position of Confidential Executive Assistant. She come to us with over 20 years of experience and a Master's Degree. Based on Mrs. Pringle's experience, we would like to start her at paygrade A6-Step7 (\$43,967.00 annual). This amount is currently in our budget for this position.

Thank you for your favorable consideration.

December 29, 2016

MEMORANDUM

TO: Montgomery County Commission

FROM: Florence M. Cauthen, Deputy Administrator 

SUBJECT: District Office Lease for U.S. Representative Terri Sewell

Attached is a District Office Lease Amendment and Attachment for Congresswoman Terri A. Sewell for space located in the Montgomery County Courthouse Annex III for the 115th Congress. The term of the lease commences on January 3, 2017, and shall end on January 2, 2019, and the monthly rental is zero.

I request that rules be waived and the Lease Amendment and Attachment be placed on the agenda for approval.

U.S. House of Representatives

Washington, D.C. 20515

District Office Lease Amendment

(Page 1 of 2 – 115th Congress)

1. **Prior Lease Term.** The undersigned Landlord ("Lessor") and Member of the U. S. House of Representatives ("Lessee") agree that they previously entered into a District Office Lease ("Lease") (along with the District Office Lease Attachment), which covered the period from 1/3/2015 to _____ for the lease of office space located at 101 South Lawrence Street, Annex 3 in the city, state and ZIP of Montgomery, AL 36104.
2. **Extended Term.** If applicable, the above referenced Lease is extended through and including January 2, 2019. (This District Office Lease Amendment ("Amendment") may not provide for an extension beyond January 2, 2019, which is the end of the constitutional term of the 115th Congress.)
3. **Rent and Any Other Changes.** The monthly rent for the extended term of the Lease shall now be 0.00. All other provisions of the existing Lease shall remain unchanged and in full effect, except for the following additional terms, which are modified as indicated in the space below [If no additional terms are to be modified, write the word "NONE" below].
NONE.
4. **District Office Lease Attachment for 115th Congress.** This Amendment shall have no force and effect unless and until accompanied by an executed District Office Lease Attachment for the 115th Congress and the District Office Lease Attachment for the 115th Congress attached hereto supersedes and replaces any prior District Office Lease Attachment.
5. **Counterparts.** This Amendment may be executed in any number of counterparts and by facsimile copy, each of which shall be deemed to be an original but all of which together shall be deemed to be one and the same instrument.
6. **Section Headings.** The section headings of this Amendment are for convenience of reference only and shall not be deemed to limit or affect any of the provisions hereof.

[Signature page follows.]

U.S. House of Representatives

Washington, D.C. 20515

District Office Lease Amendment

(Page 2 of 2 – 115th Congress)

IN WITNESS WHEREOF, the parties have duly executed this District Office Lease Amendment as of the later date written below by the Lessor or the Lessee.

Montgomery County Commission, Elton Dean-Chairman

Congresswoman Terri A. Sewell

Print Name of Lessor/Landlord/Company

Print Name of Lessee

By: _____

Lessor Signature

Lessee Signature

Name:

Title:

Date

Date

District Office Lease Attachment

(Page 1 of 5 – 115th Congress)

SECTION A (Lease Amenities)

Section A designates whether the leased space will be the Member/Member-Elect's flagship (primary) office and sets forth the amenities provided by the Lessor to be included in the Lease. Except as noted below, the amenities listed are not required for all district offices.

To be completed by the Member/Member-elect:

- ☐ The leased space will serve as my flagship (primary) District Office.
☒ The leased space will NOT serve as my flagship (primary) District Office.

To be completed by the Lessor:

- ☐ Amenities are separately listed elsewhere in the Lease.
(The below checklist can be left blank if the above box is checked.)

The Lease includes (please check and complete all that apply):
(Items marked with an asterisk and in bold are **required** for all flagship offices of Freshman Members of the 115th Congress.)

- ☐ * **Broadband and/or Cable Access to the Leased Space (e.g. Comcast, Cox, Verizon, etc.).**
(Verify broadband access by entering the address of the leased space at www.broadbandmap.gov)
- ☐ * **Interior Wiring CAT 5e or Better within Leased Space.**
- ☐ Lockable Space for Networking Equipment.
- ☐ Telephone Service Available.
- ☒ Parking. ☒ Assigned Parking Spaces
 ☐ Unassigned Parking Spaces
 ☒ General Off-Street Parking on an As-Available Basis.
- ☒ Utilities. Includes: Electricity
- ☒ Janitorial Services. Frequency: As needed.
- ☐ Trash Removal. Frequency: _____
- ☐ Carpet Cleaning. Frequency: _____
- ☐ Window Washing. ☐ Window Treatments.
- ☐ Tenant Alterations Included In Rental Rate.
- ☐ After Hours Building Access.
- ☐ Office Furnishings. Includes: _____
- ☐ Cable TV Accessible. If checked, Included in Rental Rate: ☐ Yes ☐ No
- ☐ Building Manager. ☐ Onsite ☐ On Call Contact Name: _____
 Phone Number: _____ Email Address: _____

Send completed forms to: Administrative Counsel, 217 Ford House Office Building, Washington, D.C. 20515.
Copies may also be faxed to 202-225-6999.

District Office Lease Attachment

(Page 2 of 5 – 115th Congress)

SECTION B **(Additional Terms and Conditions)**

1. **Incorporated District Office Lease Attachment.** Lessor (Landlord) and Lessee (Member/Member-Elect of the U.S. House of Representatives) agree that this District Office Lease Attachment ("Attachment") is incorporated into and made part of the Lease ("Lease") and, if applicable, District Office Lease Amendment ("Amendment") to which it is attached.
2. **Performance.** Lessor expressly acknowledges that neither the U.S. House of Representatives (the "House") nor its Officers are liable for the performance of the Lease. Lessor further expressly acknowledges that payments made by the Chief Administrative Officer of the House (the "CAO") to Lessor to satisfy Lessee's rent obligations under the Lease – which payments are made solely on behalf of Lessee in support of his/her official and representational duties as a Member of the House – shall create no legal obligation or liability on the part of the CAO or the House whatsoever. Lessee shall be solely responsible for the performance of the Lease and Lessor expressly agrees to look solely to Lessee for such performance.
3. **Modifications.** Any amendment to the Lease must be in writing and signed by the Lessor and Lessee. Lessor and Lessee also understand and acknowledge that the Administrative Counsel for the CAO ("Administrative Counsel") must review and give approval of any amendment to the Lease prior to its execution.
4. **Compliance with House Rules and Regulations.** Lessor and Lessee understand and acknowledge that the Lease shall not be valid, and the CAO will not authorize the disbursement of funds to the Lessor, until the Administrative Counsel has reviewed the Lease to determine that it complies with the Rules of the House and the Regulations of the Committee on House Administration, and approved the Lease by signing the last page of this Attachment.
5. **Payments.** The Lease is a fixed term lease with monthly installments for which payment is due in arrears on or before the end of each calendar month. In the event of a payment dispute, Lessor agrees to contact the Office of Finance of the House at 202-225-7474 to attempt to resolve the dispute before contacting Lessee.
6. **Void Provisions.** Any provision in the Lease purporting to require the payment of a security deposit shall have no force or effect. Furthermore, any provision in the Lease purporting to vary the dollar amount of the rent specified in the Lease by any cost of living clause, operating expense clause, pro rata expense clause, escalation clause, or any other adjustment or measure during the term of the Lease shall have no force or effect.
7. **Certain Charges.** The parties agree that any charge for default, early termination or cancellation of the Lease which results from actions taken by or on behalf of the Lessee shall be the sole responsibility of the Lessee, and shall not be paid by the CAO on behalf of the Lessee.
8. **Death, Resignation or Removal.** In the event Lessee dies, resigns or is removed from office during the term of the Lease, the Clerk of the House may, at his or her sole option, either: (a)

District Office Lease Attachment

(Page 3 of 5 – 115th Congress)

terminate the Lease by giving thirty (30) days' prior written notice to Lessor; or (b) assume the obligation of the Lease and continue to occupy the premises for a period not to exceed sixty (60) days following the certification of the election of the Lessee's successor. In the event the Clerk elects to terminate the Lease, the commencement date of such thirty (30) day termination notice shall be the date such notice is delivered to the Lessor or, if mailed, the date on which such notice is postmarked.

9. **Term.** The term of the Lease may not exceed the constitutional term of the Congress to which the Lessee has been elected. The Lease may be signed by the Member-Elect before taking office. Should the Member-Elect not take office to serve as a Member of the 115th Congress, the Lease will be considered null and void.
10. **Early Termination.** If either Lessor or Lessee terminates the Lease under the terms of the Lease, the terminating party agrees to promptly file a copy of any termination notice with the Office of Finance, U.S. House of Representatives, O'Neill Federal Building, Suite 3220, Attn: Levi Matthews, Washington, D.C. 20515, and with the Administrative Counsel by e-mail at leases@mail.house.gov.
11. **Assignments.** Lessor shall not have the right to assign (by operation of law or otherwise) any of its rights, interests and obligations under the Lease, in whole or in part, without providing thirty (30) days prior written notice to Lessee, and any such purported assignment without such notice shall be void. Lessor shall promptly file a copy of any such assignment notice with the Administrative Counsel by e-mail at leases@mail.house.gov.
12. **Sale or Transfer of Leased Premises.** Lessor shall provide thirty (30) days prior written notice to Lessee in the event (a) of any sale to a third party of any part of the leased premises, or (b) Lessor transfers or otherwise disposes of any of the leased premises, and provide documentation evidencing such sale or transfer in such notice. Lessor shall promptly file a copy of any such sale or transfer notice with the Administrative Counsel by e-mail at leases@mail.house.gov.
13. **Bankruptcy and Foreclosure.** In the event (a) Lessor is placed in bankruptcy proceedings (whether voluntarily or involuntarily), (b) the leased premises is foreclosed upon, or (c) of any similar occurrence, Lessor agrees to promptly notify Lessee in writing. Lessor shall promptly file a copy of any such notice with the Office of Finance, U.S. House of Representatives, O'Neill Federal Building, Suite 3220, Attn: Levi Matthews, Washington, D.C. 20515, and with the Administrative Counsel by e-mail at leases@mail.house.gov.
14. **Estoppel Certificates.** Lessee agrees to sign an estoppel certificate relating to the leased premises (usually used in instances when the Lessor is selling or refinancing the building) upon the request of the Lessor. Such an estoppel certificate shall require the review of the Administrative Counsel, prior to Lessee signing the estoppel certificate. Lessor shall promptly provide a copy of any such estoppel certificate to the Administrative Counsel by e-mail at leases@mail.house.gov.

District Office Lease Attachment

(Page 4 of 5 – 115th Congress)

15. **Maintenance of Common Areas.** Lessor agrees to maintain in good order, at its sole expense, all public and common areas of the building including, but not limited to, all sidewalks, parking areas, lobbies, elevators, escalators, entryways, exits, alleys and other like areas.
16. **Maintenance of Structural Components.** Lessor also agrees to maintain in good order, repair or replace as needed, at its sole expense, all structural and other components of the premises including, but not limited to, roofs, ceilings, walls (interior and exterior), floors, windows, doors, foundations, fixtures, and all mechanical, plumbing, electrical and air conditioning/heating systems or equipment (including window air conditioning units provided by the Lessor) serving the premises.
17. **Lessor Liability for Failure to Maintain.** Lessor shall be liable for any damage, either to persons or property, sustained by Lessee or any of his or her employees or guests, caused by Lessor's failure to fulfill its obligations under Sections 15 and 16.
18. **Initial Alterations.** Lessor shall make any initial alterations to the leased premises, as requested by Lessee and subject to Lessor's consent, which shall not be unreasonably withheld. The cost of such initial alterations shall be included in the annual rental rate.
19. **Federal Tort Claims Act.** Lessor agrees that the Federal Tort Claims Act, 28 U.S.C. §§ 2671-80, satisfies any and all obligations on the part of the Lessee to purchase private liability insurance. Lessee shall not be required to provide any certificates of insurance to Lessor.
20. **Limitation of Liability.** Lessor agrees that neither Lessee nor the House nor any of the House's officers or employees will indemnify or hold harmless Lessor against any liability of Lessor to any third party that may arise during or as a result of the Lease or Lessee's tenancy.
21. **Compliance with Laws.** Lessor shall be solely responsible for complying with all applicable permitting and zoning ordinances or requirements, and with all local and state building codes, safety codes and handicap accessibility codes (including the Americans with Disabilities Act), both in the common areas of the building and the leased space of the Lessee.
22. **Electronic Funds Transfer.** Lessor agrees to accept monthly rent payments by Electronic Funds Transfer and agrees to provide the Office of Finance, U.S. House of Representatives, with all banking information necessary to facilitate such payments.
23. **Refunds.** Lessor shall promptly refund to the CAO, without formal demand, any payment made to the Lessor by the CAO for any period for which rent is not owed because the Lease has ended or been terminated.
24. **Conflict.** Should any provision of this Attachment be inconsistent with any provision of the attached Lease or attached Amendment, the provisions of this Attachment shall control, and those inconsistent provisions of the Lease or the Amendment shall have no force and effect to the extent of such inconsistency.

U.S. House of Representatives

Washington, D.C. 20515

District Office Lease Attachment

(Page 5 of 5 – 115th Congress)

25. **Construction.** Unless the clear meaning requires otherwise, words of feminine, masculine or neuter gender include all other genders and, wherever appropriate, words in the singular include the plural and vice versa.
26. **Fair Market Value.** The Lease or Amendment is entered into at fair market value as the result of a bona fide, arms-length, marketplace transaction. The Lessor and Lessee certify that the parties are not relatives nor have had, or continue to have, a professional or legal relationship (except as a landlord and tenant).
27. **District Certification.** The Lessee certifies that the office space that is the subject of the Lease is located within the district the Lessee was elected to represent unless otherwise authorized by Regulations of the Committee on House Administration.
28. **Counterparts.** This Attachment may be executed in any number of counterparts and by facsimile copy, each of which shall be deemed to be an original but all of which together shall be deemed to be one and the same instrument.
29. **Section Headings.** The section headings of this Attachment are for convenience of reference only and shall not be deemed to limit or affect any of the provisions hereof.

IN WITNESS WHEREOF, the parties have duly executed this District Office Lease Attachment as of the later date written below by the Lessor or the Lessee.

Montgomery County Commission, Elton Dean-Chairman

Print Name of Lessor/Landlord

Congresswoman Terri A. Sewell

Print Name of Lessee

By: _____

Lessor Signature

Name:

Title:

Lessee Signature

Date

Date

From the Member's Office, who is the point of contact for questions?

Name Melinda Williams

Phone (334) 262-1919

E-mail melinda.williams

@mail.house.gov

This District Office Lease Attachment and the attached Lease or Amendment have been reviewed and are approved, pursuant to Regulations of the Committee on House Administration.

Signed _____ Date _____, 20____.
(Administrative Counsel)

Send completed forms to: Administrative Counsel, 217 Ford House Office Building, Washington, D.C. 20515.
Copies may also be faxed to 202-225-6999.

3-8

MEMORANDUM

TO: Donald L. Mims, County Administrator

FROM: Tammy Turner, Buyer II *TT*

DATE: December 28, 2016

RE: Invitation to Bid No. 51500-17B-006
Off-Site Printing of Notices

Request that rules be waived and approve of award on the above referenced Invitation to Bid, to Diversified Companies LLC., in the amount of \$31,935 be placed on the agenda January 3, 2017.

This contract will be from January 3, 2017 and ending January 2, 2018, with the option to renew for two (2) years in one year periods. A price escalation may be allowed, but shall not exceed 5% per year.

Coordination of award made with Janet Buskey, Revenue Commissioner.

Attachment

Purchasing Department Montgomery County Commission

ABSTRACT FOR BIDS:				BID # 1		BID # 2		BID # 3		BID # 4		BID # 5	
INVITATION TO BID NO: 51500-17B-006				Diversified Companies, LLC Attn: John Dawson 3721 Powers Court Chattanooga, TN 37416		SDS Marketing Attn: Seth Snellgrove 2835 Zelds Road Montgomery, AL 36106							
DATE ISSUED: DECEMBER 14, 2016													
DATE OPENED: DECEMBER 28, 2016													
REVENUE COMMISSION													
TERMS OF PAYMENT / DISCOUNT:													
DELIVERY DATE:													
ITEM NO.	DESCRIPTION OF ITEM	Units	QTY	UNIT PRICE	EXTENDED AMOUNT	UNIT PRICE	EXTENDED AMOUNT	UNIT PRICE	EXTENDED AMOUNT	UNIT PRICE	EXTENDED AMOUNT	UNIT PRICE	EXTENDED AMOUNT
1	Delinquent Notices	Lot	1	\$1,620.00	\$1,620.00								
	12,000 Each												
2	Delinquent Personal	Lot	1	\$405.00	\$405.00								
	Property Returns												
	3,000 Each												
3	Probate Notices	Lot	1	\$8,800.00	\$8,800.00								
	Certified Mail Required												
	8,000 Each												
4	Board Notices	Lot	1	\$9,900.00	\$9,900.00								
	90,000 Each												
5	Business Personal	Lot	1	\$810.00	\$810.00	\$5,400.00	\$5,400.00						
	Property Returns												
6	Over 65/Disability	Lot	1	\$10,400.00	\$10,400.00								
	Mfg Home Renewals												
	80,000 Each												
TOTAL BID AMOUNTS					\$31,935.00		\$5,400.00						

Notes:

47 BIDS MAILED

Page 1

Off-Site Printing Notices

4-2

Memo

To: Mr. Donnie Mims
From: Brandi K. Alexander, Juvenile Detention Director *BKA*
Date: December 20, 2016
Re: DYS 2016-2017 Community Grant/Subsidy
Authorization

The attached grant agreement needs to be put on a future County Commission agenda. These are Part I and Part II DYS Community Grant/Subsidy Authorization funds.

Thank you for your consideration in this matter.

STATE OF ALABAMA
DEPARTMENT OF YOUTH SERVICES

ROBERT BENTLEY
GOVERNOR

POST OFFICE Box 66
MT. MEIGS, ALABAMA 36057

STEVEN P. LAFRENIÈRE
EXECUTIVE DIRECTOR

December 15, 2016

Mr. Bruce Howell
Montgomery County Youth Facility
P.O. Box 9219
Montgomery, Alabama 36108

Dear Mr. Howell:

Please find the enclosed FY 2017 grant agreement for the Local Detention Center Subsidy. This agreement incorporates the new distribution formula as required by Legislative Act 16-116. Population numbers are based on the 2010 U. S. Census.

Once signed, please return an original to the address below and if you have any questions please call me at (334) 215-3839.

Department of Youth Services
Attn: LeTonya Bowman
P.O. Box 66
Mount Meigs, AL 36057

Sincerely,



LeTonya Bowman
Chief Accountant

ALABAMA DEPARTMENT OF YOUTH SERVICES
GRANT/SUBSIDY AGREEMENT
Fiscal Year 2016 – 2017

The Alabama Department of Youth Services hereby awards to **Montgomery County Commission** (hereinafter called Recipient) the total amount of **One hundred seventy thousand, two hundred, sixty-four and no/100 dollars (\$170,264.00)** for programs pursuant to DYS community grants/subsidy authorization (Title 44-1-28, Code of Alabama 1975). These funds shall provide at least one detention bed for each of the following counties: **Autauga, Butler, Elmore, Monroe, Montgomery**. These funds are formula driven by Legislative Act 16-116 as summarized in the table below.

#	#	Part I	Part II			2010 U S Census
Beds	COs	\$14,000 per county	\$0.2682012 per person		FY16 TOTAL	Combined County Population
52	5	70,000	100,264		170,264	407,252

The grant/subsidy award contained herein is for a period of twelve months, subject to the availability of funds and adjustment by the Alabama Youth Services' Board as it deems necessary or advisable. Nothing contained herein shall be deemed to be a debt of the State of Alabama in the contravention of the laws and constitution of the State of Alabama.

By signing this contract, the contracting parties affirm, for the duration of the agreement, that they will not violate federal immigration law or knowingly employ, hire for employment, or continue to employ an unauthorized alien within the State of Alabama. Furthermore, a contracting party found to be in violation of this provision shall be deemed in breach of the agreement and shall be responsible for all damages resulting therefrom.

Acceptance of Award

Recipient hereby signifies its acceptance of the grant/subsidy award and the terms and conditions set forth, this the _____ day of _____, 2016.

Accepted by: _____ Title _____

Alabama Department of Youth Services

Steven P. Lafreniere
Executive Director

Legal Counsel
Reviewed for legal form.

MEMORANDUM

TO: Donald L. Mims, County Administrator
FROM: Myrtle Singleton, Purchasing Manager ^{mes}
DATE: December 21, 2016
RE: Contract No. 53000-16B-006
Crushed Stone

I request that the attached Amendment No. 1 to Dunn Construction Co., Inc. contract for crushed stone be considered for approval on a future agenda.

Amendment No. 1 will allow the contract to be extended for one (1) year, beginning January 4, 2017 and ending on January 3, 2018.

Dunn Construction Co., Inc. would like to increase prices by 5% in accordance with the terms of the contract. All other provisions of the contract shall remain the same.

This contract extension has been coordinated with George Speake, County Engineer.

Attachment

**Montgomery County Commission
Purchasing Department
P. O. Box 1667
Montgomery, AL 36102**

Amendment
To
Contract # 53000-16B-006

Amendment No. 1

Contract for crushed stone, is hereby extended for one (1) year beginning January 4, 2017 and ending January 3, 2018.

Prices will increase 5%, in accordance with the contract.

All other provisions of the contract will remain the same.

WITNESS:

DUNN CONSTRUCTION CO., INC.

BY: _____

TITLE: _____

WITNESS:

MONTGOMERY COUNTY COMMISSION

BY: _____

TITLE: _____



LEADERSHIP
ALABAMA

REMINDER

Mr. Daniel Harris Jr.
Vice Chairman, District 1
Montgomery County Commission
3857 Colline Drive
Montgomery, AL 36116

2016-2017 Membership Dues	\$ 175.00
2016-2017 Contribution	\$ -0-
TOTAL	\$ 175.00

Your dues and any contribution you make are tax deductible. You may mail your check payable to Leadership Alabama or you may pay online. Visit www.leadershipal.org and scroll over the Members tab on the top right side of the page. Scroll down to click on Pay Online.

Thank you for supporting Leadership Alabama.

Leadership Alabama
P.O. Box 631
Montgomery, AL 36101
Phone: 334-265-2297
www.leadershipal.org

LEADERSHIP ALABAMA

November 30, 2016

Mr. Daniel Harris Jr.
Vice Chairman, District 1
Montgomery County Commission
3857 Colline Drive
Montgomery, AL 36116

Dear Dan,

Leadership Alabama is off to a great new program year with the Class XXVII opening retreat in early October. Governor Bentley welcomed the group to Montgomery, and the new class of impressive leaders learned a great deal about Alabama economic and political history.

I am sending you this second dues notification to encourage you to maintain your active membership by sending in your dues for the 2016-2017 year. Dues and contributions from our members constitute an important part of our annual budget, and our continued success as an organization depends on vital and engaged members. I hope you will renew your membership with the enclosed invoice and also make a personal contribution if possible.

As an active member, you have access to our online database. To use this in the future, go to www.leadershipal.org and roll over to the **Members** link on the top right of the homepage. Scroll down to **Login** and click. Enter your email and password - leadership. Once you have logged in, please click edit and change your password to something you prefer. After you have saved your new password – click the personal information tab. Here you will be able to update your personal contact information and upload a picture. Please review and make any changes needed and SAVE.

We want to know that your contact information is correct as we will be sending a call for class nominations soon. As a member, you are our best resource as we seek to nominate and recruit outstanding leaders from across the state. I hope to hear from you.

Sincerely,



Barbara Larson



OFFICE OF THE MAYOR
Todd Strange, Mayor

Post Office Box 1111
Montgomery, Alabama
36101-1111

PH 334.625.2000
FX 334.625.2600

City of **Montgomery**, Alabama

December 1, 2016

Commissioner Elton Dean, Chair
Montgomery County Commission
c/o Mr. Donnie Mims
County Administrator
P.O. Box 1667
Montgomery, Alabama 36102

Dear Mr. Mims,

I am respectfully requesting the City and County enter into a \$15,000 professional services agreement with Maze Marshall as Montgomery ADA Compliance Coordinator for a period of six months with the option of renewal. Title II of the Americans with Disabilities Act (ADA) requires state and local governments to make their programs and services accessible to persons with disabilities. Mr. Marshall will evaluate our existing infrastructure and facilities to determine if we are complying with the ADA regulations.

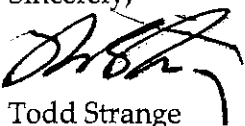
City and local governments must ensure all people with disabilities can participate and benefit from their programs and services including physical access to its facilities and events.

Mr. Marshall is qualified to perform the ADA services required under Title II. He is a graduate of the Southeast ADA Center of Training for ADA compliance. He also participated in programs designed to address Title II issues including EEOC Montgomery Center for Independent Living State Council events and other disability rights and education programs offered in Alabama.

We are seeking a 60/40 share of cost to engage Mr. Marshall. If you have further questions, do not hesitate to contact Steve Jones, Director of Montgomery General Services division at (334) 625-2004.

Thank you in advance for your cooperation.

Sincerely,


Todd Strange

Mayor



8-1

OFFICE OF THE MAYOR
Todd Strange, Mayor

Post Office Box 1111
Montgomery, Alabama
36101-1111

PH 334.625.2000
FX 334.625.2600



City of **Montgomery, Alabama**

February 16, 2016

Montgomery County Commission
100 South Lawrence Street
Montgomery, AL 36104

Commissioners,

The Juliette Hampton Morgan Branch of the Montgomery City-County Public Library System last received major renovation work in 1989. Throughout the years there have been periodic touch-ups and enhancements, but a major restoration project has been long overdue. Once plans for the re-location of library services to Questplex were halted, the need to address conditions at the Morgan Branch became imperative.

The Library System's first task was replacing the worn carpet at Morgan. This was swiftly followed by repainting the building's interior. Volunteers from Maxwell and the Library's dedicated staff did yeoman's service to assist with the work. Both projects have had an immediate and profound impact on patrons and the staff. Now, the building's roof is being replaced and bathrooms are being remodeled.

During the remainder of this fiscal year and most of FY 2017, the Morgan Branch will undergo a thorough renovation that will allow it to become the "Library of the Future" and an asset to our community as it serves to meet the educational, cultural and social needs of our citizens.

Library Director Jaunita Owes has composed a comprehensive, but conservative budget of \$2.4-million for the total project. The plan will address the Library's technological, HVAC, furniture/fixtures and many other needs. We believe there are donations from the Questplex campaign totaling \$100,000 that may be available for the Morgan Branch. We propose the City and County split the remaining \$2.3-million, utilizing the 40/60 split traditionally applied to jointly funded projects. This would entail the City spending \$1.38-million during the 2016 and 2017 fiscal years (at \$690,000 per year) and the County spending \$920,000 over the same time span (at \$460,000 per year).

Perhaps it was former Library Board president Gary Burton who first referred to our library as the "People's University." The term speaks to the importance of this precious community resource. We are hopeful that you deem this project worthy of your support.

Sincerely,

Todd Strange
Mayor

9-1

MINUTES OF REGULAR MEETING

MONTGOMERY COUNTY COMMISSION

MARCH 21, 2016

INFORMATION SESSION

Chairman Dean called the meeting to order at 8:09 a.m. The meeting was held at the Montgomery County Administration Building and Courthouse Annex III. The meeting was opened with prayer led by Commissioner Williams. All five Commissioners were present.

COMMENTS FROM SCHEDULED ATTENDEES, STAFF AND COMMISSIONERS

In the absence of Administrator Mims, Deputy Administrator Florence Cauthen briefed the Commission on scheduled attendees and items on the agenda.

PRESENTATION BY DIRECTOR OF GENERAL SERVICES STEVE JONES WITH THE CITY OF MONTGOMERY AND MONTGOMERY CITY COUNTY LIBRARY DIRECTOR JUANITA OWES

* City of Montgomery Director of General Services Steve Jones and Montgomery City County Library Director Juanita Owes briefed the Commission regarding the City's request for the County to assist in funding renovations of the Juliette Hampton Morgan Branch of the Montgomery City-County Public Library in the amount of \$920,000. Mr. Jones noted that the first phase of the renovations would include a new roof, and elevator and HVAC system repairs. The second phase would include furniture and technology upgrades. Ms. Owes briefed the Commission on a handout she presented which noted projected expenses for phase two. She said that the technology upgrade is very important for their library population, as most of their patrons are at or below poverty level. They use the library to look for jobs and fill out online job applications. Mr. Jones stated that they are requesting that the County pay just over \$400,000 a year, for the next two years to assist in paying for the renovations.

Vice Chairman Harris said that they need a contractor to provide the true numbers on the project. He said that while he is supportive of having a quality library, we need to work out something with the City regarding the funding. Mr. Jones stated that the City's building maintenance staff calculated the costs based on quotes from subcontractors.

Commissioner Walker requested an updated foot traffic report, and Ms. Owes stated that she would get the information requested.

Chairman Dean said that the Commission's biggest concern is that they received a letter from Mayor Strange regarding the renovations and noted that if the Commission is going to participate, they want to participate around the table, not at the tail end.

The Commission said they would take the request under consideration.

PRESENTATION BY MONTGOMERY PUBLIC SCHOOLS DISTRICT DIRECTOR OF ATHLETICS BRANDON DEAN

Prior to the presentation, Chairman Dean stated that Brandon Dean is his son and for transparency purposes, he wanted everyone to know that neither he nor his son would benefit financially from this proposal.

Montgomery Public Schools District Director of Athletics Brandon Dean requested that the County assist in supplementing Montgomery County high school coaches' salaries in order to be competitive with other high schools throughout the state, in order to keep and attract new coaches to Montgomery County schools. He noted that the requested \$100,000 would be split 60/40 with the City and would be used to supplement the coaches of all five sports from all eight area high schools.

Commissioner Walker stated that it is time to look at the one cent sales tax again and earmark some of these things. Mr. Harris added that he would like to see funding for elementary school arts programs.

The Commission took no action.

PRESENTATION BY ENVISION 2020 EXECUTIVE DIRECTOR LYNN BESHEAR AND CONSULTANT LINNEA CONELY AND SENIOR FELLOW JEFF BLANCETT WITH SUMMASOURCE AT AUBURN MONTGOMERY

Envision 2020 Executive Director Lynn Beshear told the Commission that in the last 30 days they have had three press conferences to announce mental health care reform. She said that Montgomery is being recognized across the United States as a city and county that is making sweeping changes for positive mental health care programs. She stated that a new White House Initiative which addresses the incarceration of the mentally ill and asked that Chairman Dean and Sheriff Cunningham sign the support letter found in the briefing memo. They agreed. She then introduced Consultant Linnea Conely and Senior Fellow Jeff Blancett with SummaSource at Auburn Montgomery, noting that they are the backbone of the Health Minds Network. Ms. Beshear also invited the Commission to attend the Mental Health Conference which will be held on March 30th at the Renaissance Hotel and Conference Center.

PRESENTATION BY MR. KEN WARD WITH MONTGOMERY CLEAN CITY COMMISSION

Mr. Ken Ward with the Montgomery Clean City Commission requested \$2,700 for the Adopt-a-Mile program, noting that the money would allow businesses, schools, organizations and nonprofits to participate in the program and provide free signage for nonprofits, government agencies, military groups, schools and scout troops. After discussion, the Commission agreed to place this item on the next agenda.

MONTGOMERY
AREA CHAMBER OF COMMERCE

December 29, 2016

Members of the Montgomery County Commission
101 S. Lawrence Street
Montgomery, AL 36104

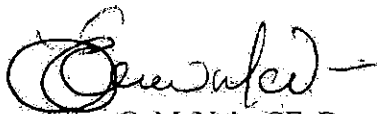
Re: Opinion on Applicability of Executive Session

Dear Montgomery County Commission Members:

We are requesting for Chamber representatives to appear before the Montgomery County Commission on Tuesday January 3, 2017 in executive session. Please be advised that we have reviewed the commerce or trade matter which the Montgomery County Commission proposes to discuss in executive session. It is our opinion that an executive session is authorized for this discussion under Section 7(a)(7) of Act No. 2005-40, and an open meeting will have a detrimental effect upon the competitive position of the Montgomery County Commission.

Pursuant to Section 7(a)(7) of Act No. 2005-40, a copy of this letter should be attached to the minutes of the County Commission meeting wherein the body considers a motion to convene an executive session to discuss this matter.

Sincerely,



Ellen G. McNair, CEcD
Senior Vice President
Corporate Development



BUILDING BUSINESS. BUILDING MONTGOMERY AND THE REGION.

ELTON N. DEAN, SR.
CHAIRMAN
RONDA M. WALKER
VICE CHAIRMAN

DANIEL HARRIS, JR.
ISAIAH SANKEY
DOUG SINGLETON



DONALD L. MIMS, CPA, MPA
ADMINISTRATOR
FLORENCE M. CAUTHEN
DEPUTY ADMINISTRATOR
334.832.1210
FAX: 334.832.2533
TDD: 334.265.3568
WWW.MC-ALA.ORG

December 28, 2016

MEMORANDUM

TO: Montgomery County Commission

FROM: Donald L. Mims **DLM**
County Administrator

SUBJECT: 100 South Perry Street Parking Deck

This week, City officials expressed an interest in renting parking spaces in the 100 South Perry Street parking deck.

Director of Business & Commercial Development Mac McLeod is researching the issue to determine how many spaces they are considering.

We will keep the Commission informed regarding this matter.

DLM/tn

11-1

ELTON N. DEAN, SR.
CHAIRMAN
RONDA M. WALKER
VICE CHAIRMAN

DANIEL HARRIS, JR.
ISAIAH SANKEY
DOUG SINGLETON



DONALD L. MIMS, CPA, MPA
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WWW.MC-ALA.ORG

December 28, 2016

MEMORANDUM

TO: Montgomery County Commission

FROM: Donald L. Mims **DLM**
County Administrator

SUBJECT: Online Ethics Training for Commissioners

Attached is Alabama Code §36-25-4.2 **State Ethics Commission – State Ethics Law training programs**. Paragraph (a)(4) states "...county commissioners shall obtain training within 120 days of being sworn into office. Training shall be available online and may be conducted either online or in person. Evidence of completion of the training shall be provided to the commission via an electronic reporting system provided on the official website." You can access this 55 minute video training through the Ethics Commission website at www.ethics.alabama.gov. Also, attached are three website pages, which show how to access the ethics training video.

Newly-elected Commissioners Sankey and Singleton are scheduled to attend an ethics course conducted by Auburn University and will not have to view the online training course.

If I can be of any assistance, please contact me.

DLM/tn

Attachments

dence that some candidates complained about difficulty in obtaining statement-of-economic-interests forms, where there was no evidence showing that the Commission has enacted a new policy under which it would no longer prescribe and make available forms, prescribe guidelines, and educate prospective candidates as to the requirements of the Alabama Ethics Law. *Ritter v. Bennett*, 23 F.Supp.2d 1334 (M.D.Ala.1998). Election Law ☞ 622

Attorney general's investigation of law firm and attorney, who was former director of Ethics Committee, and convening of grand jury

were illegal as fruit of poisonous tree, even though statute provided that attorney general could enforce statutes governing attorney ethics, where Ethics Commission illegally referred investigation to attorney general, and attorney general did not claim any independent knowledge of wrongdoing by attorney. *Ex parte E.J.M.*, 829 So.2d 105 (Ala.2001), rehearing denied. Officers And Public Employees ☞ 110

Cited in *Underwood v. State*, 439 So.2d 125 (Ala.1983); *Hunt v. Anderson*, 794 F.Supp. 1557 (M.D.Ala.1992).

§ 36-25-4.1. State Ethics Commission — Public access to complaint, investigation, and disposition.

Notwithstanding any other law, regulation, or rule, no complaints shall be made available to the public or available on the Internet until the disposition of the matter. In no event may a complaint be made public or available on the Internet if the complaint is dismissed or found not to have probable cause. In the matters where the complaint is dismissed or found not to have probable cause, only the disposition of the matter may be made available to the public or available on the Internet. Nothing in this section shall be deemed a direct grant of authority for the commission to publicize or make available on the Internet any complaint or investigation if not permitted by any other law, regulation, or rule. (Act 2010-763, 1st Sp. Sess., p. 17, § 2.)

HISTORY

Effective date:

The act which added this section is effective January 1, 2011.

Corpus Juris Secundum:

C.J.S. Officers and Public Employees §§ 334 to 339, 341 to 349.

LIBRARY REFERENCES

American Digest System:

Officers and Public Employees ☞110.

§ 36-25-4.2. State Ethics Commission — State Ethics Law training programs.

(a) At the beginning of each legislative quadrennium, the State Ethics Commission shall provide for and administer training programs on the State Ethics Law for members of the Legislature, state constitutional officers, cabinet officers, executive staff, municipal mayors, council members and commissioners, county commissioners, and lobbyists.

(1) The training program for legislators shall be held at least once at the beginning of each quadrennium for members of the Legislature. An additional training program shall be held if any changes are made to this chapter, and shall be held within three months of the effective date of the changes. The time and place of the training programs shall be determined by the Executive Director of the State Ethics Commission and the Legislative Council. Each legislator must attend the training programs. The State Ethics Commission shall also provide a mandatory program for any

legislator elected in a special election within three months of the date that the legislator assumes office.

(2) The training program for the state constitutional officers, cabinet members, and executive staff, as determined by the Governor, shall be held within the first 30 days after the Governor has been sworn into office. An additional training program shall be held if any changes are made to this chapter, and shall be held within three months of the effective date of the changes. The specific date of the training program shall be established by the Executive Director of the State Ethics Commission with the advice of the Governor and other constitutional officers.

(3) The training program for lobbyists shall be held four times annually as designated by the Executive Director of the State Ethics Commission, the first of which shall be held within the first 30 days of the year. Each lobbyist must attend a training program within 90 days of registering as a lobbyist. A lobbyist who fails to attend a training program shall not be allowed to lobby the Legislature, Executive Branch, Judicial Branch, public officials, or public employees. After attending one training program, a lobbyist shall not be required to attend an additional training program unless any changes are made to this chapter. Such additional mandatory training program shall be held within three months of the effective date of the changes.

(4) All municipal mayors, council members and commissioners, county commissioners, and members of any local board of education in office as of January 1, 2011, shall obtain training within 120 days of that date. Thereafter, all municipal mayors, council members and commissioners, and county commissioners shall obtain training within 120 days of being sworn into office. Training shall be available online and may be conducted either online or in person. Evidence of completion of the training shall be provided to the commission via an electronic reporting system provided on the official website. The scheduling of training opportunities for municipal mayors, council members and commissioners, and county commissioners shall be established by the Executive Director of the State Ethics Commission with the advice and assistance of the Alabama League of Municipalities and the Association of County Commissions of Alabama. Any provision of this section to the contrary notwithstanding, the training for county commissioners required by this subdivision shall be satisfied by the successful completion of the 10-hour course on ethical requirements of public officials provided by the Alabama Local Government Training Institute established pursuant to Article 2 of Chapter 3 of Title 11. The Alabama Local Government Training Institute shall quarterly provide written notice to the State Ethics Commission the names of those county commissioners completing the institute's program.

(b) The curriculum of each session and faculty for the training program shall be determined by the Executive Director of the State Ethics Commission. The curriculum shall include, but not be limited to, a review of the current law, a discussion of actual cases and advisory opinions on which the

State Ethics Commission has ruled, and a question and answer period for attendees. The faculty for the training program may include the staff of the State Ethics Commission, members of the faculties of the various law schools in the state, and other persons deemed appropriate by the Executive Director of the State Ethics Commission and shall include experts in the field of ethics law, persons affected by the ethics law, and members of the press and media.

(c) Except as provided herein, attendance at any session of the training program shall be mandatory, except in the event the person is suffering a catastrophic illness.

(d) This section shall not preclude the penalizing, prosecution, or conviction of any member of the Legislature, any public official, or public employee prior to such person attending a mandatory training program.

(e) All public employees required to file the Statement of Economic Interests required by Section 36-25-14, no later than May 1, 2011, shall participate in an online educational review of the Alabama Ethics Law provided on the official website of the commission. Employees hired after January 1, 2011, shall have 90 days to comply with this subsection. Evidence of completion of the educational review shall be provided to the commission via an electronic reporting system provided on the official website. (Act 2010-762, 1st Sp. Sess., p. 14, § 2.)

HISTORY

Effective date:

The act which added this section is effective January 1, 2011.

Corpus Juris Secundum:

C.J.S. Officers and Public Employees §§ 334 to 339, 341 to 349.

LIBRARY REFERENCES

American Digest System:

Officers and Public Employees ¶110.

§ 36-25-4.3. Ethics Commission — Electronic database filing and access.

(a) The commission, by April 1, 2012, shall implement and maintain each of the following:

(1) A system for electronic filing of all statements, reports, registrations, and notices required by this chapter.

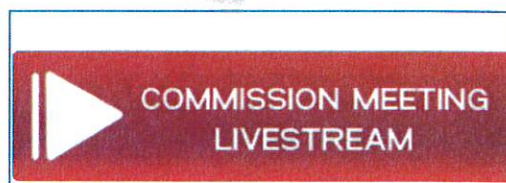
(2) An electronic database accessible to the public through an Internet website which provides at least the following capabilities:

a. Search and retrieval of all statements, reports, and other filings required by this chapter, excluding complaints made confidential by Section 36-25-4(b), by the name of the public official or public employee to which they pertain.

b. Generation of an aggregate list of all things of value provided to each public official or public employee and family member of a public official or public employee as reported pursuant to Section 36-25-19, searchable and retrievable by the name of the public official or public employee.



- ****NEW****The Public Comment Period for Advisory Opinions 2016-23 and 24 has been Extended to the December 7, 2016 meeting.
- ****NEW****Final 2016 Lobbyist Training Date: September 28, 2016
- *Event Precertification Memorandum
- Administrative Code
- Alabama Ethics Law with 2015 Legislation (Draft Codification)
- 2016 Lobbyist Information
- 2016 Lobbyist Registration available January 1st
- Guidelines for Public Officials and Employees
- **Ethics Training Video**
- View the Registered Lobbyists Listing
- Search all the Opinions of the Ethics Commission since the change of law in 1995



****NEW**** Watch the Alabama Ethics Commission Meeting Live

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Training for Public Officials and Public Employees

Required Training for Public Officials and Public Employees

- [Click here to go to the online training video.](#)
- Click [here](#) for information on required ethics training for public officials and public employees.
- Click [here](#) for information on the new ethics laws.

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Alabama Ethics Training Video

Welcome to the online Alabama Ethics Training Video. This video is approximately **55 minutes**.

In order to receive credit for watching the video:

- You must watch the entire video.
- You must complete the form that appears after the video.
- Your web browser must have cookies enabled.
- You may return to this page any time within the next 24 hours of completing the video to retrieve your certificate.

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About A-keep

The Alabama-Korea Education & Economic Partnership (A-KEEP) is a 501(c)(3) non-profit global leadership educator, providing multicultural diversity education and leadership training, and bridging the differences between individuals, institutions, and corporations of Alabama and Korea for local economic prosperity.

A-KEEP is endorsed and encouraged by the Alabama State Legislature via **ALABAMA ACT 2016-217**.

Contact Information

Websites: www.KoreanExperience.org
www.akeep.org
Email: join@akeep.org
Phone: (English) 334.625.8515
(Korean) 334.322.1661

A-KEEP enables students, professionals, organizations, and corporations to take full advantage of growing economic ties between Alabama and Korea locally and internationally. These are accomplished through our diverse array of programs designed to benefit Alabamian and Korean education and economy.



A-KEEP

ALABAMA-KOREA
EDUCATION AND
ECONOMIC PARTNERSHIP

Programs

Korean Education

Interpretive Service, Korean as a Second Language

A-KEEP's experienced staff are certified in interpretation services; they provide confidential unbiased simultaneous on- and off-site interpretation/ translations. Our consultation services offer professional strategies and facilitation services for Alabama-Korean individuals and organizations.

We work diligently to establish Korean as a Second Language in Alabama's public and private education systems including K-12 and higher education.

Diversity Education

Workforce Training, Multicultural Education, and Annual Cultural Events

A-KEEP's ongoing mission of providing multicultural education is achieved through annual cultural events, our workforce education program, "Working in Multicultural Environments: Korea," Southern Hospitality course, Korean cultural education, and Diverse Community Conference which aid Korean parents and Alabamian local professionals to better-understand the culture and community they live and work.

A-KEEP thrives to improve quality of life.

Leadership Programs

Global Leadership program, B.U.D. Club, and Service Learning program

A-KEEP offers a number of leadership programs for 6 - 12, college students, and recent graduates that provide a deeper understanding of American and Korean, business and working cultures through immersion experiences and work study programs.