

**CULLMAN CITY COUNCIL MEETING
MONDAY, NOVEMBER 17, 2025, AT 7:00 PM
IN THE LUCILLE N. GALIN AUDITORIUM**

Council President Kim Hall called the Cullman City Council Meeting to order at 7:00 p.m. on Monday, November 17, 2025. Police Chaplain Monte Bridgewater presented the invocation and led the Pledge of Allegiance.

A roll call by City Clerk Wesley Moore reflected the following: Present - Mayor Woody Jacobs, Council President Pro Tem David Moss, Council President Kim Hall, Council Member Jason Willoughby, Council Member Paul Schaffer, and Council Member Chuck Shikle. City Attorney Brandy Lee, and City Clerk Wesley Moore were also present.

Council President Kim Hall asked the Council to consider the minutes from October 30, 2025, and November 3, 2025. Council President Pro Tem Moss made a motion to approve the minutes from October 30, 2025, and November 3, 2025 as written. Council Member Schaffer seconded the motion, and the motion was approved by a voice vote. Ayes: All. Nays: None.

PUBLIC COMMENTS: PETITIONS, REQUESTS, AND COMMUNICATIONS

Dr. Paul Bussman, 1625 Main Ave SW, complained the city has been using a lot behind his dental office to keep tree piles, dirt and gravel. He asked the materials be removed, noting that the storage of those materials is in violation of the city's own ordinance, and is also a breeding ground for rodents.

Council Member Willoughby made a motion to a special event request from Kela LePre of Traditions Bank for a New Years Celebration on December 31st, 2025, from 5:00 p.m. until 12:30 a.m. located at 109 Second Avenue NW. Council Member Schaffer seconded the motion, and the motion was approved by a voice vote. Ayes: All. Nays: None.

REPORTS OF STANDING COMMITTEES

1. Council Member Place 1 - Council Member Chuck Shikle reported on departmental operations.
2. Council Member Place 2 - Council Member Davis Moss reported on departmental operations.
3. Council Member Place 3 - Council Member Willoughby reported on departmental operations.
4. Council Member Place 4 - Council Member Paul Schaffer reported on departmental operations.
5. Council Member Place 5 - Council Member Kim Hall reported on departmental operations.
6. Mayor – Woody Jacobs reported on the city's operations.

UNFINISHED BUSINESS - None.

NEW BUSINESS

Council President Pro Tem Cook made a motion to strike the words *or more* in the second to last paragraph in Resolution No. 2026-36. Council Member Shikle seconded the motion, and the motion was approved by a voice vote. Ayes: All. Nays: None.

Council Member Willoughby made a motion to approve the following resolution:

RESOLUTION NO. 2026 – 36

TO DECLARE A MORATORIUM ON R-4 RESIDENTIAL DEVELOPMENT IN CITY OF CULLMAN, ALABAMA

WHEREAS, the Cullman City Council (the "Council") recognizes the need for attentive planning and development to ensure that the aesthetic, environmental, and economic interests of the City of Cullman are protected;

WHEREAS, the City of Cullman and the Planning Commission of the City of Cullman have adopted certain regulations, ordinances, codes, policies, and procedures which regulate the subdivision of land and the development and approval of various types of residential projects and developments;

WHEREAS, there has been rapid, sustained, and substantial growth in residential housing units in and around the City of Cullman;

WHEREAS, the Council recognizes, and hereby finds, that the rapid, sustained, and substantial growth in residential housing units and construction has increased, and will continue to increase, the burdens on the City of Cullman to provide municipal services, first responder services, infrastructure, transportation, parks and recreation, and other governmental services beyond what was anticipated by the City of Cullman;

WHEREAS, the Council hereby finds that the quality of life for the community, and the health, safety, and general welfare of the community, will suffer if changes are not made to the City of Cullman's regulations, codes, ordinances, policies and procedures pertaining to certain types of residential developments;

WHEREAS, the Council hereby finds, that to preserve the health, safety and general welfare of the community, that certain changes to certain regulations, codes, ordinances, policies and procedures pertaining to residential development must be made to allow for more orderly development of future residential development projects;

WHEREAS, the Council hereby finds that amendments to the City of Cullman's Subdivision Regulations, Comprehensive Plan, Future Land Use Map, Zoning Ordinance, and other residential development-regulating codes, ordinances, regulations, policies and procedures must be considered and made to better address the residential growth in and around the City of Cullman;

WHEREAS, the Council hereby finds and determines that a temporary suspension on consideration and approval of certain types of residential development applications will allow the City's staff, the Council, the Planning Commission, and the City's outside consultants to evaluate, recommend, and approve the changes that are needed to address the identified challenges;

WHEREAS, the Council has determined that a temporary suspension on consideration of certain types of residential development applications is necessary and appropriate to prevent conditions that may threaten the community's health, safety, and general welfare;

WHEREAS, the Council has determined that a temporary suspension on consideration of certain types of residential development applications is in the public interest and will better promote the orderly development of the City of Cullman.

WHEREAS, a reasonable time for the Council to complete a review of the present R-4 Residential Development and to implement any required changes in the current legislation regarding R-4 Residential Development is deemed to be up to one year from the passage of this Resolution;

THEREFORE, BE IT RESOLVED by the Cullman City Council that effective immediately there is hereby enacted a moratorium on all R-4 Residential Development in the City of Cullman, Alabama, which will be for a period of time up to one year ~~or more~~ from the approval and passage of this Resolution.

BE IT FURTHER RESOLVED that any Residential Developments that have been approved by the City of Cullman as R-4 Residential District prior to passage of this Resolution would hereby be grandfathered ("grandfathered" meaning exempt from this moratorium).

ADOPTED BY THE CITY COUNCIL this the 17th day of November, 2025.

/s/Kim Hall, City Council President

ATTEST:

/s/Wesley Moore, City Clerk

APPROVED BY THE MAYOR this the 17th day of November, 2025.

/s/ Woody Jacobs, Mayor

Council Member Schaffer seconded the motion, and the motion was approved by a voice vote. Ayes: All. Nays: None.

Council Member Schaffer made a motion to approve the following resolution:

RESOLUTION NO. 2026 – 37

TO ENTER INTO CONTRACT WITH TERRACON CONSULTANTS FOR PROFESSIONAL SERVICES

WHEREAS, the Cullman City Council has determined that it would serve a public purpose to enter into contract with Terracon Consultants, Inc. for the professional services for inspections and testing at the Wildwater Lazy River in the amount not to exceed \$40,000.00; and

NOW THEREFORE BE IT RESOLVED by the Cullman City Council in the State of Alabama that the Mayor is hereby authorized to enter into a contract with Terracon Consultants, Inc. for the professional services for inspections and testing at the Wildwater Lazy River in the amount not to exceed \$40,000.00.

ADOPTED BY THE CITY COUNCIL this the 17th day of November, 2025.

/s/Kim Hall, City Council President

ATTEST:

/s/Wesley Moore, City Clerk

APPROVED BY THE MAYOR this the 17th day of November, 2025.

/s/ Woody Jacobs, Mayor

Council Member Moss seconded the motion, and the motion was approved by a voice vote. Ayes: All. Nays: None.

Council President Pro Tem Moss made a motion to approve the following resolution:

RESOLUTION NO. 2026 – 38

**TO REJECT CHANGE ORDER NO. 2 AND
APPROVE CHANGE ORDER NO. 3 FOR BULLS CONSTRUCTION GROUP**

WHEREAS, the Cullman City Council awarded the bid for a downtown streetscape improvements along 4th Avenue SW from US Highway 278 to 4th Street SW and extending west along 4th Street SW to the intersection of 5th Avenue SW (Grant No. TAPAA-TA24(902)) to Bulls Construction Group in the amount of \$1,086,846;

WHEREAS, the City of Cullman approved Change Order No. 1 to increase the project cost by \$77,205 for a revised lighting plan; and

WHEREAS, the City of Cullman wishes to reject Change Order No. 2 for \$38,000 to replace asphalt with concrete; and

WHEREAS, the City of Cullman wishes to approve Change Order No. 3 for \$9,000 to add seven junction boxes and two inlet units.

THEREFORE, BE IT RESOLVED by the Cullman City Council that the Mayor is authorized to execute Change Order No. 3 which will increase the total cost of the contract with Bulls Construction Group to \$1,173,051.

ADOPTED BY THE CITY COUNCIL this the 17th day of November, 2025.

/s/Kim Hall, City Council President

ATTEST:

/s/Wesley Moore, City Clerk

APPROVED BY THE MAYOR this the 17th day of November, 2025.

/s/ Woody Jacobs, Mayor

Council Member Willoughby seconded the motion, and the motion was approved by a voice vote. Ayes: All. Nays: None.

Council Member Shikle made a motion to approve the following resolution:

RESOLUTION NO. 2026 – 39

TO AWARD BID FOR A 4WD CREW CAB WORK TRUCK TO BILL SMITH BUICK GMC

WHEREAS, bids (CB2026-01) were received on November 13, 2025, at 2:00 p.m. for a 4WD Crew Cab Truck for the Cullman Police Department; and

WHEREAS, the following bids were opened:

Bill Smith Buick GMC	Cullman, AL	\$49,110.50
Buster Miles	Heflin, AL	\$61,500.00
Cooper Chevrolet	Anniston, AL	No Bid
Cullman Dodge	Cullman, AL	No Bid
Long Lewis Ford	Cullman, AL	No Bid
Landers McLarty	Huntsville, AL	No Bid
Mitch Smith Chevrolet	Cullman, AL	No Bid
Voyles Chrysler Dodge Jeep Ram	Birmingham, AL	No Bid

WHEREAS, the recommendation is to award the bid to Bill Smith Buick GMC, the lowest responsible bidder; and

BE IT RESOLVED by the Cullman City Council that the bid for a 4WD Crew Cab Truck be awarded to Bill Smith Buick GMC, the lowest responsible bidder in the amount of \$49,110.50.

ADOPTED BY THE CITY COUNCIL this the 17th day of November, 2025.

/s/Kim Hall, City Council President

ATTEST:

/s/Wesley Moore, City Clerk

APPROVED BY THE MAYOR this the 17th day of November, 2025.

/s/ Woody Jacobs, Mayor

Council President Pro Tem Moss seconded the motion, and the motion was approved by a voice vote. Ayes: All. Nays: None.

Abstained: Council Member Schaffer.

Council President Hall held the first reading of Ordinance No. 2026-09 to update Section 2-102 Contract Authority and Approval.

Council President Pro Tem Moss made a motion to suspend the rules to consider Ordinance No. 2026-09. Council Member

Willoughby seconded the motion to suspend the rules, and the motion was approved by a roll call vote. Mr. Wesley Moore polled the

Council Members: Council President Pro Tem Moss: Aye. Council President Hall: Aye. Council Member Willoughby: Aye. Council

Member Schaffer: Aye. Council Member Shikle: Aye. Council Member Shikle made a motion to approve Ordinance No. 2026-09.

ORDINANCE NO. 2026 – 09

SECTION 2-102 CONTRACT AUTHORITY AND APPROVAL OF THE CODE OF ORDINANCES

BE IT ORDAINED by the City Council of the City of Cullman, Alabama, as follows:

Section 1. That Section 2-102 of the Code of Ordinances of the City of Cullman, Alabama, was reserved for future established City Ordinances and is hereby established as Section 2-102 which states as follows:

Section 2-102. Contract Authority and Approval.

(a) Council Approval Required. No officer, employee, agent, or other person shall enter into any contract purporting to bind the City unless the contract (or the expenditure it entails) has been authorized by affirmative vote of the City Council and the action is recorded in the Council minutes.

(b) Form; Compliance. All contracts shall comply with applicable provisions of state law, including but not limited to the Alabama Competitive Bid Law and Public Works Law, and with this Code.

Section 2. Severability. Each and every provision of this ordinance is hereby declared to be an independent provision and the holding of any provision hereof to be void and invalid shall not affect any other provision hereof. It is hereby declared that the other provisions of this ordinance would have been enacted regardless of any provision which might be held invalid.

Section 3. Effective Date. This Ordinance shall become effective after its adoption and publication as provided by law.

ADOPTED BY THE CITY COUNCIL this the 17th day of November, 2025.

/s/Kim Hall, City Council President

ATTEST:

/s/Wesley Moore, City Clerk

APPROVED BY THE MAYOR this the 17th day of November, 2025.

/s/ Woody Jacobs, Mayor

Council Member Willoughby seconded the motion to approve the Ordinance, and the motion was approved by a roll call vote. Mr. Wesley Moore polled the Council Members: Council President Pro Tem Moss: Aye. Council President Hall: Aye. Council Member Willoughby: Aye. Council Member Schaffer: Aye. Council Member Shikle: Aye.

Council President Hall held the first reading of Ordinance No. 2026-10 to add Section 2-103 Execution and Administration of Contracts. Council President Pro Tem Moss made a motion to suspend the rules to consider Ordinance No. 2026-10. Council Member Willoughby seconded the motion to suspend the rules, and the motion was approved by a roll call vote. Mr. Wesley Moore polled the Council Members: Council President Pro Tem Moss: Aye. Council President Hall: Aye. Council Member Willoughby: Aye. Council Member Schaffer: Aye. Council Member Shikle: Aye. Council Member Shikle made a motion to approve Ordinance No. 2026-10.

ORDINANCE NO. 2026 – 10
SECTION 2-103 EXECUTION AND ADMINISTRATION OF CONTRACTS
OF THE CODE OF ORDINANCES

BE IT ORDAINED by the City Council of the City of Cullman, Alabama, as follows:

Section 1. That Section 2-103 of the Code of Ordinances of the City of Cullman, Alabama, was reserved for future established City Ordinances and is hereby established as Section 2-103 which states as follows:

Section 2-103. Execution and Administration of Contracts.

(a) Execution. Upon authorization by the City Council, the Mayor is authorized and directed to execute the contract on behalf of the City, and the City Clerk shall attest where required by law.

(b) Implementation. The Mayor shall implement and carry out the terms and conditions of any contract approved by the City Council, including issuing administrative directives necessary for performance, provided that no such action expands the scope, price, or term beyond that approved by the Council without further Council authorization.

Section 2. Severability. Each and every provision of this ordinance is hereby declared to be an independent provision and the holding of any provision hereof to be void and invalid shall not affect any other provision hereof. It is hereby declared that the other provisions of this ordinance would have been enacted regardless of any provision which might be held invalid.

Section 3. Effective Date. This Ordinance shall become effective after its adoption and publication as provided by law.

ADOPTED BY THE CITY COUNCIL this the 17th day of November, 2025.

/s/Kim Hall, City Council President

ATTEST:

/s/Wesley Moore, City Clerk

APPROVED BY THE MAYOR this the 17th day of November, 2025.

/s/ Woody Jacobs, Mayor

Council Member Schaffer seconded the motion to approve the Ordinance, and the motion was approved by a roll call vote. Mr. Wesley Moore polled the Council Members: Council President Pro Tem Moss: Aye. Council President Hall: Aye. Council Member Willoughby: Aye. Council Member Schaffer: Aye. Council Member Shikle: Aye.

Council President Hall held the first reading of Ordinance No. 2026-11 to update Section 26-1 to govern filling positions and posting. Council President Pro Tem Moss made a motion to suspend the rules to consider Ordinance No. 2026-11. Council Member Willoughby seconded the motion to suspend the rules, and the motion was approved by a roll call vote. Mr. Wesley Moore polled the Council Members: Council President Pro Tem Moss: Aye. Council President Hall: Aye. Council Member Willoughby: Aye. Council Member Schaffer: Aye. Council Member Shikle: Aye. Council President Pro Tem Moss made a motion to approve Ordinance No. 2026-11.

ORDINANCE NO. 2026 – 11

SECTION 26-1 POSTING, FILLING, AND ADMINISTRATION OF POSITIONS **OF THE CODE OF ORDINANCES**

BE IT ORDAINED by the City Council of the City of Cullman, Alabama, as follows:

Section 1. That Section 26-1 of the Code of Ordinances of the City of Cullman, Alabama, was reserved for future established City Ordinances and is hereby established as Section 26-1 which states as follows:

Section 26-1. Posting, Filling, and Administration of Positions.

(a) Purpose - The purpose of this section is to promote transparency, fairness, and fiscal responsibility in the hiring and administration of all full-time, part-time, and temporary employment positions with the City of Cullman; to affirm the City's commitment as an Equal Opportunity Employer; to ensure equitable pay practices; and to require that all positions be authorized within the Council-approved budget. This ordinance reinforces the standards and expectations contained in the City of Cullman Employee Handbook.

(b) Definitions - For the purposes of this section, unless otherwise indicated:

1. Full-time position – an employment position expected to work the standard full-time schedule as defined in the City of Cullman Employee Handbook.
2. Part-time position – an employment position with fewer scheduled hours than a full-time position.
3. Temporary position – a position intended to last less than twelve (12) months and not intended to become permanent.
4. Department Head – the director or chief officer of a municipal department appointed by the Council or if such individual is not appointed by the Council, then the supervisor as designated by the Mayor.
5. Employee Handbook – the current City of Cullman Employee Handbook adopted by the City Council and applicable to all municipal employees.

(c) Posting Requirement and Duration.

1. Except as otherwise provided in this ordinance or the Employee Handbook, any vacancy for a full-time, part-time, or temporary position must be posted publicly for no fewer than seven (7) calendar days before any selection or hiring occurs.
2. Notices shall be published on the City's official website and physically posted in the designated public area or other municipal buildings.
3. Each posting shall include: job title, classification, summary of essential duties, minimum qualifications, pay range, closing date, and the statement: "The City of Cullman is an Equal Opportunity Employer and provides Equal Pay for Equal Work."

(d) Equal Opportunity and Pay Equity.

1. The City affirms that all employment decisions shall be made without regard to race, color, religion, gender, age, national origin, disability, veteran status, or any other protected classification under federal or state law.

2. The City commits to maintaining compensation practices consistent with the principle of equal pay for equal work. Department Heads shall periodically review pay structures for equity and recommend adjustments to the Mayor and Council during the annual budget process.

(e) Budget Authorization.

1. No position—full-time, part-time, or temporary—may be created, posted, or filled unless the current Council-approved budget specifically authorizes the position and provides the necessary funding.
2. Any employment offer for a position not included in the approved budget is void until the Council amends the budget and position control policy to authorize such position.

(f) Job Description Requirement.

1. No person shall be hired into any full-time position unless a written job description has been prepared by the Department Head and Human Resources Director and approved by the City Council.
2. Each job description shall identify essential duties, required qualifications, pay range, reporting structure, and supervisory responsibilities.
3. Job descriptions shall be attached to the employment posting and retained in the employee's personnel file.

(g) Recommendation and Hiring Process.

1. Department Heads shall recommend qualified applicants to the Mayor for consideration based on the criteria and procedures set forth in the posting, job description, and Employee Handbook.
2. The Mayor shall review all recommendations for job offers, consult with Human Resources as necessary, and make final hiring decisions consistent with this ordinance and applicable law, except those positions appointed by the City Council.
3. Temporary or seasonal positions may be filled under departmental authority when expressly permitted by the Employee Handbook, provided all budget, posting, and equal-opportunity requirements are met.

(h) Employment Offers and Salary Approval.

1. All full-time employment offers shall be made in writing and issued by the Mayor on behalf of the City, except those positions appointed by the City Council.
2. The salary offered for any such position must be included in the City's current Council-approved budget or in a budget amendment duly adopted by the Council. The Mayor shall notify the Council in writing prior to presenting a job offer to a candidate for any proposed salaried position, previously approved by the Council during the budget process. The Mayor is authorized to offer an hourly rate above the entry level starting pay for an approved position within the adopted pay plan by the City Council for those individuals who have experience, training, and certifications that would warrant a higher rate of pay for said position.
3. The written offer shall specify the job title, salary, employment classification, reporting department, and a statement that employment is subject to the City of Cullman Employee Handbook and applicable City ordinances.

(i) Emergency Provisions.

1. In the event of a declared State of Emergency or other extraordinary circumstance where essential City operations would be adversely impacted by compliance with the posting or approval timelines in this section, the Mayor shall be allowed temporary and/or emergency appointments. Any such temporary and/or emergency appointments must be documented and shall remain in effect only for the duration of the emergency or until the Council approves such positions and modifies the previously approved budget.

(j) Employee Handbook Reference.

1. All hiring, employment, performance, disciplinary, and termination procedures shall follow the City of Cullman Employee Handbook. In the event of a conflict between this section and the Handbook, this section shall prevail unless expressly stated otherwise.

Section 2. Severability. Each and every provision of this ordinance is hereby declared to be an independent provision and the holding of any provision hereof to be void and invalid shall not affect any other provision hereof. It is hereby declared that the other provisions of this ordinance would have been enacted regardless of any provision which might be held invalid.

Section 3. Effective Date. This Ordinance shall become effective after its adoption and publication as provided by law.

ADOPTED BY THE CITY COUNCIL this the 17th day of November, 2025.

/s/Kim Hall, City Council President

ATTEST:

/s/Wesley Moore, City Clerk

APPROVED BY THE MAYOR this the 17th day of November, 2025.

/s/ Woody Jacobs, Mayor

Council Member Willoughby seconded the motion to approve the Ordinance, and the motion was approved by a roll call vote. Mr. Wesley Moore polled the Council Members: Council President Pro Tem Moss: Aye. Council President Hall: Aye. Council Member Willoughby: Aye. Council Member Schaffer: Aye. Council Member Shikle: Aye.

Council President Hall held the first Reading of Ordinance No. 2026-12 to annex property owned by Unconquered Homes, LLC located on County Road 490 (20 acres and PIN 27491) as R-1 Residential District, which received a favorable recommendation from the City of Cullman Planning Commission.

Council President Hall held the first Reading of Ordinance No. 2026-13 to annex property owned by Eric and Erin Goodrich located on Loch Avenue NE (Lot 15 and PIN 45645) as R-1 Residential District, which received a favorable recommendation from the City of Cullman Planning Commission.

Council President Hall set a public hearing on January 12th, 2026, at 7:00 p.m. for a request from Cullman Christian School to rezone property located at 1803 Beech Avenue SE (PIN 11877) from M-1 Manufacturing to B-3 Business, which received a favorable recommendation from the City of Cullman Planning Commission.

COUNCIL COMMENTS AND REMARKS

Council President Hall noted the upcoming council meetings are December 8th and December 15th at 7:00 pm.

ADJOURN THE MEETING

Council President Hall asked for a motion to adjourn. Council President Pro Tem Moss made a motion to adjourn. Council Member Schaffer seconded the motion, and the meeting was adjourned at 7:45 p.m. by a voice vote. Ayes: All. Nays: None.