

**CULLMAN CITY COUNCIL MEETING
MONDAY, APRIL 20, 2026, 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, April 20, 2026. Fire Chief Darren Peeples 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. Absent – None.

Council President Kim Hall asked the Council to consider the minutes from April 6, 2026. Council Member Shikle made a motion to approve the minutes from April 6, 2026 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

Richard Browning, Jr., 1417 Bolte Road, spoke regarding the importance of mental health awareness and care.

Kenneth Cornelius, 415 Michelfelder Drive, campaigned for votes in the Cullman County Revenue Commissioner’s election on May 19th.

Amber Thornton, Cullman County Public Library, thanked the mayor and city council for their funding assistance and in-kind work on the library’s restroom remodeling; stating the restrooms are now able to serve multiple users as well as handicapped patrons.

Council Member Shikle made a motion to approve special event request from Glenn Hurley to hold a Street Preaching at Highway 31 and Highway 278 on May 29, 2026, beginning at 2:30 p.m. to 5:00 p.m. Council President Pro Tem Moss seconded the motion, and the motion was approved by a voice vote.

Council President Pro Tem Moss made a motion to approve a special event request from Katie Walker of Cullman Area Chamber of Commerce to hold 2nd Fridays in Downtown Area on June 12, July 10, and August 14 from 5:30 p.m. to 10:00 p.m. Council Member Schaffer seconded the motion, and the motion was approved by a voice vote.

Council member Willoughby made a motion to begin the strategic planning process by requesting requests for proposals. Council Member Shikle seconded the motion, and the motion was approved by a voice vote.

Council President Pro Tem Moss made a motion to approve a special event request from Richard Browning of Together Toward Hope, to hold a Mental Health Awareness Resource Fair at Depot Park on May 5 from 6 p.m. to 8:00 p.m., *subject to park availability, and approval by all departments*. Council Member Shikle seconded the motion, and the motion was approved by a voice vote.

REPORTS OF STANDING COMMITTEES

1. Council Member Place 1 - Council Member Chuck Shikle reported on recognitions and operations related to the public safety departments.

2. Council Member Place 2 – Council Member Davis Moss reported on recognitions and operations related to the tourism departments.

3. Council Member Place 3 - Council Member Willoughby reported on operations related to public works departments.

4. Council Member Place 4 - Council Member Paul Schaffer reported on operations related to the utility departments.

5. Council Member Place 5 - Council Member Kim Hall shared the monthly budget report, reported on operations related to general government departments.

6. Mayor – Woody Jacobs reported on the city’s operations.

Mayor Jacobs introduced a proclamation recognizing April as Fair Housing Month. Council Member Schaffer made a motion to approve the following proclamation:

PROCLAMATION

WHEREAS, April 11, 2026 marks the 58th Anniversary of the passage of the United States Fair Housing Law, Title VIII of the Civil Rights Act of 1968, which enunciated a National Policy of fair housing without regard to race, color, religion, sex, and national origin; and

WHEREAS, the effective implementation of the National Policy depends on affirmative action at all levels of Government;

NOW, THEREFORE, the City of Cullman, does hereby proclaim the month of April 2026, as Fair Housing Month in recognition of the importance of fair housing to our way of life, and I urge our citizens to obey the letter and the spirit of the Fair Housing Law as an expression of the individual rights guaranteed by the United States Constitution.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the Seal of the City of Cullman affixed this the **20th** day of **April 2026**.

/s/ Woody Jacobs, Mayor

Attest

/s/Wesley Moore, City Clerk

Council President Pro Tem Moss seconded the motion, and the motion was approved by a voice vote.

UNFINISHED BUSINESS

Council President Hall held the second reading of Ordinance No. 2026-38 to adopt personnel policies (new handbook). Council Member Willoughby made a motion to approve the following ordinance:

**ORDINANCE NO. 2026 – 38
TO ADOPT THE CITY OF CULLMAN PERSONNEL HANDBOOK**

WHEREAS, the Cullman City Council recognizes the need to adopt a new Personnel Handbook for the employees of the City of Cullman; and

NOW, THEREFORE, BE IT ORDAINED by the City Council of the City of Cullman, Alabama:

SECTION I. The following section, *Section 181 Adoption of personnel policies of Chapter 2 Administration*, of the *Code of Ordinances City of Cullman, Alabama*, is hereby added as follows:

Sec. 2-181. Adoption of personnel policies.

The Cullman City Council adopts the official Personnel Handbook, dated April 20th, 2026, for the City of Cullman, Alabama, that provides rules, regulations, and policies including but not limited to:

- 1) Equal Employment Opportunities at the City of Cullman, Alabama; and
- 2) The organization and function of Personnel Administration; and
- 3) The methods of employee selection; and
- 4) The probationary period for employees; and
- 5) The process for changing of an employee's status; and
- 6) The employee incentives plan; and
- 7) The nepotism policy; and
- 8) The administration of an employee classification plan; and
- 9) The administration of the employee pay plan; and
- 10) The attendance and leave policies for employees; and
- 11) The employee conduct policies; and
- 12) The employee disciplinary procedures; and
- 13) The employee safety policies; and
- 14) The city owned vehicle and equipment policies; and
- 15) The travel policies for employees; and
- 16) The work policies for off-duty employees; and
- 17) The political activity regulations for employees; and
- 18) The ethics policies for employees; and
- 19) The employee dress code and hygiene policies; and
- 20) The uniform policies for employees; and
- 21) The information technology policy for employees; and
- 22) Such other personnel policies, regulations, provisions, or notices as were and may be necessary to provide for the adequate and systematic handling of personnel matters.

A copy of the Personnel Handbook, dated April 20th, 2026, for the City of Cullman, Alabama, is available for inspection in the office of the City Clerk.

SECTION II. SEVERABILITY CLAUSE. Each and every provision of this Ordinance is hereby declared to be an independent provision and that holding of any provision hereof to be void and invalid for any reason shall not affect any other

provision hereof and it is hereby declared that the other provisions of this Ordinance would have been enacted regardless of any provision which might have been held invalid. This Ordinance repeals any prior Ordinance in conflict therewith.

SECTION III. EFFECTIVE DATE. This ordinance shall be effective following its passage, approval and publication as required by law.

ADOPTED BY THE CITY COUNCIL this the 20th day of April, 2026.

/s/Kim Hall, City Council President

ATTEST:

/s/Wesley Moore, City Clerk

APPROVED BY THE MAYOR this the 20th day of April, 2026.

/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: Nay. Council Member Shikle: Aye.

NEW BUSINESS.

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

RESOLUTION NO. 2026 – 87

TO APPROVE THE ANNUAL AUDIT FOR THE CITY OF CULLMAN

WHEREAS, Section 11-46-85 of the Code of Alabama 1975 requires the Mayor to annually appoint an independent auditor to conduct an examination of all books and accounts of the City of Cullman in accordance with the generally accepted auditing standards and to make a full report to the Cullman City Council in writing and under oath;

WHEREAS, Section 11-46-85 of the Code of Alabama 1975 requires the Cullman City Council to spread the full report from the independent auditor upon the minutes;

WHEREAS, the Mayor has appointed Warren Averett CPAs and Advisors to conduct the annual audit for fiscal year 2025;

WHEREAS, Warren Averett CPAs and Advisors has completed the annual audit for fiscal year 2025 and delivered the full report to the Cullman City Council;

NOW THEREFORE BE IT RESOLVED by the Cullman City Council in the State of Alabama that the fiscal year 2025 annual audit is now spread upon the minutes.

ADOPTED BY THE CITY COUNCIL this the 20th day of April, 2026.

/s/Kim Hall, City Council President

ATTEST:

/s/Wesley Moore, City Clerk

APPROVED BY THE MAYOR this the 20th day of April, 2026.

/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.

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

RESOLUTION NO. 2026 – 88

BE IT RESOLVED AND ORDERED, by the City of Cullman (the "City"), as follows:

Section 1. Findings. The City has ascertained and does hereby find and declare as follows:

WHEREAS, the City of Cullman wishes to enhance economic development within its corporate limits of Cullman, Alabama (the "City") and assist in creating new tax revenue sources for its citizens; and

WHEREAS, Rural King Realty LLC, AJM, LLC Cullman AL, and RK Holdings, LLP (the "Company") or their affiliate have acquired or controls real property approximately 9 acres located in the City of Cullman, Alabama, suitable for development of a new Rural King retail store, as more particularly described in the Development Agreement herein authorized; and

WHEREAS, the Company has approached the Cullman County Industrial Development Authority (the "County") and the City with plans to construct and operate on the Site an approximately 90,000 square foot Rural King retail store (the "Rural King Store") with a capital investment of \$14,000,000; and

WHEREAS, the Company has reported to the City that, due to rising construction and labor costs and certain public infrastructure improvements required in connection with development of the Rural King Store, the Company will require financial assistance of \$400,000 from the City of Cullman and \$400,000 from the Cullman County Industrial Development Authority in order to construct and develop the Rural King Store in the city limits of Cullman, all as more particularly set forth and described in the Development Agreement; and

WHEREAS, the City and County have both determined it necessary, wise, and in the public interest to incentivize the development of a Rural King Store in the city limits of Cullman, Alabama; and

WHEREAS, the City and County expects the Rural King Store to substantially expand and enhance the prosperity, contentment, and general welfare of the County and its residents by, among other things, (i) creating new tax revenue for the City and Schools providing essential services for its citizens; (ii) promoting enhancement and adaptive reuse of a high-visibility area of the City; (iii) bringing substantial new commercial activity and development to underutilized commercial properties around the Site; (iv) helping improve the appearance and vibrancy of the area; (v) expanding commercial activity within the City; (vi) facilitating the growth and development of commercial sites and developments around the Site; (vii) supporting and expanding economic development within the City; and (viii) expanding jobs and employment opportunities within the City; and

WHEREAS, Amendment No. 772 to the Constitution of Alabama of 1901, now codified as Section 94.01 of the Constitution of Alabama ("Amendment 772") authorizes the City and County to grant public funds and things of value in aid of or to private business enterprises for the purpose of promoting the economic development of the City and County after compliance with certain conditions set forth in Amendment 772; and

WHEREAS, the County, the City, and the Company desire to memorialize their agreements and understandings respecting the Project in a Rural King Store Development Agreement (the "772 Agreement"), the form of which is attached as Exhibit A hereto; and

WHEREAS, the agreements and obligations of the City under the Development Agreement herein authorized are determined to be in the public interest and being made under the power and authority authorized by Amendment 772, and the City hereby determines that the expenditure of public funds as set forth in the Development Agreement will serve a valid and sufficient public purpose, notwithstanding any incidental benefit accruing to any private entity or entities.

Section 2. Authorization of Development Agreement.

(a) The Cullman City Council does hereby authorize and approve the Mayor and the City Clerk to execute and deliver, for and on behalf of the City, the Rural King Store Development Agreement (the "772 Agreement"). The City Clerk is hereby authorized to affix the seal of the City to the Development Agreement and to attest the same.

(b) The Mayor and the City Clerk are hereby authorized to execute, seal, attest and deliver such amendments to the Development Agreement, and to execute seal, attest, and deliver such other instruments, notices, documents,

certificates, and agreements and to take such other actions by and on behalf of the City, as may be necessary or desirable to fulfil the transactions contemplated by the Development Agreement.

Section 3. The various provisions of this Resolution are hereby declared to be severable. In the event any provision hereof shall be held invalid, illegal, or unenforceable for any reason, the invalidity, illegality, or unenforceability shall not affect any other provision hereof and this Resolution shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein.

ADOPTED BY THE CITY COUNCIL, this the 20th day of April, 2026.

/s/Kim Hall, City Council President

ATTEST:

/s/Wesley Moore, City Clerk

APPROVED BY THE MAYOR this the 20th day of April, 2026.

/s/ Woody Jacobs, Mayor

Council Member Schaffer seconded the motion, and the motion was approved by a voice vote. Ayes: Council President Pro Tem Cook, Council President Hall, Council Member Schaffer. Nays: Council Member Willoughby, Council Member Shikle.

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

**RESOLUTION NO. 2026 – 89
TO ADOPT JOB DESCRIPTIONS FOR THE CITY OF CULLMAN**

THEREFORE, BE IT RESOLVED by the Cullman City Council that the job descriptions are hereby amended to include the following:

- a) Approve eleven job descriptions for Cullman Fire Rescue Department.
- b) Approve four job descriptions for the Information Technology Department

ADOPTED BY THE CITY COUNCIL, this the 20th day of April, 2026.

/s/Kim Hall, City Council President

ATTEST:

/s/Wesley Moore, City Clerk

APPROVED BY THE MAYOR this the 20th day of April, 2026.

/s/ Woody Jacobs, Mayor

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 – 90
REAPPOINTING THE CITY ATTORNEY TO PROVIDE LEGAL SERVICES**

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF CULLMAN, ALABAMA, AS FOLLOWS:

Section 1. The City Council for the City of Cullman hereby reappoints Brandy M. Lee of the Lee Law Firm, LLC as the City Attorney for the City of Cullman to advise and represent the City of Cullman pursuant to the contract attached hereto.

Section 2. Effective Date. This Resolution shall be effective following passage and approval by the City Council.

ADOPTED BY THE CITY COUNCIL, this the 20th day of April, 2026.

/s/Kim Hall, City Council President

ATTEST:

/s/Wesley Moore, City Clerk

APPROVED BY THE MAYOR this the 20th day of April, 2026.

/s/ Woody Jacobs, Mayor

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

Board Appointments: None.

COUNCIL COMMENTS AND REMARKS

Council President Hall noted the upcoming council meeting is May 11, 2026 at 7:00 pm.

ADJOURN THE MEETING

Council President Hall asked for a motion to adjourn. Council Member Shikle made a motion to adjourn. Council Member Schaffer seconded the motion, and the meeting was adjourned at 7:43 p.m. by a voice vote. Ayes: All. Nays: None

