

**MOUNTAIN BROOK CITY COUNCIL
MEETING AGENDA**

**CITY HALL COUNCIL CHAMBER
56 CHURCH STREET
MOUNTAIN BROOK, AL 35213**

MONDAY, SEPTEMBER 9, 2013, 7:00 P.M.

1. Approval of the minutes of the August 26, 2013 regular meeting of the City Council.
2. Proclamation declaring the week of September 17 through 23, 2013 as "Constitution Week".
3. Proclamation declaring the month of September 2013 as "National Recovery Month".
4. Consideration: Resolution establishing the employees' and retirees' monthly premiums for medical insurance effective October 2013 (last updated by Resolution No. 11-124).
5. Consideration: Resolution adopting the Personnel Board of Jefferson County 2012–2013 Annual Classification Survey effective October 8, 2013 (no changes).
6. Consideration: Resolution authorizing the execution of a contract between the City and ETC Institute to assist in the preparation and analysis of a community survey regarding city services.
7. Consideration: Resolution authoring the execution of an amended contract between the City and the Elm Research Institute with respect to the "Liberty Tree Agreement" (re: Resolution No. 11-117).
8. Announcement: The next regular meeting of the City Council is September 23, 2013, at 7 p.m. in the Council Chamber of City Hall located at 56 Church Street, Mountain Brook, AL 35213.
9. Other business.
10. Comments from residents.
11. Adjourn.

**MOUNTAIN BROOK CITY COUNCIL
PRE-MEETING DISCUSSION
AUGUST 26, 2013**

The City Council of the City of Mountain Brook, Alabama met in public session in the Pre-council Room (A106) of City Hall at 6:00 p.m. on Monday, the 26th day of August, 2013. The Council President called the meeting to order and the roll was called with the following results:

Present: Virginia C. Smith, Council President
Amy G. Carter, Council President Pro Tempore
Jack D. Carl
William S. Pritchard III
Lawrence T. Oden, Mayor

Absent: Jesse S. Vogtle, Jr.

Also present were City Attorney Whit Colvin, City Manager Sam Gaston, and City Clerk Steven Boone.

1. AGENDA

1. Introduction of Ms. Shanda Williams, the City's new Parks and Recreation Superintendent effective October 1st – Sam Gaston.
2. Three-way stop issue on Pine Ridge Road at Pine Ridge Trail and request to remove the stop signs on Pine Ridge Road by Mr. Bob Bohorfoush – Appendix 1.

Chief Cook reported that Mr. Bohorfoush does not want the "Do Not Block" sign relocated in his yard further away from the stop sign (near the existing rumble strips) nor does he want an "X" painted in the street in front of his driveway. Mr. Bohorfoush suggested that the City remove one stop sign at his driveway. This matter will be reconsidered by the City Council on September 9, 2013.

After the City Council's review of the formal [7 p.m.] agenda issues, Council President Smith adjourned the meeting.

Steven Boone, City Clerk

**MINUTES OF THE REGULAR MEETING OF THE
CITY COUNCIL OF THE CITY OF MOUNTAIN BROOK, ALABAMA
AUGUST 26, 2013**

The City Council of the City of Mountain Brook, Alabama met in public session in the City Hall Council Chamber at 7:00 p.m. on Monday, the 26th day of August, 2013. The Council President called the meeting to order and the roll was called with the following results:

Present: Virginia C. Smith, Council President
Amy G. Carter, Council President Pro Tempore
Jack D. Carl
William S. Pritchard III
Lawrence T. Oden, Mayor

Absent: Jesse S. Vogtle, Jr.

Also present were City Attorney Whit Colvin, City Manager Sam Gaston, and City Clerk Steven Boone.

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

1. RECOGNITION OF GUESTS

Council President Smith recognized Boy Scouts Whit King, Henry Evans, Clay Harkins, and Swain Davis all from Troop 63 in attendance to satisfy the requirements for various merit badges.

2. CONSENT AGENDA

Council President Smith announced that the following matters will be considered at one time on the consent agenda provided no one in attendance objects:

Approval of the minutes of the August 12, 2013 meeting of the City Council.

2013-117	Accept the professional services proposal submitted by Sain Associates with respect to the Mountain Brook Sidewalks—Phase 9, CMAQ-PE12() public involvement meeting and right-of-way survey.	Exhibit 1, Appendix 1
2013-118	Accept and approve Supplement 2 with respect to the Mountain Brook Village Walkway System, Phase 6, CMAQ-98-02(921) in the amount up to \$75,302.58 requested due to contract delays that extended the construction completion date.	Exhibit 2, Appendix 2
2013-119	Authorize the execution of an amended professional services agreement between the City and Sain Associates with respect to construction, engineering and inspection services for the Safe Routes to Schools sidewalk construction project.	Exhibit 3, Appendix 3
2013-120	Approve the conditional use application submitted by Craig Fowler (dba iRevive) to operate a service business (mobile telephone repair) in a Local Business District – 2710 Culver Road.	Exhibit 4, Appendix 4

2013-121 Amend the City of Mountain Brook Employee Handbook with respect to the verification of employees' current driver license and insurance. Exhibit 5

Thereupon, the foregoing minutes and resolutions were introduced by Council President Smith and their immediate adoption was moved by Council member Pritchard. The minutes and resolutions were then considered by the City Council. Council member Carl seconded the motion to adopt the foregoing minutes and resolutions. Then, upon the question being put and the roll called, the vote was recorded as follows:

Ayes: Virginia C. Smith, Council President
Amy G. Carter, Council President Pro Tempore
Jack D. Carl
William S. Pritchard III

Nays: None

Council President Smith thereupon declared that said minutes, proclamation, resolutions (nos. 2013-117 through 121) are adopted by a vote of 4—0 and, as evidence thereof, she signed the same.

3. PUBLIC HEARING TO CONSIDER AN ORDINANCE (NO. 1893) AMENDING THE LANE PARKE PROJECT DEVELOPMENT PLAN PREVIOUSLY APPROVED UPON THE ADOPTION OF ORDINANCE NO. 1871 ADOPTED ON MAY 21, 2012 AND SUBSEQUENTLY AMENDED BY ORDINANCE NO. 1885 ADOPTED ON FEBRUARY 25, 2013. (EXHIBIT 6, APPENDIX 5)

Council President Smith introduced the ordinance in writing and then invited a representative of Daniel Realty Company, LLC to explain the requested amendments to the project development plan.

Pat Henry of 2815 Balmoral Road (Chief Development Officer of Daniel Realty Company, LLC) stated that the development plan has been modified to include: 1) the elimination of the structured parking deck, 2) the modification of the hotel plan [and timing], and 3) the project density has been reduced. The infrastructure is largely unchanged as is the pattern book. Green space throughout the development has been increased and pedestrian connectivity enhanced.

Council member Pritchard inquired about the status of the Lane Park Road and the improvements near the Botanical Gardens (both involving the City of Birmingham) to which Mr. Henry stated that the talks with Birmingham and the Gardens are on hold pending the outcome of the developer's application to the City of Mountain Brook to modify the development plan (and development agreement).

Council member Pritchard then asked about the timing/phasing of the Lane Park Road improvements to which Mr. Henry responded that the vast majority (and all pertaining to the development agreement) will be done in conjunction with the Phase I commercial portion. A small portion will be done in conjunction with the hotel phase.

Mayor Oden asked when Lane Park Road will be resurfaced to which Mr. Henry responded that it is their intention to do all of the work on Lane Park Road at one time [near the end of the Phase I retail construction]. Mayor Oden encouraged Mr. Henry to look at some improvements to the road sooner due its present condition.

Council President Smith:

- The City is pleased with the additional green space.
- Understands that the woodland park will extend down/along Watkins Branch to the new Jemison Lane and "connect" with the old portion of Mountain Brook Village. (Mr. Henry confirmed her understanding.)
- Will the woodland trail connect to the existing sidewalks? (Mr. Henry responded that the woodland trail has not been engineered yet but he does anticipate paths connecting the woodland trail to the Montevallo Road sidewalk.)
- The orientation of Building B is detached from the cluster of buildings just below it in anticipation of a tenant's need for a drive-through. She is okay with the configuration as long as

- the road between these buildings in one-way into the development. (Mr. Henry stated that this road will be a one-way road into the development and that it will have a sidewalk as well.)
- Will the new green space behind the drive-through be part of the woodland trail? (Mr. Henry stated that it will be treated as such.)
 - What is happening to the car wash? (Mr. Henry stated that the car wash has been eliminated. Instead, there will be an addition to the garage/maintenance area at the north end of the property which will include a dog wash that will be open to the public.)
 - What is going to happen to the Treadwell building? (Mr. Henry stated that such decision has not been made yet. The building may remain and, if so, will be remodeled.)
 - If the Rite Aid space is to remain until their lease expires, will that building be remodeled? (Mr. Henry stated that they will work with the Village Design Review Committee for both new buildings and old buildings to be remodeled.)
 - Regarding the pattern book, asked for clarification about the red and blue text. (Mr. Henry and Mr. Knutson explained that the red text represented the first iteration of the changes. The blue text represents the second iteration of the changes. In instances where the blue text supersedes the red text, the red text is [generally] stricken. Sometimes the blue text supplements the red text. Once approved, a final version will be printed with all colored text changed to black for consistency.)
 - Inquired about the drive- throughs planned for the development. (Mr. Henry responded that the original plan allowed for three drive-throughs. The revised plan provides for only two drive-throughs.)

Council President Pro Tempore Carter asked for confirmation that there will be no through street behind the Ray building. (Mr. Henry stated that her understanding is correct).

Council member Carl asked for clarification as to the number of parking spaces to be constructed. (Mr. Henry responded that the development will have 1,099 parking spaces once built-out.)

Council President Smith wants the developer to explain how the service courtyards (two off of Lane Park Road and one off of Culver Road) will function. (Mr. Henry stated that the construction plans, yet to be completed, to be presented to Village Design Review will address those issues.)

Council President Pro Tempore Carter asked whether all office use in the development is conditional. (Mr. Colvin responded that all office use is conditional unless specifically enumerated in the PUD (e.g., banks) as permitted.)

There being no more questions from the governing body, President Smith invited questions and comments from the audience.

Susan Swaggler of 220 Dexter Avenue (member of the City of Mountain Brook Planning Commission) asked about the type of construction of the woodland paths. (Mr. Henry replied that the paths have not been engineered yet. However, the paths will not be sidewalks but will be sturdy enough to withstand [light] flooding. It is anticipated that the pathways will be natural and d likely constructed of crushed stone.)

There being no further discussion or comment, Council President Smith closed the public hearing. Thereupon, Council member Pritchard made a motion that all rules and regulations which, unless suspended, would prevent the immediate consideration and adoption of said ordinance be suspended, and that unanimous consent to the immediate consideration of said ordinance be given and that the reading of the ordinance at length be waived. The motion was seconded by Council member Carl and was carried, as follows:

Ayes: Virginia C. Smith, Council President
Amy G. Carter, Council President Pro Tempore
Jack D. Carl
William S. Pritchard III

Nays: None

The President of the Council declared the motion carried by a vote of 4—0.

After said ordinance had been considered in full by the Council, Council member Pritchard then moved for the adoption of said ordinance. The motion was seconded by Council member Carl. Thereupon, Council President Smith called for vote with the following results:

Ayes: Virginia C. Smith, Council President
 Amy G. Carter, Council President Pro Tempore
 Jack D. Carl
 William S. Pritchard III

Nays: None

The President of the Council declared that the ordinance (No. 1893) is hereby adopted by a vote of 4–0 and, as evidence thereof, she signed the same.

4. PUBLIC HEARING TO CONSIDER A RESOLUTION (NO. 2013-122) AUTHORIZING THE EXECUTION OF AN AMENDMENT TO THE DEVELOPMENT AGREEMENT BETWEEN THE CITY AND EVSON, INC. AND DANIEL REALTY COMPANY, LLC WITH RESPECT TO THE LANE PARKE PROJECT, WHICH AGREEMENT WAS ORIGINALLY APPROVED ON JULY 30, 2012 (APPENDICES 7 AND 8)

Council President Smith introduced the resolution in writing and then invited a representative of Daniel Realty Company, LLC to explain the requested amendments to the project development agreement.

Pat Henry of 2815 Balmoral Road (Chief Development Officer of Daniel Realty Company, LLC):

- The elements of the development agreement that are being requested to be modified include: 1) Reference to the [amended] PUD, and 2) clarification of the ambiguity with respect to the sales tax generated from the inn being included in the revenue sharing arrangement.

Council member Pritchard:

- Also included in the amended development plan are some provisions with respect to the removal of the Rite Aid building should it remain beyond Phase 1.
- The Alloways were again consulted to review the revenue projections of the scaled-down version of the development which report is to be incorporated into the minutes (Appendix 8). Their report projects the revenues to be consistent with the initial projections in spite of the smaller development [due to most of the reductions involving office and service space and anticipated tenant composition].

[For the benefit of the guest Boy Scouts in attendance]

Council member Carl:

- The projections indicate that the Mountain Brook Board of Education may realize between \$700,000–\$800,000 annually in additional ad valorem taxes once the development is completed.
- The City is also expected to realize some incremental revenue above what is currently collected from the existing mall [during the revenue sharing period].

Council President Pro Tempore Carter:

- While the scale of the development has been reduced, the revenue sharing arrangement is unchanged which on the surface does not make sense. However, the City's consultants have satisfied the City that the revenue to be generated from the smaller development is consistent with the originally approved plan.

Council member Pritchard:

- Additionally, the projected cost of the scaled-down development has only been reduced by about 1% which further justifies the City's revenue sharing commitment. Mr. Henry estimates that the project will cost approximately \$120 million.

Council member Carl:

- The development includes a new 100-room inn with construction scheduled to begin in October 2013.
- In addition, the Western Supermarket will double in size.

Mr. Gaston asked Mr. Henry to elaborate on the woodland park for the benefit of the City's soon-to-be Parks and Recreation Superintendent who is in the audience.

Mr. Henry responded that the woodland park has not yet been designed. The woodland park will, however, remain privately owned and therefore be maintained by the owners of the development.

There being no further discussion or comment, Council President Smith closed the public hearing. Thereupon, Council member Pritchard made a motion that all rules and regulations which, unless suspended, would prevent the immediate consideration and adoption of said resolution be suspended, and that unanimous consent to the immediate consideration of said resolution be given and that the reading of the resolution at length be waived. The motion was seconded by Council member Carl and was carried, as follows:

Ayes: Virginia C. Smith, Council President
Amy G. Carter, Council President Pro Tempore
Jack D. Carl
William S. Pritchard III

Nays: None

The President of the Council declared the motion carried by a vote of 4—0.

After said resolution had been considered in full by the Council, Council member Pritchard then moved for the adoption of said resolution. The motion was seconded by Council member Carl. Thereupon, Council President Smith called for vote with the following results:

Ayes: Virginia C. Smith, Council President
Amy G. Carter, Council President Pro Tempore
Jack D. Carl
William S. Pritchard III

Nays: None

The President of the Council declared that the resolution (No. 2013-122) is hereby adopted by a vote of 4—0 and, as evidence thereof, she signed the same.

5. ANNOUNCEMENT REGARDING THE NEXT REGULAR MEETING OF THE CITY COUNCIL

Council President Smith announced that the next regular meeting of the City Council will be Monday, September 9, 2013, at 7 p.m. in the Council Chamber of City Hall located at 56 Church Street, Mountain Brook, AL 35213. Please visit the City's web site (www.mtnbrook.org) for more information.

6. ADJOURNMENT

There being no further business to come before the City Council at this time, Council President Smith adjourned the meeting.

Steven Boone, City Clerk

PROCLAMATION

WHEREAS, The Constitution of the United States of America, the guardian of our liberties, embodies the principles of limited government in a Republic dedicated to rule by law; and

WHEREAS, September 17, 2013, marks the two hundred twenty-sixth anniversary of the framing of the Constitution of the United States of America by the Constitutional Convention; and

WHEREAS, It is fitting and proper to accord official recognition to this magnificent document and its memorable anniversary, and to the patriotic celebration which will commemorate the occasion; and

WHEREAS, Public Law 915 guarantees the issuing of a proclamation each year by the President of the United States of America designating September 17th through 23rd as Constitution Week;

NOW , THEREFORE, I, Lawrence T. Oden, by virtue of the authority vested in me as Mayor of the City of Mountain Brook, do hereby proclaim the week of September 17th through 23rd as

Constitution Week

and urge all residents to study the Constitution, and reflect on the privilege of being an American with all the rights and responsibilities which that privilege involves.



IN WITNESS WHEREOF, I have hereunto set my hand and caused the Seal of the City of Mountain Brook to be affixed the 9th day of September of the year of our Lord 2013 and of the Independence of the United States of America, the 238th.

Lawrence T. Oden, Mayor

2013-125



Birmingham Territory Chapter
Patrice Donnelly, Regent

Mountain Brook City Council
Lawrence Oden
P.O. Box 130009
Mountain Brook, AL 35213-0009
July 30, 2013

Dear Mr. Oden:

The US Constitution is the oldest Constitution still in active use in the world today and is the basic document of our Republic, which protects the individual liberties of all citizens through written law.

On August 2, 1956 President Dwight D. Eisenhower signed Public Law #915 into order establishing September 17-23 as Constitution Week to emphasize citizens' responsibilities for protecting and defending the Constitution and to inform and encourage individuals to study the document and the historical events which led to its creation.

The members of the Birmingham Territory Chapter of the National Society Daughters of the American Revolution request that you declare September 17-23 Constitution Week by resolution. Please help us promote the importance of this historic document. Enclosed are spot announcements in which you may use in your newsletters, website or inner-office correspondence.

Thank you for honoring the Constitution of the United States. We look forward to receiving your resolution.

Sincerely,

Patrice Donnelly, Regent
Birmingham Territory Chapter NSDAR
1001 Castlemaine Drive
Birmingham, AL 35242
942-2184
prdonnel@samford.edu

Sample Proclamation

Whereas: The Constitution of the United States of America, the guardian of our liberties, embodies the principles of limited government in a Republic dedicated to rule by law; and

Whereas: September 17, 2013, marks the two hundred twenty-sixth anniversary of the framing of the Constitution of the United States of America by the Constitutional Convention; and

Whereas: It is fitting and proper accord official recognition to this magnificent document and its memorable anniversary, and to the patriotic celebrations which will commemorate it; and

WHEREAS: Public Law 915 guarantees the issuing of a proclamation each year by the President of the United States of American designating September 17 through 23 as Constitution Week,

NOW, THEREFORE I, _____ by the virtue of the authority in me as _____ of _____ do hereby proclaim the week of September 17 to 23 as

CONSTITUTION WEEK

and urge all citizens to study the Constitution, and reflect on the privilege of being an American with all the rights and responsibilities which that privilege involves.

IN WHITENESS WHEREOF, I have hereunto set my hand and caused the Seal of _____ to be affixed this _____ day of _____ of the year of our Lord two thousand thirteen.

CONSTITUTION MINUTES 2013–2014

Constitution Week, September 17-23, commemorates the signing of the Constitution of the United States. The first plan of national government the United States had was called Articles of Confederation and Perpetual Union, quickly shortened to the Articles of Confederation by most people. The Confederation was a loosely joined group of states that gives only limited powers to the central government. The Articles were drawn up in 1777 and went out of existence when the Constitution was adopted in 1789.

1. The United States Constitution has endured longer than any other constitution and in the world and has been used by many other countries as a model for drafting their own constitutions. Fly your Flag with pride.
2. On February 21, 1787, the Continental Congress resolved that... "on the second Monday in May a Convention of delegates who shall have been appointed by the several States be held at Philadelphia for the sole and express purpose of revising the Articles of Confederation...." The original states, except Rhode Island, collectively appointed 70 delegates, but only 55 could attend and only 39 actually signed.
3. The delegates to the Convention were long-lived for their era with the average age of their death 67 years old. Samuel Johnson reached the age of 92 and Few, Franklin, Madison, Williamson and Wythe lived into their 80s. Hamilton and Spaight both were killed in duels. Madison lived the longest, dying in 1836.
4. Most of the delegates were married and raised children. Roger Sherman had 15 children by 2 wives and nine of the delegates had at least two wives. Four of the delegates, Abraham Baldwin, Nicholas Gilman, David of St. Thomas Jenifer and Alexander Martin were lifelong bachelors. The men mirrored the overwhelmingly protestant character of American religious life at the time and were members of various denominations. Only two, Carroll and Fitzsimons, were Roman Catholics.
5. Most of the delegates were natives of the 13 colonies. Only eight were born elsewhere; Butler, Fitzsimons, McHenry and Patterson were born in Ireland and, two, Davie and Robert Morris were born in England; Wilson was born in Scotland and Hamilton was born in the West Indies. Reflecting the mobility that has always characterized American life.
6. Washington and Madison became Presidents of the United States and King and Charles Cotesworth Pinckney were nominated as candidates for the office. Hamilton, McHenry and Madison attained Cabinet posts. Sixteen men became U. S. Senators: Baldwin, Bassett, Blount, Butler, Dayton, Few, Gilman, Johnson, King, Langdon, the two Morrisises, Paterson,

PROCLAMATION

WHEREAS, behavioral health is an essential part of health and one's overall wellness; and

WHEREAS, prevention of mental and/or substance abuse disorders works, treatment is effective, and people recover in our area and around the Nation; and

WHEREAS, the benefits of preventing and overcoming mental and/or substance use disorders are significant and valuable to individuals, families, and the community at large; and

WHEREAS, people in recovery achieve healthy lifestyles, both physically and emotionally, and contribute in positive ways to their communities; and

WHEREAS, we must encourage relatives and friends of people with mental and/or substance use disorders to implement preventive measures, recognize signs of a problem, and guide those in need to appropriate treatment and recovery support services; and

WHEREAS, 13,079 people received a specialty treatment for a substance use disorder in the fourteen county area including Jefferson County, 122,223 people were still in-need of treatment, according to the State of Alabama Department of Mental Health. Given the serious nature of this public health problem, we must continue to reach the thousands more who need help in our area; and

WHEREAS, to help more people achieve and sustain long-term recovery, the U.S. Department of Health and Human Services, the Substance Abuse and Mental Health Services Administration, the White House Office of National Drug Control Policy, the State of Alabama Department of Mental Health and the Addiction Coalition, invite all residents of the City of Mountain Brook, Alabama to participate in National Recovery Month;

NOW, THEREFORE, I, Lawrence T. Oden, by virtue of the authority vested in me as Mayor of the City of Mountain Brook, do hereby proclaim the month of September 2013 as:

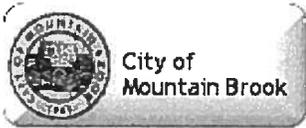
"NATIONAL RECOVERY MONTH"

IN WITNESS WHEREOF, I have hereunto set my hand and caused the Seal of the City of Mountain Brook to be affixed the 9th day of September of the year of our Lord 2013 and of the Independence of the United States of America, the 238th.

Lawrence T. Oden, Mayor



2013-129



Steve Boone <boones@mtnbrook.org>

Proclamation Request: September 2013 Recovery Month

1 message

Carol Williams <cwilliams@addictioncoalition.org>
To: Steve Boone <boones@mtnbrook.org>

Thu, Sep 5, 2013 at 3:51 PM

Good afternoon, Mr. Boone-

I hope that you're doing well! I would like to submit a request for a Proclamation for September 2013's Recovery Month. The Addiction Coalition provides awareness and education on substance abuse issues in the Birmingham area and also has a resource directory of recovery and substance abuse providers in the area. During the month of September, we will be sharing personal stories of recovery on our website and social media accounts to show that recovery works in our communities!

I have attached a draft Proclamation for Recovery Month. Please let me know if you have any questions.

Have a wonderful day!

Carol Williams

Operations Director

Addiction Coalition

an initiative of The Freedom Source

200 Union Hill Drive, Suite 101

Birmingham, AL 35209

www.thefreedomsourcesource.com

www.addictioncoalition.org

[facebook.com/AddictionCoalition](https://www.facebook.com/AddictionCoalition)

twitter.com/AddictnCoalition

office: (205) 874-8498

RESOLUTION NO. 2013-123

WHEREAS, the City’s monthly Local Government Health Insurance Plan (LGHIP) medical/dental insurance premiums as established by the State Employees’ Insurance Board (SEIB) effective October 1, 2012 are as follows:

	BCBS of Alabama
Active employee – 0% increase	
Single	\$396
Family	\$963
Retiree (without Medicare coverage) – 0% increase	
Single	\$817
Family	\$1,502

NOW, THEREFORE BE IT RESOLVED by the City Council of the City of Mountain Brook, Alabama, that monthly medical/dental insurance premiums will be shared by the City and employees and retirees as follows effective a) for employees with the payroll ended October 7, 2013 (payroll dated October 11, 2013) and b) October 1, 2013 for retirees:

	Monthly Premiums – BCBS of Alabama		
	Employee / Retiree	City	Total
Employee (single coverage)	\$-0-	\$396	\$396
Employee (family coverage)	\$279	\$684	\$963
Retiree (single/no Medicare coverage)	\$138	\$679	\$817
Retiree (family/no Medicare coverage)	\$444	\$1,058	\$1,502
Retiree (family/dependent with Medicare)	\$444	\$775	\$1,219

ADOPTED: The 9th day of September, 2013.

Council President

APPROVED: The 9th day of September, 2013.

Mayor

CERTIFICATION

I, Steven Boone, City Clerk of the City of the City of Mountain Brook, Alabama, hereby certify the above to be a true and correct copy of a resolution adopted by the City Council of the City of Mountain Brook at its meeting held on September 9, 2013, as same appears in the minutes of record of said meeting.

City Clerk



STATE OF ALABAMA
STATE EMPLOYEES' INSURANCE BOARD
Local Government Health Insurance Program
200 RSA HQ / 201 South Union Street
PO Box 304900
Montgomery, Alabama 36130-4900
(866) 836-9137 • Fax (334) 517-9778
<http://www.alseib.org>

Joe N. Dickson
Chairman
William L. Ashmore
Executive Director

August 22, 2013

STEVEN BOONE
CITY OF MOUNTAIN BROOK (N19)
P O BOX 130009
BIRMINGHAM, AL 35213

Dear LGHIP Official:

At its Board meeting on August 21st, the State Employees' Insurance Board (SEIB) voted to accept the recommendations of the Local Government Health Insurance Program (LGHIP) Advisory Committee to:

- Increase premiums 5% for CY2014.
- Change the benefits for CY2014 as follows:
 - Increase the physician office visit copay from \$30 to \$35
 - Increase the hospital deductible from \$100 to \$200 per visit
 - Increase the emergency room copay from \$100 to \$200
 - Raise the single coverage out-of-pocket maximums to \$6,250 and the family out-of-pocket maximums to \$12,500 to match the Affordable Care Act out-of-pocket maximums

LGHIP UNIT CLASSIFICATION

For CY2014, your local government unit has been classified in the "Preferred" rate category.

The new CY2014 rate schedule is enclosed.

Your local government unit also qualifies for the wellness premium discount of \$10 per active employee per month for CY2014 because you had 80% or higher active employee participation in the wellness screening program conducted June 1, 2012 to May 31, 2013. This discount is not reflected in the rate schedule but will appear on your monthly invoice beginning in December to pay for January's coverage.

We greatly appreciate your continued participation and support of the LGHIP. If you have questions or comments regarding these changes, please forward them to the SEIB. Also, if our LGHIP staff can be of assistance, please contact them at (334) 263-8326.

Sincerely,

William L. Ashmore
Chief Executive Officer

LOCAL GOVERNMENT RATES CY2014		BCBS REGULAR						COBRA							
Rate		Preferred Rates			Standard Rates			Preferred Rates			Standard Rates				
		Employee Share	Dependent Share	Total	Employee Share	Dependent Share	Total	Employee Share	Dependent Share	Total	Employee Share	Dependent Share	Total		
Active Rates															
A	Active subscriber	\$ 396	\$ -	\$ 396	\$ 432		\$ 432	\$ 404		\$ 404	\$ 441		\$ 441		\$ 441
B	Active subscriber & dependent	\$ 396	\$ 567	\$ 963	\$ 432	\$ 657	\$ 1,089	\$ 404	\$ 578	\$ 982	\$ 441	\$ 670	\$ 1,111		
J	Active subscriber (no dental)	\$ 378	\$ -	\$ 378	\$ 414		\$ 414	\$ 386		\$ 386	\$ 422	\$ -	\$ 422		
K	Active subscriber & dependent (no dental)	\$ 378	\$ 541	\$ 919	\$ 414	\$ 631	\$ 1,045	\$ 386	\$ 552	\$ 938	\$ 422	\$ 644	\$ 1,066		
Retiree Rates															
H	Retired subscriber (not Medicare)	\$ 817	\$ -	\$ 817			\$ 833			\$ 833			\$ 833		
I	Retired subscriber (not Medicare) & dependent (not Medicare)	\$ 817	\$ 685	\$ 1,502			\$ 833	\$ 699	\$ 1,532			\$ 833	\$ 410	\$ 1,243	
C	Retired subscriber (not Medicare) & dependent (Medicare)	\$ 817	\$ 402	\$ 1,219			\$ 815		\$ 815				\$ 815		
L	Retired subscriber (not Medicare) (no dental)	\$ 799	\$ -	\$ 799			\$ 815	\$ 673	\$ 1,488				\$ 815	\$ 383	\$ 1,198
M	Retired subscriber (not Medicare) & dependent (not Medicare) (no dental)	\$ 799	\$ 659	\$ 1,458			\$ 402		\$ 402				\$ 402		\$ 402
N	Retired subscriber (not Medicare) & dependent (Medicare) (no dental)	\$ 799	\$ 376	\$ 1,175			\$ 402	\$ 577	\$ 979				\$ 402	\$ 410	\$ 812
D	Retired subscriber (Medicare)	\$ 394	\$ -	\$ 394			\$ 383		\$ 383				\$ 383		\$ 383
E	Retired subscriber (Medicare) & dependent (not Medicare)	\$ 394	\$ 566	\$ 960			\$ 383	\$ 550	\$ 933				\$ 383	\$ 383	\$ 766
F	Retired subscriber (Medicare) & dependent (Medicare)	\$ 394	\$ 402	\$ 796											
O	Retired subscriber (Medicare) (no dental)	\$ 376	\$ -	\$ 376											
P	Retired subscriber (Medicare) & dependent (not Medicare) (no dental)	\$ 376	\$ 540	\$ 916											
Q	Retired subscriber (Medicare) & dependent (Medicare) (no dental)	\$ 376	\$ 376	\$ 752											
U	COBRA Disabled (Single)						\$ 594		\$ 594	\$ 648		\$ 648		\$ 648	
W	COBRA Disabled (Family)						\$ 594	\$ 578	\$ 1,172	\$ 648	\$ 670	\$ 1,318			
U	COBRA Disabled (Single) (no dental)						\$ 567		\$ 567	\$ 621		\$ 621		\$ 621	
W	COBRA Disabled (Family) (no dental)						\$ 567	\$ 552	\$ 1,119	\$ 621	\$ 644	\$ 1,265			

RESOLUTION NO. 2013-124
A RESOLUTION ADOPTING THE PERSONNEL BOARD OF JEFFERSON COUNTY
2012-2013 ANNUAL CLASSIFICATION SURVEY

BE IT RESOLVED by the City Council of the City of Mountain Brook, Alabama, while in regular session on the 9th day of September, 2013, as follows:

Section 1. That the City Council of the City of Mountain Brook, Alabama, hereby adopts the Personnel Board of Jefferson County 2012-2013 Annual Classification Survey effective Tuesday, October 8, 2013.

Section 2. That a copy of this Resolution be sent to the Jefferson County Personnel Board.

ADOPTED: This 9th day of September, 2013.

Council President

APPROVED: This 9th day of September, 2013.

Mayor

CERTIFICATION

I, Steven Boone, City Clerk of the City of the City of Mountain Brook, Alabama, hereby certify the above to be a true and correct copy of a resolution adopted by the City Council of the City of Mountain Brook at its meeting held on September 9, 2013, as same appears in the minutes of record of said meeting.

City Clerk



Business Center

[Classification](#)
 [Employees](#)
 [Certification](#)
 [Registers](#)
 [Downloads](#)
 [Business Links](#)

2012-2013 CLASSIFICATION SURVEY RESULTS

Post Appeal Recommendations for Jurisdiction*	11	Historical
# of Employees Eligible to Take Survey**	114	<u>2011-2012</u>
# of Employees Who Completed Survey	109	
% of Employees Who Completed Survey	95.61%	
*Adopted by the Personnel Board of Jefferson County on July 9, 2013.		
**As of 09/05/2012		

<u>Jurisdiction</u>	<u>Department</u>	<u>EE Num</u>	<u>First Name</u>	<u>Last Name</u>	<u>Current Class</u>	<u>Current Grade</u>	<u>Completed Survey?</u>	<u>Recommendation</u>
11: Mountain Brook	01400	1001870	J	Alexander	Fire Apparatus Operator	18	Yes	No Change
11: Mountain Brook	01400	1011170	Jeffrey	Allcom	Firefighter	17	Yes	No Change
11: Mountain Brook	01400	1002233	Edwin	Appleton	Firefighter	17	Yes	No Change
11: Mountain Brook	01200	1005511	Mark	Arington	Police Officer	17	Yes	No Change
11: Mountain Brook	01200	1016420	Davis	Baker	Police Officer	17	Yes	No Change
11: Mountain Brook	01400	1005404	Justin	Baker	Fire Apparatus Operator	18	Yes	No Change
11: Mountain Brook	01400	1010453	Jason	Baswell	Firefighter	17	Yes	No Change
11: Mountain Brook	01400	1013387	Joshua	Belcher	Firefighter	17	Yes	No Change
11: Mountain Brook	01400	1003273	Marc	Bell	Fire Lieutenant	20	Yes	No Change
11: Mountain Brook	01400	1016887	Adam	Bomar	Firefighter	17	Yes	No Change
11: Mountain Brook	01200	1016660	Jeffrey	Boshart	Police Officer	17	Yes	No Change
11: Mountain Brook	01200	1007915	Thomas	Bouliware	Police Sergeant	20	Yes	No Change
11: Mountain Brook	01400	1003242	Michael	Box	Fire Apparatus Operator	18	Yes	No Change
11: Mountain Brook	01200	1010280	Johnny	Brown	Police Officer	17	Yes	No Change
11: Mountain Brook	01400	1000988	Nicholas	Bums	Firefighter	17	Yes	No Change
11: Mountain Brook	01200	1014034	Rozetha	Burrow	Police Officer	17	Yes	No Change
11: Mountain Brook	01200	1000281	Jason	Carmack	Police Sergeant	20	Yes	No Change
11: Mountain Brook	01200	1011461	Charles	Clark	Police Sergeant	20	Yes	No Change
11: Mountain Brook	01400	1008849	David	Cohen	Fire Battalion Chief I	26	Yes	No Change
11: Mountain Brook	01200	1009478	James	Cole	Police Lieutenant	24	Yes	No Change
11: Mountain Brook	01400	1008602	Stacey	Cole	Fire Battalion Chief I	26	Yes	No Change
11: Mountain Brook	01200	1008802	Theodore	Cook	Police Chief III	34	Yes	No Change
11: Mountain Brook	01200	1012315	Joseph	Cooper	Police Officer	17	Yes	No Change
11: Mountain Brook	01400	1006676	Weston	Cooper	Fire Apparatus Operator	18	Yes	No Change
11: Mountain Brook	01200	1013505	kelly	couch	Police Officer	17	Yes	No Change
11: Mountain Brook	01400	1012248	Miles	Cousins	Firefighter	17	Yes	No Change
11: Mountain Brook	01400	1007414	Jeffrey	Crabb	Fire Lieutenant	20	Yes	No Change
11: Mountain Brook	01400	1007770	Johnny	Crumpton	Firefighter	17	Yes	No Change
11: Mountain Brook	01400	1012245	Lee	Currie	Firefighter	17	Yes	No Change
11: Mountain Brook	01400	1004249	Patrick	Dean	Fire Lieutenant	20	Yes	No Change
11: Mountain Brook	01400	1008457	David	Drew	Fire Apparatus Operator	18	Yes	No Change

Personnel Board Of Jefferson County Business Center

11: Mountain Brook	01200	1007595	Alan	Eason	Police Sergeant	20	Yes	No Change
11: Mountain Brook	01400	1014818	John	Entekin	Firefighter	17	Yes	No Change
11: Mountain Brook	01200	1000186	Drew	Evans	Police Sergeant	20	Yes	No Change
11: Mountain Brook	01400	1009692	Robert	Ezekiel	Fire Chief III	34	Yes	No Change
11: Mountain Brook	01200	1016780	Craig	Fisher	Police Officer	17	Yes	No Change
11: Mountain Brook	01400	1011448	Mark	Franklin	Fire Apparatus Operator	18	Yes	No Change
11: Mountain Brook	01200	1005848	Donald	Garrett	Police Officer	17	Yes	No Change
11: Mountain Brook	01200	1008738	Michael	Glass	Police Sergeant	20	Yes	No Change
11: Mountain Brook	01200	1014651	Joshua	Gildewell	Police Officer	17	Yes	No Change
11: Mountain Brook	01400	1005408	Roderick	Goodman	Fire Lieutenant	20	Yes	No Change
11: Mountain Brook	01200	1010492	Gregory	Hagood	Police Captain	28	Yes	No Change
11: Mountain Brook	01200	1006118	James	Hall	Police Officer	17	Yes	No Change
11: Mountain Brook	01400	1006812	Richard	Haywood	Firefighter	17	Yes	No Change
11: Mountain Brook	01400	1011805	Jon	Head	Firefighter	17	Yes	No Change
11: Mountain Brook	01200	1002273	Michael	Herrn	Police Lieutenant	24	Yes	No Change
11: Mountain Brook	01400	1000924	James	Hetherington	Firefighter	17	Yes	No Change
11: Mountain Brook	01200	1016778	John	Hodgens	Police Officer	17	Yes	No Change
11: Mountain Brook	01200	1002159	Daphne	Horton	Police Officer	17	Yes	No Change
11: Mountain Brook	01400	1003315	Jonathan	Horton	Firefighter	17	Yes	No Change
11: Mountain Brook	01400	1010483	Robert	Howell	Firefighter	17	Yes	No Change
11: Mountain Brook	01700	1016798	Samuel	Ingram	Building Custodian	13	Yes	No Change
11: Mountain Brook	01400	1013386	Donald	Ivey	Firefighter	17	Yes	No Change
11: Mountain Brook	01400	1010529	Noah	Johnson	Fire Apparatus Operator	18	Yes	No Change
11: Mountain Brook	01400	1001502	Joseph	Jones	Fire Battalion Chief I	26	Yes	No Change
11: Mountain Brook	01200	1006696	Patrick	Kelley	Police Officer	17	Yes	No Change
11: Mountain Brook	01400	1014648	Michael	Kemp	Firefighter	17	Yes	No Change
11: Mountain Brook	01400	1001747	David	Kennedy	Fire Battalion Chief I	28	Yes	No Change
11: Mountain Brook	01400	1012612	Jonathan	King	Firefighter	17	Yes	No Change
11: Mountain Brook	01200	1010418	Richard	Knecht	Police Officer	17	Yes	No Change
11: Mountain Brook	01200	1008189	Ronald	Lamon	Police Officer	17	Yes	No Change
11: Mountain Brook	01200	1007451	Joseph	Large	Police Officer	17	No	No Change
11: Mountain Brook	01200	1007952	James	Loggins	Police Sergeant	20	Yes	No Change
11: Mountain Brook	01200	1004334	Thomas	Loring	Police Officer	17	Yes	No Change
11: Mountain Brook	01400	1008376	William	Lucas	Fire Apparatus Operator	18	Yes	No Change
11: Mountain Brook	01200	1001986	Orvie	Mattson	Police Officer	17	Yes	No Change
11: Mountain Brook	01400	1004241	Bradley	McCain	Firefighter	17	Yes	No Change
11: Mountain Brook	01200	1013501	Christopher	McCay	Police Officer	17	Yes	No Change
11: Mountain Brook	01200	1009980	Shane	McGinnis	Police Officer	17	Yes	No Change
11: Mountain Brook	01400	1003348	Walter	Meyer	Fire Apparatus Operator	18	Yes	No Change
11: Mountain Brook	01200	1016779	Kenneth	Moore	Police Officer	17	Yes	No Change
11: Mountain Brook	01400	1010989	Michael	Moore	Firefighter	17	Yes	No Change
11: Mountain Brook	01400	1008734	Christopher	Mullins	Fire Battalion Chief I	26	Yes	No Change
11: Mountain Brook	01200	1007827	Brook	Nichols	Police Officer	17	Yes	No Change
11: Mountain Brook	01400	1011804	Gary	Noah	Firefighter	17	Yes	No Change
11: Mountain Brook	01200	1011470	Racquel	Osborn	Police Officer	17	Yes	No Change
11: Mountain Brook	01400	1005466	Grady	Parler	Fire Apparatus Operator	18	Yes	No Change
11: Mountain Brook	01400	1014456	Matthew	Parler	Firefighter	17	No	No Change
11: Mountain Brook	01400	1006213	Mark	Patton	Fire Lieutenant	20	No	No Change
11: Mountain Brook	01400	1009034	Gregory	Peek	Fire Lieutenant	20	Yes	No Change
11: Mountain Brook	01200	1011443	Richard	Pollard	Police Sergeant	20	Yes	No Change
11: Mountain Brook	01400	1001891	Ralph	Pullen	Fire Lieutenant	20	Yes	No Change
11: Mountain Brook	01200	1014631	Robert	Rawson	Police Officer	17	Yes	No Change
11: Mountain Brook	01400	1004232	Michael	Ray	Fire Lieutenant	20	Yes	No Change
11: Mountain Brook	01200	1010433	Jason	Rhoads	Police Sergeant	20	Yes	No Change
11: Mountain Brook	01400	1009042	Leland	Rhudy	Fire Lieutenant	20	Yes	No Change
11: Mountain Brook	01400	1014432	Jonathan	Roberson	Firefighter	17	Yes	No Change
11: Mountain Brook	01400	1013749	Charles	Robinson	Firefighter	17	Yes	No Change
11: Mountain Brook	01700	1010988	Michael	Rollo	Public Works Assistant Director II	23	Yes	No Change
11: Mountain Brook	01200	1012321	Jerry	Smith	Police Officer	17	Yes	No Change
11: Mountain Brook	01200	1011988	Ryan	Smith	Police Officer	17	Yes	No Change
11: Mountain Brook	01200	1004275	Christopher	Stephens	Police Officer	17	Yes	No Change
11: Mountain Brook	01200	1014895	Matthew	Sulenski	Police Officer	17	Yes	No Change

8/26/13

Personnel Board Of Jefferson County Business Center

11: Mountain Brook	01400	1007807	Robert	Sweatman	Fire Lieutenant	20	Yes	No Change
11: Mountain Brook	01400	1010408	Bradley	Swindle	Firefighter	17	Yes	No Change
11: Mountain Brook	01200	1008635	Tommy	Tanner	Police Officer	17	No	No Change
11: Mountain Brook	01200	1014598	Jacqueline	Terrell	Parking Enforcement Officer	12	Yes	No Change
11: Mountain Brook	01200	1015039	Christopher	Thompson	Police Officer	17	Yes	No Change
11: Mountain Brook	01200	1016419	Charles	Timothy	Police Officer	17	Yes	No Change
11: Mountain Brook	01400	1006741	Derek	Toxey	Fire Apparatus Operator	18	Yes	No Change
11: Mountain Brook	01200	1012316	Christopher	Trimmier	Police Officer	17	No	No Change
11: Mountain Brook	01700	1011013	Ronald	Vaughn	Public Works Director III	28	Yes	No Change
11: Mountain Brook	01400	1012610	Heathe	Watkins	Firefighter	17	Yes	No Change
11: Mountain Brook	01400	1008008	Timothy	Weeks	Fire Apparatus Operator	18	Yes	No Change
11: Mountain Brook	01400	1002238	John	Wesley	Firefighter	17	Yes	No Change
11: Mountain Brook	01200	1000005	Glen	White	Police Officer	17	Yes	No Change
11: Mountain Brook	01400	1003949	John	Whitehead	Fire Lieutenant	20	Yes	No Change
11: Mountain Brook	01400	1000859	Christopher	Williams	Firefighter	17	Yes	No Change
11: Mountain Brook	01400	1001829	Donald	Williams	Fire Lieutenant	20	Yes	No Change
11: Mountain Brook	01200	1005257	Jullus	Williams	Police Lieutenant	24	Yes	No Change
11: Mountain Brook	01400	1012247	Kevin	Wilson	Firefighter	17	Yes	No Change
11: Mountain Brook	01400	1006561	Timothy	Wooten	Fire Battalion Chief I	26	Yes	No Change
11: Mountain Brook	01200	1011822	Raymond	Yokal	Police Officer	17	Yes	No Change
11: Mountain Brook	01200	1000191	Lance	Ziska	Police Officer	17	Yes	No Change

2121 Rev. Abraham Woods, Jr., Blvd, Suite 100 Birmingham, Alabama 35203-2387
 (205)279-3500 or toll-free (866)241-9001 8:00am - 5:00pm Monday - Friday
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RESOLUTION NO. 2013-126

BE IT RESOLVED by the City Council of the City of Mountain Brook, Alabama that the City Council hereby authorizes the execution of a contract for services between the City and ETC Institute to design and administer a citizen survey, in the form as attached hereto as Exhibit A, subject to such minor revisions as may be determined appropriate by the City Attorney.

ADOPTED: This 9th day of September, 2013.

Council President

APPROVED: This 9th day of September, 2013.

Mayor

CERTIFICATION

I, Steven Boone, City Clerk of the City of Mountain Brook, Alabama hereby certify the above to be a true and correct copy of a resolution adopted by the City Council of the City of Mountain Brook at its regular meeting held on September 9, 2013, as same appears in the minutes of record of said meeting.

City Clerk

Contract for Services and Scope of Work

Between ETC Institute and the City of Mountain Brook, AL

ARTICLE I: SCOPE OF SERVICES

1. **Overview of Services to Be Performed.** ETC Institute will design and administer a citizen survey for the City of Mountain Brook, AL. The survey will be administered during in 2014. The final report will be completed by three months after the start of the process, providing that the survey development stays on a 30 day schedule.
2. **Maximum fixed fee.** The total fee for the project is \$15,370. This includes \$12,970 to design and administer the survey and provide a formal report and summary, and \$2,400 to provide GIS mapping.
3. **ETC Institute's responsibilities.** The tasks that will be performed by ETC Institute as part of this agreement include the following:
 - a. finalizing the methodology for administering the survey based on input from the City.
 - b. designing a resident survey instrument that is up to 15 minutes in length (6-7 pages).
 - c. selecting a random sample of households to be surveyed
 - d. setting up the database
 - e. conducting a pretest of the survey instrument
 - f. completing 400 surveys by a combination of mail, phone, and internet (ETC Institute's costs include all labor, postage and printing associated with the administration of the survey). The results of a random sample of 400 completed surveys will have a precision of at least +/-5% at the 95% level of confidence.
 - g. conducting data entry and quality control review for all completed surveys
 - h. providing complete printouts of the data
 - i. conducting benchmarking analysis that shows how the results for Mountain Brook compare to other cities in the US, the mid-west region, and in Missouri.

- j. conducting importance-satisfaction analysis to identify the types of improvements that will have the most impact on satisfaction with city services.
 - k. completing a final report that will include an executive summary, charts and graphs, GIS mapping, benchmarking analysis, importance-satisfaction analysis, tables showing the results to all questions on the survey, and a copy of the survey instrument.
 - l. making one on-site presentation of the survey results to the City.
4. Responsibilities for the City of Mountain Brook will include the following:
- a. approving the survey instrument
 - b. providing a cover letter for the mail version of resident surveys

ARTICLE II: PAYMENT FOR SERVICES

1. Invoices will be submitted upon completion of tasks described in Article I, Section 3, of this agreement as follows:
 - a. Invoice #1: \$5,380. The first invoice will be submitted upon completion of tasks a, b, c, d, and e. The deliverable for this payment will be an approved copy of the survey instrument.
 - b. Invoice #2: \$7,685. The second invoice will be submitted upon completion of tasks f, g, and h. The deliverable for this invoice will be a printout that shows the overall results for the 400 completed surveys.
 - c. Invoice #3: \$2,305. The third invoice will be submitted upon completion of task i, j, k, l, and m. The deliverable for this invoice will be 10 color copies of the final report, which will include GIS Mapping, benchmarking analysis, and importance-satisfaction analysis.

ARTICLE III: MISCELLANEOUS PROVISIONS

1. Change in Scope. The Scope of Services for this contract shall be subject to modification or supplement upon the written agreement of the contracting parties. Any such modification in the Scope of Services shall be incorporated in this agreement by supplemental agreement executed by the parties.

2. Termination of Contract. This agreement may be terminated by either party upon 14 days written notice in the event of substantial failure by the other party to perform in accordance with the terms hereof through no fault of the terminating party. If the contract is terminated by the City, the City shall reimburse ETC Institute for the full value of any tasks that have been initiated, up to the total amount of the next scheduled invoice.

3. Rights to Use the Data. ETC Institute has the right to use the data as a component of ETC Institute's DirectionFinder® benchmarks, but ETC Institute will not release specific results for the City of Mountain Brook without written approval from the City.

IN WITNESS WHEREOF, the parties hereto have caused this agreement to be signed by their duly authorized officers.

Date _____

Karen Falk, ETC Institute, Vice President

Date _____

**ADDENDUM TO AGREEMENT BETWEEN
THE CITY OF MOUNTAIN BROOK AND
ETC INSTITUTE
DATED SEPTEMBER 9, 2013**

THIS ADDENDUM (“the/this Addendum”) to the principal agreement between the City of Mountain Brook, Alabama (“the City”) and ETC Institute (“the Contractor”) dated September 9, 2013.

This Addendum is a part of the principal agreement, but supersedes and controls any conflicting or inconsistent terms or provisions in the principal agreement, particularly to the extent the conflicting or inconsistent terms or provisions purport either to (a) confer greater rights or remedies on the Contractor than are provided herein or under otherwise applicable law, or to (b) reduce, restrict, or eliminate rights or remedies that would be available to the City under otherwise applicable law. The addendum shall remain in full force and effect with respect to any amendment, extension, or supplement of or to the principal agreement, whether or not expressly acknowledged or incorporated therein. No agent, employee, or representative of the City is authorized to waive, modify, or suspend the operation of the Addendum or any of its terms or provisions without express approval of the Mountain Brook City Council.

1. ***Definitions.*** For purposes of this Addendum, the terms below have the following meanings:
 - A. “*The City*” refers to and includes the City of Mountain Brook, Alabama, and its constituent departments, boards, and agencies.
 - B. “*The (this) Agreement*” refers to the principal contract, agreement, proposal, quotation, or other document that sets forth the basic terms and conditions under which the Contractor is engaged to provide goods, materials, or services to the City, including the payment or other consideration to be provided by the City in exchange therefor.
 - C. “*The Contractor*” refers to the person, firm, or other legal entity that enters into an agreement with the City to provide goods, materials, or services to the City, and includes vendors and suppliers providing goods, materials, and services to the City with or without a formal contract as well as the Contractor’s vendors, suppliers, and subcontractors.
2. ***Arbitration; Mediation; Alternate Dispute Resolution.*** The City agrees to arbitrate disputes or to engage in alternate dispute resolution (ADR) if arbitration or ADR is required by the agreement as a means of resolving disagreements arising thereunder or is a precondition to the pursuit of other legal remedies, but only to the extent (1) the rights and remedies available under such arbitration rules or processes do not afford the Contractor greater relief (e.g., attorney’s fees, damages, etc.) than would be available under otherwise applicable law, (2) the venue for the arbitration or mediation proceeding is in Jefferson County, Alabama, and (3) the costs of such proceedings (including the fees of the arbitrator or mediator) are divided evenly between the parties.
3. ***Attorney’s Fees; Court Costs; Litigation Expenses.*** The City shall not be liable for attorney’s fees, court costs, litigation expenses, and like charges except and to the extent such fees, costs,

and charges would be assessed against the City under applicable law in the absence of any contractual provision imposing or assigning liability therefor.

4. ***Late Payment Charges; Fees; Interest.*** The City shall not be liable for any late payment charges, interest, or fees on any delinquent bill for goods, materials, or services at a rate higher than two-thirds of one percent per month (eight percent per annum), but bills rendered to the City shall not be considered delinquent any earlier than thirty (30) days after rendition of a complete and accurate bill by the Contractor. Contested bills shall not be subject to late payment charges pending resolution of the dispute.
5. ***Indemnification; Hold-Harmless; Release; Waiver; Limitations of Liability or Remedies.*** The City shall not and does not indemnify, hold harmless, or release the Contractor or any other person, firm, or legal entity for, from, or with respect to any claim, cause of action, cost, charge, fee, expense, or liability whatsoever arising out of or relating to the subject matter of the agreement or the performance or nonperformance thereof; nor shall or does the City waive its right to assert or pursue any remedy or claim for relief of any kind that it may have against the Contractor or any other person, firm, or entity for any actual or alleged default or other breach of legal duty on the part of the Contractor or any person, firm, or entity in privity therewith or acting on Contractor's behalf. Any limitation or restriction regarding the type, nature, form, amount, or extent of any right, remedy, relief, or recovery that would otherwise be available to the City is expressly disavowed, excluded from the terms of the agreement, and void.
6. ***Choice of Law; Choice of Venue or Forum.*** The meaning, legal effect, and enforcement of terms and provisions of the agreement and the resolution of any disputes arising thereunder or relating thereto shall be governed by the laws of the State of Alabama except to the extent otherwise required by applicable conflict-of-law principles. The venue of any suit, action, or legal proceeding brought to enforce or secure relief by reason of any asserted breach of duty arising out of or relating to the performance or nonperformance of the agreement shall be Jefferson County, Alabama except to the extent otherwise required by applicable principles of law.
7. ***Construction of Addendum.*** Nothing in this Addendum shall be construed to create or impose any duty or liability on the City, to create a right or remedy in favor of the Contractor against the City, or to restrict or abrogate any right or remedy that is available to the City against the Contractor or any other person, firm, or entity under either the principal agreement or as a matter of law.
8. ***Alabama Immigration Law Compliance Contract.*** Contractor agrees that it will fully comply with the Immigration Reform and Control Act of 1986, as amended by the Immigration Act of 1990, and the Beason-Hammon Alabama Taxpayer and Citizen Protection Act, which makes it unlawful for an employer in Alabama to knowingly hire or continue to employ an alien who is or has become unauthorized with respect to such employment or to fail to comply with the 1-9 requirements or fails to use E-Verify to verify the eligibility to legally work in the United States for all of its new hires who are employed to work in the State of Alabama. Without limiting the foregoing, Contractor shall not knowingly employ, hire for employment, or continue to employ an unauthorized alien, and shall have an officer or other managerial employee who is personally familiar with the Contractor's hiring practices to execute an affidavit to this effect on the form supplied by the Board and return the same to the City. Contractor shall also enroll in the E-Verify

Program prior to performing any work, or continuing to perform any ongoing work, and shall remain enrolled throughout the entire course of its performance hereunder, and shall attach to its affidavit the E-Verify Program for Employment Verification and Memorandum of Understanding and such other documentation as the Board may require to confirm Contractor's enrollment in the E-Verify Program. Contractor agrees not to knowingly allow any of its subcontractors, or any other party with whom it has a contract, to employ in the State of Alabama any illegal or undocumented aliens to perform any work in connection with the Project, and shall include in all of its contracts a provision substantially similar to this paragraph. If Contractor receives actual knowledge of the unauthorized status of one of its employees in the State of Alabama, it will remove that employee from the project, jobsite or premises of the City and shall comply with the Immigration Reform and Control Act of 1986, as amended by the Immigration Act of 1990, and the Beason-Hammon Alabama Taxpayer and Citizen Protection Act. Contractor shall require each of its subcontractors, or other parties with whom it has a contract, to act in a similar fashion. If Contractor violates any term of this provision, this Agreement will be subject to immediate termination by the City. To the fullest extent permitted by law, Contractor shall defend, indemnify and hold harmless the City from any and all losses, consequential damages, expenses (including, but not limited to, attorneys' fees), claims, suits, liabilities, fines, penalties, and any other costs arising out of or in any way related to Contractor's failure to fulfill its obligations contained in this paragraph.

DATED this 9th day of September, 2013.

ETC Institute

City of Mountain Brook, Alabama

By : _____

By : _____

Its : _____

Its : _____

An Overview of ETC Institute Community Survey Process

Presented to

Mountain Brook, Alabama

By

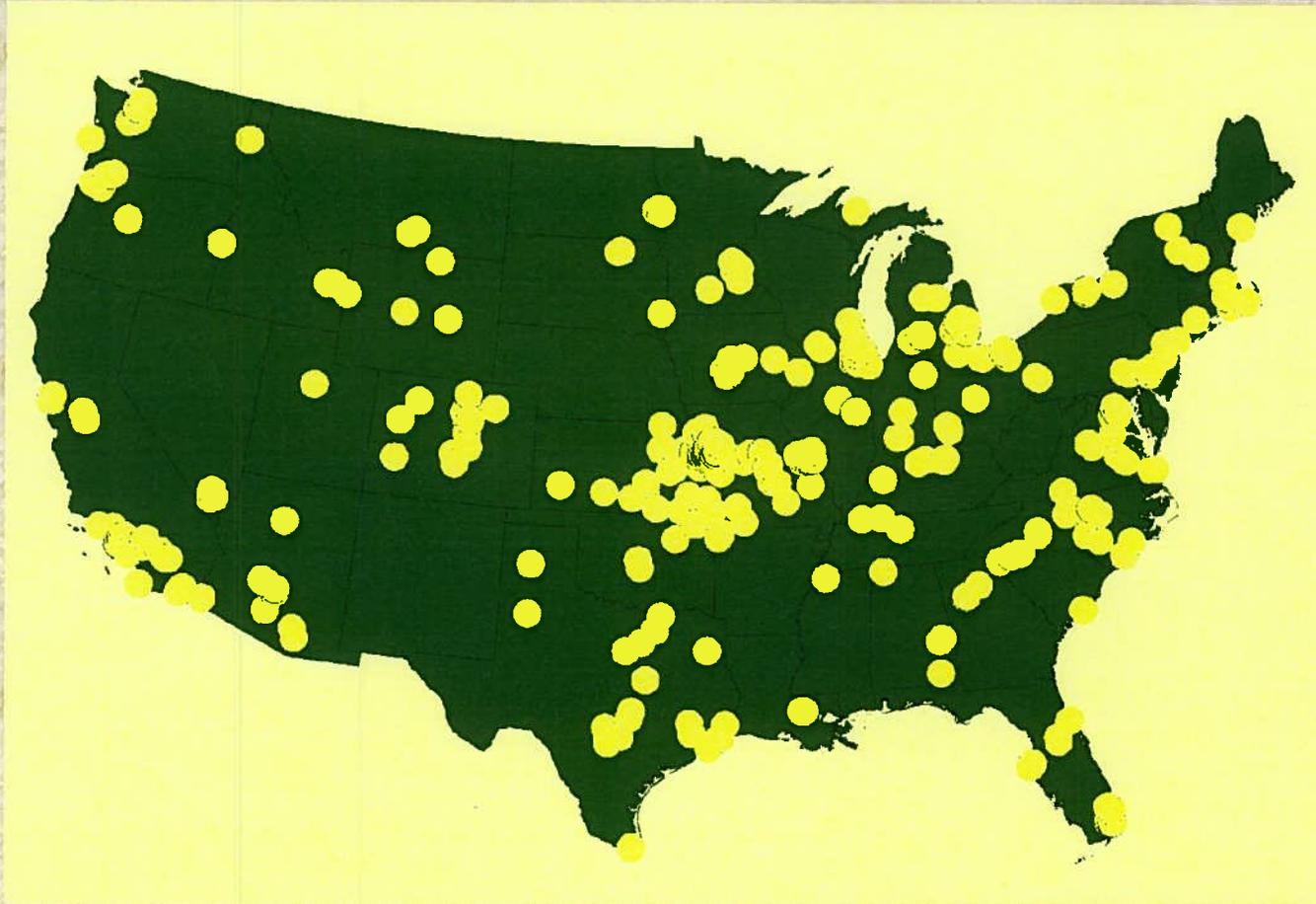
ETC Institute



January 14, 2013

***A National Leader in Market Research
for Local Governmental Organizations***

*...helping city and county governments gather and use survey data to
enhance organizational performance for 31 years*



***More than 1,450,000 Persons Surveyed
for more than 500 cities in 48 States***

Extensive Experience with Some of the Nation's Largest Local Governments

- n **Atlanta, Georgia**
- n **Austin, Texas**
- n **Broward County, Florida**
- n **Buffalo, New York**
- n **Colorado Springs, Colorado**
- n **Columbus, Ohio**
- n **Dallas, Texas**
- n **Denver, Colorado**
- n **Des Moines, Iowa**
- n **Detroit, Michigan**
- n **Dupage County, Illinois**
- n **Fairfax County, Virginia**
- n **Fort Worth, Texas**
- n **Fort Lauderdale, Florida**
- n **Fulton County, Georgia**
- n **Houston, Texas**
- n **Kansas City, Missouri**
- n **Las Vegas, Nevada**
- n **Long Beach, California**
- n **Miami, Florida**
- n **Miami-Dade County, Florida**
- n **Nashville, Tennessee**
- n **Norfolk, Virginia**
- n **Oakland, California**
- n **Oklahoma City, Oklahoma**
- n **Providence, Rhode Island**
- n **San Antonio, Texas**
- n **San Bernardino County, California**
- n **San Diego, California**
- n **San Francisco, California**
- n **St. Paul, Minnesota**
- n **St. Louis, Missouri**
- n **Tucson, Arizona**
- n **Washington, D.C.**
- n **Westchester County, New York**
- n **Wayne County, Michigan**

During the past five years, ETC Institute has administered surveys in 20 of the 35 largest U.S. cities and 11 of the 20 largest U.S. counties.

Experience Close By

Alabama

- n **Auburn**
- n **Dothan**
- n **Vestavia Hills**

North Carolina

- n **Durham**
- n **Chapel Hill**
- n **High Point**
- n **Cabarras County**
- n **Pinehurst**
- n **Wilmington**

THE PURPOSE

- n Determine where the residents stand on City service issues (silent majority vs. special interest)**
- n Determine a priority for addressing City services (budgeting**
- n Public relations – let your community know that you value their opinion and make the results known**
- n Get direction from your residents about acquiring funding for important issues**

Basic Survey Process

Final Report and Recommendations

Data Processing and Analysis

Administer Surveys

Pre-Test

Survey Design

Sampling Plan

*Review Prior
Work*

BENEFITS

Quality Control

Step One: *Design Sampling Plan*

- ***Sample designed to ensure the results are representative the City's diverse population***
- ***Sample will be address-based***
- ***Sample will include cell phones***

Step Two: *Design Survey Instruments*

- ***Tailor the surveys to your needs to be sure current issues are addressed***

Survey Design Process Will:

- n Include Input from Steering Committee***
- n Include Interviews with Senior City Leaders/Council Members***
- n Identify New Benchmarking Needs***
- n Usually involves 2-4 drafts***

Content Approved by City Before We Begin

Step Three: *Pre-Survey Communication*

- n Press Release to Local Newspapers*
- n Automated Call to Residents*
- n Letter Sent to Residents with Survey*
- n Website Options*

***Build Trust, Encourage Participation,
Set The Stage for Implementation***

Step Four: *Pilot Test*

- n *Random Sample of 30 residents***
- n *Participants provide feedback***
 - *interpretation of questions***
 - *level of comfort providing information***
 - *time to complete the survey***
 - *concerns about the process***
 - *ideas for increasing response rate***

Ensures the reliability of the survey instrument

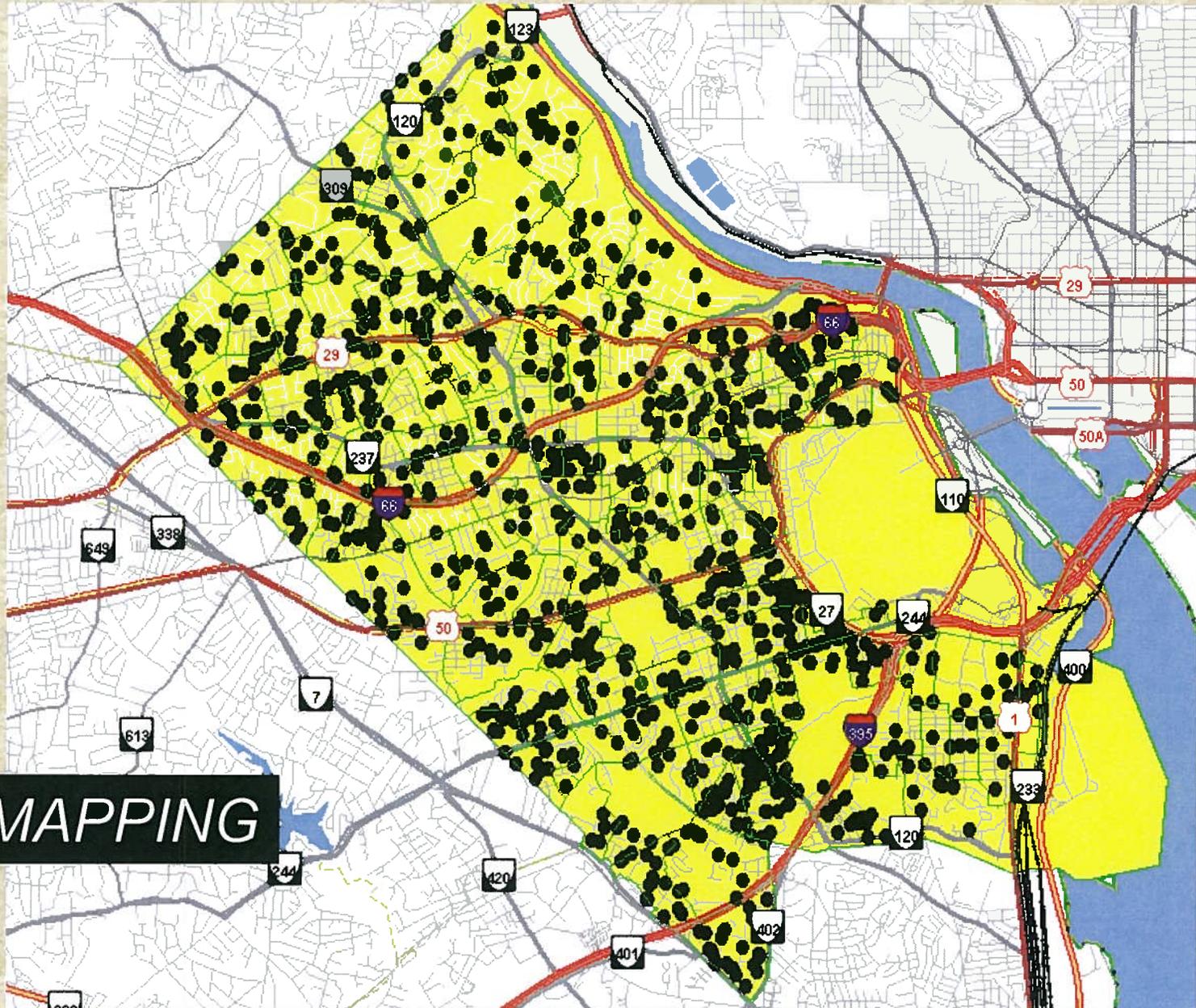
Step Five: *Administer Survey*

- n *Select a random sample of residents and businesses***
- n *Recommend a Multi-Channel Methodology***
 - *Advance call***
 - *Mail survey with cover letter (w/Internet option)***
 - *Follow-up by phone***
 - *If completed: respondent thanked***
 - *If NOT completed: respondent given option to complete survey by phone***
 - *Multi-channel methodology maximizes response rate***
- n *Geocoding of Respondent's Home Address to ensure good geographic representation***
- n *Survey administered in English and Spanish***
- n *Demographics of respondents monitored to ensure the survey is representative of the City***

Step Six:
Analyze Data - Examples

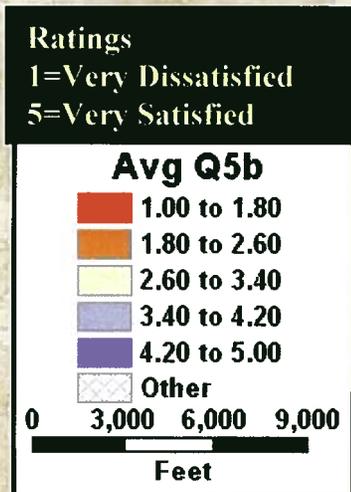
- n GIS Mapping*
- n Crosstabulations*
- n Benchmarking Comparisons*
- n Importance-Satisfaction Priorities Analysis*
- n Trend Analysis*

Distribution of Respondents to the 2008 Citizen Survey Based on the Location of the Respondent's Home

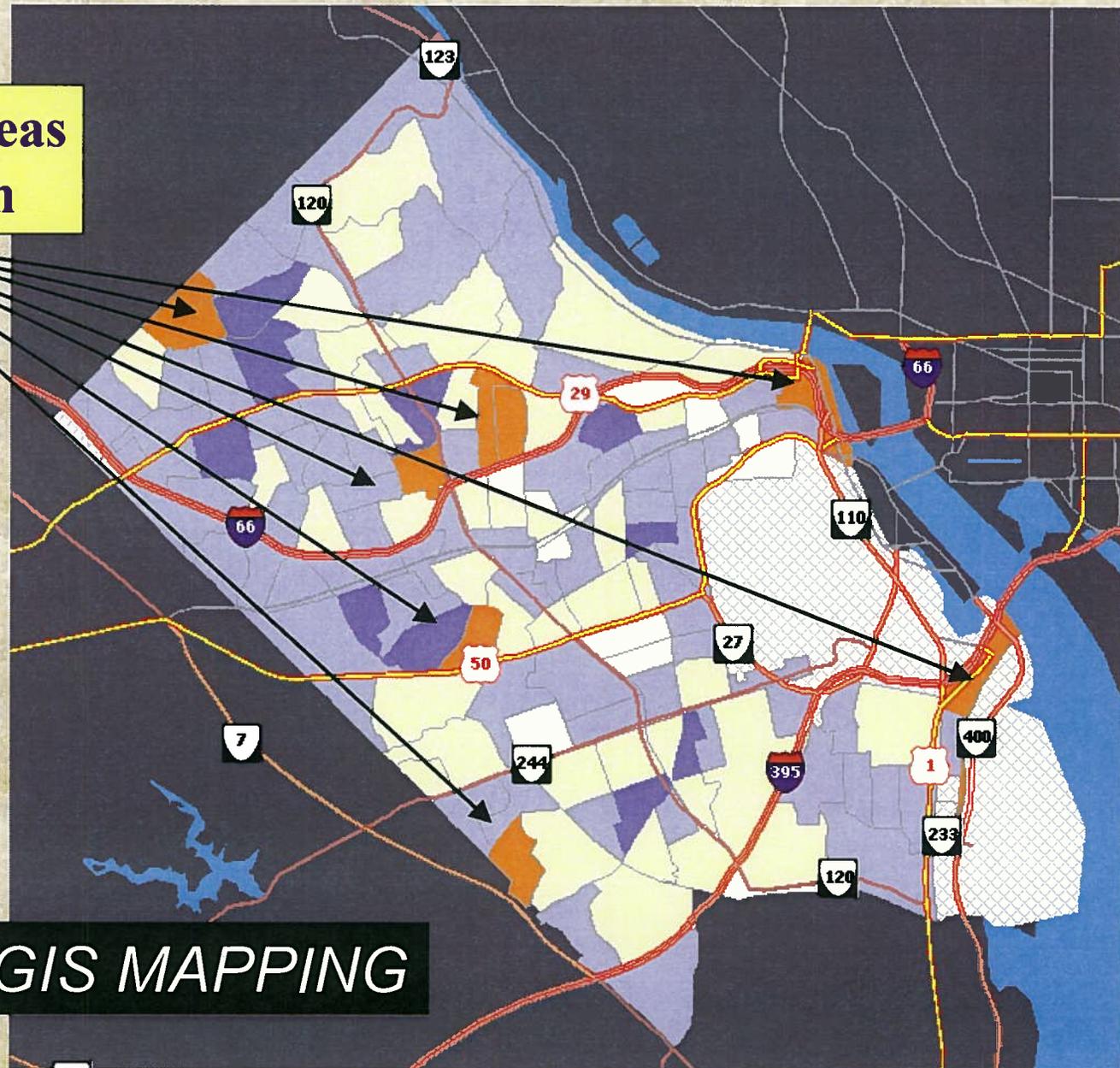


Satisfaction with Neighborhood Street Maintenance

Potential Areas of Concern



GIS MAPPING



Crosstabulations

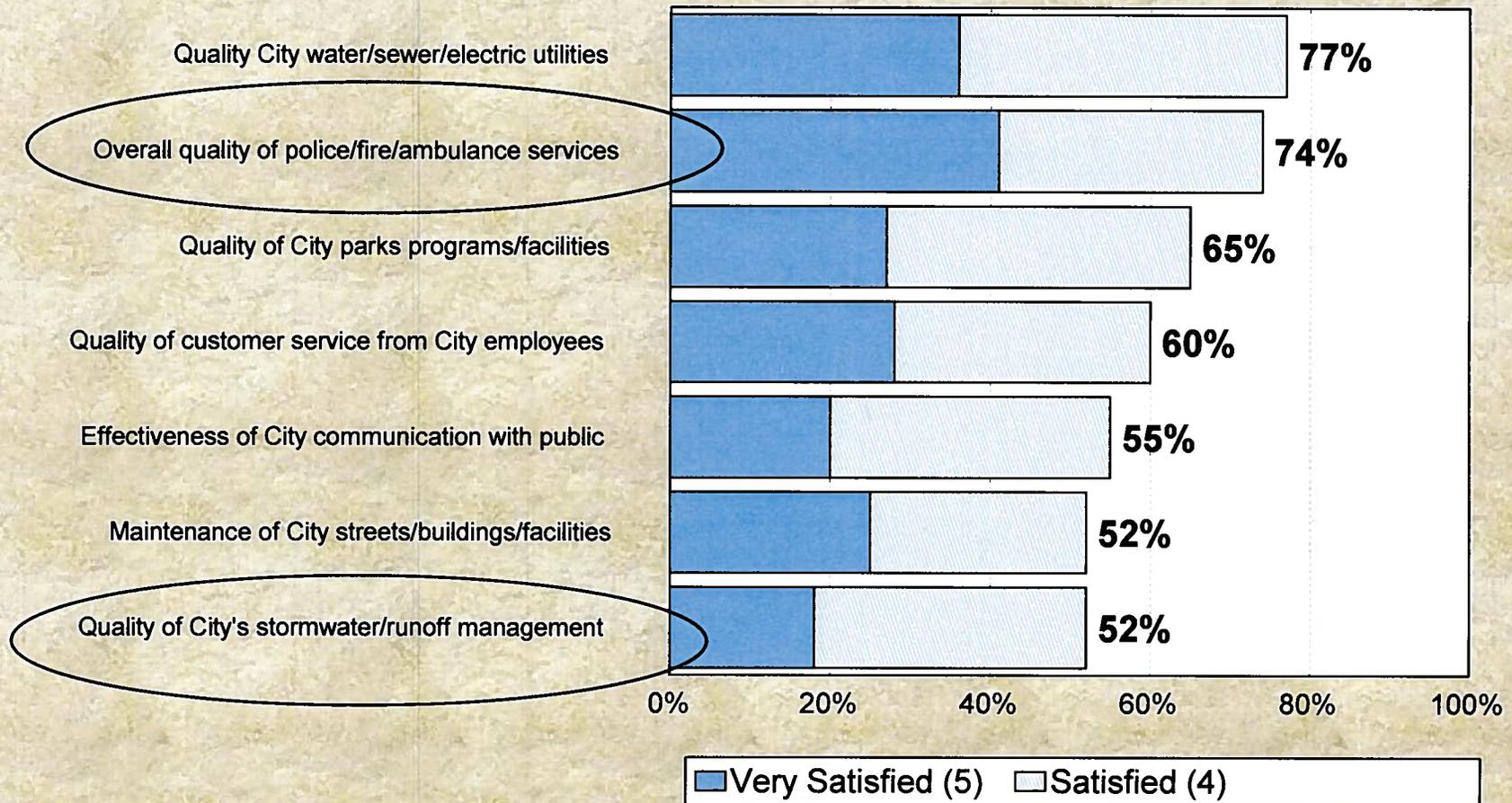
- *geographic location*
- *gender*
- *race/ethnicity*
- *Age*
- *income*
- *years lived in the city*
- *language spoken at home*

Benchmarking

Without Good Benchmarks - What Does This Mean?

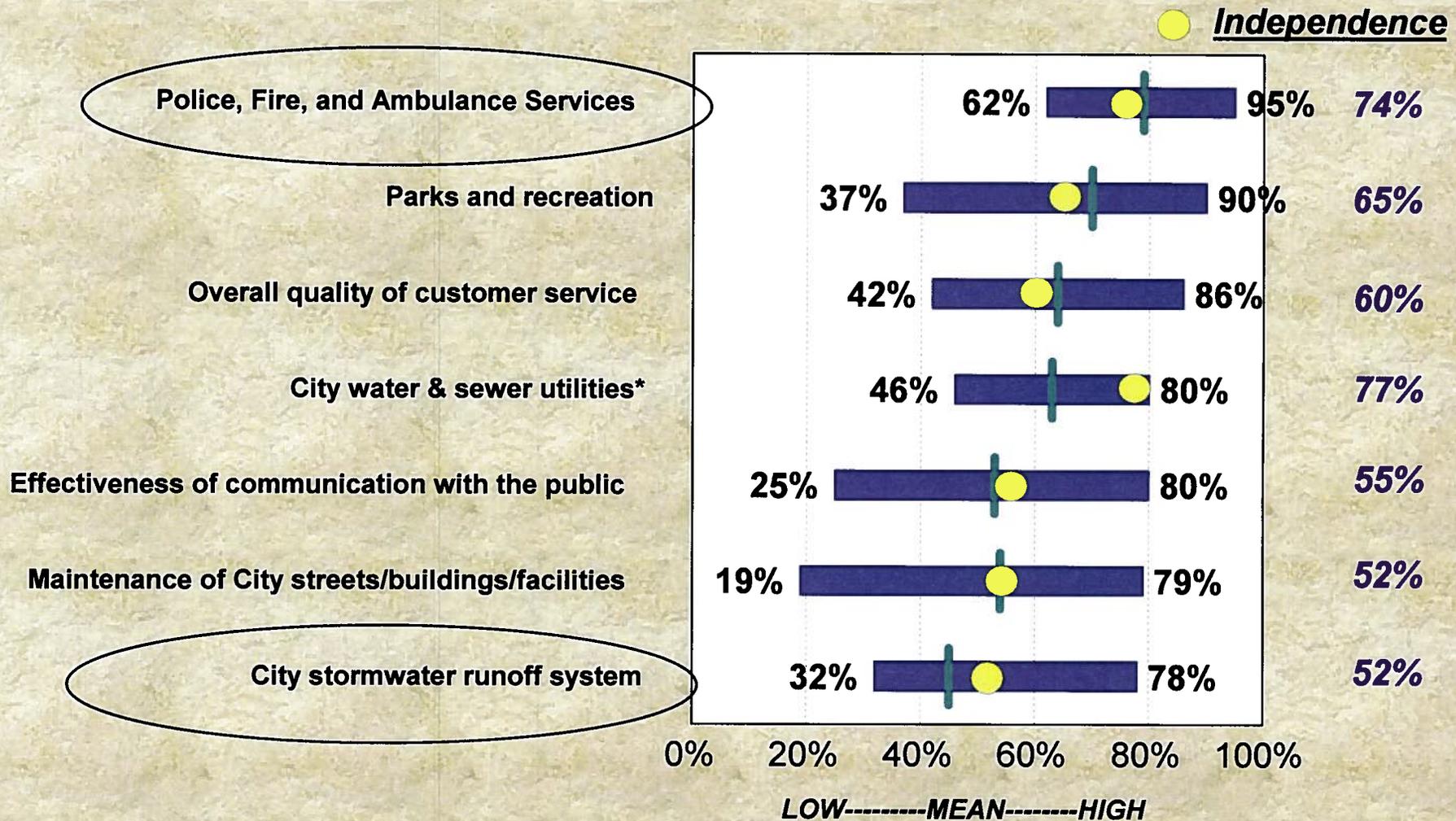
Overall Satisfaction With City Services by Major Category

by percentage of respondents who rated the item as a 1 to 5 on a 5-point scale (excluding don't knows)



Good Benchmarks help interpret the data

Overall Satisfaction With City Services

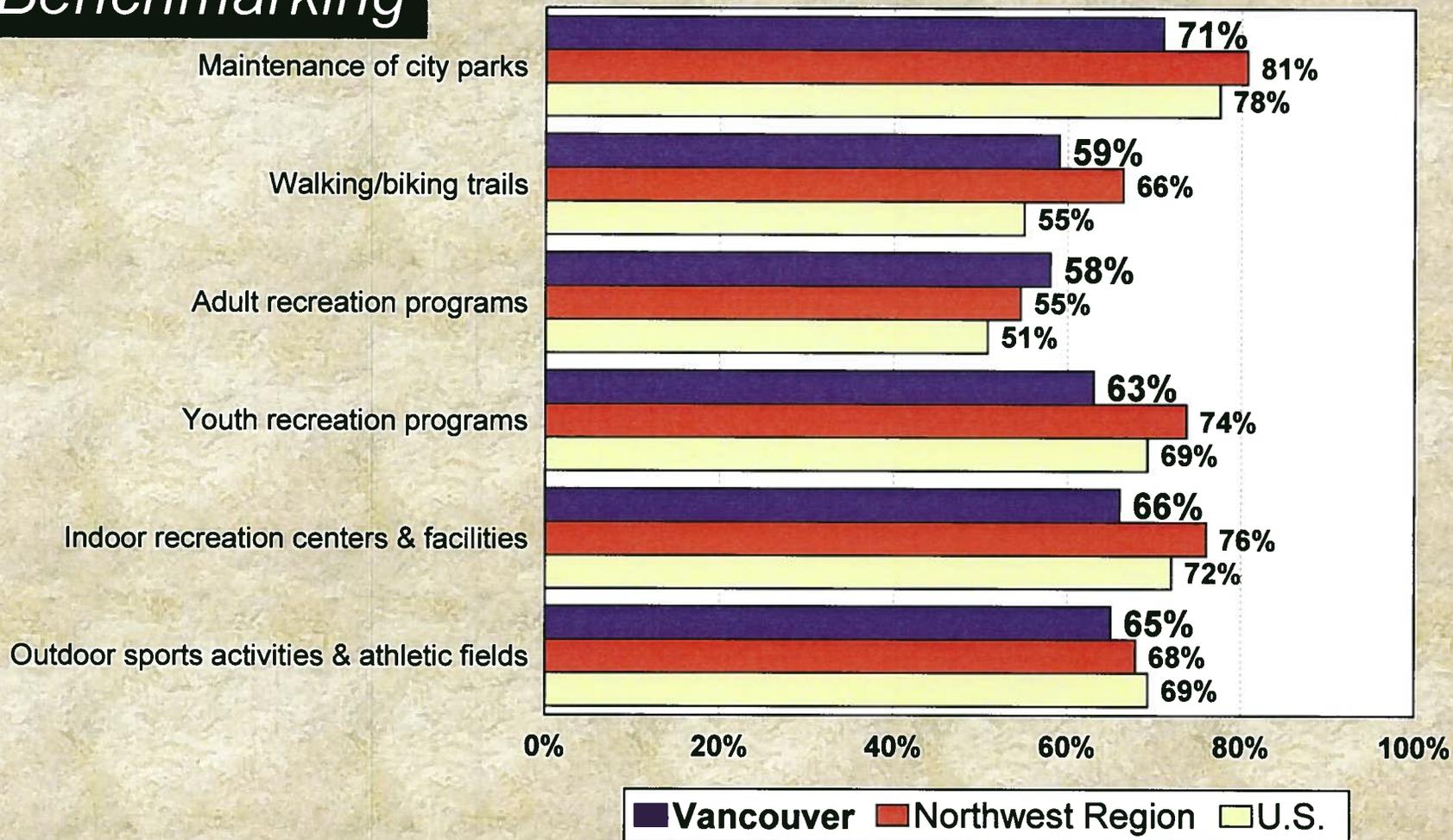


* the data shown for water/sewer is the average of the two individual ratings; the two services are generally rated together in other DirectionFinder communities.

Overall Satisfaction with Parks and Recreation Vancouver vs. Northwest Region vs. the U.S

by percentage of respondents who rated the item 4 or 5 on a 5-point scale
where 5 was "very satisfied" and 1 was "very dissatisfied" (excluding don't knows)

Benchmarking



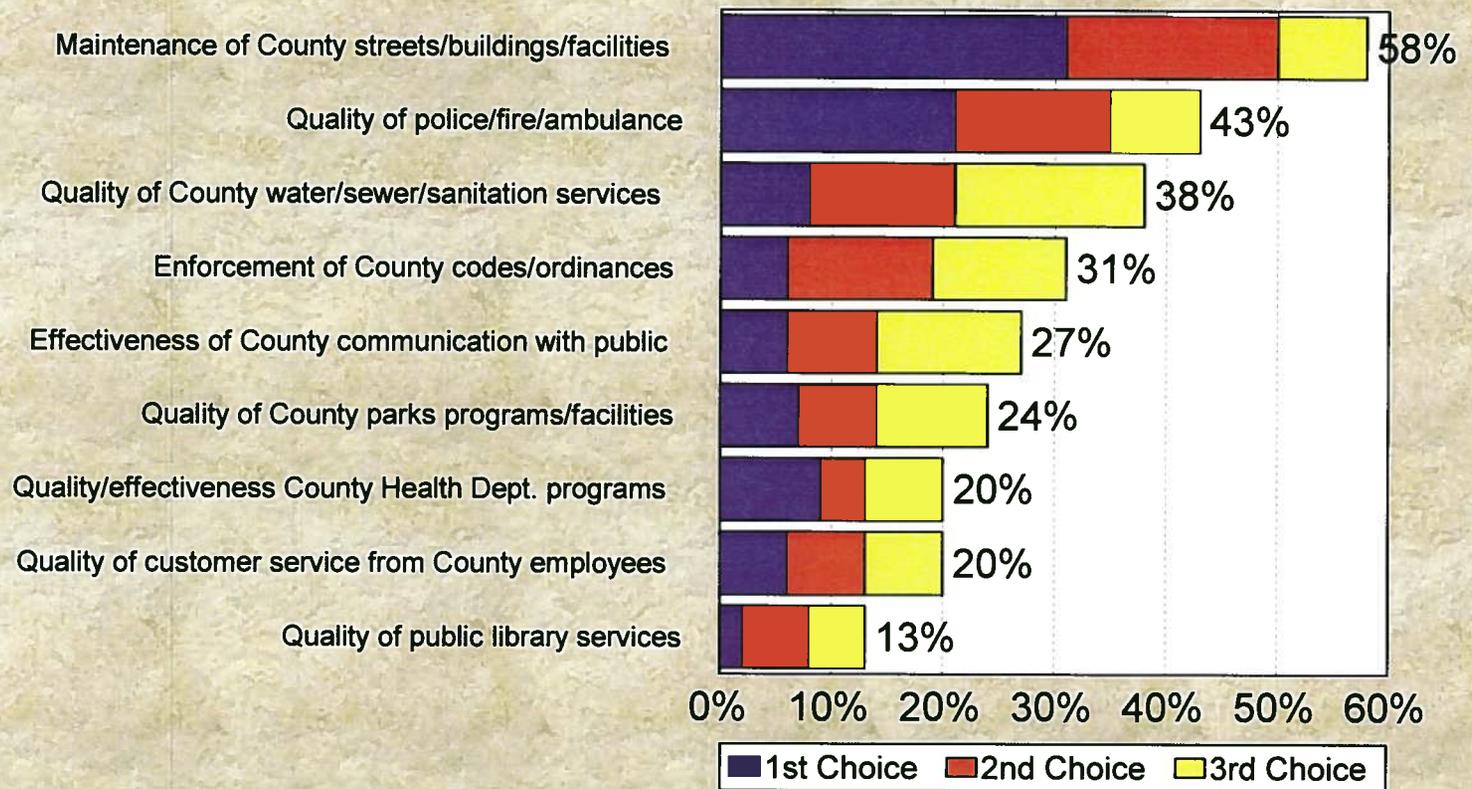
Source: 2010 ETC Institute

Assessment of Priorities

Importance Ratings - COMMUNITY SURVEY

Services That Should Receive the Most Emphasis From the County Over the Next Two Years

by percentage of respondents who selected the item as one of their top three choices



Source: ETC Institute DirectionFinder (DeKalb County, Georgia)

Importance-Satisfaction Analysis

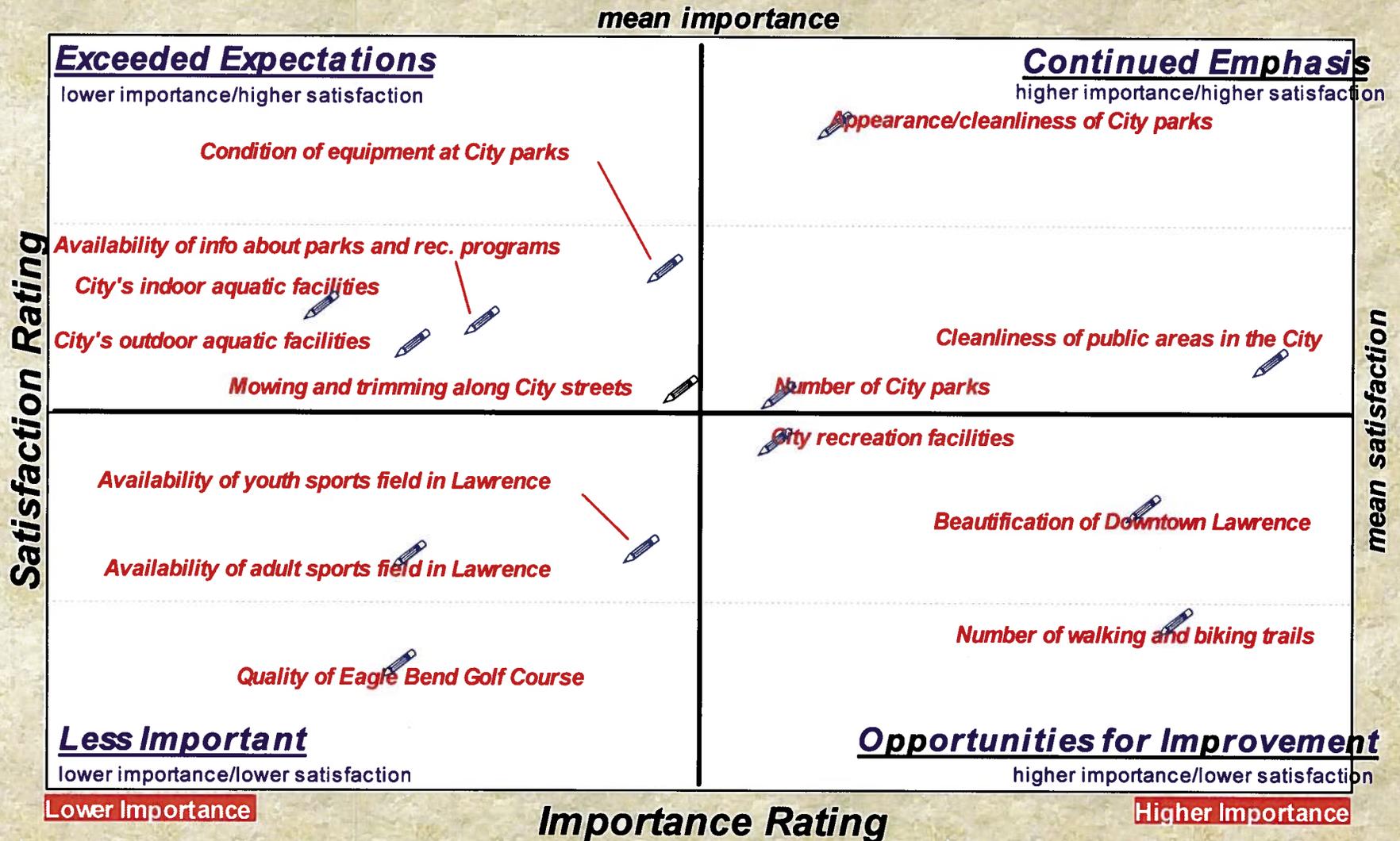
City of Fort Worth - 2003 PARKS and RECREATION

Category of Service	Most Important %	Most Important Rank	Satisfaction %	Satisfaction Rank	Importance-Satisfaction Rating	2003 I-S Rating Rank
<i>High Priority (IS .10-.20)</i>						
Outdoor Swimming pools	20%	5	27%	14	0.1460	1
Number of walking/biking trails	24%	2	49%	9	0.1224	2
Quality of Facilities at City Parks	24%	2	54%	4	0.1104	3
The City's youth athletic programs	19%	6	45%	10	0.1045	4
<i>Medium Priority (IS <.10)</i>						
Indoor Swimming Pools	13%	9	25%	15	0.0975	5
Maintenance of City parks	27%	1	67%	2	0.0891	6
Summer Recreation Programs	14%	8	44%	11	0.0784	7
The number of City parks	17%	7	54%	4	0.0782	8
Maintenance of Community Centers	11%	10	56%	3	0.0484	9
City libraries	21%	4	79%	1	0.0441	10
The City's adult athletic programs	7%	13	39%	13	0.0427	11
Availability of Meeting Space	8%	11	51%	8	0.0392	12
Outdoor athletic fields	8%	11	52%	6	0.0384	13
Ease of registering for programs	5%	14	42%	12	0.0290	14
City Golf Courses	5%	14	52%	6	0.0240	15

2007 City of Lawrence DirectionFinder Importance-Satisfaction Assessment Matrix

-Parks and Recreation-

(points on the graph show deviations from the mean importance and satisfaction ratings given by respondents to the survey)

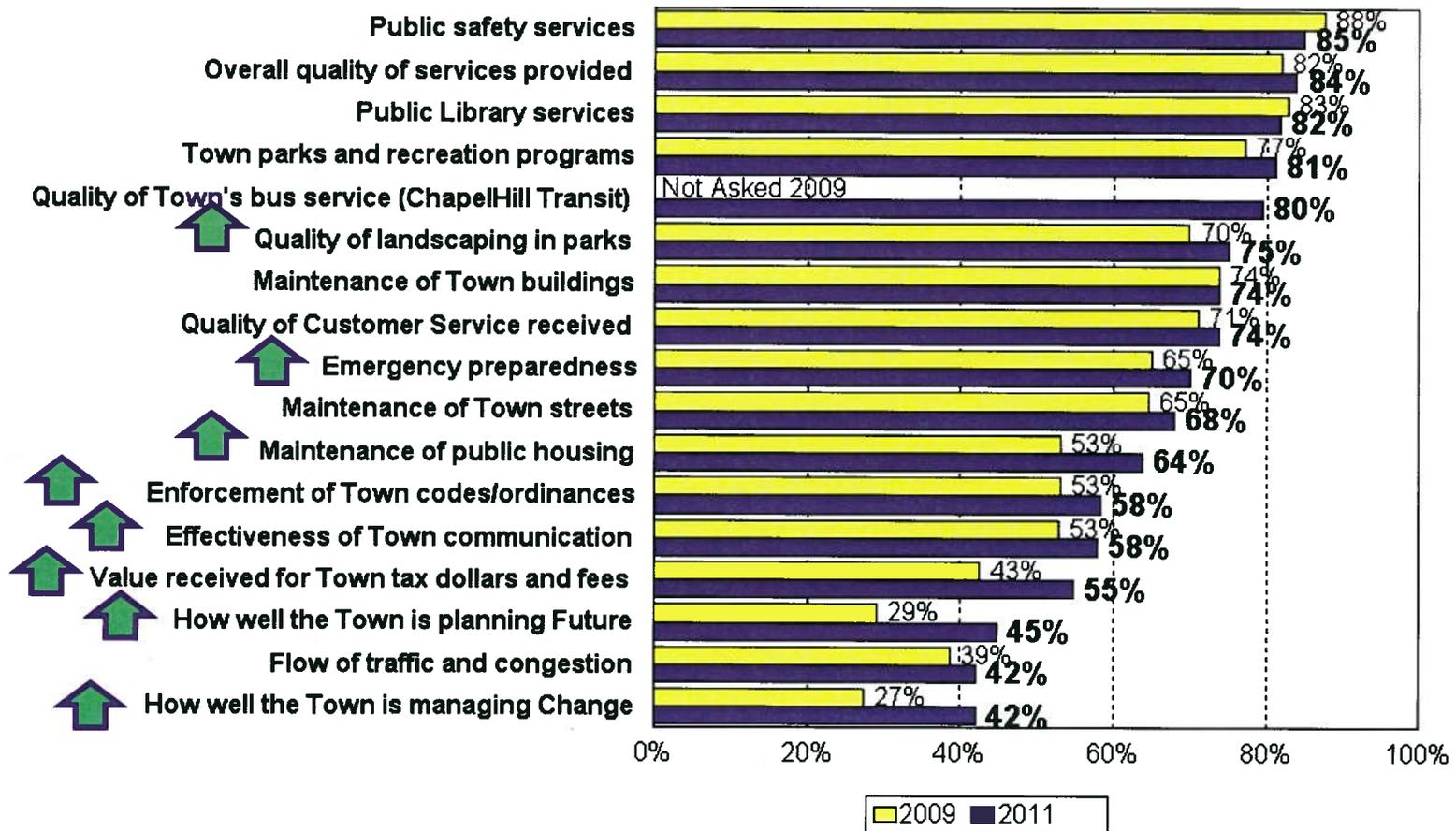


Source: ETC Institute (April 2007)

Trend Analysis

Overall Satisfaction with Town Services by Major Category - 2009 vs. 2011

by percentage of respondents who rated the item as a 4 or 5 on a 5-point scale (excluding don't knows)



Source: ETC Institute DirectionFinder (2011 - Chapel Hill, NC)

Trends

Step Seven: *Final Report and Presentation*

- n ETC Institute report will prepare a final report**
- n Recommendations based on analysis**
 - **Focus on Benchmarking Gaps**
 - **Priorities Analysis (I-S Rating)**
 - **Trends**
 - **Assessment of Significant Difference between key population groups and/or areas within the City**
- n Set Realistic Expectations for action**
 - **maximum of 3-5 priorities**
- n Presentations to Senior Staff and Community Leaders**
- n Delivery of Data in a Useable Electronic Format**

Project Schedule: Typically 3 month process

Month 1

*Survey Design
Sampling Plan*

Month 2

*Pilot Test
Survey Administration Begins*

Month 3

*Survey Administration Complete
Survey Analysis
Draft Final Report*

Final Presentation

Questions??

Please contact:

Karen Falk

Vice President

913-254-4509

kfalk@etcinstitute.com

ETC Institute

725 W. Frontier Circle

Olathe, Kansas 66061

913-829-1215

2013-127

From: sarah@elmresearch.org [mailto:sarah@elmresearch.org]
Sent: Wednesday, September 04, 2013 10:21 AM
To: Sam Gaston
Subject: RE: Liberty Tree Memorial Agreement Form

Hi Sam,

I believe we have about \$100 raised so far. We're approaching charitable foundations for funds; we have some new strategies that we hope will help us secure the rest of the money needed! We just need the updated agreement form signed so we can go ahead and start sending out more letters, etc. And to answer your other question: we have LTMs in Dothan, Albertville, Andalusia, Brundidge, Pelham, Guntersville, Abbeville, Montgomery, Yellow Bluff, Aliceville, Brewton, and Pine Hill, AL.

I hope that helps!

Sarah

----- Original Message -----

Subject: RE: Liberty Tree Memorial Agreement Form
From: Sam Gaston <gastons@mtnbrook.org>
Date: Tue, September 03, 2013 9:52 am
To: sarah@elmresearch.org

Couple of questions. How much of the \$2,500 has been raised and can you send me a list of cities in Alabama that have received a Liberty Tree?

Sam S.Gaston
City Manager
City of Mountain Brook, AL.
56 Church Street
P.O. Box 130009
Mountain Brook AL. 35213
[\(205\) 802-3803](tel:(205)802-3803) Phone
[\(205\) 870-3577](tel:(205)870-3577) Fax

From: sarah@elmresearch.org [mailto:sarah@elmresearch.org]
Sent: Thursday, August 29, 2013 2:55 PM
To: gastons@mtnbrook.org
Subject: Liberty Tree Memorial Agreement Form

Dear Sam,

Per our conversation on August 28, we would like to offer the city of Mountain Brook a gift of a Liberty Tree Memorial. See website for details (www.libertytreesociety.com).

We look forward to receiving Mountain Brook's agreement so that we can start raising funds. Please contact us if you have any questions.

Sincerely,

Sarah Whittaker
Elm Research Institute
[800-367-3567](tel:800-367-3567)

RESOLUTION NO. 2013-127

BE IT RESOLVED by the City Council of the City of Mountain Brook, Alabama that the City Council hereby authorizes the execution of an agreement between the City and Elm Research Institute with respect to the "Liberty Tree" program, in the form as attached hereto as Exhibit A, subject to such minor revisions as may be determined appropriate by the City Attorney.

ADOPTED: This 9th day of September, 2013.

Council President

APPROVED: This 9th day of September, 2013.

Mayor

CERTIFICATION

I, Steven Boone, City Clerk of the City of Mountain Brook, Alabama hereby certify the above to be a true and correct copy of a resolution adopted by the City Council of the City of Mountain Brook at its regular meeting held on September 9, 2013, as same appears in the minutes of record of said meeting.

City Clerk



LIBERTY TREE MEMORIAL AGREEMENT

1. We understand that the Liberty Tree Society wants to give the City of Mountain Brook a gift of a Liberty Tree Memorial.
The Memorial Package consists of:
 - a. American Liberty Elm Tree, 14 ft tall, (freight prepaid) ready for immediate planting.
 - b. Commemorative Bronze Tablet, 21" x 12" x 1/2", recounting the dramatic events which made the Liberty Tree America's first symbol of freedom.
 - c. Framed print of American Elm etching with Thomas Paine's poem called "Liberty Tree".
 - d. Framed certificate of membership in the Liberty Tree Society and a copy of the Proclamation by the Governor of Massachusetts establishing August 14th as Liberty Tree Day.
2. We agree to accept this gift and will arrange to find a high profile location for it.
We will see that the Liberty Tree Plaque is mounted on a permanent base near the tree.
3. We hereby request the Liberty Tree Society to raise funds in the amount of \$2,500 for our Memorial through donations.

NAME Sam S. Gaston **TITLE** City Manager
ADDR 56 Church Street
CITY Mountain Brook **ST AL** **ZIP** 35213
PHONE (205) 802-3803 **FAX** (205) 870-3577
SIGNATURE **CELL** (205) 960-7204

PLEASE COMPLETE THIS FORM AND FAX TO: 603-358-6305

LIBERTY TREE SOCIETY 11 Kit St., Keene, NH 03431 800-367-3567
WEB: www.libertytreesociety.org **EMAIL** libertytreesociety@gmail.com

What Is The "Liberty Tree" Society

The "Liberty Tree" Society, sponsored by Elm Research Institute, is an organization dedicated to the celebration of the "Liberty Tree". The story of the "Liberty Tree" is the story of America's first Declaration of Independence. Influential men like Sam Adams and John Hancock were members of the "Sons of Liberty". They often met beneath the sheltering branches of a great American elm, known as the "Liberty Tree". There they planned the rebellion which became the Revolution. Their flag, the Liberty Tree Flag, was flown from the "Liberty Tree" during their meetings.



LIBERTY TREE FLAG PIN

The "Liberty Tree" Society strives to celebrate the central role played by the "Liberty Tree" in America's past by establishing Liberty Tree Memorials in towns and cities across America.

GOAL I: Establish Your Own Personal Memorial

The principal aim of the Liberty Tree Society (LTS) is to establish thousands of personal Liberty Tree Memorials (LTM) to commemorate the birth of Freedom in America. Therefore, when you support the Society, you can receive your personal LTM which includes a (6) ft American Liberty Elm, ready for planting; a personalized bronze plaque (as shown here) telling the story of the "Liberty Tree"; a certificate on parchment; and an enamelled Liberty Tree Flag pin.

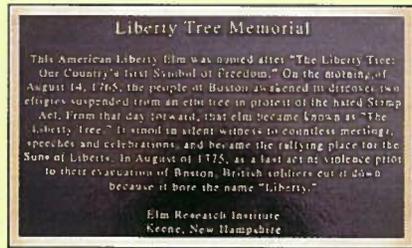


5" x 5" PERSONALIZED

These Memorials are a perfect way to celebrate special events, such as birthdays, weddings and anniversaries, or as gifts to family members or friends.

GOAL II: Establish Public Memorials on School Grounds In Towns & Cities Across America

A public Liberty Tree Memorial (LTM) will be donated by the Society to a local public school when (20) or more individuals in the locality purchase a Personal Liberty Tree Memorial



PLAQUE 20" x 12" CAST BRONZE

The public Memorial consists of a 14ft Liberty Elm, 20" X 12" cast bronze plaque (shown above) telling the dramatic story of the original "Liberty Tree", framed parchment Certificate, framed copy of Thomas Paine's famous poem "Liberty Tree" ...all shipped prepaid.



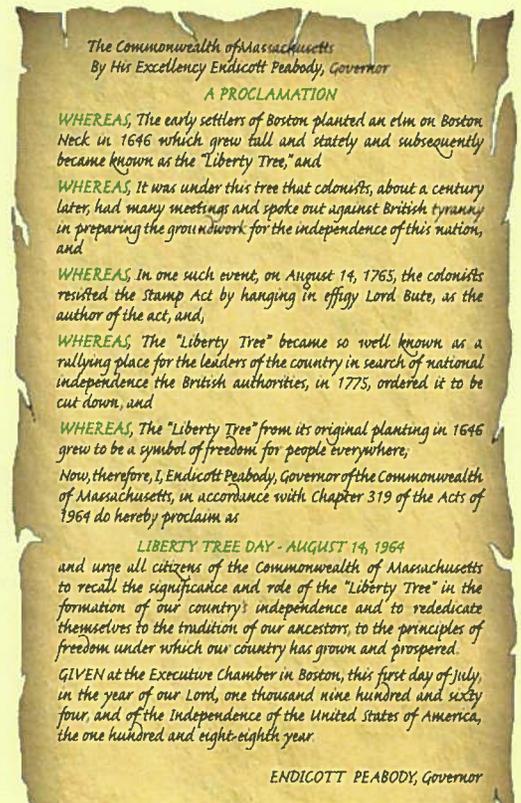
LIBERTY TREE MEMORIAL - DERRY, NH

To date, 500 towns and cities, in the states listed below, have commemorated the Birth of Freedom with a Public Liberty Tree Memorial.

- | | | | |
|------------|---------------|----------------|------------------------------------|
| ALABAMA | INDIANA | NORTH CAROLINA | TENNESSEE |
| ARKANSAS | KANSAS | NORTH DAKOTA | TEXAS |
| ARIZONA | KENTUCKY | NEBRASKA | VIRGINIA |
| CALIFORNIA | LOUISIANA | NEW HAMPSHIRE | VERMONT |
| COLORADO | MASSACHUSETTS | NEW JERSEY | WASHINGTON |
| DELAWARE | MARYLAND | NEW YORK | WISCONSIN |
| FLORIDA | MAINE | OHIO | WEST VIRGINIA |
| GEORGIA | MICHIGAN | OKLAHOMA | DISTRICT OF COLUMBIA |
| IOWA | MINNESOTA | PENNSYLVANIA | CONNECTICUT |
| IDAHO | MISSOURI | RHODE ISLAND | ADD YOUR STATE TO THIS LIST TODAY! |
| ILLINOIS | MONTANA | SOUTH CAROLINA | |

GOAL III: Celebrate "Liberty Tree" Day, August 14th, As An Historic Event

You can help establish a "Liberty Tree" Day in your town or state by contacting appropriate elected officials and presenting them with a copy of this brochure. Or, you could send them an email with a link to www.libertytreesociety.org where the entire program is available online.



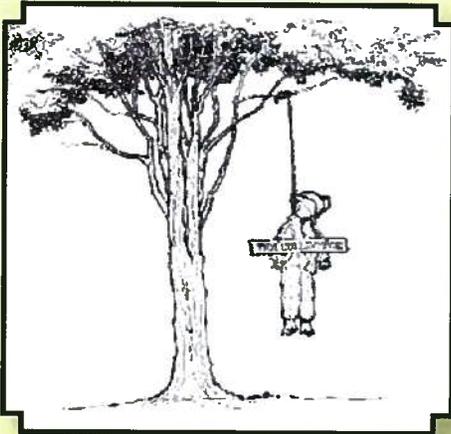
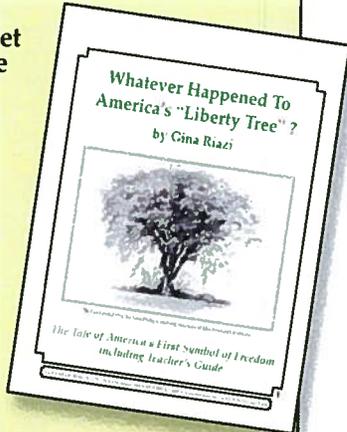
ENDICOTT PEABODY, Governor

**GOAL IV: Tell The "Liberty Tree" Story
In Classrooms Across The Land**

Whatever Happened To America's "Liberty Tree" is an elementary school classroom project, included with the Liberty Tree Memorial. It brings the story of the Liberty Tree to our young students in an engaging narrative, skillfully weaves fact-filled history with a measure of plausible speculation. Line drawings (suitable for coloring) highlight the events as the story unfolds and color plates bring historical moments into sharp focus.

Project gives students the opportunity to meet under the Liberty Tree and read the story engraved on the bronze plaque.

Teacher's guide is included with grade appropriate exercises in vocabulary, comprehension and recall, imaginative experience recreation, guest speakers, role playing - with costumes and geography.



Andrew Oliver, hung in effigy

**GOAL V: Re-Elm America By Planting
Disease-Resistant Liberty Elms**

Dutch elm disease (DED) wiped out over 100,000,000 American elms across the nation between 1945 and 1975, Elm Research Institute was founded in 1967 to develop a truly disease-resistant American elm. After extensive genetic engineering and extensive field testing ERI introduced the American Liberty Elm which has proven to be spectacularly resistant. Over 300,000 have been planted with less than 1% reported lost to DED.

Your LTS support entitles you to purchase



Gillet Ave., in Waukegan, IL, as it appeared in the Summer of 1962 (above), and the same street, same spot, ten years later, with its avenue of elms wiped out by Dutch elm disease (right).

American Liberty Elms,
3 ft. to 30 ft.,
AT COST.



**YES, I WOULD LIKE TO SUPPORT THE GOALS
OF THE LIBERTY TREE SOCIETY**

FLAG PINS

() \$15 for Liberty Tree Flag Pin

CERTIFICATE OF SUPPORT

() \$25 for LTS Certificate, on parchment, suitable for framing and Liberty Tree Flag pin.

PERSONAL MEMORIALS

() \$189 with FREE shipping for Personal Liberty Tree Memorial including:

(1) 6ft American Liberty Elm ready to plant

(1) Personalized Bronze Memorial Plaque

(5" x 5")

(1) LTS Certificate, on parchment, suitable for framing

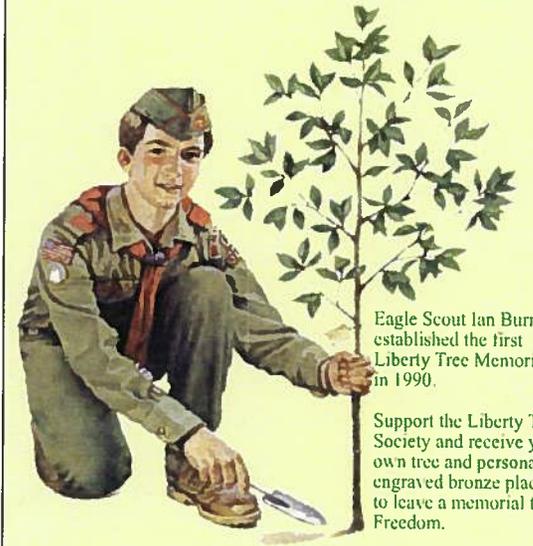
(1) Liberty Tree Flag Pin

() \$495 for (1) 10ft American Liberty Elm with 8" x 10" Personalized Bronze Plaque commemorating an event or loved one as a gift to my town. Freight included.

SUPPORT

() \$_____ because I like what you stand for.

Liberty Tree Society



Eagle Scout Ian Burns established the first Liberty Tree Memorial in 1990.

Support the Liberty Tree Society and receive your own tree and personally engraved bronze plaque to leave a memorial to Freedom.

Liberty Tree Memorial

This American Liberty Elm was named after "The Liberty Tree." Our Country's First Symbol of Freedom." On the morning of August 14, 1765 Boston awakened to discover King George's Tax Collector hung in effigy from a great elm in protest of the hated Stamp Act. Hence, it became known as the "Liberty Tree." The "rebellious stripes", America's first flag became the Liberty Tree Flag. Plans for the Boston Tea Party were made there. It stood in silent witness to countless meetings and celebrations and became the rallying place for the Sons of Liberty. In August 1775, as a last act of revenge, British soldiers cut it down because it bore the name "Liberty."

Liberty Tree Society * Elm Research Institute
Keene, NH

A M E R I C A N L I B E R T Y E L M
Planted August 14, 2013

In Loving Memory of

SAMUEL P. JONES - 5/15/65 - 4/1/13
He often reminded us "Love is Eternal."
beloved husband, father, grandfather, and my
dearest friend, whose life will inspire his family
for generations to come.

Liberty Tree Society
Celebrating America's Freedom