

MORGAN COUNTY COMMISSION MEETING

The Morgan County Commission of Morgan County, Alabama, convened in a scheduled meeting on Tuesday, April 23, 2024, at 9:00 a.m. in the Conference Room of the Commission in the Morgan County Commission Office, Morgan County Courthouse, Decatur, Alabama. The following members were present: Chairman Ray Long; Commissioners Jeff Clark, Randy Vest, Don Stisher, and Greg Abercrombie. Also present: Greg Bodley, County Engineer; Julie Reeves, Chief Administrative Officer; Jessica Smith, Deputy Chief Administrative Officer; Mike Wetzal, Communications Director; Laura Vest, Business Services Coordinator. Absent: David Langston, County Attorney. Mrs. Reeves and Mrs. Vest acted as clerks of the Meeting. Mr. Vest offered the prayer and Pledge of Allegiance. Mrs. Reeves called roll and stated that a quorum was present. Chairman Long declared the Meeting open for the transaction of business.

VISITORS

Matthew Frost, Resident
Roger Frost, Resident
Carrie Abercrombie, Resident
Erica Smith, Decatur Daily
George Hill, Chief Information Officer
Zach Starnes, Harris Caddell & Shanks

AGENDA

The Agenda for the meeting of Tuesday, April 23, 2024, had been presented to the Commission for review.

After due consideration, it is therefore ordered by the Commission on motion of Mr. Don Stisher, seconded by Mr. Greg Abercrombie, and unanimously carried that there being no further additions or corrections to the above listed agenda; it is hereby approved.

MINUTES

The Minutes of the meeting held on Tuesday, April 9, 2024, had been presented via email to the Commission for review.

After due consideration, it is therefore ordered by the Commission on motion of Mr. Randy Vest, seconded by Mr. Jeff Clark, and unanimously carried that there being no further additions or corrections to the above referenced Minutes; they are hereby approved.

OLD BUSINESS:

ADOPT RESOLUTION AUTHORIZING THE CHAIRMAN TO ACCEPT THE RECEIVED BIDS FOR MICRO-SURFACING SEAL COAT AND AWARD THE CONTRACT TO WHITAKER CONTRACTING CORPORATION, GUNTERSVILLE, AL, AS THE LOWEST RESPONSIBLE AND RESPONSIVE BIDDER MEETING SPECIFICATIONS. (COUNTY WIDE)

Mr. Don Stisher, member of the Commission, offered the following resolution and moved for its adoption. Upon the same being duly seconded by Mr. Greg Abercrombie, it was put to a vote and unanimously adopted to wit:

RESOLUTION 24-268

BE IT RESOLVED by the Morgan County Commission of Morgan County, Alabama, that the Commission does hereby authorize the Chairman to accept the received bids for Micro-Surfacing Seal Coat and award the contract to Whitaker Contracting Corporation, Guntersville, AL, as the lowest responsible and responsive bidder meeting specifications (County Wide), this the 23rd day of April 2024.

ADOPT RESOLUTION AUTHORIZING THE CHAIRMAN TO ACCEPT BID FROM PRO RAIN IRRIGATION SERVICES, INC. AS LOWEST MOST RESPONSIVE BIDDER MEETING SPECIFICATIONS FOR SOD AND INSTALLATION ON TWO (2) NEW BALLFIELDS AT NORTH PARK IN THE AMOUNT OF \$60,350.

Mr. Jeff Clark, member of the Commission, offered the following resolution and moved for its adoption. Upon the same being duly seconded by Mr. Randy Vest, it was put to a vote and unanimously adopted to wit:

RESOLUTION 24-269

BE IT RESOLVED by the Morgan County Commission of Morgan County, Alabama, that the Commission does hereby authorize the Chairman to accept bid from Pro Rain Irrigation Services, Inc. as lowest most responsive bidder meeting specifications for sod and installation on two (2) new ballfields at North Park in the amount of \$60,350, this the 23rd day of April 2024.

NEW BUSINESS:

ADOPT RESOLUTION AUTHORIZING THE CHAIRMAN TO ACCEPT PRICING PROPOSAL FROM CALHOUN COMMUNITY COLLEGE WORKFORCE SOLUTIONS FOR MULTIPLE INSTRUCTIONAL CLASSES IN THE AMOUNT OF \$1,895 PER CLASS, AND AMEND BUDGET ACCORDINGLY.

Mr. Greg Abercrombie, member of the Commission, offered the following resolution and moved for its adoption. Upon the same being duly seconded by Mr. Don Stisher, it was put to a vote and unanimously adopted to wit:

RESOLUTION 24-270

BE IT RESOLVED by the Morgan County Commission of Morgan County, Alabama, that the Commission does hereby authorize the Chairman to accept pricing proposal from Calhoun Community College Workforce Solutions for multiple instructional classes in the amount of \$1,895 per class, and amend budget accordingly, this the 23rd day of April 2024.

ADOPT RESOLUTIONS APPROVING CERTIFICATE TO SUBDIVIDE AND SUBDIVISION PLATS LOCATED WITHIN MORGAN COUNTY FOR THE FOLLOWING:

- **JUDY LYNN STEEL
CAMPGROUND ROAD & AL HWY 157, DISTRICT 3**
- **RE-PLAT OF FERGUSON ESTATES SUBDIVISION
IRONMAN ROAD & FORREST CHAPEL ROAD, DISTRICT 2**
- **CURRY CHAPEL ESTATES
CURRY CHAPEL ROAD, DISTRICT 1**

Mr. Jeff Clark, member of the Commission, offered the following resolutions and moved for their adoption. Upon the same being duly seconded by Mr. Randy Vest, it was put to a vote and unanimously adopted to wit:

RESOLUTION 24-271

BE IT RESOLVED by the Morgan County Commission of Morgan County, Alabama, that the Commission does hereby approve Certificate to Subdivide located within Morgan County for the following:

- **Judy Lynn Steel
Campground Road & AL Hwy 157, District 3**

this the 23rd day of April 2024.

RESOLUTION 24-272

BE IT RESOLVED by the Morgan County Commission of Morgan County, Alabama, that the Commission does hereby approve Subdivision Plat located within Morgan County for the following:

- **Re-Plat of Ferguson Estates Subdivision
Ironman Road & Forrest Chapel Road, District 2**

this the 23rd day of April 2024.

RESOLUTION 24-273

BE IT RESOLVED by the Morgan County Commission of Morgan County, Alabama, that the Commission does hereby approve Subdivision Plat located within Morgan County for the following:

- Curry Chapel Estates
Curry Chapel Road, District 1

this the 23rd day of April 2024.

ADOPT RESOLUTION AUTHORIZING JOHNNY HOWELL, ENVIRONMENTAL SERVICES DIRECTOR, TO FILL AN ENVIRONMENTAL DRIVER POSITION, GRADE B03 (\$17.61-\$22.66).

Mr. Don Stisher, member of the Commission, offered the following resolution and moved for its adoption. Upon the same being duly seconded by Mr. Greg Abercrombie, it was put to a vote and unanimously adopted to wit:

RESOLUTION 24-274

BE IT RESOLVED by the Morgan County Commission of Morgan County, Alabama, that the Commission does hereby authorize Johnny Howell, Environmental Services Director, to fill an Environmental Driver position, Grade B03 (\$17.61-\$22.66), this the 23rd day of April 2024.

ADOPT RESOLUTION APPROVING THE FOLLOWING JOB DESCRIPTIONS, EFFECTIVE APRIL 23, 2024:

- **2805 PART-TIME RECREATION ASSISTANT**
- **1832 ENVIRONMENTAL EQUIPMENT OPERATOR**

Mr. Jeff Clark, member of the Commission, offered the following resolution and moved for its adoption. Upon the same being duly seconded by Mr. Don Stisher, it was put to a vote and unanimously adopted to wit:

RESOLUTION 24-275

BE IT RESOLVED by the Morgan County Commission of Morgan County, Alabama, that the Commission does hereby approve the following job descriptions, effective April 23, 2024, this the 23rd day of April 2024:

- 2805 Part-Time Recreation Assistant
- 1832 Environmental Equipment Operator

Classification Title:

**Part-Time Recreation Assistant
Class Code 2805**

PURPOSE OF CLASSIFICATION

The purpose of this classification is to assist the Recreation Coordinator by performing administrative/managerial functions associated with the county gymnasiums and Parks and Recreation Department.

ESSENTIAL FUNCTIONS

The Following duties are normal for the position. These are not to be construed as exclusive or all-inclusive. Other duties may be required and assigned.

- Works closely with Community as positive representative and advocate for Parks and Recreation and Morgan County Commission as well as its policies and procedures.
- Assures that Community Leagues and facility patrons are following policies and procedures set forth by the Parks and Recreation Department and County Commission as well as all related state and federal regulations.
- Assists in the implementation of recreation, leisure, and fitness programs for county gymnasiums.
- Performs various housekeeping tasks (which may include cleaning/maintaining restrooms; cleaning court and bleachers; cleaning office; cleaning concession areas; emptying trash containers;

vacuuming, sweeping, mopping, or cleaning floor surfaces; dusting/polishing furniture; cleaning windows; etc.).

- Maintains records and prepares reports of work activities.
Communicates with Recreation Coordinator about needs for food, materials, supplies, and equipment needed for the operation and maintenance of facility concession stand(s).
- Manages and keeps accurate records of rentals of the facilities.
- As necessary, perform temporary crew work including that of the park coordinators and concession staff.
- Inspects facilities for safety, cleanliness, and protection of county property.
- Makes sure concession equipment is regularly cleaned and well maintained while keeping accurate records.

ADDITIONAL FUNCTIONS

Performs other related duties as required.

MINIMUM QUALIFICATIONS

High School Diploma is required. Prefer minimum of (6) months of experience in Recreation or a related field: or any equivalent combination of education, training, and experience, which provides the requisite knowledge, skills, and abilities for this job. Must be able to operate personal computer utilizing standard software such as Microsoft Office. Must possess and maintain a valid Alabama Driver's License.

MINIMUM REQUIREMENTS TO PERFORM ESSENTIAL JOB FUNCTIONS

PHYSICAL REQUIREMENTS: Must be able to operate a variety of equipment including a personal computer, radio, facsimile machine, telephone, and various sports equipment. Physical demand requirements are at levels for those for **moderate** work.

INTERPERSONAL COMMUNICATION: Requires the ability to speak with and/or signal people to convey or exchange **sports league, concession maintenance, and food prep safety information, including the ability to effectively communicate methods, procedures, and objectives of department.**

LANGUAGE ABILITY: Requires the ability to write reports, forms and job-related documentation with proper format, punctuation, spelling, and grammar, using all parts of speech.

INTELLIGENCE: Requires ability to learn and understand **recreation software, community league scheduling, food prep safety information, event planning and effective managerial techniques;** to understand departmental policies and procedures; to make independent judgments in absence of supervision; and to acquire and be able to expound on knowledge of topics related to primary occupation.

VERBAL APTITUDE: Requires the ability to record and deliver information, to explain procedures, and to follow verbal and written instructions.

NUMERICAL APTITUDE: Requires the ability to add and subtract; multiple and divide totals; determine percentages; and determine time and weight.

FORM/SPATIAL APTITUDE: Requires the ability to assemble and disassemble sports apparatuses and recognize spatial hazards to participants.

MOTOR COORDINATION: Requires the ability to coordinate hands and eyes in using job related equipment.

MANUAL DEXTERITY: Requires the ability to handle a variety of items, job related equipment, control knobs, switches, etc. Must have the ability to use one hand for twisting motion or turning motion while coordinating other hand with different activities. Must have average levels of eye/hand/foot coordination.

COLOR DIFFERENTIATION: May require the ability to discern color.

INTERPERSONAL TEMPERAMENT: Requires the ability to deal with and relate to people beyond giving and receiving instructions. Must be able to adapt to and perform under moderate stress when confronted with an emergency.

PHYSICAL COMMUNICATION: May require the ability to talk, express, or exchange ideas by means of spoken words and/or hear and perceive nature of sounds by ear.

Classification Title:

**Environmental Equipment Operator
Class Code 1832**

PURPOSE OF CLASSIFICATION

The purpose of this classification is to operate equipment and perform manual work functions associated with collection of yard and land waste, maintenance and incineration, and any other assigned duties related to Morgan County Environmental Services.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. These are not to be construed as exclusive or all-inclusive. Other duties may be required and assigned.

- Operates equipment, machinery and tools used in collection of brush, trees and other particles associated with yard or land waste, which may include a knuckle boom truck, side loading truck, incineration machine, trackhoe, skid steer, trencher, dump trailer, weed eater, mower, chain saw, axe, shovel, rake, and mechanic tools. Cleans and maintains the office at the incinerator site.
- Performs manual work functions associated with collection and incineration, including but not exclusively, driving a knuckle boom truck, loading trucks, operating a van or pick-up truck. Uses power equipment such as chain saws, weed eaters, manual saws, axe, and hand tools. Opens gates and maintains the office and property at the Old Branch Rd. location and performs any other duties related to Morgan County Environmental. Prepares and delivers invoices to customers and collects payments and delivers them to the office.
- Monitors equipment gauges and other indicators for non-standard conditions; reports faulty equipment for repair; performs basic equipment repairs.
- Performs general maintenance tasks necessary to keep equipment/machinery in good working condition, which includes inspecting equipment, checking condition of tires, checking/replacing fluid levels, greasing equipment, and washing/cleaning equipment.
- Prepares and/or receives various forms, reports or other documents, processes and forwards as appropriate.
- Communicates via telephone and/or two-way radio, provides information, takes and relays messages and/or directs calls to appropriate personnel, responds to requests for service.
- Responds to routine requests for information from officials, employees, the public or other individuals.

ADDITIONAL FUNCTIONS

May perform general cleaning/housekeeping tasks associated with maintaining shop or other work areas.

Performs other related duties as required.

MINIMUM QUALIFICATIONS

High school diploma/ GED or three years of experience in equipment operation required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Must obtain and maintain a valid Alabama Class B Commercial Driver's License. (County may provide assistance in obtaining valid CDL upon employment.)

MINIMUM REQUIREMENTS TO PERFORM ESSENTIAL JOB FUNCTIONS

PHYSICAL REQUIREMENTS: Must be able to operate a variety of machinery, equipment and tools which may include a knuckle boom truck, side loading truck, incineration machine, track hoe, skid steer, trencher, dump trailer, weed eater, mower, chain saw, axe, shovel, rake, and mechanic tools. Physical demand requirements are at levels of those for very heavy work.

DATA COMPREHENSION: Requires the ability to compare and or judge the readily observable functional, structural, or compositional characteristics (whether similar to or divergent from obvious standards) of data, people, or things, which may include maps and operational manuals.

INTERPERSONAL COMMUNICATION: Requires the ability to speak with and/or signal people to convey or exchange information, including giving assignments and/or directions to co-workers or assistants as well as communicating with the general public.

LANGUAGE ABILITY: Requires ability to read a variety of documentation, directions, instructions, and methods and procedures. Requires the ability to write reports, forms and job-related documentation with proper format, punctuation, spelling and grammar, using all parts of speech. Requires the ability to speak with and before others with poise, voice control, and confidence using correct English and well-modulated voice.

INTELLIGENCE: Requires the ability to learn and understand relatively complex mechanical and operational principles and techniques; to understand departmental policies and procedures; to make independent judgments in absence of supervision; and to acquire and be able to expound on knowledge of topics related to primary occupation.

VERBAL APTITUDE: Requires the ability to record and deliver information, to explain procedures, and to follow verbal and written instructions.

NUMERICAL APTITUDE: Requires the ability to add and subtract; multiple and divide totals; and determine time and weight.

FORM/SPATIAL APTITUDE-: Requires the ability to visually inspect items for proper length, width, and shape using job related equipment.

MOTOR COORDINATION: Requires the ability to coordinate hands and eyes in using job related equipment and to operate motor vehicles.

MANUAL DEXTERITY: Requires the ability to handle a variety of items, machinery, equipment, tools, control knobs, switches, etc. Must have the ability to use one hand for twisting motion or turning motion while coordinating other hand with different activities. Must have average levels of eye/hand/foot

coordination.

COLOR DIFFERENTIATION: Requires the ability to discern color.

INTERPERSONAL TEMPERAMENT: Requires the ability to deal with and relate to people beyond giving and receiving instructions. Must be able to adapt to and perform under moderate stress when confronted with an emergency.

PHYSICAL COMMUNICATION: Requires the ability to talk, express, or exchange ideas by means of spoken words and/or hear and perceive nature of sounds by ear.

ADOPT RESOLUTION AUTHORIZING THE CHAIRMAN TO ELIMINATE ONE (1) PART-TIME GROUNDSKEEPER POSITION AND CREATE AND FILL ONE (1) PART-TIME RECREATION ASSISTANT POSITION, GRADE F01 (\$12.75).

Mr. Randy Vest, member of the Commission, offered the following resolution and moved for its adoption. Upon the same being duly seconded by Mr. Greg Abercrombie, it was put to a vote and unanimously adopted to wit:

RESOLUTION 24-276

BE IT RESOLVED by the Morgan County Commission of Morgan County, Alabama, that the Commission does hereby authorize the Chairman to eliminate one (1) Part-time Groundskeeper position and create and fill one (1) Part-time Recreation Assistant position, Grade F01 (\$12.75), this the 23rd day of April 2024.

ADOPT RESOLUTION AUTHORIZING THE CHAIRMAN TO CREATE AND FILL TWO (2) ENVIRONMENTAL EQUIPMENT OPERATOR POSITIONS, GRADE B05 (\$20.73-\$26.67) AND AMEND BUDGET ACCORDINGLY.

Mr. Greg Abercrombie, member of the Commission, offered the following resolution and moved for its adoption. Upon the same being duly seconded by Mr. Don Stisher, it was put to a vote and unanimously adopted to wit:

RESOLUTION 24-277

BE IT RESOLVED by the Morgan County Commission of Morgan County, Alabama, that the Commission does hereby authorize the Chairman to create and fill two (2) Environmental Equipment Operator positions, Grade B05 (\$20.73-\$26.67) and amend budget accordingly, this the 23rd day of April 2024.

ADOPT RESOLUTION AUTHORIZING THE CHAIRMAN, ON BEHALF OF SHERIFF RON PUCKETT, TO APPROVE LEAVE WITHOUT PAY FOR ALEXANDREW GALBREATH FOR THE PERIOD APRIL 7, 2024 THROUGH APRIL 20, 2024.

Mr. Jeff Clark, member of the Commission, offered the following resolution and moved for its adoption. Upon the same being duly seconded by Mr. Randy Vest, it was put to a vote and unanimously adopted to wit:

RESOLUTION 24-278

BE IT RESOLVED by the Morgan County Commission of Morgan County, Alabama, that the Commission does hereby authorize the Chairman, on behalf of Sheriff Ron Puckett, to approve Leave Without Pay for Alexandrew Galbreath for the period April 7, 2024 through April 20, 2024, this the 23rd day of April 2024.

ADOPT RESOLUTION AUTHORIZING DON STISHER, DISTRICT 3 COMMISSIONER, TO PURCHASE (1) CAT HIGH FLOW COMPACT TRACK LOADER WITH FHR SINGLE SKID STEER LOADER ROAD WIDENER FROM THOMPSON TRACTOR COMPANY UTILIZING SOURCEWELL CONTRACT #011723-CAT IN THE AMOUNT OF \$179,629.19, TO BE PAID FROM DISTRICT 3 ROAD & BRIDGE FUNDS, AND AMEND BUDGET ACCORDINGLY.

Mr. Don Stisher, member of the Commission, offered the following resolution and moved for its adoption. Upon the same being duly seconded by Mr. Jeff Clark, it was put to a vote and unanimously adopted to wit:

April 23, 2024

RESOLUTION 24-279

BE IT RESOLVED by the Morgan County Commission of Morgan County, Alabama, that the Commission does hereby authorize Don Stisher, District 3 Commissioner, to purchase (1) Cat High Flow Compact Track Loader with FHR Single Skid Steer Loader Road Widener from Thompson Tractor Company utilizing Sourcewell contract #011723-CAT in the amount of \$179,629.19, to be paid from District 3 Road & Bridge funds, and amend budget accordingly, this the 23rd day of April 2024.

ADOPT RESOLUTION AUTHORIZING SHERIFF RON PUCKETT TO TRANSFER UNUSED ITEMS TO DISTRICT 3 SHOP.

Mr. Don Stisher, member of the Commission, offered the following resolution and moved for its adoption. Upon the same being duly seconded by Mr. Jeff Clark, it was put to a vote and unanimously adopted to wit:

RESOLUTION 24-280

BE IT RESOLVED by the Morgan County Commission of Morgan County, Alabama, that the Commission does hereby authorize Sheriff Ron Puckett to transfer the following items to District 3 shop, this the 23rd day of April 2024:

- (2) Robinair 134a Evac Machine
SN 011064, SN 11122
- Wynn's Transmission Machine
No make or model
- Wynn's Coolant Machine
No make or model

ADOPT RESOLUTION AUTHORIZING JOHNNY HOWELL, ENVIRONMENTAL SERVICES DIRECTOR, TO REFUND DUMPSTER FEES, PAID IN ERROR, IN THE AMOUNT OF \$2,160, TO HARTSELLE HIGH SCHOOL.

Mr. Randy Vest, member of the Commission, offered the following resolution and moved for its adoption. Upon the same being duly seconded by Mr. Greg Abercrombie, it was put to a vote and unanimously adopted to wit:

RESOLUTION 24-281

BE IT RESOLVED by the Morgan County Commission of Morgan County, Alabama, that the Commission does hereby authorize Johnny Howell, Environmental Services Director, to refund dumpster fees, paid in error, in the amount of \$2,160, to Hartselle High School, this the 23rd day of April 2024.

ADOPT RESOLUTION AUTHORIZING RANDY VEST, DISTRICT 2 COMMISSIONER, TO DONATE \$300 TO THE NATIONAL FIRE SAFETY COUNCIL FOR MATERIALS TO SUPPORT EDUCATIONAL PROGRAM FOR 100 CHILDREN, TO BE PAID FROM DISTRICT 2 ROAD & BRIDGE FUNDS, AND AMEND BUDGET ACCORDINGLY.

Mr. Randy Vest, member of the Commission, offered the following resolution and moved for its adoption. Upon the same being duly seconded by Mr. Jeff Clark, it was put to a vote and unanimously adopted to wit:

RESOLUTION 24-282

BE IT RESOLVED by the Morgan County Commission of Morgan County, Alabama, that the Commission does hereby authorize Randy Vest, District 2 Commissioner, to donate \$300 to the National Fire Safety Council for materials to support educational program for 100 children, to be paid from District 2 Road & Bridge funds, and amend budget accordingly, this the 23rd day of April 2024.

ADOPT RESOLUTION AUTHORIZING THE CHAIRMAN TO EXECUTE THE FOLLOWING CONTRACT REPRESENTING THE PROMOTION OF MORGAN COUNTY WHICH WILL BE PAYABLE FROM TOURISM, RECREATION & CONVENTION FUNDS:

• **BREWER HIGH SCHOOL FCCLA (NATIONAL COMPETITION) ----- \$1,000**

Mr. Greg Abercrombie, member of the Commission, offered the following resolution and moved for its adoption. Upon the same being duly seconded by Mr. Don Stisher, it was put to a vote and unanimously adopted to wit:

RESOLUTION 24-283

BE IT RESOLVED by the Morgan County Commission of Morgan County, Alabama, that the Commission does hereby authorize the Chairman to execute the following contract representing the promotion of Morgan County which will be payable from Tourism, Recreation & Convention funds:

- Brewer High School FCCLA (National Competition) ----- \$1,000

this the 23rd day of April 2024.

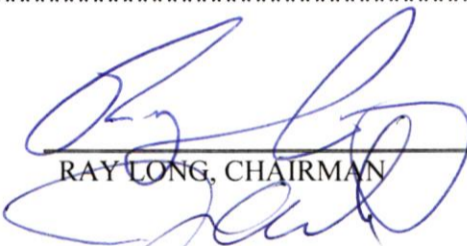
REVIEW AND APPROVE THE FOLLOWING INVOICES, TOTALING \$71,475.00:

<u>VENDOR</u>	<u>DESCRIPTION</u>	<u>TOTAL</u>
Goodwyn Mills Cawood LLC	Recreation Center	\$14,175.00
MaestroVision	A/V Probate Courtroom	57,300.00

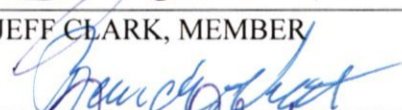
Mr. Jeff Clark, member of the Commission, moved for their approval. Upon the same being duly seconded by Mr. Randy Vest, it was put to a vote and unanimously approved.

BE IT FURTHER RESOLVED by the Morgan County Commission of Morgan County, Alabama, that there being no further business to come before the Commission, the same on motion of Mr. Don Stisher, seconded by Mr. Greg Abercrombie, and unanimously carried; the Morgan County Commission is duly adjourned.


These Minutes were approved,
this the 14th day of May 2024.



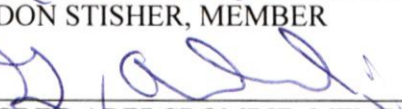
 RAY LONG, CHAIRMAN




 JEFF CLARK, MEMBER



 RANDY VEST, MEMBER



 DON STISHER, MEMBER



 GREG ABERCROMBIE, MEMBER