



City of **Montgomery**, Alabama

WRITTEN DIRECTIVE

DIRECTING THAT THE CITY OF MONTGOMERY EXPAND ACCESS TO VOTING FOR EMPLOYEES AND OFFER RESOURCES TO SUPPORT VOTING FOR THE GENERAL PUBLIC

WHEREAS, like much of the world, the United States, the State of Alabama, and the City of Montgomery are currently responding to an outbreak of respiratory disease caused by a novel coronavirus named "SARS-CoV-2" and the disease it causes named "coronavirus disease 2019" (abbreviated "COVID-19"); and

WHEREAS, on March 11, 2020 the World Health Organization declared the COVID-19 outbreak a pandemic; and

WHEREAS, on March 13, 2020 the President of the United States announced a national emergency in response to the COVID-19 pandemic, which included two emergency declarations: one under the National Emergencies Act and one under the Stafford Disaster Relief and Emergency Assistance Act; and

WHEREAS, on March 13, 2020 Governor Kay Ivey declared a state of emergency for the State of Alabama; and

Whereas on March 14, 2020 Mayor Steven L. Reed declared a local state of emergency in the City of Montgomery; and

WHEREAS, the Center for Disease Control ("CDC") has issued guidance on the emerging and rapidly evolving situation of the COVID-19 pandemic, including how to protect oneself from this illness; and

WHEREAS, social distancing is recommended by the CDC to prevent the continued spreading of this illness in the community; and

WHEREAS, the need to maintain social distancing and to avoid large gatherings of people during the COVID-19 pandemic the may make voting in the 2020 General Election and the January 2021 in person on election day more difficult; and

WHEREAS, it is always my desire to ensure that City of Montgomery employees shall have every opportunity and ability to exercise the sacred right to vote that Congressman John Lewis and so many others sacrificed to give us all; and

WHEREAS, it is my desire to encourage City employees to cast their ballots however they are most comfortable doing so, including voting by mail, voting in person during Alabama's absentee voting period, and voting in person on Election Day; and

WHEREAS, to mitigate the effects of the unprecedented number of obstacles to voting in this year's General Election due to voter suppression efforts, the COVID-19 pandemic and the expected increase in turnout, it is my desire to ensure City employees are permitted adequate time to take off with pay to vote in this year's November General Election;

WHEREAS, employees shall be permitted to take up to two hours off to vote on the date of the General Election, or one hour on any date during the in-person Absentee period (September 9th through October 29th) scheduled for the General Election; and

WHEREAS, the City of Montgomery and Montgomery County have mutual interests in providing their residents with whatever may be necessary for them to safely exercise their right to vote; and

WHEREAS, the Postmaster General of the United States has taken actions restricting and slowing the public's access to the U.S. Postal Service ahead of this upcoming general election; and

WHEREAS, Alabama citizens are allowed to vote by mail which is a secure, and undoubtedly the safest, way to exercise the sacred right to vote during a pandemic; and

WHEREAS, to increase participation in this year's General Election;

NOW THEREFORE, I, STEVEN L. REED, AS MAYOR OF THE CITY OF MONTGOMERY, NOW HEREBY DIRECT AS FOLLOWS:

SECTION 1.

(a) That the number of hours City employees are permitted to take off with pay to vote in the November 3, 2020 General Election shall be up to two hours.

(b) That the number of hours City employees are permitted to take off with pay to vote during the in-person Absentee period scheduled for the General Election, (September 9th through October 29th) shall be up to one hour.

(c) The employee's supervisor may specify the hours which may be used for voting as provided in this Order.

SECTION 2.

(a) The Chief of Staff of the Mayor of the City Montgomery ("Chief of Staff") shall engage with the Montgomery Election Center, the Montgomery County Board of Registrars, and the Absentee Election Manager to identify how the City of Montgomery may assist through the possible provision of city facilities and resources as necessary for voting;

(b) The Chief of staff shall coordinate with the City Attorney to prepare any Intergovernmental Agreements and legislation necessary to authorize the provision of such assistance by the City of Montgomery; and

(c) The Chief of Staff shall engage with appropriate United States Postal Service ("USPS") personnel to obtain a comprehensive understanding of any operational changes made by USPS which may affect or inhibit mail delivery services for City of Montgomery residents between now and the General Election on November 3, 2020; and

(d) The Chief of Staff shall coordinate with all and necessary departments and employees to update the Montgomery 2-1-1 and 3-1-1 services and other public platforms such that it can provide the public with all necessary voting information.

SECTION 3.

(a) The Chief of Staff shall encourage and provide private employers with information about policies such as this to allow their employees ample opportunity and access to vote.



Steven L. Reed
Mayor