



Robert Bentley
Governor



Graham L. Sisson, Jr.
Executive Director

State of Alabama

Governor's Office on Disability

FY 2015





The Honorable Robert Bentley Governor State of Alabama

“I rely on GOOD to provide me with information on disability resources and unmet needs of Alabamians with disabilities and to serve as an excellent resource for such information.”

OFFICE OF THE GOVERNOR

ROBERT BENTLEY
GOVERNOR



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MONTGOMERY, ALABAMA 36130

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STATE OF ALABAMA

LETTER FROM GOVERNOR ROBERT BENTLEY

The Governor's Office on Disability (GOOD) has an excellent reputation meeting its mission to make life better for our fellow Alabamians with disabilities. This annual report documents some of that work accomplished for the nearly one-million of our friends and neighbors with disabilities. My administration remains committed to increasing opportunities for those with disabilities and to tearing down any remaining barriers to equality that they may face.

I rely on GOOD to provide me with information on disability resources and unmet needs of Alabamians with disabilities and to serve as an excellent resource for such information. If you need assistance with disability-related issues, I encourage you to reach out to the Governor's Office on Disability.

Sincerely,

Handwritten signature of Robert Bentley in black ink.

Robert Bentley
Governor



Letter From Executive Director

I would like to thank the Governor and the Alabama Legislature for their continuing support of GOOD. Fiscal Year 2015 has been another year of positive growth and change for the office. GOOD maintains nine local advisory committees around the state which provide grassroots input about unmet needs of Alabamians with disabilities and increases the visibility of the office. Likewise, a State Advisory Council continues to provide overall input to GOOD from different persons with disabilities and disability organizations. GOOD partners with these local advisory groups to facilitate the GOOD mission statement and strategic plan. The GOOD website has been updated to be more user-friendly and includes additional resources. GOOD is available to do training, accessibility surveying, and speaking at meetings or seminars at no cost. To schedule training, speaking engagements, or surveying, call the Alabama ADA Hotline at 800-205-9986. Meetings continue to be held with other state agencies to foster collaboration and maximize state resources for people with disabilities. A special thanks is again given to the Alabama Department of Rehabilitation Services for its close partnership with GOOD.

Information about disability issues and training continues to be disseminated throughout the state. Awareness is a powerful tool which leads to greater access for individuals with disabilities. GOOD also continues its role of dispensing accurate information. Join the GOOD list by accessing the appropriate icon on GOOD's website at www.good.alabama.gov.

We look forward to the progression and inclusion of Alabamians with disabilities in the years to come.

Sincerely,

A handwritten signature in black ink, appearing to read "Graham L. Sisson, Jr.".

Graham L. Sisson, Jr.

“GOOD is available to do training, accessibility surveying, and speaking at meetings or seminars at no cost. To schedule training, speaking engagements, or surveying, call the ADA Hotline at 800-205-9986.”

Table of Contents

Governor Letter	2
Executive Director Letter	3
GOOD Staff	4
GOOD Mission / Overview/ Strategic Plan	5
GOOD Fiscal / SMART Budget	6
Goals and Accomplishments	7 & 8
25th Anniversary of ADA	9 & 10
GOOD Advisory Council / Local Consumer Advisory Council	11 - 13
Alabama Disability Status Report	14-16
Executive Order.....	17

Staff



Graham L. Sisson, Jr., Executive Director

Graham was appointed as Executive Director of the Governor’s Office on Disability in October 2007 and was reappointed by Governor Bentley in January 2011. He received his Bachelor of Science degree from the University of North Alabama in Accounting in 1987. Graham also attended Vanderbilt University and was awarded his Juris Doctorate in 1990. He received a certificate in Rehabilitation Leadership and Management from Auburn University in May, 2009. He was admitted to the Alabama State Bar in 1990. Mr. Sisson has lived with a disability since 1982.



Marlene Word, Executive Assistant

Marlene joined the Governor’s Office on Disability July 2013. She attended Huntingdon College. Marlene previously worked at Carr, Riggs and Ingram, Legislative Reference Service, and Auburn University at Montgomery where she was an adjunct professor in the Communications Department. Marlene served as the Communications Director and Senior Manager of the third largest home health agency in the state, Central Alabama Home Health. Marlene was CEO and President of the publishing company, Dispatch Publishers, producing the weekly newspaper, *Maxwell-Gunter Dispatch* and the monthly national newspaper, *Civil Air Patrol News*. Marlene volunteered at Montgomery’s American Cancer Society, Sunshine Center, and served as the publicity chairman for the Montgomery Civic Ballet. She also served as the charter president of the Maxwell Air Force Base Kiwanis Club. Marlene was appointed By Governor Bentley to the Alabama Lifespan Respite Coalition on January 27, 2016.

GOOD Overview

The Governor's Office on Disability was created by Executive Order Number 43 in 1999. It was formed to serve as a statewide clearing house for information on disability and resources in Alabama. Its other major function is to act as a liaison to the Governor's Office on disability issues.

The Governor's Office on Disability's mission statement was revised in 2008 as follows:

“Facilitate the inclusion of Alabamians with disabilities in education, employment, housing, transportation, healthcare, and leisure.”

Governor Bentley's Executive Order 15 in 2011 re-established the Governor's Office on Disability under his administration. Resources are scarce in Alabama. The Governor's Office on Disability seeks to maximize disability resources by identifying existing ones and fostering collaboration among public and private entities that serve people with disabilities.

The Governor's Office on Disability actively seeks to engage communication between individuals with disabilities and their families and entities that provide services to them. GOOD's website, www.good.alabama.gov, is one tool that is being expanded to facilitate open dialogue and access on disability resources and issues. Additionally, GOOD holds a Disability Summit to bring together leaders of public agencies and non-profit organizations that serve individuals with disabilities. GOOD partnered with other agencies and organizations to celebrate the 25th Anniversary of the ADA and used the two events in Birmingham and Montgomery as it's 2015 Summit. (See more information on pages 9 and 10 of this report.)

To foster communication even more, GOOD developed a list serve. Anyone interested in issues affecting people with disabilities can join the GOOD list by accessing the website at www.good.alabama.gov, clicking the “Join the GOOD List” icon and entering in personal contact and email information. Periodically, cutting edge information on disability will be shared with list members.

Strategic Plan

(1) Legislation Initiative

Monitor Alabama's disability related legislation and policies and provide policy analysis to the Governor.

Objective 1: Monitor constituent issues with regard to policy formulation and recommendations for legislation.

Objective 2: Serve as a liaison to the Governor on all necessary matters of interest related to the GOOD mission.

(2) Collaboration Initiative

Establish a united voice to determine and meet the needs of the GOOD mission.

Objective 1: Utilize local advisory committees to determine the unmet needs of Alabamians with disabilities.

Objective 2: Partner with public and private entities, inclusive of state agencies, that advance the achievement of the GOOD mission.

Objective 3: To accept and resolve referrals regarding disability issues from the Governor's Constituent Affairs Office and other referral resources.

(3) Consultation Initiative

Serve as advisor on public disability-related issues in Alabama.

Objective 1: Provide informal legal opinions on disability issues to the Governor's Legal Office.

Objective 2: Provide analytical information to the Governor's Legal Office relative to the GOOD mission.

Objective 3: Act as an expert resource regarding the implementation of the Americans with Disabilities Act and related laws.

(4) Dissemination Initiative

Promote public awareness of actions and activities in fulfilling GOOD mission.

Objective 1: Increase effective utilization of available resources for Alabamians with disabilities.

Objective 2: Establish a website as the primary dissemination method of GOOD actions, activities and publications.

Objective 3: Promote local and/or statewide media coverage of GOOD actions and activities when possible.

GOOD Stewards

The Governor's Office on Disability understands the need for accountability and being good stewards of our State's money. Along with this important commitment, we are also committed to being compassionate, responsive, and caring to each caller or contact we encounter. While we do track the number of calls we receive, we strive to make the caller feel that they are "more than just a number." *However, we are proud that we exceeded our actual goal for the number of calls for the first time in the history of the agency!*

The following are just a few of the many changes we made beginning in 2014 and continued in 2015 to be more efficient:



- Produce our Annual Reports in-agency and distribute electronically
- Produce and print our Agency brochures in-agency
- Make our display in-house to use at Summit, Expos, and other events
- Collaborate with other agencies and companies who provide us resources
- Increased the number of calls we responded to by 22%

Governor Robert Bentley,
Graham Sisson, and Marlene
Word met to discuss GOOD's
budget, ADA 25th celebration
events, and updates on needs
and gaps of people with disa-
bilities.

FY 2015 Budget

Personnel Costs	\$46,000
Employee Benefits	\$19,455
Travel-in-State	0
Travel Out-of-State	0
Repairs & Maintenance	0
Rentals & Leases	0
Utilities & Communications	\$126
Professional Services	\$15,839
Supplies, Materials & Operating Expenses	\$1,102
Grants & Benefits	\$.....10,777
Other Equipment Purchases	0
Total	<u>\$93,299</u>

FY 2015 Smart Budget

Number of Inquiries

Projected	1100
Actual	1193

Number responded to within 72 hours

Projected	100%
Actual	100%

Governor's Office on Disability

Goals and Accomplishments for FY 2015

I. Disability Summit

Collaboration and Dissemination Initiatives

II. Convening Disability Consumer Advisory Councils

- 9 regional council meetings during each fiscal year
- State Advisory Council meetings quarterly
- As part of GOOD's partnership with the Alabama Department of Public Health (ADPH), Emergency Management and Improving the Health of People with Disabilities through State Based Public Health Programs was on the agenda at many of the Council Meetings. ADPH provided EMA materials and furnished EMA kits as door prizes.

III. Trainings/Disability Awareness

ADA

- In collaboration with the Alabama's ADA toll free information services conducted FY 2015:
 - ◊ 27 ADA Trainings
 - ◊ 19 Accessibility Reviews/Consultations

Emergency Preparedness and Improving the Health of People with Disabilities

- Partnership with Alabama Department of Public Health on "Improving the Health of People with Disabilities through State Based Public Health Programs" grant

IV. Information and Referral

- Number of inquiries on disability issues FY 2015
 - ◊ 1193 inquiries (**This is the first time in the history of the agency that our goal was exceeded**).

V. Website

- Continuously updating website, resources and corresponding with members on the GOOD List

VI. Legislation Initiative

- GOOD worked on legislation to address some of the unmet needs of Alabamians with disabilities. This legislation included the following:
 - ◊ **Accessible Parking** - Removal of minimum fine requirements enabling language to deputize trained persons to issue tickets to accessible parking violators. Requiring some form of identification on accessible parking placards.
 - ◊ **New Assistive Devices Warrant Act** - Extend Lemon Law protection to purchasers of assistive devices including but not limited to wheel chairs and hearing aids.
 - ◊ **Voter with Disability and/or over age 70** - Require election official to allow a voter who has a physical disability or over the age of 70 to move to the front of the voting line if so required by the voter.
 - ◊ **Motor Vehicle Disability Parking Placards**
 - ◊ **ABLE Act** - Bill to implement federal ABLE Act. The federal ABLE ("Achieving a Better Life Experience") Act allows certain persons with disabilities to create savings accounts for expenses not otherwise covered.

VII. FAND

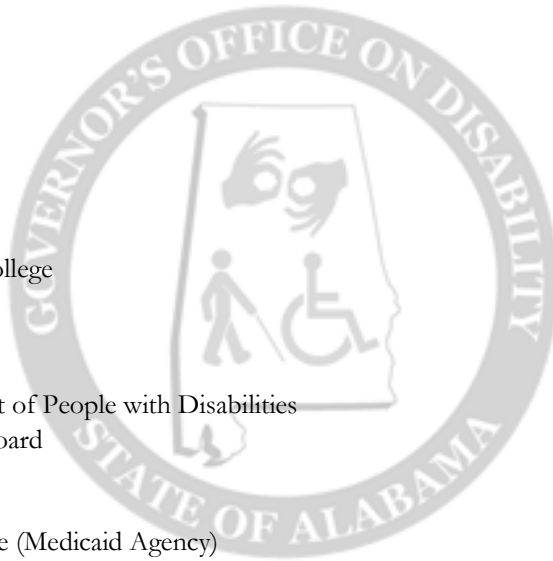
The GOOD took a leadership role in this statewide taskforce in 2013 and continued through 2014/2015. Originally named the Special Populations Taskforce, it was renamed Functional and Access Needs in Disaster to accurately reflect its purpose of ensuring Alabamians with functional and accessible needs are not only considered, but included in all phases of emergency management.

Mr. Sisson co-chairs this group along with Elena Parker-Merriweather from the Alabama Department of Public Health. FAND has developed a strategic plan and subcommittees to create a statewide infrastructure to meet the needs of Alabamians with disabilities in disasters. Mr. Sisson continues to serve as liaison between FAND and the Governor's Mass Care and Sheltering Taskforce. Those interested in joining this effort should contact Mr. Sisson at 800-441-7607 extension 7189.

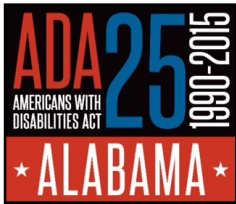
Governor's Office on Disability
Goals and Accomplishments for FY 2015

VIII. Partnerships

Alabama Council for Developmental Disabilities
Alabama Department of Public Health
Alabama Disability Advocacy Network
Alabama Disability Advocacy Program
Alabama Emergency Management Agency
Alabama Head Injury Foundation
Alabama Governor's Youth Leadership Forum
Alabama Interagency Autism Coordinating Council
Alabama Lifespan Respite Coalition
Alabama Multiagency Feeding Plan
Alabama Statewide Assistive Technology Advisory Council
Alabama State Interagency Transition Team
Alabama State University
Alabama Transit Coalition
Alabaster Career Centers
Auburn University
Birmingham Committee on ADA
Blind Advisory Committee
Camp ASCCA
Central Alabama Community College
City of Auburn
Deaf/Blind Coalition
DSPN Advisory Board, Huntingdon College
Disabilities Rights & Resources
Epilepsy Foundation
Family Voices of Alabama
Governor's Committee on Employment of People with Disabilities
Home Medical Equipment Licensure Board
Lakeshore Foundation
Lee County Board of Education
Long-term Care Rebalancing Committee (Medicaid Agency)
Mass Care and Sheltering Taskforce
Medicaid Infrastructure Grant
Mobile Center for Independent Living
Montgomery Center for Independent Living
Montgomery Library for the Blind Advisory Committee
Montgomery Employment Group
National Coalition of State Rehabilitation Councils
OASIS Advisory Council
People First
RespectAbility
Southeast ADA Network Training Team
Special Education Advisory Panel
State of Alabama Independent Living Council
State Rehabilitation Council
Trenholm State
University of Alabama Birmingham/Civitan-Sparks Consumer Advisory Council
United Way of Birmingham
University of South Alabama



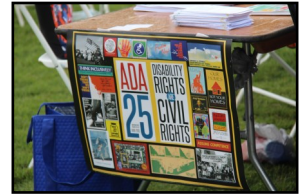
Governors' Office on Disability Partner - Celebration of 25th Anniversary of ADA
State Capitol, Montgomery, Alabama - 5/21/2015
Celebrating 25 Years of Civil Rights for Individuals with Disabilities!



25th Anniversary Logo



Graham Sisson presents Governor Robert Bentley (key-note speaker) with a 25th Anniversary ADA t-shirt. State Representative Thad McClammy (one of the speakers from the event) featured on the left.



Civil Rights Vendor Table



Governor Robert Bentley greeting the crowd following his speech



Volunteers (green vests) and attendees during the opening ceremonies.



Featured Maze Marshall, Graham Sisson, Wendy Dean, Scott Renner.



Graham Sisson and Governor Robert Bentley during the Governor's speech.

Governors' Office on Disability Partners - Celebration of 25th Anniversary of ADA
Kelly Ingram Park, Birmingham, Alabama - 5/19/2015

Celebrating 25 Years of Civil Rights for Individuals with Disabilities!



Pictured left to right: Tom Olin, Kent Crenshaw (Montgomery Center for Independent Living), Graham Sisson (Governor's Office on Disability), Dan Kessler (Disability Rights and Resources)



Pictured left to right: Jack Franklin (Consumer Advocate) and Graham Sisson (Governor's Office on Disability)



Graham Sisson (Governor's Office on Disability) taking a ride in the park on a OPDMD, other power driven mobility device displayed by Extreme Mobility, vendor at the event.



Tom Olin, Photographer of many of the art exhibit displayed from the Road to Freedom Bus.

Governor's Office on Disability Advisory Council through Fiscal Year 2015

Dr. Dave Martin, Chairman
Auburn, Alabama
Parent Advocate

Shannon Weston Byrd
Montgomery, Alabama
State Agency/Mental Health Advocate
Rotated off October of 2015

Kent Crenshaw*
Montgomery, Alabama
Person with a disability

Michael Davis*
Mobile, Alabama
Person with a disability

Carl Flemons
Somerville, Alabama
Veteran with a disability
Rotated off October of 2015

Steve Hamerdinger
Montgomery, Alabama
Person with a disability

Dan Kessler
Birmingham, Alabama
Independent Living Center representative

Phil Klebine
Birmingham, Alabama
Person with a disability
Rotated off in October of 2015

Scott Renner
Auburn, Alabama
Person with a disability
Rotated off October of 2015

John Stephenson
Jackson Gap, Alabama
Recreational Access representative

James Tucker
Tuscaloosa, Alabama
Statewide Disability Advocacy Program

Karl Wade
Prattville, Alabama
Person with blindness

Local Consumer Advisory Councils

Councils serve as an opportunity for grassroots input from people with disabilities and their families and are located in the following areas:

- Anniston
- Birmingham
- Dothan
- Gadsden
- Huntsville/Decatur
- Mobile
- Montgomery
- Muscle Shoals
- Tuscaloosa

Consumer Advisory Council Meetings



Featured on the left, Graham Sisson provides training on Emergency Preparedness as part of the agenda for the Mobile GOOD VR Consumer Advisory Council Meeting. More members of the Mobile Council are featured on the right.

Governor's Office on Disability
GOOD VR Consumer Advisory Council Meetings - 2015



December 10, 2015 Graham Sisson presents Vernita Garriott, a member of the Tuscaloosa GOOD VR Consumer Advisory Council, a weather radio door prize. Ms. Garriott has a foster child who is also blind and their weather radio was recently broken and they did not have the money to replace it.



Graham Sisson presents Danielle Bull with a weather radio provided by the Alabama Department of Public Health. The radio was given as a door prize at the May 05, 2015 Mobile VR GOOD Consumer Advisory Council Meeting. Ms. Bull is deaf and was thrilled to receive the radio since Alabama has had several devastating tornadoes over the past few years.



Graham Sisson presents Tammy Moore with a weather radio provided by the Alabama Department of Public Health at the Birmingham GOOD VR Consumer Advisory Council meeting held May 20, 2015. Ms. Moore is a parent of a child with a disability.



November 23, 2015, Graham Sisson presents Ree Clark a weather radio provided by the Alabama Department of Public Health. Ms. Clark is a member of the Montgomery GOOD VR Consumer Advisory Council. Ms. Clark is a parent of a child with a disability.

Governor's Office on Disability Consumer Advocate



On March 10, 2015 at the Montgomery GOOD VR Consumer Advisory Council Meeting Graham Sisson presents Shannon Hartman with a weather radio provided by the Alabama Department of Public Health. Ms. Hartman, who is deaf, later received a strobe light attachment for the radio also provided by the Alabama Department of Public Health.



Graham Sisson presents Kathy Bostick with a weather radio provided by the Alabama Department of Public Health. The radio was given as a door prize at the May 1, 2015 Tuscaloosa GOOD VR Consumer Advisory Council Meeting. Kathy is a consumer member of the council.



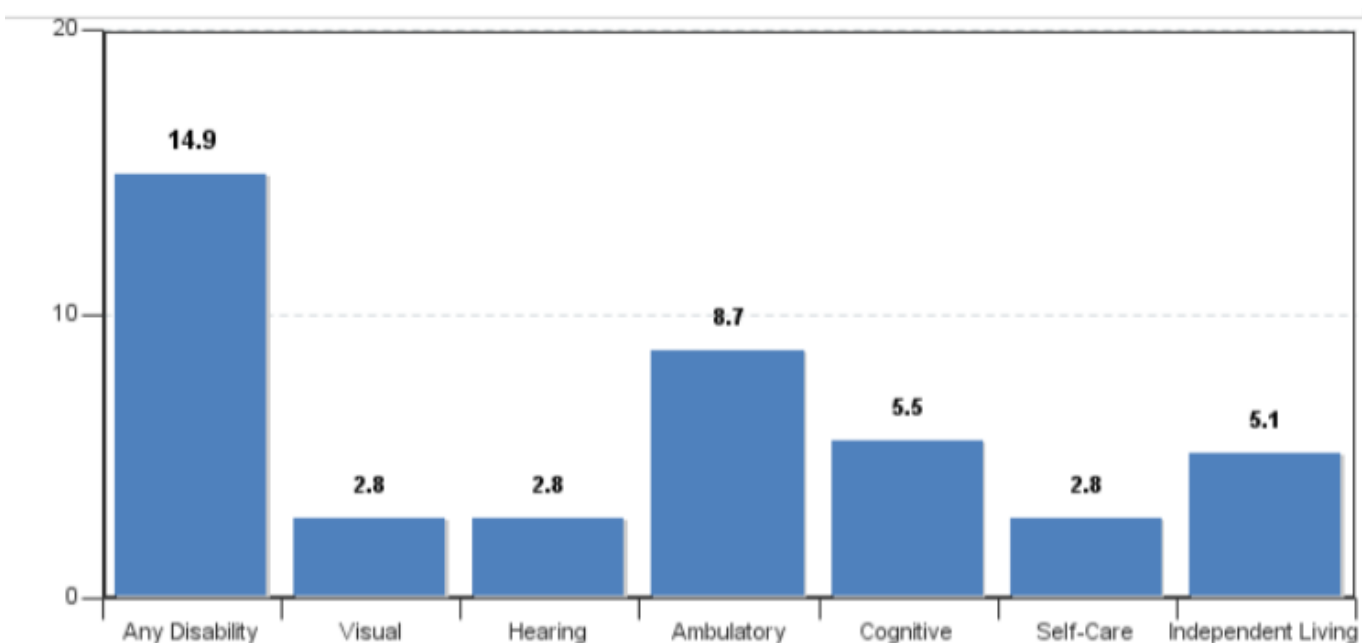
Graham Sisson presents Darmita Flood with an Emergency Preparedness Back Pack door prize provided by the Alabama Department of Public Health. It was presented at the Mobile GOOD VR Consumer Advisory Council held September 23, 2015. Ms. Flood is an Administrative Assistant for the Mobile Center for Independent Living.

Disability Status Report—Alabama Summary

- 70.5% of persons without disabilities aged 18 to 64 are employed ²
- 27.2% of people with disabilities aged 18 to 64 are employed ²
- 422,549 persons aged 18 to 64 have a disability ²
- 776,448 people with a disability live in the community ²
- 164,149 people with a disability received SSI benefits in the year 2014 ²
- 268,280 people with a disability received SSDI in the year 2014 ²

Prevalence of Disability Among Non-Institutionalized People Ages 21 to 64 in Alabama 2013

Prevalence Rates: Age 21 to 64 years (14.9%)¹

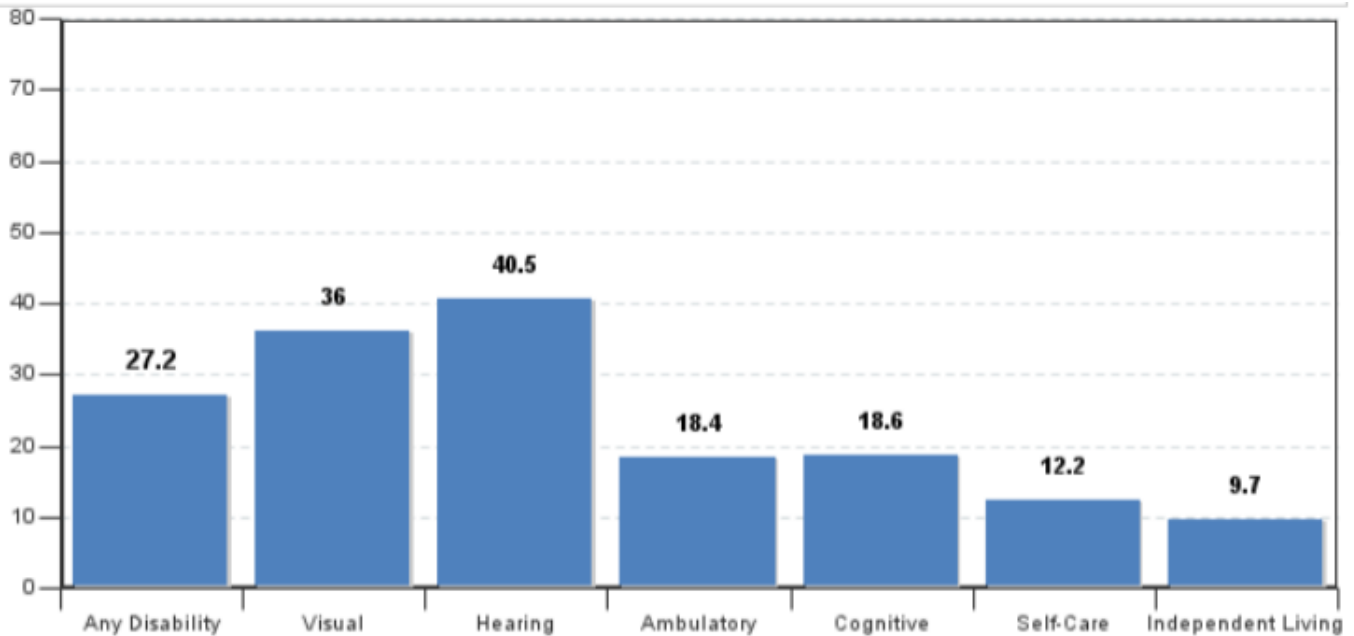


Disability Type	%	MOE	Number	MOE	Base Pop.	Sample Size
Any Disability	14.9	0.49	409,700	14,030	2,743,200	26,053
Visual	2.8	0.23	76,800	6,300	2,743,200	26,053
Hearing	2.8	0.23	77,000	6,310	2,743,200	26,053
Ambulatory	8.7	0.39	239,800	10,940	2,743,200	26,053
Cognitive	5.5	0.32	151,700	8,780	2,743,200	26,053
Self-Care	2.8	0.23	77,700	6,340	2,743,200	26,053
Independent Living	5.1	0.30	138,900	8,420	2,743,200	26,053

1. 2012 Disability Status Report: Alabama, disability statistics.org
2. Annual Disability Statistics Compendium

Disability Status Report—Alabama Summary (Continued)

Employment of Non-Institutionalized Working-Age People (Ages 21 to 64) by
Disability Status in Alabama in 2013 ¹



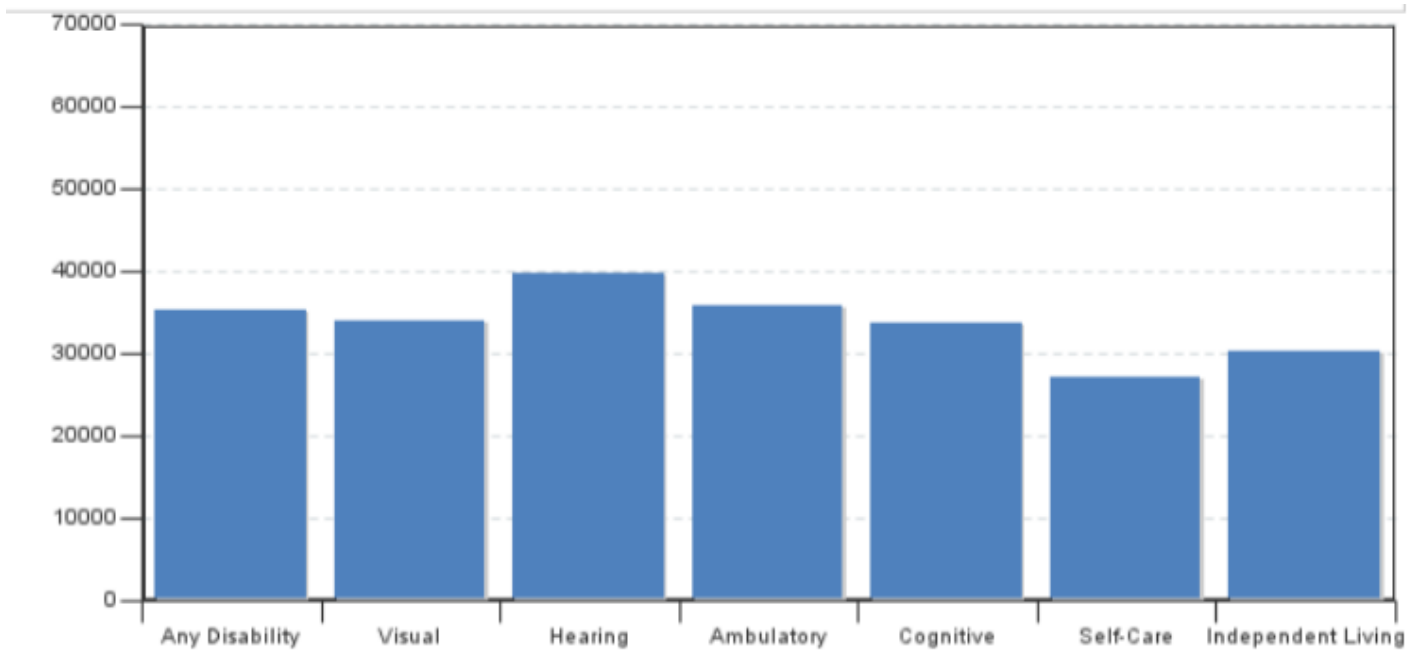
Disability Type	%	MOE	Number	MOE	Base Pop.	Sample Size
No Disability	73.3	0.66	1,710,000	24,000	2,333,500	21,758
Any Disability	27.2	1.59	111,200	7,550	409,700	4,295
Visual	36.0	3.97	27,700	3,800	76,800	800
Hearing	40.5	4.05	31,200	4,030	77,000	774
Ambulatory	18.4	1.81	44,100	4,790	239,800	2,577
Cognitive	18.6	2.29	28,100	3,830	151,700	1,598
Self-Care	12.2	2.69	9,500	2,230	77,700	836
Independent Living	9.7	1.82	13,500	2,660	138,900	1,509

1. 2012 Disability Status Report: Alabama , disabilitystatistics.org

Disability Status Report—Alabama Summary (Continued)

**Median Annual Earnings of Non-institutionalized Working-Age People (ages 21 to 64)
Who Work Full-Time/Full-Year by Disability Status in Alabama in 2013 ¹**

Median Earnings



Disability Type	Median Earnings	MOE	Base Pop.	Sample Size
No Disability	\$40,300	\$760	1,298,000	12,278
Any Disability	\$35,300	\$2,610	76,000	796
Visual	\$33,900	\$5,250	19,000	194
Hearing	\$39,800	\$4,960	25,000	259
Ambulatory	\$35,700	\$4,530	29,000	305
Cognitive	\$33,600	\$6,030	18,000	182
Self-Care	\$27,200	\$7,620	7,000	68
Independent Living	\$30,200	\$8,030	7,000	71

1. 2012 Disability Status Report: Alabama, disabilitystatistics.org



EXECUTIVE ORDER NUMBER 15

WHEREAS, passage of the Americans with Disabilities Act ("ADA") by the United States Congress imposed a requirement that employers not discriminate against people with disabilities in regard to any employment practices or terms, conditions, and privileges of employment;

WHEREAS, Congress specifically mandated that state government agencies be subject to the provisions of the ADA;

WHEREAS, Alabamians with disabilities and their families, may experience an economic impact due to their disabilities;

WHEREAS, people with disabilities have unmet needs in many areas, including but not limited to: transportation, education, employment, housing, transportation, recreation, health care, insurance, leisure and/or personal assistance;

WHEREAS, collaboration among public and private organizations serving individuals with disabilities is necessary to efficiently use available resources;

WHEREAS, a coordinated centralized effort will ensure all state agencies are in compliance with the terms of the ADA by the most efficient means possible; and,

WHEREAS, there is a need of coordination with consumers and consumer-driven organizations regarding state disability policies and services and a clearinghouse for disability-related information in one location.

NOW, THEREFORE, based upon these considerations, and for other good and valid reasons thereto, I, Robert Bentley, Governor of the State of Alabama, by virtue of the authority vested in me by the Constitution and laws of the State of Alabama, do hereby establish the **Governor's Office on Disability**, hereinafter referred to as "GOOD," within the Alabama Department of Rehabilitation Services ("ADRS").

The purpose and duties of GOOD include:

1. To serve as point of contact for issues related to people with disabilities.
2. To collect and compile information on Alabama resources for individuals with disabilities and their families.
3. To remain current on matters of interest related to disability issues.
4. To monitor Alabama legislation and policies that affect people with disabilities.
5. To collaborate, where possible, with other Alabama public and private disability organizations and resources to increase efficiency in the use of available resources for Alabamians with disabilities.
6. To accept and handle referrals, regarding disability issues, from the Governor's Constituent Affairs Office.
7. To enter into inter-agency agreements or contracts with public and private entities, including state agencies, to further the purposes of GOOD.
8. To monitor disability constituent issues to the extent of developing, assisting in the development of, or recommending policies and/or legislation to address such issues in coordination with the Governor's Policy and Legislative Affairs offices.
9. To maintain local advisory committees around the state for the purpose of determining the unmet needs of persons with disabilities and otherwise soliciting their input.
10. To provide informal legal opinions on disability issues to the Governor's Legal Office and otherwise assist such office on legal matters related to individuals with disabilities.
11. To serve as the statewide clearinghouse for information on disability issues.
12. To prepare an Annual Report of GOOD's activities and send a copy of said report to the Governor, Alabama Legislature, and the Commissioner of ADRS, and provide quarterly reports on GOOD activities to the Governor.

BE IT ORDERED that GOOD shall be managed by a Director who shall be appointed by, and serve at the pleasure of, the Governor.

BE IT FURTHER ORDERED that the Director shall be assisted by a Deputy Director, who shall be appointed by, and serve at the pleasure of, the Governor.

BE IT FURTHER ORDERED that all employees of GOOD, present or future, be supervised, managed and answerable to the GOOD Executive Director.

BE IT FURTHER ORDERED that GOOD be housed and located within ADRS and subject to its personnel policies, rules, and regulations to the extent applicable, yet remain a separate agency.

BE IT FURTHER ORDERED that if a conflict arises with regard to any previous or existing Executive Order, the provisions of this Executive Order shall prevail.

BE IT FURTHER ORDERED that this Executive Order shall become effective immediately upon the Governor's signature and shall remain in effect until amended or modified by the Governor.




Robert Bentley
Governor

Attested


Beth Chapman
Secretary of State



Join The GOOD List

www.good.alabama.gov

The Governor's Office on Disability

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