

**MINUTES, LIMESTONE COUNTY COMMISSION, DECEMBER 1, 2025,
COMMISSION MEETING**

The Limestone County Commission met in a regular meeting today, at 9:30 a.m. at the Clinton Street Courthouse Annex, 100 South Clinton Street, Athens, Alabama.

Present: Johnny Turner, Derrick Gatlin, and LaDon Townsend. Absent: None. Collin Daly, Chairman presided.

The meeting began with the Pledge of Allegiance.

MOTION was made by LaDon Townsend and seconded by Johnny Turner to approve the minutes of November 17, 2025.

The Chairman asked if there was any discussion. There was no discussion. The Administrator called the roll. LaDon Townsend, aye; Johnny Turner, aye; and Derrick Gatlin, aye. Motion carries unanimously.

MOTION was made by Derrick Gatlin and seconded by LaDon Townsend to approve the following claims:

11/14/2025	0078288	\$ 383.23
11/20/2025	Bank Draft – Walmart	\$ 71.71
11/20/2025	Bank Draft – Walmart	\$ 49.74
11/20/2025	Bank Draft – Walmart	\$ 245.87
11/21/2025	0078289 – 0078361	\$ 894,386.77
11/24/2025	0078362	\$ 248.53
11/26/2025	0078363 – 0078422	\$ 628,007.53
	TOTAL	\$ 1,523,393.38

The Chairman asked if there was any discussion. There was no discussion. The Administrator called the roll. Derrick Gatlin, aye; LaDon Townsend, aye; and Johnny Turner, aye. Motion carries unanimously.

MOTION was made by Johnny Turner and seconded by Derrick Gatlin to approve a Resolution allowing Limestone County to participate in the “Back-to-School” Sales Tax Holiday.

**RESOLUTION NO. 1071-25
PROVIDING FOR LIMESTONE COUNTY’S
PARTICIPATION IN THE “BACK-TO-SCHOOL”
SALES TAX HOLIDAY**

WHEREAS, during its 2006 Regular Session, the Alabama Legislature Enacted Act No. 2006-574, which provides an exemption of the state sales and use tax for certain non-commercial purchases related to school clothing and supplies during the first full weekend in August of each year; and

WHEREAS, Act No. 2017-120 Amended *Code of Alabama 1975*, §Sections 40-23-211 and 40-23-213, relating to the tax exemption on covered items during “Back-to-School” Sales Tax Holiday, by changing the dates from the first weekend of August to the third full weekend of July.

WHEREAS, the Limestone County Commission has affirmatively voted to grant the exemption of covered items from county sales and use taxes on purchases during the third full weekend of July, beginning at 12:01 a.m. on Friday, July 17, 2026, and ending at twelve midnight on Sunday, July 19, 2026;

WHEREAS, the *Code of Alabama 1975*, §11-51-210(e) requires that the county commission notify the Alabama Department of Revenue of any new local tax or amendment to an existing local tax levy at least 30 days prior to the effective date of the change;

WHEREAS, the exemption of certain county sales and use taxes for the third full weekend of July 2026 herein adopted by the county commission is an amendment to the county’s sales and use tax levy warranting notice to the Alabama Department of Revenue; and

WHEREFORE BE IT RESOLVED BY THE LIMESTONE COUNTY COMMISSION that it does hereby provide for an exemption of the county sales and use tax on purchases of items covered by the Alabama Department of Revenue Sales and Use Tax Rules beginning at 12:01 a.m. on Friday, July 17, 2026, and ending at twelve midnight on Sunday, July 19, 2026.

BE IT FURTHER RESOLVED that a copy of this resolution be spread upon the minutes of the December 1st, 2025, meeting of the Limestone County Commission and be immediately forwarded to the Alabama Department of Revenue in compliance with *Code of Alabama 1975*, § 11-51-210(e).

**MINUTES, LIMESTONE COUNTY COMMISSION, DECEMBER 1, 2025,
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**RESOLUTION CONCERNING PASSING OF
DISTRICT ONE COMMISSIONER, DARYL SAMMET**

WHEREAS, on Saturday, November 22, 2025, Limestone County Commissioner, Daryl Sammet, passed from this life after a long battle with cancer; and

WHEREAS, pursuant to Alabama Code § 36-9-1, his passing has left the District 1 Commissioner office vacant; and

WHEREAS, before the vacancy is filled by appointment or election as is required by Alabama law, it is expected that there will be a number of actions that will be required to be authorized in and for District 1.

NOW THEREFORE be it resolved by the Limestone County Commission, as follows:

The Limestone County Commission Chairman is authorized to do all acts permitted by law on behalf of the District 1 Commissioner, including, but not limited to, taking any necessary personnel actions and authorizing District 1 purchase orders.

ADOPTED AND APPROVED this the 1st day of December, 2025.

ATTEST: _____
Collin Daly, Chairman

Ellen, Morell, County Administrator

The Chairman asked if there was any discussion. There was no discussion. The Administrator called the roll. LaDon Townsend, aye; Johnny Turner, aye; and Derrick Gatlin, aye. Motion carries unanimously.

MOTION was made by Derrick Gatlin and seconded by LaDon Townsend to approve a Lease Agreement with The Lioce Group through LEAF Capital Funding for a copier located at Archives for a period of 36 months.



Doing the Right Thing!

The Lioce Group, Inc.
2950 Drake Avenue
Huntsville, AL 35805
Phone (256) 650-4150
Fax (256) 650-4160
www.LioceGroup.com

Tuesday, July 15, 2025, updated 11-7-25

Jonathan Yerdon/Brooke Rollins
Limestone County IT Dept.
100 S Clinton St, Suite F
Athens, AL 35611

Customer Application Details

Limestone County IT Department is looking at possibly adding a color copier to their fleet. This proposal is for 1 each Konica Minolta C301i copier that runs at 30 copies per minute in full color. TLG will be utilizing the Sourcwell Contract for Konica Minolta Contract # 112124-KON. 12 months of payments will be made three times during the 36-month term.

Equipment Proposed

QTY	Model	Description
1	bizhub C301i with DF-714	30 ppm Printer/Copier/Scanner
1	bizhub C301i inner finisher	FS-533 Inner Finisher (50 Sheets)
1	Paper Drawer (4 total)	PC-216 Paper Feed Cabinet
Purchase Price Lease Payment Lease Term		
\$5,673.10	\$1,923.18 Sales tax additional	3 payments; on each year anniversary.

Maintenance and Supplies

Per the Sourcwell Contract, the Maintenance agreement will be provided and billed at \$16.50 per month and will include 2,000 b/w copies. Any copies over 2,000 per month will be billed at \$0.0083 for each black and white images, all color copies will be billed at \$0.05 per image per month to include parts, labor, image drums, and consumable supplies (excluding paper and staples).

**MINUTES, LIMESTONE COUNTY COMMISSION, DECEMBER 1, 2025,
COMMISSION MEETING**

Thank you for the opportunity to submit a proposal. Please contact us if you have any questions or need any additional information at (256) 650-4150.

Sincerely,

Mike Olejnik



LEASE AGREEMENT

1720A Crete Street, Moberly, MO 65270
Phone: 800-662-3759, Fax: 800-426-2626

LESSEE LEGAL NAME: County of Limestone dba Limestone County Commission		Telephone No: 2562163417	
Billing Address: 310 West Washington Street, Athens, AL 35611-2660		Equipment Location (if other than Billing Address): 102 W Washington Street, Athens, AL 35611-2660	
EQUIPMENT DESCRIPTION: (indicate quantity, new or used and include make, model, serial # and all attachments – see below and/or attached Schedule A)			
Unit Quantity	Description of Equipment Leased	Make and Type	Model Number
1	Konica Minolta C301i		
BASE TERM IN MONTHS 36	TOTAL NUMBER OF LEASE PAYMENTS 3 @ \$1,923.18 (plus taxes)	END OF LEASE PURCHASE OPTION	
		<input checked="" type="checkbox"/> Fair market value, plus taxes <input type="checkbox"/> 10% of Equipment cost, plus taxes <input type="checkbox"/> \$1.00, plus taxes (FMV unless another option is selected. You may not exercise a purchase option if you are in default. If you exercise a purchase option we will convey all of our right, title and interest in such Equipment to you on an AS-IS WHERE IS without warranty.)	
		(a) Advance Payment:	\$0.00
		(b) Security Deposit:	\$0.00
		(c) Documentation Fee:	\$0.00
		Total due a + b + c =:	\$0.00

****If more than one lease payment is required as an Advance Payment, the balance will be applied to lease payments in inverse order, starting with the last lease payment. Your obligation to pay all amounts and perform all other obligations is non-cancellable, absolute, unconditional and not subject to abatement, set-off or defense.**

In this agreement ("Lease"), "we," "our," and "us" refers to LEAF Capital Funding, LLC as Lessor and "you" and "your" refer to the Lessee. You agree to lease the Equipment upon the following terms and conditions:

1. LEASE PAYMENTS AND TERM: The Lease is enforceable on you upon your execution. The term of the Lease shall commence on the date the Equipment is delivered to you ("Lease Commencement Date"). The first Lease Payment shall be due on the date we specify in the month following the Lease Commencement Date as set forth in our invoice, and the remaining Lease Payments will be due on the same day of each subsequent month (each, a "Payment Date") until paid in full. The Base Term shall commence on the date one month prior to the first Payment Date.

2. DELIVERY, ACCEPTANCE, USE AND REPAIR: You are responsible for Equipment delivery and installation. You unconditionally accept the Equipment upon the earlier of (a) your oral or written acceptance of the Equipment, or (b) 10 days after delivery of the Equipment. You authorize us to fill in the Lease Commencement Date, serial numbers and other information. **You will not move the Equipment from the above location without our written consent and are responsible for maintaining the Equipment in good repair.** We are not responsible for Equipment or vendor failures.

3. INDEMNIFICATION: You agree to indemnify, defend and hold us harmless from and against any losses, damages, penalties, claims and suits, including attorneys' fees and expenses related to the ordering, manufacture, installation, ownership, condition, use, lease, possession, delivery or return of Equipment.

4. LEASE EXPIRATION, RENEWAL: Unless you notify us at least 90 days prior to the expiration of the Lease of your election to return or purchase the Equipment, this Lease will renew on a month-to-month basis at the same monthly Lease Payment until you either exercise the purchase option or provide us with at least 90 days notice and return the Equipment. If you return the Equipment, (i) it must be to the location we designate and you are responsible for all return costs, and (ii) you must securely remove all data from any and all disk drives or magnetic media prior to returning the Equipment (and you are solely responsible for selecting an appropriate removal standard that meets your business needs and complies with applicable laws). You will pay us for any loss in value resulting from failure to maintain the Equipment in accordance with this Lease or for damages incurred in shipping and handling. If you exercise a purchase option we will convey all of our interest in such Equipment to you on an AS-IS WHERE IS basis without representation or warranty.

5. LATE FEES AND CHARGES: If any amount is not paid within eight (8) days of when due, you agree to pay us a late charge equal to the lesser of 10% of the amount past due or the maximum legal amount. Amounts which are not paid within 30 days of when due shall accrue interest at 1.5% per month (or if less, the maximum legal rate) until paid. You agree to pay \$25 for each pay by phone and \$35 for each returned payment.

6. NO WARRANTY: We do not manufacture the Equipment and you have selected the Equipment and the supplier. **WE MAKE NO EXPRESS OR IMPLIED WARRANTIES, INCLUDING THOSE OF MERCHANTABILITY OR FITNESS FOR A PURPOSE AND ARE NOT RESPONSIBLE FOR CONSEQUENTIAL OR INCIDENTAL DAMAGES.**

7. INSURANCE, RISK OF LOSS: You bear all risk of loss or damage to the Equipment from its order until it is returned in the required condition or purchased by you ("Risk Period"). During the Risk Period you will maintain property and liability insurance on the Equipment acceptable to us, naming us loss payee and additional insured. If you do not provide us with proof of such insurance, we may secure insurance on the Equipment to cover our interests (and only our interests). If we obtain such insurance, you will pay us an additional amount for the cost of it and an administrative fee, the cost of which may be more than the cost to obtain your own insurance and on which we may make a profit.

8. OWNERSHIP AND TAXES: We own the Equipment (excluding licensed software). If you are deemed to own it, you grant us a security interest in the Equipment. You authorize us to file UCC financing statements to confirm our interest. You will pay, when due, all taxes, fines and penalties relating to the purchase, use, leasing and/or ownership of the Equipment. If we pay any taxes, (including property tax), fees or penalties on your behalf, you will pay us the amount we paid plus an administrative fee. You agree to pay us the documentation fee specified above or if not so specified, the greater of either \$125 or 0.5% of the Equipment cost. If we require an Equipment site inspection, or you request administrative services, you agree to reimburse our costs.

9. DEFAULT: If you or any guarantor do not pay us any amount within ten (10) days of its due date, or breach any terms of this Lease, any guaranty or any license relating to the Equipment, you will be in default. If you default, we may require you to do any combination of the following: (a) immediately pay all amounts then due, plus the present value of the remaining Lease Payments, Interim Rent and residual value of the Equipment, as determined by us, discounted at an annual rate of 3%; (b) return all of the Equipment; (c) allow us to repossess the Equipment; or (d) use any and all remedies available to us under applicable law. If you default, you agree to pay the cost of repossession and our attorney's fees and costs. In addition to all other charges and as reimbursement for expenses incurred and not as a penalty, we may require you to reimburse us for the phone calls, letters, and any additional expense incurred in the collection or servicing of this Lease for you. If we take possession of the Equipment, we may sell or otherwise dispose of it with or without notice, at a public or private sale, and apply the net proceeds (after we have deducted all costs related to the sale or disposition of the Equipment) to the amounts that you owe us. You agree that if notice of sale is required by law, 10 days' notice shall constitute reasonable notice. You remain responsible for any amounts that are due after we have applied such net proceeds. We may apply any security deposits to your obligations and if you do not default, the balance will be refunded without interest.

10. ASSIGNMENT: You have no right to sell or assign the Equipment or Lease. We may sell or assign our rights in the Lease and/or Equipment and the new owner will have all our rights but will not be subject to any claim or defense you have against us.

11. ARTICLE 2A: You agree this Lease is a "finance lease" as defined in Article 2A of the Uniform Commercial Code. **You waive all rights and remedies conferred upon a lessee by Article 2A (508-522) of the UCC.** You have received a copy of the Supply Contract or been informed of the identity of the Supplier and you may have rights under the Supply Contract and may contact the Supplier for a description of those rights.

12. CREDIT INFORMATION: You authorize us or any of our affiliates to obtain credit bureau reports, and make other credit inquiries that we deem necessary.

13. CHOICE OF LAW: THIS LEASE WILL BE GOVERNED BY PENNSYLVANIA LAW. YOU CONSENT TO JURISDICTION IN THE STATE OR FEDERAL COURTS IN PENNSYLVANIA AND WAIVE ANY RIGHT TO A TRIAL BY JURY.

14. MISCELLANEOUS: This Lease is the parties' entire agreement and can be amended only in writing signed by both parties. This Lease may be executed in counterparts (manually or by electronic means) and, when transmitted to us shall be binding upon you for all purposes. This Lease is not binding on us until we sign it. You agree not to raise as a defense to the enforcement of this Lease that it was executed or transmitted to us by electronic means. You will use the Equipment only for business purposes and not for personal, family or household use. The USA PATRIOT Act requires us to obtain, verify, and record information that identifies you thus we ask for your name, address and other information or documents that substantiate your identity.

ACCEPTED BY LESSEE: County of Limestone dba Limestone County Commission	Print Name: Collin Daly	Title: Limestone County Chairman
X _____ Lessee Authorized Signature	E-Mail Address: _____	Date: _____
	Tax ID Number: *****	

DELIVERY AND ACCEPTANCE CERTIFICATION: The undersigned hereby certifies that all of the Equipment has been delivered to and been received by Lessee, that all installation or other work necessary prior to the use thereof has been completed, that the Equipment has been examined by Lessee and is in good operating order and condition and is in all respects satisfactory to Lessee, and that the Equipment is accepted by Lessee for all purposes under the Agreement. Accordingly, Lessee authorizes Lessor to purchase the Equipment from the applicable supplier(s). **DO NOT SIGN THIS DELIVERY AND ACCEPTANCE CERTIFICATION UNTIL LESSEE HAS RECEIVED ALL OF THE EQUIPMENT.**

SIGNED X _____	Print Name/Title: _____	Acceptance Date: _____
Accepted by: LEAF Capital Funding, LLC By: _____	Title: _____	Date: _____

LIOCE GROUP 9-2-2021 App=1068537



**SCHEDULE A TO LEASE AGREEMENT
(EQUIPMENT DESCRIPTION)**

Lease Application No.: **1068537**

QNT	Equipment Description	New/Used	Make	Model	Serial Number
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Location: 102 W Washington Street, Athens, AL 35611-2660

1	Konica Minolta C301i	New			
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LESSEE: County of Limestone dba Limestone County Commission

LEAF CAPITAL FUNDING, LLC

BY: _____
PRINT NAME: Collin Daly
TITLE: Limestone County Chairman
DATE: _____

BY: _____
PRINT NAME: _____
TITLE: _____
DATE: _____



DELIVERY AND ACCEPTANCE CERTIFICATE

**MINUTES, LIMESTONE COUNTY COMMISSION, DECEMBER 1, 2025,
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Date of Equipment Delivery: _____

Application No.: 1068537

County of Limestone dba Limestone County Commission ("Customer") hereby certifies that all of the equipment, software and other property (collectively, "Equipment") referred to in that certain Agreement related to the above referenced application number (the "Agreement") by and between Customer and LEAF Capital Funding, LLC ("LEAF") has been delivered to and been received by Customer at the location(s) set forth in the Agreement, that all installation or other work necessary prior to the use thereof has been completed, that the Equipment has been examined by the Customer and is in good operating order and condition and is in all respects satisfactory to Customer, and that the Equipment is accepted by the Customer for all purposes under the Agreement. Customer represents and warrants that the Date of Equipment Delivery set forth above and the Billing Address and the Equipment Location set forth in the Agreement are correct. By its execution and delivery of this Acceptance Certificate, Customer hereby reaffirms all of the representations, warranties and covenants contained in the Agreement as of the date hereof, and further represents and warrants to LEAF that no Event of Default, and no event or condition which with notice or the passage of time or both would constitute an Event of Default, has occurred and is continuing as of the date hereof. Customer further certifies to LEAF that Customer has selected the Equipment (and to the extent applicable, the vendor of the Equipment) and has received and approved the purchase order, purchase agreement or supply contract under which the Equipment will be acquired for all purposes of the Agreement.

ACCORDINGLY, CUSTOMER AUTHORIZES LEAF TO PURCHASE THE EQUIPMENT FROM THE APPLICABLE SUPPLIER(S).

DO NOT SIGN THIS DELIVERY AND ACCEPTANCE CERTIFICATE UNTIL YOU HAVE RECEIVED ALL OF THE EQUIPMENT.

CUSTOMER: <u>County of Limestone dba Limestone County Commission</u>	
By: _____	
Print Name: <u>Collin Daly</u>	
Title: <u>Limestone County Chairman</u>	
E-Mail Address: _____	
Date: _____	

THE ABOVE SIGNATORY AFFIRMS THAT HE/SHE IS A DULY AUTHORIZED CORPORATE OFFICER OR OFFICIAL, MEMBER, PARTNER OR PROPRIETOR OF THE ABOVE NAMED CUSTOMER.



**LEAF AUTOPAY PROGRAM
(AUTHORIZATION TO DEBIT AND CREDIT ACCOUNT BY ACH)**

Customer Name: County of Limestone dba Limestone County Commission

Application Number: 1068537

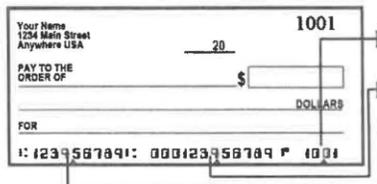
In connection with the above referenced contract(s) ("Contract"), Customer(s) hereby authorize(s), LEAF Capital Funding, LLC AND/OR ITS AGENTS, SUCCESSORS AND ASSIGNS (collectively, "Company"), to initiate ACH credit and/or debit entries, and if necessary, adjust any credit and/or debit entries made in error to the account described below ("Account") at the financial institution named below ("Bank"). The authorization provided herein (this "Authorization") is intended to encompass all amounts due and to become due under the above Contract, including current and past due periodic payments, miscellaneous charges, taxes and late charges. In addition, Customer potentially will enter into future transactions with Company. **Customer hereby acknowledges and agrees that this Authorization shall constitute a continuing Authorization to withdraw amounts for this Agreement as well as all future transaction(s) with the Company.** This Authorization shall not be limited or deemed waived, nor shall Company assume any liability, if for any reason Company delays debiting the Account for amounts due under the Contract. FOR ADMINISTRATIVE PURPOSES, ALL DEBIT AND CREDIT ENTRIES SHALL APPEAR ON THE ACCOUNT AS BEING INITIATED BY "LEASE SERVICES."

_____ Recurring Authorization: Initial to the left to authorize a RECURRING ACH authorization.

_____ One-time Payment: Initial to the left to authorize a ONE-TIME debit of the below account of \$0.00 plus taxes.

BANK NAME: _____ ABA/ROUTING NUMBER: _____
 BRANCH: _____ ACCOUNT NAME: _____
 CITY: _____
 STATE: _____ ZIP: _____ ACCOUNT NUMBER: _____

(ATTACH A VOIDED CHECK ON THE ABOVE ACCOUNT)



→ The check number is on the top and bottom right of the check - we do not need the check number.
 → Account Number is the middle group of 12 numbers on the bottom of your check.
 → Routing Number is the group of 9 numbers on the bottom left of your check.

Customer certifies that all information set forth above is true and correct. Customer agrees to give Company not less than twenty (20) days advance written notification of any termination or change in this Authorization, which shall remain in full force and effect until Company has received such written notification from Customer.

Signature: X _____ Customer Billing Contact Information
 Print Name: _____ (if different from information on left):
 Title: _____ Name: _____

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Date: _____ Title: _____
 Phone Number: _____ Phone Number: _____
 E-mail Address: _____ E-mail Address: _____

THE PERSON SIGNING ABOVE AFFIRMS THAT HE/SHE IS A DULY AUTHORIZED CORPORATE OFFICER OR OFFICIAL, PARTNER OR PROPRIETOR OF THE ABOVE NAMED CUSTOMER AND THAT THE ACCOUNT IS PRIMARILY FOR COMMERCIAL AND NOT FOR PERSONAL, FAMILY, OR HOUSEHOLD PURPOSES.



State and Local Government Addendum

Reference: Application No. 1068537

This State and Local Government Addendum (this "Addendum") is made part of the Agreement related to the above referenced application number ("Agreement") between **LEAF Capital Funding, LLC** ("we" "us" and "ours") and **County of Limestone dba Limestone County Commission** ("you" and "your"). Capitalized terms used but not defined will have the meaning given to them in the Agreement. If there is any conflict between the terms of this Addendum and the terms of the Agreement, the terms of this Addendum will control and prevail. The parties hereby agree as follows:

1. Funding Intent. You reasonably believe that funds can be obtained sufficient to make all Payments set forth in the Agreement and any other amounts owed during the term of the Agreement. You agree that your chief executive or administrative officer (or your administrative office that has the responsibility of preparing the budget submitted to your governing body, as applicable) will provide for funding for such payments in your annual budget request submitted to your governing body. You covenant that you will do all things lawfully within your power to obtain, maintain and properly request and pursue funds from which the Payments may be made, including making provisions for such payments to the extent necessary in each budget submitted for the purpose of obtaining funding, using your best efforts to have such portion of the budget approved and exhausting all available administrative reviews and appeals in the event such portion of the budget is not approved. If your governing body chooses not to appropriate funds for such payments, you agree that your governing body will evidence such nonappropriation by omitting funds for such payments due during the applicable fiscal period from the budget that it adopts. You and we agree that your obligation to make payments under the Agreement will be your current expense and will not be interpreted to be a debt in violation of applicable law or constitutional limitations or requirements. Nothing contained in the Agreement will be interpreted as a pledge of your general tax revenues, funds or moneys.

2. Nonappropriation of Funds. If (a) sufficient funds are not appropriated and budgeted by your governing body in any fiscal period for Payments set forth in the Agreement or any other amounts owed to us and (b) you have exhausted all funds legally available for such payments due under the Agreement (together, a "Non-Appropriation Event"), then you will give us not less than ninety (90) days written notice (a "Termination Notice") and the Agreement will terminate as of the last day of your fiscal period for which funds for such payments are available ("Termination Date"). Such termination is without any expense or penalty, except for the portions of such payments and those expenses associated with your return of the Equipment in accordance with the Agreement for which funds have been budgeted or appropriated or are otherwise legally available. You agree that, to the extent permitted by law, you will not terminate the Agreement if any funds are appropriated by you or to you for the acquisition or use of equipment or services performing functions similar to the Equipment during your fiscal period in which such termination would occur. You shall (i) on or before the Termination Date, return the Equipment in accordance with the return requirements set forth in the Agreement, (ii) provide in the Termination Notice a certification of a responsible official that a Non-Appropriation Event has occurred, (iii) deliver to us, upon our request, an opinion of your counsel (addressed to us) verifying that the Non-Appropriation Event as set forth in the Termination Notice has occurred, and (iv) pay us all sums payable to us under the Agreement up to and including the Termination Date. You acknowledge and agree that, in the event of the termination of the Agreement and the return of the Equipment as provided for herein, you shall have no interest whatsoever in the Equipment or proceeds thereof and we shall be entitled to retain for our own account the proceeds resulting from any disposition or releasing of the Equipment along with any advance rentals, security deposits or other sums previously paid by you pursuant to the terms of the Agreement.

3. Authority and Authorization. You represent and agree that: (a) you are a state or a political subdivision or agency of a state; (b) the entering into and performance of the Agreement is authorized under your state laws and Constitution and does not violate or contradict any judgment, law, order, or regulation, or cause any default under any agreement to which you are party; (c) you have complied with all bidding requirements and, where necessary, have properly presented the Agreement for approval and adoption as a valid obligation on your part; and (d) you have sufficient appropriated funds or other moneys available to pay all amounts due under the Agreement for your current fiscal period. Upon our request, you agree to provide us with an opinion of counsel as to clauses (a) through (d) above, an incumbency certificate, and other documents that we request, with all such documents being in a form satisfactory to us.

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S13 9-19-2024 App=1068537

4. Government Use. You agree that (a) you will comply with all information reporting requirements of the Internal Revenue Code of 1986, as amended, including but not limited to the execution and delivery to us of information statements requested by us, and (b) the use of the Equipment is essential for your proper, efficient and economic operation, you will be the only entity to use the Equipment during the term of the Agreement and you will use the Equipment only for your governmental purposes. Upon our request you will provide us with an essential use letter in a form satisfactory to us as to clause (b) above.

5. Insurance. You agree to provide and maintain at your own expense (a) property insurance against the loss, theft, destruction of, or damage to, the Equipment for its full replacement value, naming us as loss payee, and (b) public liability and third party property insurance, naming us as an additional insured. You will give us certificates or other evidence of such insurance on the Equipment at such times as we request. All insurance obtained from a third party insurer will be in a form, amount and with companies acceptable to us, and will provide that we will be given 30 days' advance notice of any cancellation or material change of such insurance. If you do not provide us with proof of such insurance, we may secure insurance on the Equipment to cover our interests (and only our interests). If we obtain such insurance, you will pay us an additional amount for the cost of such insurance and an administrative fee, the cost of which may be more than the cost to obtain your own insurance and on which we may make a profit.

6. Indemnification. With respect to any claims, actions, or suits that are made against us as a result of your actions, omissions, negligence or willful misconduct ("Claims"), to the extent permitted by law, you agree to reimburse us for, and if we request, defend us against, any such Claims.

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7. **Choice of Law.** Regardless of any conflicting provision in the Agreement, **THE AGREEMENT WILL BE GOVERNED BY THE LAWS OF THE STATE IN WHICH YOU ARE LOCATED.**

8. This Addendum supplements and amends the Agreement only to the extent and in the manner set forth, and in all other respects, the Agreement will remain in full force and effect.

IN WITNESS WHEREOF the parties hereto, by their authorized signatories, have executed this Addendum at the date set forth below their respective signatures.

CUSTOMER: County of Limestone dba Limestone County Commission	LEAF CAPITAL FUNDING, LLC
By: _____ Print Name: <u>Collin Daly</u> Title: <u>Limestone County Chairman</u> Date: _____	By: _____ Print Name: _____ Title: _____ Date: _____

The Chairman asked if there was any discussion. There was no discussion. The Administrator called the roll. Derrick Gatlin, aye; LaDon Townsend, aye; and Johnny Turner, aye. Motion carries unanimously.

MOTION was made by LaDon Townsend and seconded by Derrick Gatlin to approve an Agreement with SHI for Cloud based telephone services.



Pricing Proposal
Quotation #: 26829384
Created On: 11/4/2025
Valid Until: 12/3/2025

AL-County of Limestone Commission

Inside Account Executive

Jonathan Yerdon
310 W Washington St.
Athens, AL 35611
United States
Phone: 2562163417
Fax:
Email: jonathan.yerdon@limestonecounty-al.gov

John Kearney
290 Davidson Ave,
Somerset, NJ 08873
Phone: 732-564-8563
Fax: 732-564-8363
Email: John_Kearney@shi.com

[Click here to order this quote](#)

All Prices are in US Dollar (USD)

Product	Qty	Your Price	Total
1 EntW Webex Calling Cisco Systems - Part#: A-FLEX-EACL Contract Name: Networking and Telephony - Cisco Contract #: MA 999 2100000005 Coverage Term: 12/19/2025 – 12/18/2026 Note: 1st year cost	250	\$51.04	\$12,760.00
2 Outbound Calling Plan - Committed Enterprise Agreement User Cisco Systems - Part#: A-AUD-OCP1-EA Contract Name: Networking and Telephony - Cisco Contract #: MA 999 2100000005 Coverage Term: 12/19/2025 – 12/18/2026 Note: 1st year cost	6	\$20.85	\$125.10
3 EntW Webex Calling Cisco Systems - Part#: A-FLEX-EACL Contract Name: Networking and Telephony - Cisco Contract #: MA 999 2100000005 Coverage Term: 12/19/2026 – 12/18/2027 Note: 2nd year cost	250	\$90.13	\$22,532.50
4 Outbound Calling Plan - Committed Enterprise Agreement User Cisco Systems - Part#: A-AUD-OCP1-EA Contract Name: Networking and Telephony - Cisco Contract #: MA 999 2100000005 Coverage Term: 12/19/2026 – 12/18/2027 Note: 2nd year cost	6	\$20.85	\$125.10
5 EntW Webex Calling Cisco Systems - Part#: A-FLEX-EACL Contract Name: Networking and Telephony - Cisco Contract #: MA 999 2100000005 Coverage Term: 12/19/2027 – 12/18/2028 Note: 3rd year cost	250	\$90.13	\$22,532.50
6 Outbound Calling Plan - Committed Enterprise Agreement User Cisco Systems - Part#: A-AUD-OCP1-EA Contract Name: Networking and Telephony - Cisco Contract #: MA 999 2100000005 Coverage Term: 12/19/2027 – 12/18/2028 Note: 3rd year cost	6	\$20.85	\$125.10

**MINUTES, LIMESTONE COUNTY COMMISSION, DECEMBER 1, 2025,
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7	EntW Webex Calling Cisco Systems - Part#: A-FLEX-EACL Contract Name: Networking and Telephony - Cisco Contract #: MA 999 2100000005 Coverage Term: 12/19/2028 – 12/18/2029 Note: 4th year cost	250	\$90.13	\$22,532.50
<hr/>				
8	Outbound Calling Plan - Committed Enterprise Agreement User Cisco Systems - Part#: A-AUD-OCP1-EA Contract Name: Networking and Telephony - Cisco Contract #: MA 999 2100000005 Coverage Term: 12/19/2028 – 12/18/2029 Note: 4th year cost	6	\$20.85	\$125.10
<hr/>				
9	EntW Webex Calling Cisco Systems - Part#: A-FLEX-EACL Contract Name: Networking and Telephony - Cisco Contract #: MA 999 2100000005 Coverage Term: 12/19/2029 – 12/18/2030 Note: 5th year cost	250	\$90.13	\$22,532.50
<hr/>				
10	Outbound Calling Plan - Committed Enterprise Agreement User Cisco Systems - Part#: A-AUD-OCP1-EA Contract Name: Networking and Telephony - Cisco Contract #: MA 999 2100000005 Coverage Term: 12/19/2029 – 12/18/2030 Note: 5th year cost	6	\$20.85	\$125.10
				Subtotal
				Total
				\$103,515.50
				\$103,515.50

Additional Comments

Due to the potential impact of any current or future tariffs, the price and availability of hardware items on this quote may be subject to change.

SHI SPIN: #143012572

SHI-GS SPIN (For Texas customers ONLY): #143028315

For E-rate SPI orders, applicant shall be responsible for payment of any outstanding or ineligible costs if USAC rejects reimbursement claim in whole or in part.

Please note that the following SKUs will have Various taxes and fees applied to these services, as required by federal, state, and local laws. The taxes will be billed after these services are used.

- SKUS
- A-AUD-OCP1-EA
 - A-AUD-OCP1-NU
 - A-AUD-OCP1-U
 - A-AUD-U-TN
 - A-AUD-PSTN-INT
 - A-AUD-U-TN-NL
 - A-AUD-PSTN-INT-NL

For more information, please click this link: <https://www.cisco.com/c/en/us/buy/customer-support-information/united-states-sales->

All orders for Cisco equipment and related software and services submitted, beginning on December 29, 2021, are non-cancelable and cannot be modified starting 45 days prior to the scheduled ship dates. Non-cancelable orders are not eligible for RMA for credit.

Cisco's Terms and Conditions apply to all hardware, software, cloud services, subscriptions, technical support and maintenance included in a Cisco offer.

As of February 17, 2025, Cisco no longer requires documented customer acceptance of the EA end user program terms. By submitting a purchase order for this quote, you agree to be bound by the terms found at Cisco's Enterprise Agreement Terms and Conditions. Thank you for choosing SHI International Corp! The pricing offered on this quote proposal is valid through the expiration date listed above. To ensure the best level of service, please provide End User Name, Phone Number, Email Address and applicable Contract Number when submitting a Purchase Order. For any additional information including Hardware, Software and Services Contracts, please contact an SHI Inside Sales Representative at (888) 744-4084. SHI International Corp. is 100% Minority Owned, Woman Owned Business. TAX ID# 22-3009648; DUNS# 61-1429481; CCR# 61-243957G; CAGE 1HTF0

Billing Schedule

- 1st Year: \$12,885.10
• Invoice Date: December, 2025
- 2nd Year: \$22,657.60
• Invoice Date: December, 2026
- 3rd Year: \$22,657.60
• Invoice Date: December, 2027
- 4th Year: \$22,657.60
• Invoice Date: December, 2028
- 5th Year: \$22,657.60
• Invoice Date: December, 2029

The products offered under this proposal are resold in accordance with the terms and conditions of the Contract referenced under that applicable line item.

The Chairman asked if there was any discussion. There was no discussion. The Administrator called the roll. LaDon Townsend, aye; Derrick Gatlin, aye; and Johnny Turner, aye. Motion carries unanimously.

**MINUTES, LIMESTONE COUNTY COMMISSION, DECEMBER 1, 2025,
COMMISSION MEETING**

MOTION was made by Johnny Turner and seconded by LaDon Townsend to approve an Agreement granting tax abatement to North Alabama LaserFab, Inc.

RESOLUTION NUMBER _____

This resolution made this 1st day of December, 2025, (the Effective Date) by the Limestone County Commission (the Granting Authority), to grant a tax abatement for North Alabama Laserfab, Inc. (the Company).

WHEREAS, the Company has announced plans for a (check one):

- new project or major addition to their existing facility (the Project),

located within the jurisdiction of the Granting Authority; and

WHEREAS, pursuant to the Tax Incentive Reform Act of 1992 (Section 40-9B-1 et seq., Code of Alabama 1975) (the Act), the Company has requested from the Granting Authority an Abatement of (check all that apply):

- all state and local non-educational property taxes,
- all construction related transaction taxes, except those construction related transaction taxes levied for educational purposes or for capital improvements for education, and /or
- all mortgage and recording taxes; and

WHEREAS, the Company has requested that the abatement of state and local non-educational property taxes (if applicable) be extended for a period of 10 years, in accordance with the Act; and

WHEREAS, the Granting Authority has considered the request of the Company and the completed applications (copy attached) filed with the Granting Authority by the Company, in connection with its request; and

WHEREAS, the Granting Authority has found the information contained in the Company's application to be sufficient to permit the Granting Authority to make a reasonable cost/benefit analysis of the proposed project and to determine the economic benefits to the community; and

WHEREAS, the construction of the project will involve a capital investment of \$1,000,000

WHEREAS, the Company is duly qualified to do business in the State of Alabama, and has powers to enter into, and to perform and observe the agreements and covenants on its part contained in the Tax Abatement Agreement; and

WHEREAS, the Granting Authority represents and warrants to the Company that it has power under that constitution and laws of the State of Alabama (including particularly the provisions of the Act) to carry out provisions of the Tax Abatement Agreement;

NOW THEREFORE, be it resolved by the Granting Authority as follows:

Section 1. Approval is hereby given to the application of the Company and abatement is hereby granted of (check all that apply):

- all state and local non-educational property taxes,
- all construction related transaction taxes, except those construction related transaction taxes levied for educational purposes or for capital improvements for education, and /or
- all mortgage and recording taxes

as the same may apply to the fullest extent permitted by the Act. The period of abatement for the non-educational property taxes (if applicable) shall extend for a period of 10 years measured as provided in Section 40-9B-3(a)(12) of the Act.

Section 2. The governing body of the Granting Authority is authorized to enter in to an abatement agreement with the Company to provide for the abatement granted in Section 1.

Section 3. A certified copy of this resolution, with the application and abatement agreement, shall be forwarded to the Company to deliver to the appropriate local taxing authorities (if applicable) and to the Alabama Department of Revenue in accordance with the Act.

Section 4. The governing body of the Granting Authority is authorized to take any and all actions necessary or desirable to accomplish the purpose of the foregoing of this resolution.

I hereby certify that the above and foregoing was duly adopted by the Limestone County Commission at a meeting held on the 1st day of December, 2025.

County Administrator

Tax Abatement Agreement

**MINUTES, LIMESTONE COUNTY COMMISSION, DECEMBER 1, 2025,
COMMISSION MEETING**

This Abatement Agreement is made this 1st day of December, 2025, (the Effective Date) by and between the Limestone County Commission (the Granting Authority),
(City, County, or Industrial Development Board)
And North Alabama Laserfab, Inc.(the Company), its successors and assigns.

WHEREAS, the Company's North American Industry Classification System (NAICS) Code, 333517, meets the qualifications of an industrial or research enterprise in accordance with Section 40-9B-3(10), **Code of Alabama 1975**, as amended.

WHEREAS, the Company has announced plans for a (check one):

new project or major addition to their existing facility (the Project), located within the jurisdiction of the Granting Authority; and

WHEREAS, the Project is estimated to be completed by the 1st day of December, 2025; and

WHEREAS, the Project will be located in the County of Limestone (check whichever is applicable)

inside the city limits of Athens,

inside the police jurisdiction of _____,

outside the city limits and police jurisdiction of the City of Lester, AL; and

WHEREAS, pursuant to the Tax Incentive Reform Act of 1992 (Section 40-9B-1 et seq., **Code of Alabama 1975**) (the Act), the Company has requested from the Granting Authority an Abatement of (check all that apply):

all state and local non-educational property taxes,

all construction related transaction taxes, except those construction related transaction taxes levied for educational purposes or for capital improvements for education, and/or

all mortgage and recording taxes; and

WHEREAS, the Granting Authority has considered the request of the Company and the completed applications filed with the Granting Authority by the Company, in connection with its request; and

WHEREAS, the Granting Authority has found the information contained in the Company's application to be sufficient to permit the Granting Authority to make a reasonable cost/benefit analysis of the proposed project and to determine the economic benefits to the community; and

WHEREAS, at its meeting held on the 18 day of April, 2022 (the Meeting), the Granting Authority approved the Company's application for abatement of (check all that apply):

all state and local non-educational property taxes,

all construction related transaction taxes, except those local construction related transaction taxes levied for educational purposes or for capital improvements for education, and/or

all mortgage and recording taxes; and,

WHEREAS, the Project will consist of private use industrial development property, which is composed of all real and related personal property to be acquired, constructed, and installed thereon, as described in Attachment One hereto; and

WHEREAS, the private use industrial development property for which the abatement is applied shall be (check whichever is applicable)

owned by the entity applying for the abatement

leased from a public authority, municipal, or county government; and

WHEREAS, in the event that the private use industrial development property is leased from a public authority, municipal, or county government, the lessee shall be treated as the owner of such property for federal income tax purposes; and

WHEREAS, it shall be indicated whether the Granting Authority intends to issue bonds in connection with the private use industrial development property herein described, and, if so intends, shall attach a copy of the inducement agreement; and

WHEREAS, for the purposes of abatement of all non-educational property taxes (If applicable) it has been determined that no portion of the Project has been placed in service or operation by the Company or by a related party, as defined in 26 U.S.C. S267, with respect to the Company prior to the Effective Date of this Agreement; and

**MINUTES, LIMESTONE COUNTY COMMISSION, DECEMBER 1, 2025,
COMMISSION MEETING**

WHEREAS, for the purposes of the abatement of all construction related transaction taxes (if applicable), no portion of the Project which has been requested for abatement has been purchased prior to the Effective Date of this Agreement; and

WHEREAS, the Project conducts trade or business as described in the 2007 North American Classification System, promulgated by the Executive Office of the President of the United States, Office of Management and Budget, Sectors 31 (other than National Industry 311811), 32, 33; Subsectors 423, 424, 511, and 927; Industry Groups 5417, 5415, and 5182 (without regard to the premise that data processing and related services be performed in conjunction with a third party); Industries 11331 and 48691; and National Industries 115111, 517110, 541380, and 561422 (other than establishments that originate telephone calls) and includes such trades and businesses as may be hereafter reclassified in any subsequent publication of the North American Industry Classification System or other industry classification system developed in conjunction with the United States Department of Commerce, or any process or treatment facility which recycles, reclaims, or converts any materials, which include solids, liquids, or gases, to a reusable product; and

WHEREAS, if the Project is a major addition to an existing facility, the request for abatement of all state and local non-educational property taxes (if applicable) and/or all construction related transaction taxes (if applicable) do not include any capitalized repairs, rebuilds, maintenance, replacement equipment, or costs associated with the renovating or remodeling of existing facilities of industrial development property previously placed in service by the Company; and

WHEREAS, if the Project is a major addition to an existing facility the addition equals the lesser of (i) thirty (30) percent of the original cost of the industrial development property, or (ii) \$2,000,000; and

WHEREAS, the Company is duly qualified to do business in the State of Alabama, and has powers to enter into, and to perform and observe the agreements and covenants on its part contained in this Agreement; and

WHEREAS, the Granting Authority represents and warrants to the Company (a) that it has power under that constitution and laws of the State of Alabama (including particularly the provisions of the Act) to carry out provisions of this Agreement, (b) that the execution of this Agreement on its behalf has been duly authorized by resolution adopted by the governing body of the Granting Authority;

NOW, THEREFORE, the Granting Authority and the Company, in consideration of the mutual promises and benefits specified herein, hereby agree as follows:

1. In accordance with the Act, the Granting Authority hereby grants to the Company an abatement from liability for the following taxes as permitted by the Act (check all that apply):

- (a) Non-educational Property Taxes: all property taxes that are not required to be used for educational purposes or for capital improvements for education;
- (b) Construction Related Transaction Taxes: the transaction taxes imposed by Chapter 23 of Title 40 of the Code of Alabama 1975 on the tangible personal property and taxable services to be incorporated into the Project, this cost of which may be added to capital account with respect to the Project, except for those local construction related transaction taxes levied for educational purposes or for capital improvements for education;
- (c) Mortgage and Recording Taxes: all taxes imposed by Chapter 22 of Title 40 of the Code of Alabama 1975 relating to mortgages, deeds, and documents relating to issuing or securing obligations and conveying title into or out of the Granting Authority with respect to the Project.

2. An estimate of the amount of tax abated pursuant to this Agreement is set forth below. The Granting Authority and the Company hereby acknowledge that this estimate reflects the amount of tax abated for the period stated, under current law, and that the actual abatement for such taxes may be for a greater or lesser amount depending upon the actual amount of such taxes levied during the abatement period as stated. (check all that apply)

- (a) If no bonds are to be issued, non-educational property taxes are expected to be approximately \$2373.20 per year and the maximum period for such abatement shall be valid for a period for 10 years, beginning with the October 1 lien date next proceeding the acquisition date of abated property.
- (b) If bonds are issued, non-educational property taxes are expected to be approximately \$ _____ per year and the maximum period for such abatement shall be valid for a period of _____ years, beginning the initial date bonds are issued to finance project.
- (c) Construction related transaction taxes, except those construction related transaction taxes levied for educational purposes or for capital improvements for education, are expected to be approximately \$15,000 and such abatement shall not extend beyond the date the Project is placed in service.
- (d) Mortgage and recording taxes are expected to be approximately \$ _____.

**MINUTES, LIMESTONE COUNTY COMMISSION, DECEMBER 1, 2025,
COMMISSION MEETING**

3. The Company hereby makes the following good faith projections:

- (a) Amount to be invested in the Project \$1,000,000.
- (b) Number of individuals to be employed initially at the Project and in each of the succeeding three years:

Initially 0 Year 1 4 Year 2 2 Year 3 2.

(c) Annual payroll initially at the Project and in each of the succeeding three years;

Initially \$ 0 Year 1 \$ 160,000 Year 2 \$ 80,000 Year 3 \$ 80,000.

4. The Company shall file with the Alabama Department of Revenue within 90 days after the date of the Meeting a copy of this agreement as required by Section 40-9B-6(c) of the Act.

GENERALLY

- 5. Compliance. If the Company fails to comply with any provision in this Agreement or if any of the material statements contained herein or in Attachment Two (Note: This attachment shall include the application for abatement), are determined to have been misrepresented whether intentionally, negligently, or otherwise, the Granting Authority shall terminate this Agreement and take such equitable action available to it as if this Agreement had never existed. If it is determined that certain items, which are identified on the application form for abatement of taxes, are not in compliance with the Act or governing regulations, these items may be subject to taxation for all local and state taxing authorities.
- 6. Binding Agreement. Each party to this Agreement hereby represents and warrants that the person executing this Agreement on behalf of the party is authorized to do so and that this Agreement shall be binding and enforceable when duly executed and delivered by each party. This Agreement shall be binding upon and inure to the benefit of each of the parties and their respective successors.
- 7. Limitations. Notwithstanding any provision contained herein to the contrary, this Agreement is limited solely to the abatement of (check all that apply).

all state and local non-educational property taxes,

all construction related transaction taxes, except those construction related transaction taxes levied for educational purposes or for capital improvements for education, and/or

all mortgage and recording taxes fees for the periods specified herein. Nothing in this Agreement shall be construed as a waiver by the Company of any greater benefits that the Project or any portion thereof may have available under provisions of the law other than the Act.

8. Severability. This Agreement may be amended or terminated upon mutual consent of the Company and the Granting Authority. Any such amendment or termination shall not in any matter affect the rights and duties by and between the Company and the Granting Authority.

This Agreement is executed as of the dates specified below.

North Alabama Laserfab, Inc.
(the Company)

The Limestone County Commission
(the Granting Authority)

By: _____

By: _____

Name: Greg Weatherford

Name: Collin Daly

Title: Owner

Title: Chairman

Date: December 1, 2025

Date: December 1, 2025

The Chairman asked if there was any discussion. There was no discussion. The Administrator called the roll. Johnny Turner, aye; LaDon Townsend, aye; and Derrick Gatlin, aye. Motion carries unanimously.

MOTION was made by Derrick Gatlin and seconded by LaDon Townsend to approve the following budget revision:

Account Number	Title of Line Item	Amount
001-35910-000	Budgetary Fund Balance	-\$55,000.00
001-52100-222	Operating Leases-Data Processing	+\$55,000.00

The Chairman asked if there was any discussion. There was no discussion. The Administrator called the roll. Derrick Gatlin, aye; LaDon Townsend, aye; and Johnny Turner, aye. Motion carries unanimously.

MOTION was made by Johnny Turner and seconded by Derrick Gatlin to approve to amend the Staffing Plan under "Law Enforcement" to reflect "20" for the grade of "3

**MINUTES, LIMESTONE COUNTY COMMISSION, DECEMBER 1, 2025,
COMMISSION MEETING**

Assigned Deputy Sheriffs to Investigations”.

**Limestone County Commission Staffing Plan
December 1, 2025**

<p>CHAIRMAN Total: 1</p>

DISTRICT 1		
1	District Commissioner	
2	District Road Supervisor	19
4	Equipment Operator III	14
2	Equipment Operator II	12
2	Equipment Operator I	10
1	PT Litter Patrol Driver	5
2	PT Laborer	4
Total: 14		

DISTRICT 2		
1	District Commissioner	
1	District Road Supervisor	19
4	Equipment Operator III	14
2	Equipment Operator II	12
2	Equipment Operator I	10
1	PT Litter Patrol Driver	5
2	PT Laborer	4
Total: 13		

DISTRICT 3		
1	District Commissioner	
1	District Road Supervisor	19
1	Mechanic	15
4	Equipment Operator III	14
1	Equipment Operator II	12
1	Equipment Operator I	10
1	PT Litter Patrol Driver	5
2	PT Laborer	4
Total: 11		

DISTRICT 4		
1	District Commissioner	
1	District Road Supervisor	19
3	Equipment Operator III	14
4	Equipment Operator II	12
2	Equipment Operator I	10
1	PT Litter Patrol Driver	5
1	PT Equipment Operator I	5
2	PT Laborer	4
Total: 15		

ADMINISTRATION		
1	County Administrator	27
1	Chief Financial Officer	26
1	Governmental Accountant	21
1	Payroll Specialist	17
1	Human Resources Specialist	17
1	Accounts Payable Technician	14
1	Communications Coordinator	14
2	Commission Clerk	10
Total: 9		

INFORMATION TECHNOLOGY		
1	Information Technology Director	25
1	Senior Systems Administrator	21
1	Information Systems Security Officer	20
2	Network Support Specialist I	17
1	IT Trainee	10
2	IT Career Technician	1
Total: 8		

ARCHIVES		
1	Archivist	17
1	Assistant Archivist	10
Total: 2		

LEGAL		
1	County Attorney	27
1	Grants & Legal Specialist	21
Total: 2		

ANIMAL SHELTER		
1	Animal Shelter Director	20
1	Veterinary Technician	12
3	Kennel Technician	10

RECYCLING		
1	Recycling Specialist	17
1	Recycling Laborer	9
2	PT Recycling Laborer	4

**MINUTES, LIMESTONE COUNTY COMMISSION, DECEMBER 1, 2025,
COMMISSION MEETING**

Total: 5

Total: 4

ENGINEERING

1	County Engineer	27
1	Assistant County Engineer	24
1	Asst. County Engineer in Training	22
1	Project Manager	21
1	GIS & Floodplain Analyst	19
2	Bridge Inspector	19
1	Bridge Inspector in Training	16
2	Equipment Operator III - <i>Striping</i>	14
1	Equipment Operator II - <i>Striping</i>	12
1	Equipment Operator I - <i>Striping</i>	10
2	Engineering Support Assistant	12
Total: 14		

PAVING – ROAD MAINTENANCE

1	Road Superintendent	21
4	Equipment Operator III	14
1	Mechanic	15
2	Sign & Herbicide Technician	14
3	Equipment Operator II	12
3	Equipment Operator I	10
3	Temporary Laborer	4
Total: 17		

SOLID WASTE

1	Solid Waste Superintendent	21
1	Mechanic	15
12	Solid Waste Operator	12
2	Solid Waste Clerk	12
1	Assistant Mechanic	12
4	Solid Waste Worker	10
2	Temporary Laborer	4
Total: 23		

EMERGENCY MANAGEMENT

1	Emergency Management Director	23
2	EMA Officer	*
* <10 years' experience: 17		
10 years' experience & required certifications: 19		
Total: 3		

REVENUE COMMISSION

1	Revenue Commissioner	
1	Deputy Revenue Commissioner	23
1	Chief Clerk	16
4	Revenue Clerk	10
1	Revenue Clerk Trainee	10
Total: 8		

APPRAISAL

1	Chief Real Property Appraiser	22
1	Chief Personal Property Appraiser	22
1	Temp. Chief Appraiser Trainee	21
1	Commercial Appraiser	18
2	GIS Technician	16
5	Real Property Appraiser	**
4	Real Property Appraisal Clerk	10
**Trainee: 14; 18 months' experience: 17; State certified: 18		
Total: 15		

LICENSE COMMISSION

1	License Commissioner	
1	Chief License Clerk	20
1	Office Supervisor	17
1	Tag & Title Supervisor	14
1	Out of State Title & Dealer Specialist	12
3	Tag & Title Clerk III	13
6	Tag & Title Clerk II	12
8	Tag & Title Clerk I	10
1	License Clerk	10
1	Help Desk Clerk	9
Total: 22		

PROBATE

1	Probate Judge	
1	Chief Probate Clerk	20
1	Deputy Chief Probate Clerk	16
1	Probate Clerk II – Accounting	12
3	Probate Clerk II – Real Estate	12
2	Probate Clerk I	10
Total: 9		

**MINUTES, LIMESTONE COUNTY COMMISSION, DECEMBER 1, 2025,
COMMISSION MEETING**

COUNCIL ON AGING		
1	Council on Aging Director	22
1	Assistant Director	19
1	Nutrition Program Supervisor	17
1	Activities Coordinator	14
1	Programs Coordinator	14
1	Administrative Secretary	14
6	Senior Center Manager	12
7	PT Van Driver	9
2	PT Senior Center Aide	7
5	Homemaker	7
Total: 26		

COMMUNITY CORRECTIONS		
1	Director / Court Referral Officer	22
1	Court Referral Officer	16
1	Case Manager	14
1	Admin. Assistant / Case Manager	14
1	Drug Lab Technician	12
1	Laboratory & Case Manager Assistant	12
Total: 6		

MAINTENANCE - FACILITIES & GROUNDS		
1	Superintendent of Facilities & Grounds	22
1	Asst. Supt. of Facilities & Grounds	19
1	Electrician & HVAC Technician	18
1	Senior Maintenance Technician	16
1	Assistant Electrician & HVAC Tech.	14
4	Maintenance Technician	14
2	Campground Manager	12
5	Building Service Worker	9
1	PT Maintenance Technician	8
2	Temporary PT Maintenance Tech.	8
1	Building Service Worker Tech.	1
Total: 19		

SHERIFF'S OFFICE		
1	Sheriff	
1	Chief Deputy Sheriff	24
1	Administrative Manager	18
1	Assistant Administrative Manager	16
1	Administrative Assistant	12
1	Administrative Secretary - CID	10
1	Records Technician	10
Total: 7		

ANIMAL CONTROL		
1	Lead Animal Control/ Impounding Officer	16
1	Deputy Sheriff (Certified or APOST)	17
1	Animal Control Officer	12
Total: 3		

SCHOOL RESOURCE OFFICERS		
9	School Resource Officer	17
1	School Resource Officer – ABS	17*
8	PT Sr. Deputy Sheriffs	**
<p>*Unless otherwise agreed upon by the parties to be a lower grade or pay.</p> <p>* Refer to Act 2025-409 (exp. 12/31/2030)</p>		
Total: 18		

COMMUNICATIONS		
1	Communications Supervisor	18
10	Communications Officer	12
Total: 11		

COURTHOUSE SECURITY		
1	Sheriff Sergeant	20
2	Deputy Sheriff	17
2	Corrections Officer	14
2	PT Security Officer	11
Total: 7		

JAIL		
1	Captain	21
2	Lieutenant – Jail Operations	20
4	Sergeant	18
1	Deputy Sheriff – Work Release	17
2	Deputy Sheriff – Extradition	17

LAW ENFORCEMENT		
1	Sheriff Captain - Investigations	22
1	Sheriff Captain - Patrol	22
3	Sheriff Lieutenant - Patrol	21
1	Sheriff Lieutenant - Investigations	21
8	Investigator	20

**MINUTES, LIMESTONE COUNTY COMMISSION, DECEMBER 1, 2025,
COMMISSION MEETING**

4	Corporal – Corrections	16
51	Corrections Officer	14
1	Records Technician – Offender Registry	10
1	Records Technician – Warrants	10
1	Career Technician - Corrections	1
Total: 68		

1	Investigator - SORNA	20
4	Sheriff Sergeant - Patrol	20
34	Deputy Sheriff	17
1	Digital Forensic Evidence Examiner	17
1	Property & Evidence Technician	16
2	PT Deputy Sheriff	11
*Flexibility to assign 3 Deputy Sheriffs to Investigations: 1		
Total: 57		

The Chairman asked if there was any discussion. There was no discussion. The Administrator called the roll. Johnny Turner, aye; Derrick Gatlin, aye; and LaDon Townsend, aye. Motion carries unanimously.

MOTION was made by LaDon Townsend and seconded by Johnny Turner to approve the following:

2. Approve to hire Pedro Albert De Luna, Jr. as a Deputy Sheriff, effective December 10, 2025, pending a drug screening.
3. Approve to promote Jonathan Russell from Deputy Sheriff – Courthouse Security to Sergeant – Courthouse Security, effective December 1, 2025.

The Chairman asked if there was any discussion. There was no discussion. The Administrator called the roll. LaDon Townsend, aye; Johnny Turner, aye; and Derrick Gatlin, aye. Motion carries unanimously.

MOTION was made by Derrick Gatlin and seconded by LaDon Townsend to approve the following merit increases:

Name	Position	Effective Date
Martin Evans	Investigator	12/3/2025
Bradley Jackson	Communications Officer	9/30/2025

The Chairman asked if there was any discussion. There was no discussion. The Administrator called the roll. Derrick Gatlin, aye; LaDon Townsend, aye; and Johnny Turner, aye. Motion carries unanimously.

MOTION was made by Johnny Turner and seconded by LaDon Townsend to approve the following subdivisions:

Name	S/D Type	Approval Type	Lots	District	Location
Copperfield Subdivision Seventh Addition – a resubdivision of Lot 247	Minor	Preliminary & Final	1	2	SE corner of the intersection of Burgreen Rd & Scott Ln
Mullins Grove Subdivision	Minor	Preliminary & Final	5	1	On the N side of N Wales Rd just W of Upper Elkton Rd.

The Chairman asked if there was any discussion. Chairman stated that Copperfield Subdivision is the oldest major subdivision. There was no other discussion. The Administrator called the roll. Johnny Turner, aye; LaDon Townsend, aye; and Derrick Gatlin, aye. Motion carries unanimously.

MOTION was made by LaDon Townsend and seconded by Derrick Gatlin to approve to remove the following from inventory:

Department	Item	Asset Tag#	VIN #
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**MINUTES, LIMESTONE COUNTY COMMISSION, DECEMBER 1, 2025,
COMMISSION MEETING**

51600 License Comm.	Workstations	18774-18776 18778-18782 18798-18802 18849 18850	
52100 Sheriff	Fujitsu T900	15056	

The Chairman asked if there was any discussion. There was no discussion. The Administrator called the roll. LaDon Townsend, aye; Derrick Gatlin, aye; and Johnny Turner, aye. Motion carries unanimously.

MOTION was made by Derrick Gatlin and seconded by LaDon Townsend to approve for County offices to be closed on Christmas Eve, December 24, 2025.

The Chairman asked if there was any discussion. There was no discussion. The Administrator called the roll. Derrick Gatlin, aye; LaDon Townsend, aye; and Johnny Turner, aye. Motion carries unanimously.

Commissioner Turner hoped everyone had a Happy Thanksgiving. He stated that things are going well in district 2 and his crew is trying to keep up with potholes caused by weather.

Commissioner Gatlin asked citizen to keep the Sammet family in their thoughts and prayers.

Commissioner Townsend stated his gratitude to Commissioner Sammet for his friendship and his loyalty to Limestone County. He asked citizens to remember the Sammet family in their prayers. He thanked the commission staff and commissioners for taking care of Commissioner Sammet’s family during this difficult time.

Chairman Daly informed citizens of the upcoming Ardmore, Elkmont, and Athens Christmas Parade. He reminded citizens to watch out for children during the busy holiday season. He expressed his friendship with Commissioner Sammet and stated what a great mentor and servant to Limestone County Commissioner Sammet was. He asked citizens to please keep the Sammet family in their prayers.

Adjourned at 9:43 a.m. until 9:00 a.m. on Monday, December 15, 2025, at the Clinton Street Courthouse Annex, 100 South Clinton Street, Athens, Alabama.

Collin Daly, Chairman

Johnny Turner, D-II Commissioner

Derrick Gatlin, D-III Commissioner

LaDon Townsend, D-IV Commissioner