

**MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 20, 2026,
COMMISSION MEETING**

The Limestone County Commission met in a regular meeting today, at 9:22 a.m. at the Clinton Street Courthouse Annex, 100 South Clinton Street, Athens, Alabama.

Present: David Ruf, 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 David Ruf and seconded by Johnny Turner to approve the minutes of April 6, 2026.

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

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

4/2/2026	0795244 – 0795282	\$ 735,193.37
4/6/2026	PayPal – ShelterLuv	\$ 42.00
4/7/2026	0795283 – 0795285	\$ 35,974.96
4/9/2026	0795286	\$ 238.64
4/10/2026	0795287 – 0795363	\$ 428,354.52
4/10/2026	Bank Draft – Walmart (TreviPay)	\$ 441.68
4/13/2026	Bank Draft – Canva	\$ 15.00
4/17/2026	0795364 – 0795438	\$ 699,427.89
TOTAL		\$ 1,899,688.06

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

MOTION was made by Derrick Gatlin and seconded by LaDon Townsend to approve an Employment Agreement between the Limestone County Commission and Emily Ezzell effective April 20, 2026, through April 19, 2027, pending County Attorney approval.

EMPLOYMENT AGREEMENT

This Employment Agreement (the “Agreement”) is made on April 20, 2026 between the **Limestone County Commission (“Employer”)**, whose principal place of business is at 310 W. Washington Street, Athens, Alabama 35611, and **Emily Ezzell (“Employee”)**, who resides at 24743 Savannah Trail, Athens, Alabama 35613. Limestone County, Alabama is a political subdivision of the State of Alabama, acting by and through Employer. Employer wishes to employ Employee as a Temporary Part-Time Finance Officer to assist in matters relating to the financial operations of Limestone County. The parties to this Employment Agreement desire to enter into a written expression of their relationship as employer and employee.

THEREFORE, in consideration of the agreements contained in this Employment Agreement, the parties, intending to be legally bound, agree as follows:

Article 1. Employment of Employee

Employer agrees to employ Employee, and Employee accepts employment with Employer, on and subject to the terms and conditions set forth in this Agreement.

Article 2. Duties of Employee

Section 2.1. Position and Duties.

Employer agrees to employ Employee to act as Temporary Part-Time Finance Officer regarding the financial operations of Limestone County for Employer. Employee shall be responsible for performing the following duties: (1) Assist the County Administrator and the Chief Financial Officer with accounting and financial operations information for Limestone County; (2) Duties as assigned by the County Administrator; and (3) Duties as assigned by the Chairman of the Limestone County Commission. Employee’s success in performing assigned tasks shall be measured by subjective evaluation by the County Administrator. Employer reserves the right from time to time to change the nature of Employee’s duties and job title. Notwithstanding the foregoing, Employee is not authorized to take any action in the employment of or on the behalf of Employer which would violate Ala. Code (1975) § 36-25-13 or any other Alabama statute.

Section 2.2. Time Devoted to Work.

Employee agrees to devote that necessary portion of Employee’s business time, attention, and energies, as well as Employee’s best talents and abilities to the business of Employer in accordance with Employer’s instructions and directions and shall not be engaged in any other business activity which creates a conflict of interest with Limestone County or violates Ala. Code (1975) § 36-25-13, whether or not the activity is pursued for gain, profit, or other pecuniary advantage, during the term of this Agreement.

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Article 3. Place of Employment

Employee shall be based at the Commission Office at 310 W. Washington Street, Athens, Alabama 35611 and shall not be required to travel more than fifty (50) miles away from that office on business more than ten (10) days during a calendar year.

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Article 4. Compensation of Employee

Section 4.1. Payment for Services.

For all services rendered by Employee under this Agreement, Employer agrees to pay Employee at a rate of Eighty-Eight and 98/100 Dollars (\$88.98) per hour. Such compensation shall be payable to Employee bi-weekly, consistent with Employer's payroll practices for other employees. Employee's authorized hours shall not exceed twenty-eight (28) hours per week. Employee agrees to provide the County Administrator with a timecard at the end of each week during the term of this Agreement, which shall include a detailed description (including, but not necessarily limited to, quantity of hours in tenth-of-an-hour increments) of all hours worked during the preceding week. Any hours worked in excess of twenty-eight (28) in a given week must receive prior written approval from the County Administrator before such hours are worked; absent such approval, Employer shall not be obligated to compensate Employee for hours worked in excess of the weekly cap.

Section 4.2. Reimbursement for Business Expenses.

Employer shall promptly pay or reimburse Employee for all reasonable business expenses incurred by Employee in performing Employee's duties and obligations under this Agreement and in accordance with its policies and procedures, but only if Employee properly accounts for expenses in accordance with Employer's policies.

Article 5. ERS Retiree Status and Reemployment Compliance

Section 5.1. Retiree Status Acknowledged.

The parties acknowledge that Employee is a retiree currently receiving a service retirement benefit from the Employees' Retirement System of Alabama ("ERS") pursuant to Ala. Code (1975) § 36-27-1 *et seq.* This Agreement is entered into with full recognition of that status and the obligations it imposes on both parties under applicable Alabama law and ERS rules and regulations.

Section 5.2. Employee's Acknowledgment of Compensation Limits.

Employee acknowledges that, as an ERS retiree returning to employment with a participating employer, her reemployment compensation is subject to limitation under Ala. Code (1975) § 36-27-8.2 and applicable ERS regulations and guidance, as amended from time to time. Employee specifically acknowledges the following:

- (a) Employee is responsible for monitoring the cumulative compensation she receives from Employer during each applicable ERS reporting period and for ensuring that such compensation does not exceed any applicable limit established by ERS for reemployed retirees receiving a service retirement benefit;
- (b) Employee understands and acknowledges that exceeding the applicable ERS compensation limit may result in: (i) the suspension of her monthly service retirement benefit for any month in which the applicable limit is exceeded; (ii) an obligation to repay to ERS any retirement benefit payments received during a period of non-compliance, as determined by ERS in accordance with applicable law and ERS policy; and (iii) such other consequences as may be imposed by ERS or by operation of applicable Alabama law;

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- (c) Employee is responsible for independently consulting with ERS, and with her own legal or financial counsel if she deems appropriate, to confirm the specific compensation limits applicable to her service retirement benefit, as those limits may change during the term of this Agreement; and

- (d) Employee agrees to promptly notify the County Administrator in writing if she determines or reasonably believes that her cumulative compensation is approaching or has exceeded the applicable ERS limit, so that the parties may take appropriate action, including, if necessary, suspension of further work and compensation for the remainder of the applicable reporting period.

Section 5.3. Employer's Reporting Responsibilities.

Employer acknowledges that, as a participating employer in ERS, it has independent obligations to ERS with respect to the reporting of compensation paid to reemployed retirees, as required by Ala. Code (1975) § 36-27-8.2 and applicable ERS reporting requirements. Employer specifically acknowledges the following:

- (a) Employer shall accurately and timely report to ERS all compensation paid to Employee under this Agreement, in the form and manner required by ERS and in accordance with applicable reporting deadlines;
- (b) Employer shall, upon reasonable written request by Employee, provide Employee with a written statement of the compensation paid to her under this Agreement during any specified period, within a reasonable time not to exceed ten (10) business days of receipt of such request, so that Employee may monitor her compliance with applicable ERS compensation limits; and
- (c) Employer shall promptly notify Employee in writing if Employer becomes aware of any discrepancy in its reporting to ERS relating to Employee's compensation, or if ERS contacts Employer with respect to any compliance concern relating to Employee's reemployment compensation; and

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(d) Employer shall provide written notice to Employee promptly upon Employer's determination that the cumulative compensation paid to Employee under this Agreement during the applicable ERS reporting period has equaled or exceeded eighty percent (80%) of the applicable ERS compensation limit for reemployed retirees receiving a service retirement benefit. Such notice does not relieve Employee of her independent obligation under Section 5.2(a) to monitor her own cumulative compensation.

Section 5.4. No Guarantee of Benefit Continuation.

Nothing in this Agreement shall be construed as a representation or guarantee by Employer that Employee's ERS service retirement benefit will continue uninterrupted during the term of this Agreement. The continuation of Employee's service retirement benefit is governed exclusively by ERS rules, applicable Alabama law, and Employee's own compliance with applicable reemployment compensation limits. Employer makes no warranty, express or implied, regarding the effect of this employment on Employee's service retirement benefit.

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Section 5.5. Cooperation.

The parties agree to cooperate reasonably with each other and with ERS in connection with any inquiry, audit, or proceeding relating to Employee's reemployment compensation or ERS benefit status during the term of this Agreement and for a reasonable period thereafter.

Article 6. Vacations and Other Paid Absences

Section 6.1. Vacation Days.

Employee shall not be entitled to paid vacation days during the term of this Agreement.

Section 6.2. Holidays.

Employee shall not be entitled to paid holidays during the term of this Agreement.

Section 6.3. Sick Days and Personal Absence Days.

Employee shall not be entitled to paid sick days and/or personal absence days during the term of this Agreement.

Article 7. Termination of Employment

Section 7.1. Term of Employment.

Employee's employment shall commence on **April 20, 2026** and shall terminate on **April 19, 2027**, unless extended or terminated sooner, as provided by this Article 7 of the Agreement.

Section 7.2. Extension of Employment.

Upon written agreement by Employer and Employee, Employee's employment with Employer may be extended for an additional twelve (12) months under the same terms as contained in this Agreement, unless varied by the written agreement.

Section 7.3. Termination at Employee's Death.

Employee's employment with Employer shall terminate upon Employee's death.

Section 7.4. Termination by Employee.

Employee may, but is not obligated to, terminate this Agreement at any time under the following circumstances:

- (a) Employee's health becomes so impaired that continued performance of Employee's duties under this Employment Agreement would be hazardous to Employee's physical or mental health.
- (b) There is a *change in control* of Employer. There is a *change in control* of Employer if someone other than a current Commissioner of the Limestone County Commission is elected or appointed to the office of Commissioner or Chairman of the Limestone County Commission. Termination under this subparagraph must occur within 30 days of the change in control, if at all.
- (c) Employee is assigned duties that are significantly different than those described in this Employment Agreement, or duties assigned Employee by this Employment Agreement are eliminated or transferred to someone else.
- (d) For convenience, with thirty (30) days' written notice to Employer.

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- (e) Employee's fringe benefits, if any, or other compensation are materially reduced.

- (f) Employer requires Employee to travel more frequently than contemplated by this Agreement.

Section 7.5. Termination by Employer.

(a) Termination for Cause.

Employer may terminate Employee's employment *for cause*.

(b) "Cause" Defined.

Employer shall have *cause* to terminate Employee's employment if Employee fails to substantially perform any duties required by this Employment Agreement; Employee is consistently, flagrantly, and grossly negligent in the performance of required duties; Employee engages in conduct that demonstrably and substantially damages Employer; Employee is convicted of an act of moral turpitude; Employee commits an act set forth in or contemplated by Section X of the Limestone County Personnel Policies and Procedures; or Employee discloses material confidential information in violation of Article 8 of this Agreement.

(c) Termination for Convenience.

Employer may terminate Employee's employment for convenience with thirty (30) days' written notice.

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Section 7.6. Notice of Termination.

Any termination of Employee's employment by Employer or Employee must be communicated to the other party by a written notice of termination. The notice must specify the provision of this Employment Agreement authorizing the termination and must set forth in reasonable detail the facts and circumstances providing the basis for termination of Employee's employment.

Section 7.7. Date Termination Is Effective.

If Employee's employment terminates because this Agreement expires, then Employee's employment will be considered to have terminated on that expiration date. If Employee's employment terminates because of Employee's death, then Employee's employment will be considered to have terminated on the date of Employee's death. If Employee's employment is terminated by Employee, then Employee's employment will be considered to have terminated on the date that notice of termination is given. If Employee's employment is terminated by Employer for cause, then Employee's employment will be considered to have terminated on the date specified by the notice of termination. If Employee's employment is terminated by Employer for convenience, then Employee's employment will be considered to have terminated on the date specified by the notice of termination. If, within five (5) days after a notice of termination is given, the party receiving the notice notifies the other party that there is a dispute concerning the termination, then Employee's employment will not be considered to have terminated until the dispute is ended by a written agreement between the parties, a vote in the affirmative by the Limestone County Commission declaring that the Employee is terminated, a final arbitration award, or a final judgment, order, or decree of a court of competent jurisdiction. A judgment, order, or decree of a court of competent jurisdiction will be considered *final* if the time for appealing the decision has expired and no appeal has been perfected.

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Article 8. Confidential Information

Section 8.1. Disclosures While Employed by Employer.

While employed by Employer, Employee shall not disclose any material confidential information about Employer to anyone other than an employee of Employer or someone to whom disclosure is reasonably necessary to perform Employee's duties, without the written consent of Employer. The Chairman of the Limestone County Commission, the Limestone County Administrator, and the Limestone County Attorney are individually authorized by Employer to give such consent. "Confidential information" does not include any information that is known generally by the public, other than as a result of unauthorized disclosure by Employee; information that is not the type of information considered confidential by persons engaged in a business that is the same or similar to that conducted by Employer; or information that would be subject to disclosure pursuant to Section 36-12-40, Code of Alabama 1975, or any other federal or Alabama statute requiring disclosure of such information. Confidential information is *material* if its disclosure would be materially damaging to Employer.

Section 8.2. Disclosures After Employment Terminates.

For two (2) years after Employee's employment with Employer terminates or, if longer, the period of time remaining in the term of this Employment Agreement, Employee shall not disclose any material confidential information (as described in Section 8.1) except as required in connection with any judicial or administrative proceeding or inquiry.

Article 9. Notices

Any notice given under this Employment Agreement to either party shall be made in writing. Notices shall be deemed given when delivered by hand or when mailed by registered or certified mail, return receipt requested, postage prepaid, and addressed to the party at the address set forth below.

Employee's address: **Emily Ezzell**, 24743 Savannah Trail, Athens, Alabama 35613.

Employer's address: **Chairman**, Limestone County Commission, 310 W. Washington Street, Athens, Alabama 35611.

With a copy to: **County Attorney**, 310 W. Washington Street, Athens, Alabama 35611.

Each party may designate a different address for receiving notices by giving written notice of the different address to the other party. Such written notice of a different address will be deemed given when it is received by the other party.

Article 10. Waivers

The waiver by either party of a breach of any provision of this Employment Agreement shall not operate or be construed as a waiver of any subsequent breach.

Article 11. Entire Agreement

Section 11.1. No Other Agreements.

This instrument contains the entire agreement of the parties. The parties have not made any agreements or representations, oral or otherwise, express or implied, pertaining to the subject matter of this Employment Agreement other than those specifically included in this Agreement.

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Section 11.2. Prior Agreements.

This Agreement supersedes any prior agreements pertaining to or connected with or arising in any manner out of the employment of Employee by Employer. All such agreements are terminated and are of no force or effect whatsoever.

Article 12. Amendment of Agreement

No change or modification of this Agreement shall be valid unless it is in writing and signed by the party against whom the change or modification is sought to be enforced. No change or modification by Employer shall be effective unless it is approved by the Limestone County Commission and signed by the Chairman of the Limestone County Commission or another agent of the Limestone County Commission specifically authorized to sign such documents.

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Article 13. Severability of Provisions

If any provision of this Agreement is invalidated or held unenforceable, the invalidity or unenforceability of that provision or provisions shall not affect the validity or enforceability of any other provision of this Employment Agreement.

Article 14. Assignment of Agreement

Employer shall not assign this Agreement without Employee’s prior written consent, which consent shall not be unreasonably withheld. Employee may not assign this Agreement.

Article 15. Governing Law

All questions regarding the validity and interpretation of this Employment Agreement shall be governed by and construed and enforced in all respects in accordance with the laws of the State of Alabama. The exclusive jurisdiction and venue for resolution of disputes arising under this Agreement shall be courts having jurisdiction in Limestone County, Alabama.

IN WITNESS OF THE ABOVE, the parties have executed this Agreement in duplicate on the date and year first above-written.

Employee	Employer
EMILY EZZELL	LIMESTONE COUNTY COMMISSION
Emily Ezzell	Collin Daly Chairman
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The Chairman asked if there was any discussion. There was no discussion. The Administrator called the roll. Derrick Gatlin, aye; LaDon Townsend, aye; David Ruf, aye; and Johnny Turner, aye. Motion carries unanimously.

MOTION was made by David Ruf and seconded by Johnny Turner to approve a Modification of Contract with Westlaw – Thompson Reuters for additional legal research tools. The total estimated cost is \$2,500.00/year.

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

MOTION was made by LaDon Townsend and seconded by Derrick Gatlin to approve to appoint Allynn Griffin and Tammy Waddell to the DHR Board.

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

MOTION was made by David Ruf and seconded by LaDon Townsend to approve to amend the Staffing Plan under “Jail” to add 1 Captain Trainee to reflect the grade of “21”.

Limestone County Commission Staffing Plan
April 20, 2026

ANIMAL SHELTER 1 Animal Shelter Director 20 1 Veterinary Technician 12 3 Kennel Technician 10 Total: 5	RECYCLING 1 Recycling Specialist 17 1 Recycling Laborer 9 2 PT Recycling Laborer 4 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 Paving Road Supervisor 19 1 Paving Crew Lead 17 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: 18

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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

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Limestone County Commission Staffing Plan
April 20, 2026

LICENSE COMMISSION 1 License Commissioner 1 Chief License Clerk 20 1 Office Supervisor 17 1 Tag & Title Supervisor 14 1 Tag & Title Clerk IV 14 2 Tag & Title Clerk III 13 6 Tag & Title Clerk II 12 9 Tag & Title Clerk I 10 1 Out of State Title & Dealer Specialist 12 1 License Clerk 10 2 Help Desk Clerk 9 Total: 26	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
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 12 Assistant 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: 20	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

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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	**
*Unless otherwise agreed upon by the parties to be a lower grade or pay.		
**Refer to Act 2025-409 (exp. 12/31/2030)		
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
1	Captain Trainee	21
2	Lieutenant – Jail Operations	20
5	Sergeant	18
1	Deputy Sheriff – Work Release	17
2	Deputy Sheriff – Extradition	17
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: 70		

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
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: 20		
Total: 57		

The Chairman asked if there was any discussion. There was no discussion. The Administrator called the roll. David Ruf, aye; 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 to amend the starting pay for Michael Alex Noles, Deputy Sheriff, to grade 17, step D. Retroactive to his original hire date of January 20, 2026.

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

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

- Approve to hire Wendy Lucas as a Corrections Officer, effective May 4, 2026, pending a drug screening.
- Approve to hire Jeffrey Shaffer as a Corrections Officer, effective May 4, 2026, pending a drug screening.
- Approve to hire Olivia Suzanne McNatt as a Kennel Technician, effective May 1, 2026.
- Approve to hire Weston Kyle as an Equipment Operator I (District 2), effective April 21, 2026, pending a drug screening.

The Chairman asked if there was any discussion. There was no discussion. The Administrator called the roll. Johnny Turner, aye; LaDon Townsend, aye; David Ruf, 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:

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Name	Position	Effective Date
Monica Hodges	Center Manger	4/8/2026
Darron Lewter	Equipment Operator I – Stripe Crew	4/7/2026
Jessica Pierce	Deputy Revenue Commissioner	5/1/2026
Abbie Crutcher	Appraisal Clerk	5/15/2026
Jennifer Withers	Real Property Appraisal Trainee	5/25/2026
Christopher Beddingfield	Drug Lab Tech	5/1/2026
Preston H. McFarland	Electrician & HVAC Tech Assistant	5/1/2026
Masson Billions	Maintenance Technician	6/16/2026
James Tolen II	Property & Evidence Tech	4/7/2026
Wanda Reese	Administrative Secretary – CID	4/4/2026
Tina Stark	Records Technician	5/2/2026
Adam Harper	District Road Supervisor	5/3/2026
Vicky Maybery	Building Service Worker	5/16/2026
Shelby Defoe	Corporal-Jail (Corrections)	4/25/2026
Crystal Hines	Tag & Title Clerk I	4/22/2026

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

MOTION was made by LaDon Townsend and seconded by David Ruf to approve the following subdivisions:

Name	S/D Type	Approval Type	Lots	District	Location
The Walker and Smith of Tait Plantation – re-subdivision of Lot 4 & 5, Block 4	Minor	Preliminary & Final	3	3	Travel E on Garret Rd turn N on Schoolhouse Dr. Property is on the W side of the road.
Harris Road Subdivision and other lands – re-subdivision	Minor	Preliminary & Final	4	4	On the E side of Harris Rd., S of AL Hwy 99.
Griggs Acres Subdivision	Minor	Preliminary & Final	5	3	On the NW side of Brownsferry Rd.
Sunset Hollow Subdivision	Minor	Preliminary & Final	2	1	On the N side of Sandlin Rd., E of Fain Rd.
Bethel Estate Subdivision	Minor	Preliminary & Final	2	1	On the S side of Bethel Rd., W of the intersection with AL Hwy 251.
Lapington Estate Subdivision	Minor	Preliminary & Final	6	4	On the S side of O’Neal Rd., W of AL Hwy 99.

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

MOTION was made by Derrick Gatlin and seconded by LaDon Townsend to approve to adopt a Proclamation recognizing the month of April 2026, as Fair Housing Month.

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PROCLAMATION

WHEREAS, April 11, 2026 marks the 58th Anniversary of the passage of the United States Fair Housing Law, Title VIII of the Civil Rights Act of 1968, which enunciated a National Policy of fair housing without regard to race, color, religion, sex, and national origin; and

WHEREAS, the effective implementation of the National Policy depends on affirmative action at all levels of Government;

NOW, THEREFORE, the Limestone County Commission, does hereby proclaim the month of April 2026, as Fair Housing Month in recognition of the importance of fair housing to our way of life, and I urge our citizens to obey the letter and the spirit of the Fair Housing Law as an expression of the individual rights guaranteed by the United States Constitution.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the Seal of the Limestone County Commission affixed this the ____ day of April 2026.

Chairman

Attest

Fair Housing and Equal Opportunity

The U.S. Department of Housing and Urban Development (HUD) has put forth non-discrimination requirements that were compiled from a number of different federal laws designed to protect each individual's right to fair housing and equal opportunity. These laws include the following:

Title VIII of the Civil Rights Act of 1968 (the Fair Housing Act), as amended, prohibits discrimination in the sale, rental, advertisement, and financing of residential real estate on the basis of race, color, religion, sex, or national origin. The **Fair Housing Amendments Act of 1988** extended this protective coverage to disabled individuals and families with children.

Title VI of the Civil Rights Act of 1964 provides that no person shall be excluded from participation in, be denied the program benefits of, nor be subjected to discrimination on the basis of race, color, or national origin under any program receiving federal financial assistance.

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits discrimination based on disability in any program or activity receiving federal financial assistance.

Section 109 of Title I of the Housing and Community Development Act of 1974, as amended, prohibits discrimination on the basis of race, color, national origin, disability, age, sex, and religion in programs and activities receiving financial assistance from HUD.

Section 3 of the Housing and Urban Development Act of 1968, as amended, requires that recipients of certain HUD financial assistance, to the greatest extent feasible, provide job training, employment, and contracting opportunities for low or very-low income residents in connection with federally-financed projects and activities in their neighborhoods.

The Age Discrimination Act of 1975, as amended, prohibits discrimination on the basis of age in programs or activities receiving federal financial assistance.

Executive Order 11063 (issued on November 20, 1962) prohibits discrimination in the sale, leasing, rental, or other disposition of properties and facilities owned or operated by the federal government or provided with federal funds.

Executive Order 14173 (issued on January 21, 2025) requires federal contracts to include terms requiring "compliance in all respects with all applicable Federal anti-discrimination laws" and certifying that the contractor "does not operate any programs promoting DEI [diversity, equity, and inclusion] that violate any applicable Federal anti-discrimination laws."

The Office of Management and Budget's "Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards" (2 C.F.R. Part 200; the Super Circular) includes requirements to maximize the use of small, minority-owned, and female-owned businesses in procurement and contracting with federal funds.

In the State's efforts to comply with these various laws and additional HUD program-related requirements, ADECA previously conducted an *Analysis of Impediments to Fair Housing Choice (AI)* which can be accessed on the ADECA website at <https://adeca.alabama.gov/compliance-plans/>. This AI can be used to assist the State in determining what barriers confront Alabama's citizens who are seeking affordable housing for themselves and/or their families, and can also be used to determine what tools can be utilized to assist local communities and their citizens in addressing and/or eliminating such barriers.

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Contained on the below *List of Required Activities to Affirmatively Further Fair Housing* are two (2) activities to be implemented as a means for a community to comply with HUD's requirement to affirmatively further fair housing within its jurisdiction. Each community that receives CDBG grant program funds from ADECA in PY2026 and/or subsequent years will be required to implement the following two (2) activities:

LIST OF REQUIRED ACTIVITIES TO AFFIRMATIVELY FURTHER FAIR HOUSING:

1. Issue a "Fair Housing Month" proclamation for the month of April.
2. Publish and/or display bilingual fair housing information for non-English speaking residents in the community.

Further, ADECA requests that each CDBG-funded community implement at least two (2) additional fair housing activities. Each community may select the activities contained on the below *List of Suggested Activities to Affirmatively Further Fair Housing* with the intent that these activities are designed to provide assistance in satisfying the requirements of the Fair Housing Act and related laws. However, each community might find it necessary to modify one or more of the suggested activities to address the special needs and demands within that particular community. Also, this list of activities is not meant to be all inclusive, and other activities may be devised and implemented based upon each community's needs.

Each CDBG-funded community must document the fair housing actions that it implements, and those documents are to be retained in the community's CDBG grant program file that is maintained on the CDBG-funded project. That file must be made available to the public, and in accessible formats. The community will also be monitored by ADECA for compliance with these fair housing and equal opportunity requirements during the CDBG grant administration process. Additionally, such information and documentation could also be required to be submitted to ADECA at various times throughout that process.

LIST OF SUGGESTED ACTIVITIES TO AFFIRMATIVELY FURTHER FAIR HOUSING:

1. Design and air radio or television public service announcements on fair housing.
2. Develop a public information program on fair housing by using local media (newspapers, radio stations, billboards), bulletin boards, churches, utility bill mailings, and other similar measures to ensure that all segments of the community - particularly real estate brokers, landlords, financial lending institutions, and the minority community - are aware of fair housing requirements.
3. Examine local zoning ordinances and make necessary changes to guard against exclusionary or discriminatory zoning practices that impact fair housing.
4. Enact and enforce a local fair housing ordinance and/or resolution.
5. Form a local task force to develop a fair housing assistance program within the community.
6. Provide fair housing counseling that assists minorities in finding housing outside of areas of minority concentration.
7. Develop local fair housing enforcement and complaint resolution mechanisms so that they include the following activities:
 - (i) advertise how fair housing enforcement and complaint processes work,
 - (ii) establish a procedure for investigating fair housing complaints, or partner with a regional Fair Housing Initiative Program (FHIP) office located within Alabama to do so,
 - (iii) develop fair housing complaint forms,
 - (iv) notify residents where to file complaint forms and who to contact regarding their fair housing complaints,
 - (v) pursue resolution of fair housing complaints,
 - (vi) monitor for compliance, and
 - (vii) document and maintain records on these processes.
8. Survey the special housing needs of minorities, women, families, elderly, and disabled residents within the community so as to determine any effects of fair housing discrimination on those populations, and to determine methods to address the effects.
9. Maintain continual contact with local banking and financial lending institutions, including pay-day lenders, to ensure non-discrimination and equal treatment in their lending rates and loan approvals for use in housing purchases, particularly those involving Black, Hispanic, and Female householders/loan applicants.
10. Provide and/or conduct outreach and education activities for prospective housing consumers on the topic of how to acquire and maintain good credit for use in the rental or purchase of housing, and maintain information on those outreach and education activities undertaken and their numbers of participants.

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11. Provide and/or conduct outreach and education activities for the community's prospective housing consumers on the topic of predatory-style lending, and maintain information on those outreach and education activities undertaken and their numbers of participants.
12. Provide and/or conduct outreach and education activities for housing providers and housing consumers on the topic of actions that are in violation of fair housing laws, and maintain information on those outreach and education activities undertaken and their numbers of participants.
13. Work with the regional Fair Housing Initiative Program (FHIP) offices (see the HUD website at the link <https://www.hud.gov/stat/fheo/initiatives-program>) in conducting fair housing audit testing and enforcement activities within the community to determine the number of properties that are in violation of fair housing laws and disability standards, and track the outcome of these activities by maintaining information on:
 - (i) the resources committed to the testing and enforcement activities,
 - (ii) the number of audit tests undertaken,
 - (iii) the properties identified as being in compliance or out of compliance with fair housing laws and disability standards,
 - (iv) the number and types of violations found,
 - (v) the protected classes impacted by the violations, and
 - (vi) the actions taken to address the out-of-compliance properties.
14. Include language on the community's website concerning fair housing that:
 - (i) notes that discrimination in the housing market is illegal under federal and state fair housing laws, and local ordinances – if applicable,
 - (ii) describes who is covered/defines the classes that are protected under the fair housing laws,
 - (iii) provides examples of violations, and
 - (iv) provides information on how to register complaints pertaining to fair housing law violations.
15. Distribute to landlords and apartment complexes within the community (as a way to promote compliance with fair housing laws in the community) information on the topic of fair housing and civil rights laws that is available on the HUD Exchange website at the following link:
<https://www.hudexchange.info/programs/fair-housing/fair-housing-in-action-government-planning-and-practice/the-role-of-a-government-or-pha-leader-in-promoting-fair-housing/>.
16. Discuss fair housing issues at local government public hearings, and distribute or otherwise make available HUD's fair housing brochures to attendees.
17. Promote and encourage the accessibility of CDBG Program-related and fair housing-related information to the local CDBG-funded project's beneficiaries, and to persons with disabilities and persons with limited English proficiency.
18. When conducting the pre-bid meeting for construction activities that are included in the local CDBG-funded project, inform the attendees of:
 - (i) the 24 CFR Part 570.507(c) and HUD Form 2516 requirements to engage minority-owned businesses in prime contractor and sub-contractor activities on the project, and
 - (ii) the HUD Section 3 requirement to help foster economic development, neighborhood economic improvement, and individual self-sufficiency by providing job training, employment, and contracting opportunities for low- or very low-income residents in connection with projects and activities in their neighborhoods.

For additional information on the topic of fair housing, ADECA encourages you to access HUD's website at [Contact information for FHEO Offices | HUD.gov / U.S. Department of Housing and Urban Development \(HUD\)](#), and ADECA's website at [Fair Housing, Equal Opportunity, and Section 3 – ADECA](#) and [CDBG News – ADECA](#).

OFFICE OF THE GOVERNOR

KAY IVEY
GOVERNOR



STATE OF ALABAMA

ALABAMA DEPARTMENT OF ECONOMIC
AND COMMUNITY AFFAIRS

KENNETH W. BOSWELL
DIRECTOR

March 27, 2026

MEMORANDUM

TO: Interested Parties

FROM: Kenneth W. Boswell
ADECA Director

SUBJECT: "April is Fair Housing Month" Fair Housing and Equal Opportunity Information

MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 20, 2026, COMMISSION MEETING

April is Fair Housing Month. In recognition of this, the Governor of Alabama has issued a Proclamation in honor of Fair Housing Month in the State of Alabama. This Proclamation recognizes the significance of fair housing and encourages all Alabamians to observe and support both the letter and spirit of the Fair Housing Laws. Attached is a copy of the Governor's Proclamation. We encourage all grant recipients and interested parties to help us observe and support April as Fair Housing Month.

Each applicant for, and recipient of, U.S. Department of Housing and Urban Development (HUD) grant funds is expected to carry out the various "fair housing" and "equal opportunity" provisions of the Housing and Community Development Act of 1974, as amended, and other applicable civil rights laws and regulations. In particular, Title VIII of the Civil Rights Act of 1968 (the Fair Housing Act) and the Fair Housing Amendments Act of 1988 prohibit discrimination in the sale, rental, advertisement, and financing of residential real estate on the basis of race, color, religion, sex, national origin, disability, and familial status. The attachment to this Memorandum identifies and briefly summarizes a variety of statutory requirements, and also provides measures or actions that can be undertaken at the local government level to assure compliance with these mandates. In particular, note that the Fair Housing Act requires that each grant recipient work diligently to affirmatively further fair housing within its local jurisdiction by developing voluntary programs to achieve fair housing goals. The information stated in the attachment hereto will assist local governments in achieving those goals.

Additional information on the topic of fair housing laws is available on the HUD Exchange website at the link <https://www.hudexchange.info/programs/fair-housing/fair-housing-in-action-government-planning-and-practice/the-role-of-a-government-or-pha-leader-in-promoting-fair-housing/>, with particular information regarding "Fair Housing in Action: Incorporating Fair Housing Policy and Principles into Government Planning and Practice."

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MEMORANDUM to Interested Parties

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If you have questions or need additional information, please contact Dr. Kathleen Rasmussen, Division Chief of ADECA's Community and Economic Development Division, at 334-353-0323 or at Kathleen.rasmussen@adeca.alabama.gov.

KWB:KAR:cdm

Attachment

MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 20, 2026,
COMMISSION MEETING



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

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

Department	Item	Asset Tag#	VIN #
52100 Sheriff's Office	Fugitsu Laptop	15354	

**MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 20, 2026,
COMMISSION MEETING**

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

Commissioner Ruf stated that Piney Chapel Rd. is ready to be paved. He also stated that culverts are being installed on Sweet Springs Rd. in preparation for paving.

Commissioner Turner stated that paving is looking good in his district and noted that the contractors are halfway done on the paving projects that were allocated from engineering.

Commissioner Gatlin stated that patching and leveling on Blackburn Rd. is scheduled to be completed tomorrow and noted that it is a part of the Rebuild Alabama Project. In closing he stated that his crew had begun cutting roadside.

Commissioner Townsend stated that his crew is preparing roads for chip sealing. He also stated that they have begun spraying roadside. He informed citizens to put out no spray signs if they did not want their ditch sprayed. In closing he stated his crew will begin cutting roadside once spraying is complete.

Chairman Daly stated that it is National Work Zone Awareness Week and reminded citizens to use caution in work zones when workers are present. He also stated that Piney Chapel Rd. will be resurfaced. He reminded citizens that this Friday is Friday’s After 5 in downtown Athens. In closing, he informed citizens that on April 29th there will be a Fentanyl Awareness Program on the square at 6:00 p.m. in honor of Webb Glanton.

Adjourned at 9:34 a.m. until 9:00 a.m. on Monday, May 4, 2026, at the Clinton Street Courthouse Annex, 100 South Clinton Street, Athens, Alabama.

Collin Daly, Chairman

David Ruf, D-I Commissioner

Johnny Turner, D-II Commissioner

Derrick Gatlin, D-III Commissioner

LaDon Townsend, D-IV Commissioner