

**MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026,
COMMISSION MEETING**

The Limestone County Commission met in a regular meeting today, at 9:56 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 March 16, 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:

3/13/2026	0795003 – 0795070	\$ 2,222,449.19
3/17/2026	0795071	\$ 7,345.38
3/17/2026	0795072	\$ 600.60
3/17/2026	Bank Draft – AL Dept. of Rev. Motor	\$ 24.25
3/17/2026	Bank Draft – AL Dept. of Rev. Motor	\$ 2.50
3/20/2026	Bank Draft – AL Dept. of Rev. Motor	\$ 6.25
3/20/2026	0795073 – 0795134	\$ 473,958.05
3/20/2026	Bank Draft – Walmart	\$ 124.32
3/23/2026	Bank Draft – AL Dept. of Rev. Motor	\$ 3.75
3/27/2026	Bank Draft – Walmart	\$ 103.70
3/27/2026	0795135 – 0795197	\$ 2,260,223.61
3/31/2026	0795198 -0795243	\$ 721,616.20
4/2/2026	Bank Draft – AL Dept. of Rev. Motor	\$ 242.50
TOTAL		\$ 5,686,700.30

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 adopt a Resolution to clarify an authorized boot allowance provided to certain employee.

Resolution No. 1082-26

STATE OF ALABAMA)
)
LIMESTONE COUNTY)

**RESOLUTION TO CLARIFY AUTHORIZED
EMPLOYEE UNIFORM PURCHASES**

WHEREAS, on September 6, 2022, and on April 14, 2023, the Limestone County Commission (“the County”), through duly adopted resolutions, authorized the purchase of uniforms for certain employees whose job duties reasonably necessitated the use of a uniform for the safe and effective performance of those duties;

**MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026,
COMMISSION MEETING**

WHEREAS, as a part of the purchase of uniforms for the aforementioned employees, the County sometimes authorizes the purchase of footwear and provides that footwear by allowing employees a limited “boot allowance”; and

WHEREAS, the County now desires to clarify how often the boot allowance may be provided and the amount of the boot allowance when provided.

THEREFORE, BE IT RESOLVED BY THE COUNTY COMMISSION OF LIMESTONE COUNTY, ALABAMA, while in regular session on April 6, 2026, which immediately followed a work session at 9:00 a.m., as follows:

The County Commission hereby authorizes the boot allowance, provided to certain employees (1) who have been approved for County-provided uniforms and (2) who have jobs that reasonably necessitate the use of work boots or other specialized footwear for the safe and effective performance of their job duties, to be provided no more than annually and in an amount not to exceed One Hundred and Fifty Dollars (\$150.00) per year.

ADOPTED AND APPROVED this on the 6th day of April 2026.

Collin Daly, Chairman

ATTEST:

Ellen, Morell, County Administrator

Page 1 of 1

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.

MOTION was made by David Ruf and seconded by Johnny Turner to approve a Resolution to approve the Purchase and Sale Agreement with the Soule Co for real property located at 300 E Elm St.

Resolution No. 1083-24

**RESOLUTION APPROVING THE PURCHASE AND SALE AGREEMENT
WITH THE SOULE CO FOR REAL PROPERTY
LOCATED AT 300 E. ELM STREET, ATHENS, ALABAMA**

WHEREAS, the Limestone County Commission (the “Commission”) is the governing body of Limestone County, Alabama, a political subdivision of the State of Alabama; and

WHEREAS, The Soule Co, a Florida corporation (“Seller”), is the owner of certain real property and improvements located at 300 E. Elm Street, Athens, Alabama, Limestone County, Alabama, more particularly described in the Purchase and Sale Agreement referenced herein (the “Property”); and

WHEREAS, the Commission has determined that the acquisition of the Property serves a legitimate public purpose and is in the best interests of the citizens of Limestone County; and

WHEREAS, the Commission has reviewed the terms and conditions of the Purchase and Sale Agreement by and between The Soule Co, as Seller, and Limestone County, Alabama, acting by and through the Limestone County Commission, as Buyer, for the purchase of the Property at a Purchase Price of Three Million Two Hundred Thousand and 00/100 Dollars (\$3,200,000.00), and has found said terms and conditions to be fair, reasonable, and acceptable (the “Agreement”); and

MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026, COMMISSION MEETING

WHEREAS, the Commission finds it necessary and appropriate to authorize the Chairman to execute the Agreement, to execute such additional documents and agreements as may be necessary or appropriate to consummate the closing of the transaction, and to authorize the expenditure of funds reasonably necessary to complete the transaction;

NOW, THEREFORE, BE IT RESOLVED by the Limestone County Commission as follows:

Section 1. Approval of Purchase and Sale Agreement. The Commission hereby approves the Purchase and Sale Agreement by and between The Soule Co, as Seller, and Limestone County, Alabama, acting by and through the Limestone County Commission, as Buyer, for the purchase and acquisition of the real property located at 300 E. Elm Street, Athens, Alabama, Limestone County, Alabama, at a Purchase Price of Three Million Two Hundred Thousand and 00/100 Dollars (\$3,200,000.00), upon the terms and conditions set forth therein.

Section 2. Authorization to Execute Agreement. The Chairman of the Limestone County Commission, Collin Daly, is hereby authorized and directed to execute the Purchase and Sale Agreement on behalf of Limestone County, Alabama, and to deliver said Agreement to Seller or Seller's designated representative. The Chairman is further authorized to execute any amendments to the Agreement that he, in consultation with the County Attorney, deems reasonable and necessary to facilitate the closing of the transaction, provided that any such

PURCHASE AND SALE AGREEMENT

This **PURCHASE AND SALE AGREEMENT** (this "**Agreement**") is made and entered into as of the Effective Date (hereinafter defined) by and between **THE SOULE CO**, a Florida corporation, ("**Seller**") and **LIMESTONE COUNTY, ALABAMA**, a political subdivision of the State of Alabama, acting by and through the Limestone County Commission, ("**Buyer**").

In consideration of the mutual promises and agreements contained herein and other good and valuable consideration, the receipt, adequacy and sufficiency of which are hereby expressly acknowledged by each party hereto, the parties hereto, intending to be legally bound, do hereby covenant and agree as follows:

1. **Sale of Property.** Seller agrees to sell and convey to Buyer and Buyer agrees to purchase and acquire from Seller on the terms hereafter stated, the following real property and improvements located at 300 E. Elm St, Athens, Alabama in Limestone County, Alabama, and more particularly described as follows:

Commencing at an existing railroad spike at the Northwest corner of Section 4, Township 3 South, Range 4 West, said railroad spike being in the center line of Elm Street, and also being the True Point of Beginning of the tract herein described; thence from the True Point of Beginning South 86 degrees 34 minutes 48 seconds East along the North boundary of said Section 4, also being along the center line of Elm Street, a distance of 660.03 feet to a set nail and shiner at the Northeast corner of the West one-half of the Northwest Quarter of the Northwest Quarter of Section 4; thence North 85 degrees 01 minutes 24 seconds West a distance of 661.84 feet to a point on the West boundary of Section 4, Township 3 South, Range 4 West; thence North 02 degree 35 minutes 28 seconds East along the West boundary of Section 4 a distance of 617.01 feet to the True Point of Beginning, passing a set nail and shiner on the South right-of-way of Elm Street at a distance of 55.01 feet from the True Point of Beginning.

LESS AND EXCEPT:

That portion of the above described tract which lies within the right-of-way of Elm Street, said right-of-way being recorded in Vol. 633, Page 650, in the office of the Judge of Probate of Limestone County, Alabama.

Also known as

Trace 2, Southeastern Subdivision, a subdivision according to the map or plat thereof on file and of record in the office of the Judge of Probate of Limestone County, Alabama, at Plat Book H, Page 377.

together with all easements, rights of way, licenses, privileges, hereditaments and appurtenances, if any, inuring to the benefit of such real property (the "**Property**"). The above description of the Property may be amended to reflect a more accurate legal description of the Property as reflected by the Survey, upon the request of Buyer, as also described herein.

2. **Purchase Price.** Subject to the adjustments and prorations hereinabove or hereafter described, the purchase price to be paid by Buyer to Seller for the purchase of the Property will be **Three Million Two Hundred Thousand and 00/100 Dollars (\$3,200,000.00)** (the "**Purchase Price**"). The Purchase Price will be paid in the following manner:

**MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026,
COMMISSION MEETING**

2.1. Earnest Money Deposit. On or before the date that is ten (10) Business Days (hereinafter defined) following the Effective Date, Buyer shall deposit by certified check or electronic wire transfer, **Twenty Five Thousand and No/100 Dollars (\$25,000.00)** in immediately available funds (the “**Deposit**”) with Zachary Burgreen at Alexander, Corder & Shelly, P.C. (the “**Escrow Agent**”), as earnest money to be applied to the Purchase Price at the Closing (hereinafter defined) or as otherwise provided in this Agreement.

2.2. Cash at Closing. At Closing, Buyer shall pay the Purchase Price to Seller in cash, wire transfer, or other immediately available funds, with the Deposit being applied to the Purchase Price, subject to the prorations, costs and adjustments as provided herein.

3. Buyer’s Diligence/Contingencies.

3.1. Property Condition. Commencing upon the Effective Date and continuing through the Closing Date, Buyer shall, at Buyer’s expense, have the right to access and make reasonable examinations and inspections of the Property and the contracts, books, records, leasing files, plans, reports and inspections relating to the environmental and physical condition of the Property, notices to or from third parties, and leases and accounts of Seller regarding the Property to the extent Seller possesses same. Buyer’s access as aforementioned shall be provided upon reasonable request to Seller for same, and all documentation requested by Buyer shall be made available at the Property during normal business hours. In exercising its rights of access and inspection under this Section 3.1, neither Buyer, nor any of its contractors and/or agents shall cause any damage to the Property. Buyer agrees to promptly repair at Buyer’s expense any material damage to the Property caused by Buyer. If, on or before 60 days after the effective date of this Agreement (the “**Inspection Period**”), Buyer determines in its sole discretion that the condition of the Property is unsatisfactory for any reason, the determination of which shall be in Buyer’s sole and absolute discretion, Buyer will have the option to terminate this Agreement by serving written notice of termination to Seller, in which event the Deposit shall be returned to Buyer, and upon such termination this Agreement and the rights, duties and obligations of the parties hereunder shall terminate and be of no further force or effect.

3.2. Additional Terms: Buyer’s purchase shall be contingent upon but not limited to Purchaser receiving and approving as acceptable in its sole discretion, 1) an appraisal (showing that the Purchase Price does not exceed appraised fair market value of the property), 2) an environmental inspection (including, but not necessarily limited to, a Phase I Environmental Site Assessment and, if recommended, a Phase II Environmental Site Assessment) and 3) a structural inspection. Appraisal and inspections shall be conducted by persons selected by Buyer and shall be at the expense of Buyer, unless otherwise mutually agreed upon. Appraisal and Inspections shall be conducted within the Inspection Period. For the elimination of doubt, if Buyer’s appraisal of the Property does not show an appraised value of equal to or greater than the Purchase Price, then Buyer may terminate this Agreement and is entitled to the return of its Deposit funds.

3.3. Title. Buyer will obtain (a) a commitment for title insurance (the “**Title Commitment**”) for issuance of an owner’s title insurance policy in form and substance reasonably satisfactory to Buyer (the “**Title Policy**”) issued by a title company designated by Buyer (the “**Title**”).

**MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026,
COMMISSION MEETING**

Company") containing the requirements and exceptions to coverage described therein, offering to issue title insurance to the Property for the benefit of Buyer, subject to the requirements and exceptions demonstrated by the Exception Documents (hereinafter defined), and (b) legible copies of all instruments creating title exceptions described in the Title Commitment (the "**Exception Documents**").

After Buyer's receipt of the Title Commitment (or any update thereto reflecting requirements or exceptions not reflected on the Title Commitment) and all of the Exception Documents, Buyer shall have the right to provide to Seller, prior to the Closing Date, a written notice setting forth all of Buyer's objections to Seller's title to the Property as reflected in the Title Commitment and the Exception Documents (the "**Title Objection**"). If Buyer gives such notice of Title Objection to Seller, Seller may, but is not obligated to, cure the Title Objection. If Seller does not cure the Title Objection prior to the Closing Date, then Buyer will have the option to either (i) waive such defect(s) or (ii) terminate this Agreement by written notice to Seller, in which event the Deposit shall be released and returned to Buyer, and this Agreement and the rights, duties and obligations of the parties hereunder shall terminate and be of no further force or effect. All title exceptions reflected in the Title Commitment (or any update thereto) and the Exception Documents not objected to, or objected to and waived, shall be deemed "**Permitted Exceptions.**"

3.3 Survey. As part of Buyer's due diligence and inspection of the Property, after the Effective Date, Buyer may obtain a survey of the Property at Buyer's own cost and expense. Upon obtaining a survey, Buyer will provide a copy of the same to Seller for Seller's review. At the election of the Buyer (absent the reasonable objection of the Seller based on defects identified by the Seller in the survey), the legal description of the Property shall be revised to reflect the legal description in the survey.

4. Closing. Buyer and Seller agree that the purchase and sale of the Property contemplated hereby (the "**Closing**") will be consummated as follows:

4.1. Closing Date. The Closing will occur on or before 30 days after the expiration of the Inspection Period, or upon such other earlier or later date as may be agreed upon by Buyer and Seller (the "**Closing Date**"). The Closing will take place at the office of the Escrow Agent, who shall act as the attorney for the Buyer.

4.2. Seller's Instruments. At the Closing, Seller will deliver or cause to be delivered to Buyer the following items (all documents will be duly executed and acknowledged where required):

4.2.1. General Warranty Deed. A general warranty deed prepared by Buyer and in form and substance reasonably acceptable to Seller (the "**Deed**") executed by Seller conveying the Property to Buyer, subject only to (i) the Permitted Exceptions, (ii) encroachments, overlaps, boundary line disputes, and other matters that would be shown by an accurate survey or inspection; provided, however, that if Buyer obtains a survey of the Property, then this matter shall be eliminated and replaced by any matters shown on said survey, and (iii) any lien for ad valorem taxes not yet due.

**MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026,
COMMISSION MEETING**

4.2.2. Title Affidavits. Such affidavits and other documents as might be reasonably requested by the Title Company to issue the Title Policy in accordance with the terms of the Title Commitment;

4.2.3. Evidence of Authority. Such resolutions and other evidence of authority with respect to Seller and the person or persons acting on behalf of Seller as might be reasonably requested by the Title Company;

4.2.4. Nonforeign Affidavit. An affidavit in the form prescribed by Treasury Regulation §1.1445-2 stating Seller's taxpayer identification number/social security number and confirming that Seller is not a foreign person within the purview of 26 U.S.C. §1445 and the regulations issued thereunder;

4.2.5. Additional Documents. Such additional documents as might be reasonably requested by the Title Company to consummate the sale of the Property to Buyer.

The foregoing documents are sometimes hereinafter collectively referred to as "**Seller's Closing Documents**".

4.3. Buyer's Instruments. At the Closing, Buyer will deliver to Seller the following items (all documents will be duly executed and acknowledged where required):

4.3.1. Payment. Payment of the Purchase Price in accordance with Section 2 of this Agreement;

4.3.2. Title Affidavits. Such affidavits and other documents as might be reasonably requested to issue the Title Policy in accordance with the terms of the Title Commitment;

4.3.3. Evidence of Authority. Such resolutions and other evidence of authority with respect to Buyer and the person or persons acting on behalf of Buyer as might be reasonably requested by the Title Company;

4.3.4. Additional Documents. Such additional documents as might be reasonably requested by the Title Company to consummate the sale of the Property to Buyer.

4.4. Possession. Possession of the Property will be delivered by Seller to Buyer at the time of closing, free from all liens, encumbrances, tenancies and parties claiming rights to possession of or having claims against the Property (other than any such rights arising out of the Permitted Exceptions). Effective on the delivery of the Deed, beneficial ownership and the risk of loss of the Property will pass from Seller to Buyer (subject to Seller's obligations under Section 3.2 above).

4

4.5. Closing Costs.

4.5.1. Seller Costs. Seller shall pay for the following costs and expenses: (a) the cost of the preparation of Seller's Closing Documents (except for the Deed, as the Deed will be prepared by the Buyer at Buyer's expense); and (b) Seller's attorney fees.

4.5.2. Buyer Costs. Buyer shall pay for (a) the cost of the preparation of Buyer's Closing Documents; (b) Buyer's attorney fees, not related to those charged for closing the transaction as Escrow Agent; (c) the cost of any special and non-standard endorsements specially requested by Buyer to the Title Policy; and (d) the Survey.

4.5.3. Shared Costs. Buyer and Seller shall each pay for 50% of the following costs and expenses related to the Closing: (a) all state, county and municipal transfer taxes, documentary stamps taxes, surtax, recording charges and taxes, and all other impositions on the conveyance, and the recording fee of the Deed; (b) all costs of abstracting, title examination and other costs relating to the issuance of the Title Commitment, and the premium expense for the Title Policy in the amount of the Purchase Price; and (c) the legal fees charged by the Escrow Agent for closing the transaction.

**MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026,
COMMISSION MEETING**

5. Adjustments; Prorations. All receipts and disbursements of the Property will be prorated between Seller and Buyer as of 11:59 p.m. on the Closing Date and the Purchase Price will be adjusted on the following basis:

5.1. Disbursements. All sums due for accounts payable which were owing or incurred by Seller in connection with the Property prior to the Closing Date will be paid by Seller. Buyer will promptly furnish to Seller any bills for such sums for such period received after the Closing Date for payment, and Buyer will have no further obligation with respect thereto.

5.2. Property Taxes. All real and personal property ad valorem taxes, if any, for the calendar years preceding the year in which the Closing Date occurs will be paid by Seller. Seller shall be responsible for any special assessments assessed against the Property prior to the Closing, even if such special assessments are to be paid in installments. All real and personal property ad valorem taxes for the calendar year in which the Closing Date occurs will be prorated to the Closing Date. If the actual amounts to be pro-rated are not known as of the Closing, the proration shall be made at the Closing on the basis of the best evidence then available without subsequent adjustment. If for any reason ad valorem property taxes for the then-current tax year have not been assessed on the Property (other than due to the Property being exempt from taxes), such proration shall be estimated based upon the property taxes for the immediately preceding tax year, and Seller and Buyer shall subsequently make a cash adjustment when exact amounts are available. Seller shall be responsible for the payment of any "roll-back" or similar assessment or tax as a result of Seller's assessment of the Property as "current use" or "agricultural use" or other property designation which triggers the recapture of taxes upon change of use.

5.3. Insurance. Seller will terminate any existing insurance policies concerning the Property on the Closing Date, and Buyer will be responsible for placing all insurance coverage desired by Buyer. Any prepaid insurance premiums will be retained by Seller.

5

6. Representations, Warranties, and Covenants

6.1. Representations, Warranties, and Covenants of Seller. In order to induce Buyer to enter into this Agreement and to complete the Closing, Seller represents, warrants and agrees with Buyer as follows:

6.1.1. Seller Subsistence; Power; Authority.

(a) Seller owns fee simple absolute title to the Property and has the power, capacity and authority to enter into and perform this Agreement and to sell, assign, transfer and convey the Property pursuant to the terms of this Agreement.

(b) This Agreement constitutes and Seller's Closing Documents will, when executed and delivered, constitute the valid and binding obligations of Seller, enforceable in accordance with their terms.

(c) Seller is not a foreign person within the meaning of Section 1445 of the Internal Revenue Code of 1986, as amended.

(d) All the persons who have any legal or equitable interest in the Property, or whose joinder in any Seller's Closing Document would be necessary to convey to Buyer title to all the Property, as required by this Agreement, are named above as "Seller".

**MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026,
COMMISSION MEETING**

(e) Seller's execution and delivery of this Agreement and Seller's Closing Documents and Seller's compliance with the provisions thereof will not conflict with or constitute a breach of, or a default under, any of the provisions of any applicable law, rule, regulation or order of any court, administrative agency, bureau, board, commission, office, authority, department or other governmental entity.

(f) Seller is not a party to or bound by any agreement or obligation or subject to any restriction or to any applicable law, rule, regulation or order of any court, administrative agency, bureau, board, commission, office, authority, department or other governmental entity, which might result in a material impairment of the rights or abilities of Seller to perform its obligations hereunder or under Seller's Closing Documents.

(g) From and after the Closing Date, Seller will not remove any personal property, including but not limited to furniture and office equipment, mutually agreed to in writing within 30 days of the Effective Date between Buyer and Seller, from the Property, without the consent of Buyer's County Commission Chairman or his designee.

(h) Seller is a corporation duly organized, validly existing, and in good standing under the laws of the State of Florida, and is duly qualified to transact business in the State of Alabama.

6

6.1.2. Litigation. There are no judgments, orders, suits, actions, garnishments, attachments or proceedings of any nature by or before any court, commission, board or other governmental body pending, or to the knowledge of Seller threatened, which involve or affect, or could involve or affect: (a) the Property, or any part thereof, (b) the validity or enforceability of this Agreement or Seller's Closing Documents, (c) any risk of any judgment or liability being imposed upon Seller which could materially adversely affect the financial condition of Seller or Seller's ability to observe or perform fully its agreements and obligations hereunder or under Seller's Closing Documents.

6.1.3. Bankruptcy Matters. The consummation of the transactions contemplated hereby will not render Seller insolvent or constitute a fraudulent conveyance or fraudulent transfer under any applicable law. Seller has not made any general assignment for the benefit of Seller's creditors. No proceeding seeking (a) relief for Seller under any bankruptcy or insolvency law, (b) the rearrangement or readjustment of Seller's debt, (c) the appointment of a receiver, custodian, liquidator or trustee to take possession of substantially all of the assets of Seller, or (d) the liquidation of Seller, has been commenced or is planned by Seller or has been threatened by any other third party.

6.1.4. No Default. Seller is not in default under any license, permit, lease, lease guaranty, contract, or other agreement or instrument relating to the Property to which Seller is a party or by which Seller or the Property is bound. There exists no condition or state of facts which, but for the giving of notice or the expiration of time (or both), would constitute such a default. The observance and performance of Seller's obligations hereunder and under Seller's Closing Documents will not conflict with or result in the breach of any license, permit, lease, lease guaranty, contract or other such agreement or other instrument.

6.1.5. Environmental.

(a) Seller has provided to Buyer or will provide to Buyer within ten (10) days of the Effective Date (or immediately upon access to or possession of the materials, if acquired after the ten (10) days after the Effective Date) true, complete and correct copies of any and/or all environmental assessments, reports, permits and other written material relating to the environmental condition of the Property and the presence of Hazardous Substances, to the extent in Seller's possession or control or of which Seller otherwise has knowledge.

(b) Seller has provided to Buyer or will provide to Buyer within ten (10) days of the Effective Date, any complaint, order, summons, citation, notice of violation, directive, letter or other communication from any governmental authority with regard to air emissions, water discharges, noise emissions or Hazardous Substances, or any other environmental, health or safety matters affecting the Property, or any portion thereof, which has been received by Seller. Seller has complied with all federal, state or local environmental laws affecting the Property, including notification requirements relating to the release of Hazardous Substances.

(c) For purposes of this Agreement, the term "Hazardous Substance" shall mean materials, wastes or substances that are (i) included within the definition of any

**MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026,
COMMISSION MEETING**

one or more of the terms “hazardous substances,” “hazardous materials,” “toxic substances,” “toxic pollutants” and “hazardous waste” in the Comprehensive Environmental Response, Compensation and Liability Act of 1980, as amended (42 U.S.C. Section 9601, et seq.), the Resource Conservation and Recovery Act of 1976 (42 U.S.C. Section 6901, et seq.), the Clean Water Act (33 U.S.C. Section 1251, et seq.), the Safe Drinking Water Act (14 U.S.C. Section 1401, et seq.), the Hazardous Materials Transportation Act (49 U.S.C. Section 1801, et seq.), and the Toxic Substance Control Act (15 U.S.C. Section 2601, et seq.) and the regulations promulgated pursuant to such laws, (ii) regulated or classified as hazardous or toxic, under federal, state or local environmental laws or regulations, (iii) petroleum, (iv) asbestos or asbestos-containing materials, (v) polychlorinated biphenyls, (vi) flammable explosives or (vii) radioactive materials.

6.1.6. Mechanics’ Liens. No work has been or will be performed at, and no materials have been or will be furnished to, the Property, or any part thereof, which might give rise to any mechanics’, materialmen’s or other lien against the Property, or any part thereof. If any lien for such work is filed, Seller shall discharge the same promptly and in any event prior to Closing.

6.1.7. Compliance with Laws. No notice or communication of any kind has been issued by any public authority relating to the Property, or any business or activity conducted thereon, including, but not limited to, notice of violation under zoning, building, health, or fire codes. Seller shall be responsible for all such notices and communications, and for the cost of all work, repairs, construction and installations which may be required or called attention to by any such notice or communication issued prior to Closing. If any such notice or communication is received by Seller after the date of this Agreement, Seller shall promptly notify Buyer in writing, and Seller, if Buyer so requests, shall give Buyer full opportunity, with the cooperation of Seller, to contest such governmental action and to initiate or participate in such proceedings as Buyer may deem necessary or desirable to protect Buyer’s interests.

6.1.8. Condemnation. As of the Effective Date, Seller has not received any written notice of any pending or threatened condemnation of all or any portion of the Property. If at any time prior to Closing, Seller shall receive any written notice of any pending or threatened condemnation of all or any portion of the Property, Seller shall promptly provide a copy of such notice to Buyer.

6.1.9. Quality of Title.

- (a) Seller now has, and at Closing will have, full legal and equitable fee simple absolute title to the Property, of the quality and insurability called for by this Agreement.
- (b) There is no existing agreement, commitment, right of first refusal, right of first offer, option or right with, in or to any person to acquire the Property or any interest therein.
- (c) No default or breach exists under any recorded easement, covenant, agreement or restriction affecting the Property.

6.1.10. Accuracy of Information. All information, materials, copies of documents and other materials (including, without limitation, financial data, contracts, books and

MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026, COMMISSION MEETING

records, licenses and permits, insurance policies, warranties, municipal approvals, architect's certificates, plans, surveys, estoppel certificates and subordination agreements) heretofore or hereafter submitted by Seller, or anyone on Seller's behalf, to Buyer with respect to the Property or this Agreement shall be accurate, complete, true and correct, and no fact or circumstance has occurred or exists since the time of such submissions which in any way materially affects same. Such submissions are not misleading and do not omit facts or circumstances having a material bearing on Seller's ability to observe or perform its agreements or obligations hereunder or under Seller's Closing Documents. No representation, statement or warranty by Seller contained in this Agreement or in any schedule or exhibit attached hereto or in any Seller Closing Document or other document to be executed in connection herewith contains or will contain any untrue statement or omits or will omit a material fact necessary to make the statement of fact therein recited not misleading.

6.2. Representations, Warranties, and Covenants of Buyer. Buyer represents, warrants, and covenants to Seller that:

6.2.1. Authority. Buyer has full power and authority to execute and deliver this Agreement and carry out his obligations hereunder.

6.2.2. Consents. Except for the authorization of the Limestone County Commission, which the Buyer represents has been obtained or will be obtained before closing, no consent, approval, or authorization from any governmental authority or third party is required to be obtained by Buyer in connection with the execution, delivery, and performance by Buyer of this Agreement.

6.2.3. Effect of Agreement. This Agreement is binding on Buyer and enforceable against Buyer in accordance with its terms. Neither the execution of this Agreement nor consummation of the transactions contemplated hereby will (i) result in a breach of, default under or acceleration of any agreement to which Buyer is a party or by which Buyer is bound, or (ii) violate any restriction, court order, agreement or other legal obligation to which Buyer is subject.

6.3. Continuing Nature. Each of the representations and warranties of Seller and Buyer contained in this Agreement: (a) is made as of the Effective Date, and (b) shall be deemed remade by Seller and Buyer, as applicable, and shall be true and correct in all respects, as of the Closing Date. If, after the execution of this Agreement, any event occurs or condition exists which renders any of Seller's or Buyer's, as applicable, representations or warranties untrue or misleading, then Seller or Buyer, respectively, shall promptly notify the other party.

7. Default; Remedies.

7.1. Buyer Default. If Buyer fails or refuses to consummate the purchase of the Property pursuant to this Agreement at the Closing or fails to perform any of Buyer's other obligations hereunder either prior to or at the Closing for any reason other than termination of this Agreement by Buyer pursuant to a right so to terminate expressly set forth in this Agreement or Seller's failure to perform Seller's obligations under this Agreement, then Seller, as its sole and

MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026, COMMISSION MEETING

exclusive remedy hereunder, shall retain the Deposit as liquidated damages in which event this Agreement shall automatically terminate.

7.2. Seller Default. If Seller fails or refuses to consummate the purchase of the Property pursuant to this Agreement at the Closing or fails to perform any of Seller's other obligations hereunder either prior to or at the Closing for any reason other than termination of this Agreement by Seller pursuant to a right so to terminate expressly set forth in this Agreement or Buyer's failure to perform Buyer's obligations under this Agreement, then Buyer, as its sole and exclusive remedies hereunder, may either (a) terminate this Agreement whereupon the Deposit shall be promptly refunded to Buyer, or (b) seek specific performance of Seller's obligations under this Agreement.

7.3. Post-Closing Remedies. Notwithstanding Section 7.1 and Section 7.2 hereof, from and after the Closing, each party shall have the right to pursue its actual (but not consequential or punitive) damages against the other party for: (a) a breach of any covenant or agreement contained herein that is performable after or that survives any Closing (including the indemnification obligations contained in this Agreement), and (b) a breach of any representation or warranty in this Agreement.

7.4. Notice and Cure Rights. In the event of a default by Seller or Buyer under this Agreement, the non-defaulting party shall give the defaulting party notice of such default, specifying in reasonable detail the nature of the default. Thereafter, the defaulting party shall have fourteen (14) days from the date notice of default is given (the "**Cure Period**") to cure the default. If the defaulting party cures the default within the Cure Period, it shall not incur any liability to the other party for the default. Each party shall reasonably cooperate with any and all attempts by the other to cure any default within the Cure Period.

8. Miscellaneous. It is further agreed as follows:

8.1. Time. Time is of the essence of each provision of this Agreement.

8.2. Business Day. As used herein, the capitalized term "Business Day" shall mean and refer to any day other than a Saturday, a Sunday, or a federal holiday recognized by the Federal Reserve Bank of Atlanta. Wherever herein there is a day or time period established for performance and such day or the expiration of such time period is not a Business Day, then such time for performance shall be automatically extended to the next following Business Day.

8.3. Notices. Any notice, payment, demand or communication required or permitted to be given by any provision of this Agreement will be in writing and will be deemed to have been given (a) when delivered personally to the party designated to receive such notice, (b) when sent by e-mail transmission, (c) on the first Business Day following the day sent by overnight courier, or (d) on the third (3rd) Business Day after the same is sent by United States mail, postage and charges prepaid, directed to the following addresses or to such other or additional addresses as any party might designate by written notice to the other party:

If to Buyer:

**MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026,
COMMISSION MEETING**

Hon. Collin Daly, Chairman
Limestone County Commission
310 W. Washington Street
Athens, AL 35611
collin.daly@limestonecounty-al.gov

With a copy to:
Drew Dill, County Attorney
Limestone County Commission
310 W. Washington St.
Athens, AL 35611
drew.dill@limestonecounty-al.gov

If to Seller:
Keith Blackman, CFO
The Soule Co.
4322 Pet Lane
Lutz, FL 33559
keith.blackman@soulecompany.com

With a copy to:
Bill Ming
Ming Commercial Real Estate Group
116 N Marion St,
Athens, AL 35611
bill@mingcregroup.com

8.4. Brokerage. The parties hereto acknowledge and agree that Bill Ming of Ming Commercial Real Estate Group has been engaged by Seller for the services of a real estate broker with the sale contemplated herein in connection with the Property with a sales commission to be paid by Seller per a separate agreement. Buyer and Seller each agree to defend, indemnify and hold the other harmless from any claim, including cost of legal fees incurred in defending same, for real estate brokerage commissions or other fees asserted by any person as a result of dealings claimed to have been conducted with Buyer or Seller, as applicable.

8.5. Governing Law. This Agreement shall be governed by and construed in accordance with the laws of the State of Alabama.

8.6. Assignment. Neither Seller nor Buyer may assign this Agreement or any of their respective rights, duties or obligations hereunder without the prior written consent of the non-assigning party which consent shall not be unreasonably withheld. No assignment by Seller shall release Seller from liability for any breach of representations, warranties, or obligations arising prior to Closing.

MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026,
COMMISSION MEETING

8.7. Amendment. Neither this Agreement nor any of the provisions hereof can be changed, waived, discharged or terminated, except by an instrument in writing signed by both the Buyer and the Seller.

8.8. Counterpart Execution. This Agreement may be executed in counterparts, each of which will be deemed an original document, but all of which taken together will constitute one agreement. This document will not be binding on or constitute evidence of a contract between the parties until such time as a counterpart of this document has been executed by each party and a copy thereof delivered to the other party to this Agreement.

8.9. Attorney Fees. If either party institutes an action or proceeding against the other relating to the provisions of this Agreement or any default hereunder, the unsuccessful party to such action or proceeding will reimburse the successful party therein for the reasonable expenses of attorneys' fees and disbursements and litigation expenses incurred by the successful party.

8.10. Severability. If any clause or provision of this Agreement is illegal, invalid or unenforceable under any present or future law, the remainder of this Agreement will not be affected thereby. It is the intention of the parties that if any such provision is held to be illegal, invalid or unenforceable, there will be added in lieu thereof a provision as similar in terms to such provision as is possible and be legal, valid and enforceable.

8.11. Entire Agreement. This Agreement constitutes the entire agreement between Buyer and Seller relating to the sale of the Property, this Agreement supersedes, in all respects, all prior written or oral agreements, if any, between the parties relating to the sale of the Property, and there are no agreements, understandings, warranties or representations between Buyer and Seller except as set forth herein.

8.12. Effective Date. As used herein, the term "Effective Date" shall mean and refer to the date on which the last of Seller and Buyer, as applicable, executes this Agreement so that this Agreement has been fully executed by the parties hereto, as evidenced by the dates set forth below the respective signature blocks of Seller and Buyer set forth hereinbelow.

8.13. Excluded Liabilities. Buyer shall neither assume nor pay for nor be liable for any of Seller's agreements, liabilities, debts, responsibilities or obligations with respect to the Property or otherwise, whether direct, fixed or contingent, and whether existing or arising at any time prior or subsequent to the Closing Date, except and only to the extent otherwise provided herein.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed as of the Effective Date referenced herein.

SELLER:

THE SOULE CO

12

By: Lindsey Osborne
Its: President

Date of Execution: _____, 2026

STATE OF ALABAMA)
LIMESTONE COUNTY)

I, the undersigned authority, a Notary Public in and for said County, in said State, hereby certify that Lindsey Osborne, whose name as the agent and President of The Soule Co, a Florida corporation, is signed to the foregoing *Purchase and Sale Agreement* and who is known to me, acknowledged before me on this day that, being informed of the contents of the same, she, in such authorized capacities and with full authority, executed the same voluntarily for and as the act of said entity on the day the same bears date.

MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026,
COMMISSION MEETING

Given under my hand this the ____ day of _____, 2026.

{SEAL}

Notary Public
My Commission Expires: _____

BUYER:

LIMESTONE COUNTY, ALABAMA

By: Collin Daly
Its: Chairman
Date of Execution: _____, 2026

STATE OF ALABAMA)
LIMESTONE COUNTY)

I, the undersigned authority, a Notary Public in and for said County, in said State, hereby certify that Collin Daly, whose name as Chairman of the Limestone County Commission of Limestone County, Alabama, is signed to the foregoing *Purchase and Sale Agreement* and who is known to me, acknowledged before me on this day that, being informed of the contents of the same, he, in his capacity as such authorized agent and with full authority, executed the same voluntarily for and as the act of said entity on the day the same bears date.

Given under my hand this the ____ day of _____, 2026.

{SEAL}

Notary Public
My Commission Expires: _____

amendment does not materially increase the financial obligations of the County beyond those set forth in the Agreement as approved herein.

Section 3. Authorization to Execute Closing and Related Documents. The Chairman is hereby authorized to execute, deliver, and accept, on behalf of Limestone County, any and all documents, instruments, certificates, and agreements reasonably necessary or appropriate to consummate the closing of the transaction contemplated by the Agreement, including but not limited to the following:

- (a) Any earnest money deposit instructions or escrow agreements required in connection with the escrow deposit;
- (b) Agreements for title examination, title insurance commitments, and the issuance of an owner's title insurance policy;
- (c) Agreements for real property survey services;
- (d) Agreements for appraisal services;
- (e) Agreements for environmental inspection services, including Phase I and, if recommended, Phase II Environmental Site Assessment services;

MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026,
COMMISSION MEETING

- (f) Agreements for structural inspection services;
- (g) Any title affidavits, evidences of authority, or other documents required by the title company or escrow agent in connection with the closing;
- (h) Any deed, bill of sale, assignment, or other instrument of conveyance delivered by Seller at closing; and
- (i) Any other agreement, instrument, or document which the Chairman, in consultation with the County Attorney, deems reasonably necessary or appropriate to further or complete the closing of the transaction.

Section 4. Authorization of Expenditures. The Commission hereby authorizes the expenditure of funds reasonably necessary to complete the acquisition of the Property and the closing of the transaction, including but not limited to the earnest money deposit, the purchase price, costs of title examination and title insurance, survey costs, appraisal fees, environmental and structural inspection fees, recording fees, transfer taxes, escrow fees, attorney fees, and any other closing costs allocated to or assumed by the County under the terms of the Agreement or as otherwise reasonably necessary to consummate the transaction. All such expenditures shall be made from funds appropriated or otherwise lawfully available for such purpose.

Section 5. Delegation of Authority. The Chairman is hereby authorized to take any and all additional actions and to execute any and all additional documents on behalf of the County that he, in consultation with the County Attorney, deems necessary or appropriate to

carry out the intent of this Resolution and to complete the acquisition of the Property.

Section 6. Ratification. All prior actions taken by the Chairman or County staff in connection with the negotiation of the Agreement and the initiation of due diligence activities related to the Property are hereby ratified and confirmed.

Section 7. Effective Date. This Resolution shall take effect immediately upon its adoption by the Commission.

ADOPTED AND APPROVED by the Limestone County Commission at a duly noticed meeting held on this the 6th day of April, 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 LaDon Townsend and seconded by David Ruf to approve the renewal of the yearly service contract with Rapiscan Systems for the Rapiscan x-ray machine at the Limestone County Courthouse in the amount of \$5,139.00.



Rapiscan
systems
An OSI Systems Company

Service Contract Quote

2805 Columbus Bl.
Torrance, CA 90503
USA

T: (978) 252-8700
F: (978) 252-0533

Contract Proposal:

E095-CP-003528

Date:

6/1/2026

Expiration Date:

6/24/2026

VAT Reg:

Seller Reg:

Quotation Status: Created

Service Plan Type:	GOLD-PREPAID	Start Date:	6/1/2026	Invoice Period:	YEAR
		End Date:	5/31/2027	Amount:	5,139.00

BUYER:
Limestone County Commission
310 West Washington Street
ATHENS, AL 35611
USA

BILL TO:
Limestone County Commission
310 West Washington Street
ATHENS, AL 35611
USA

Buyer contact
Email:

Terms
Currency: USD
Payment terms: Net30

**MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026,
COMMISSION MEETING**

OBJECT ID	DESCRIPTION	SERIAL #	SERVICE PERIOD	LINE VALUE
FSI013101	RAPISCAN 618XRW, WBS, DUAL VOLT, 140KV	7151810	1	5,139.00
Note:				
TOTAL:				5,139.00

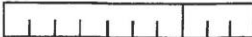
Note:

This Quotation/Proposal is subject to Rapiscan Service Terms and Conditions G502 (the "Service Terms"), available at www.rapiscansystems.com/termsandconditions. Notwithstanding the foregoing, if Buyer has a pre-existing framework agreement with Rapiscan under which it will place its order for the products and services identified in this Quotation/Proposal is subject to such pre-existing framework agreement. By accepting this Service Quotation and/or our performance hereunder, Buyer agrees to be bound by the Service Terms.

Buyer
Signature: _____
Name: _____
Title: _____
Date: _____

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 a Postage Lease Agreement with Pitney Bowes for a postage machine located at the Clinton St. Courthouse Annex for a period of 60 months.

pitneybowes NASPO ValuePoint FMV Lease Agreement (Option C)	 Agreement Number
---	---

Your Business Information

Full Legal Name of Lessee / DBA Name of Lessee		Tax ID # (FEIN/TIN)
LIMESTONE COUNTY COMMISSION		010830420

Sold-To: Address

100 S CLINTON STANNEX BUILDING, ATHENS, AL, 35611-2643, US

Sold-To: Contact Name	Sold-To: Contact Phone #	Sold-To: Account #
Ellen Morell	2562336400	0016721208

Bill-To: Address

310 W WASHINGTON ST, ATHENS, AL, 35611-2597, US

Bill-To: Contact Name	Bill-To: Contact Phone #	Bill-To: Account #	Bill-To: Email
Ellen Morell	2562336400	0016721207	ellen.morell@limestonecounty-al.gov

Ship-To: Address

100 S CLINTON STANNEX BUILDING, ATHENS, AL, 35611-2643, US

Ship-To: Contact Name	Ship-To: Contact Phone #	Ship-To: Account #
Ellen Morell	2562336400	0016721208

PO #

*

MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026,
COMMISSION MEETING

1	APKN	Account List Import/Export
1	C5CC	Sendpro C Auto 95
1	CAAB	Basic Cost Accounting
1	COVER-SPCA	Protective Dust Cover - SendPro C Auto
1	F9PG2	PowerGuard LE Service Package
1	ME1A	Meter Equipment - C Series
1	MP81	C Series Integrated Scale
1	PAB1	C Series Premium App Bundle

1	PTJ1	SendPro Online-PitneyShip
1	PTJA	PitneyShip Basic 1 User
1	PTJN	Single User Access
1	PTK1	Web Browser Integration
1	PTK2	SendPro C Series Shipping Integration
1	SJS2	Softguard For SendPro C500
1	SPACRK	Return Box - SendPro Auto C
1	STDSLA	Standard SLA-Equipment Service Agreement (for SendPro C Sending Technology)
1	ZH24	Manual Weight Entry
1	ZH29	HZ03 95 LPM Speed
1	ZHC5	SendPro C500 Base System Identifier
1	ZHD5	USPS Rates with Metered Letter
1	ZHD7	E Conf Services for Metered LTR. BDL
1	ZHWL	5lb/3kg Weighing Option for MP81

Your Payment Plan

Initial Term: 60 months	Initial Payment Amount:	
Number of Months	Monthly Amount	Billed Quarterly at*
60	\$ 148.73	\$ 446.19

*Does not include any applicable sales, use, or property taxes which will be billed separately.
If the equipment listed above is replacing your current meter, your current meter will be taken out of service once this lease commences.

- ☐ Tax Exempt Certificate Attached
- ☐ Tax Exempt Certificate Not Required
- ☒ Purchase Power® transaction fees included
- ☐ Purchase Power® transaction fees extra

Your Signature Below

By signing below, you agree to be bound by your State's/Entity's/Cooperative's contract, which is available at <http://www.pb.com/states> and is incorporated by reference. The terms and conditions of this contract will govern this transaction and be binding on us after we have completed our credit and documentation approval process and have signed below. If software is included in the Order, additional terms apply which are either (i) included in your State's contract which is available at <http://www.pb.com/states> or (ii) available by clicking on the hyperlink for that software located at https://www.naspovaluepoint.org/search/?term=pitney+bowes&page_ref=contractors. Those additional terms are incorporated by reference.

MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026,
COMMISSION MEETING

NASPO VALUEPOINT CTR056808; MA230000003750
State/Entity's Contract#

Lessee Signature

Print Name

Title

Date

Email Address

Pitney Bowes Signature

Print Name

Title

Date

Sales Information

Cynthia Volpecynthia.volpe@pb.com

Account Rep NameEmail AddressPBGFS Acceptance

US174885.42/23
©2023 Pitney Bowes Inc. All rights reserved.
Pitney Bowes Confidential Information

Page 3 of 3

Y103758985
See Pitney Bowes Terms for additional terms and conditions

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 an Agreement with Athens Main Street for renovation projects on the Courthouse lawn.
COURTHOUSE GROUNDS LANDSCAPING IMPROVEMENT AGREEMENT

This Courthouse Grounds Landscaping Improvement Agreement ("*Agreement*") is entered into as of the date last signed below, by and between LIMESTONE COUNTY, ALABAMA ("*County*"), a political subdivision of the State of Alabama, acting by and through the Limestone County Commission, 310 West Washington Street, Athens, Alabama 35611, and SPIRIT OF ATHENS, INC., an Alabama non-profit corporation doing business as Athens Main Street ("*Athens Main Street*"), 107 N. Jefferson Street, Athens, Alabama 35611 (jointly, the "*Parties*").

RECITALS

The County owns the Limestone County Courthouse and surrounding grounds at 200 West Washington Street, Athens, Alabama 35611 (the "*Courthouse Grounds*"). Athens Main Street desires to fund and install one-time landscaping improvements to the Courthouse Grounds as a community beautification initiative, and the County desires to permit such work and contribute funds toward the project, subject to the terms herein. The Courthouse Grounds contain or may contain historical items, structures, and monuments protected under the Alabama Memorial Preservation Act of 2017, Ala. Code § 41-9-232 et seq. (the "*Monument Act*"), and all work performed under this Agreement shall comply with those protections.

1. SCOPE OF WORK; COUNTY CONTRIBUTION

1.1. Grant of Authority. Subject to Section 2, the County grants Athens Main Street broad authority to plan, design, fund, and install landscaping improvements on the Courthouse Grounds (the "*Improvements*"), including without limitation: grading and soil preparation; installation, removal, or replacement of trees, shrubs, groundcover, turf, and planting beds; installation of irrigation systems and drainage features; and installation or replacement of walkway pavers, landscape lighting, benches, planters, and similar landscape furnishings.

1.2. Exclusions. Athens Main Street is not authorized to perform structural work on the Courthouse building, modify the Courthouse exterior, or disturb any utility system without prior written County approval.

1.3. One-Time Project; Maintenance Reverts to County. This Agreement authorizes a one-time improvement project only. Upon substantial completion or termination of this Agreement, all responsibility for maintenance of the Courthouse Grounds and Improvements shall revert exclusively to the County. Athens Main Street assumes no ongoing maintenance obligation.

1.4. County Financial Contribution. Notwithstanding any other provision of this Agreement, the County shall contribute a total of Eighty Thousand and 00/100 Dollars (\$80,000.00) toward the cost of the Improvements (the "*County Contribution*"). The County Contribution shall be disbursed to Athens Main Street or, at the County's election, paid directly to vendors or contractors on behalf of the project, in a manner and on a schedule to be agreed upon in writing by the Parties. The County Contribution shall be used exclusively for costs of the Improvements described in Section 1.1 and shall not be used for administrative overhead, fundraising expenses, or any purpose unrelated to the physical improvements to the Courthouse Grounds. Athens Main Street shall maintain accurate records of all expenditures of the County Contribution and shall provide the County with an itemized accounting of such expenditures upon request and upon completion of the project.

MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026, COMMISSION MEETING

1.5. County Purchase of Tables and Umbrellas. In addition to the County Contribution described in Section 1.4, the County shall separately purchase, using funds other than the County Contribution, such outdoor tables and umbrellas as the Parties mutually agree are appropriate for the Courthouse Grounds. The County shall retain title to all tables and umbrellas so purchased, and such items shall be deemed County property upon acquisition. Athens Main Street shall have no obligation to fund or procure such items.

1.6. Athens Main Street Funding Obligations. Except for the County Contribution and the County's separate purchase of tables and umbrellas as described in Sections 1.4 and 1.5, all remaining costs of the Improvements shall be the sole responsibility of Athens Main Street. Athens Main Street shall be responsible for raising, managing, and expending funds sufficient to complete the Improvements. The County shall permit Athens Main Street to use existing on-site water and utilities at no charge, solely to the extent reasonably necessary for the Improvements.

2. HISTORICAL PRESERVATION AND MONUMENT ACT COMPLIANCE

2.1. Prohibition. Athens Main Street shall not damage, destroy, alter, relocate, remove, or obscure any historical item, structure, marker, monument, memorial, statue, or plaque located on the Courthouse Grounds, whether or not formally designated, including the Courthouse building itself and any portion of its exterior or foundation.

2.2. Monument Act. All work shall comply with the Monument Act, Ala. Code § 41-9-232, et seq. Athens Main Street shall not relocate, remove, alter, or otherwise disturb any monument or memorial protected under the Monument Act without first obtaining all approvals required by law, including any required approval from the Committee on Alabama Monument Protection. Athens Main Street acknowledges its independent obligation to identify and comply with all Monument Act requirements before commencing work near any potentially protected item.

2.3. Pre-Work Survey; Stop-Work. Before commencing work in any area of the Courthouse Grounds, Athens Main Street shall survey that area and take reasonable steps to identify historical items, structures, or monuments that may be affected. Athens Main Street shall promptly notify the County in writing of any such items and shall not proceed with work affecting them until the Parties confirm in writing that the proposed work complies with this Section. The County may direct Athens Main Street to immediately stop any work that the County reasonably determines threatens a historical item, structure, or monument, and Athens Main Street shall comply without delay.

3. ADDITIONAL REQUIREMENTS

3.1. Safety and Public Access. Athens Main Street shall conduct all work in a manner that protects public safety and shall maintain reasonable public access to the Courthouse during business hours except as expressly agreed in writing by the County.

3.2. Hazardous Materials. Athens Main Street shall not use or release any hazardous materials, pesticides, herbicides, or regulated substances on the Courthouse Grounds except in strict compliance with all applicable law.

3.3. Compliance with Laws. Athens Main Street shall comply with all applicable federal, state, and local laws, ordinances, regulations, and permit requirements, including the Monument Act and applicable environmental, safety, and building codes.

3.4. No Signage or Branding. Athens Main Street shall have no right to erect or maintain any signs, banners, plaques, or promotional materials on the Courthouse Grounds without prior written approval of the County Commission.

3.5. Independent Contractor. Athens Main Street is an independent contractor. Neither Athens Main Street nor any of its employees, officers, volunteers, or subcontractors shall be deemed an employee or agent of the County. Athens Main Street shall ensure that any paid subcontractor is properly licensed under Alabama law.

4. TERM AND TERMINATION

4.1. Term. This Agreement commences on the date last signed below (the "*Effective Date*") and continues for eighteen (18) months, unless earlier terminated.

4.2. Termination for Convenience. Either Party may terminate this Agreement at any time, with or without cause, upon thirty (30) days' prior written notice.

4.3. Immediate Termination by County. The County may terminate immediately upon written notice if Athens Main Street: (a) fails to maintain required insurance; (b) commits a material breach not cured within five (5) business days after written notice, including any violation of Section 2; or (c) takes any action the County reasonably determines poses an immediate risk to public safety, the Courthouse building, or any historical item or monument.

4.4. Effect of Termination. Upon termination or expiration, all Improvements installed on the Courthouse Grounds become and remain the sole property of the County, and Athens Main Street shall have no right to remove them. Athens Main Street shall promptly remove all tools, equipment, and temporary materials from the Courthouse Grounds. In the event of termination prior to completion of the Improvements, the County's obligation to disburse any unpaid portion of the County Contribution shall cease as of the effective date of termination, and any portion of the County Contribution already disbursed to Athens Main Street but not yet expended on the Improvements shall be promptly refunded to the County. Sections 2, 5, and 6 survive termination or expiration.

MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026, COMMISSION MEETING

5. INSURANCE

5.1. Required Coverage. Prior to commencing work, Athens Main Street shall obtain and maintain throughout the Term, at its sole expense: (a) Commercial General Liability: \$1,000,000 per occurrence / \$2,000,000 aggregate; (b) Workers' Compensation: statutory limits under Alabama law, to the extent applicable; and (c) Employer's Liability: \$100,000 per occurrence, to the extent applicable.

5.2. Additional Insured; Certificates. All CGL policies shall name the Limestone County Commission, its elected officials, officers, employees, and agents as additional insureds. Athens Main Street shall provide certificates of insurance before commencing work and upon each renewal, and shall give the County at least thirty (30) days' prior written notice of any cancellation or material change. Failure to maintain required insurance is a material breach and grounds for immediate termination.

6. INDEMNIFICATION; DAMAGE TO PROPERTY

6.1. Indemnification. Athens Main Street shall defend, indemnify, and hold harmless the County, the Limestone County Commission, and their respective elected officials, officers, employees, and

agents from and against any and all claims, suits, losses, liabilities, damages, costs, and expenses, including reasonable attorneys' fees, arising out of or related to: (a) the negligence, gross negligence, or willful misconduct of Athens Main Street or its employees, agents, officers, volunteers, or subcontractors; (b) any bodily injury, death, or property damage caused by Athens Main Street or its personnel on or about the Courthouse Grounds; (c) any breach of this Agreement, including any violation of Section 2 or the Monument Act; or (d) any violation of applicable law by Athens Main Street or its personnel.

6.2. Governmental Immunity Reserved. Nothing in this Agreement waives any governmental or sovereign immunity to which the County or the Limestone County Commission may be entitled under Alabama law, nor any defense otherwise available to the County.

6.3. Damage to Property. Athens Main Street shall promptly notify the County of any damage to County property caused by Athens Main Street or its personnel and shall, at its sole expense, repair such damage to the County's reasonable satisfaction. In the event of damage to a historical item, structure, or monument, Athens Main Street shall bear all costs of restoration or remediation required by applicable law or reasonably required by the County.

7. GENERAL PROVISIONS

7.1. Governing Law; Venue. This Agreement is governed by the laws of the State of Alabama. Any dispute shall be subject to the jurisdiction of the courts of Limestone County, Alabama.

7.2. Entire Agreement; Amendment. This Agreement is the entire understanding of the Parties on its subject matter and supersedes all prior discussions and agreements. Modifications require a written instrument signed by authorized representatives of both Parties.

7.3. Severability. If any provision is found invalid or unenforceable, the remaining provisions continue in full force, and the invalid provision shall be modified to the minimum extent necessary to render it enforceable.

7.4. No Waiver. No failure to exercise any right or remedy operates as a waiver thereof, and no waiver of one breach constitutes a waiver of any subsequent breach.

7.5. Assignment. Athens Main Street may not assign this Agreement without the prior written consent of the County Commission.

7.6. Notices. All notices shall be in writing and delivered personally, by U.S. certified mail (return receipt requested), or by overnight courier to the addresses in the preamble of this Agreement (Attention: County Administrator for the County; Attention: Executive Director for Athens Main Street), or to such other address as a Party designates in writing.

7.7. Counterparts. This Agreement may be executed in counterparts, each of which is an original and all of which together constitute one instrument. Electronic and facsimile signatures are valid.

7.8. Authority. Each Party represents that it has full authority to enter into this Agreement and that the signatory below is duly authorized to act on its behalf.

SIGNATURES

IN WITNESS WHEREOF, the Parties have executed this Agreement as of the date last written below.

**MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026,
COMMISSION MEETING**

LIMESTONE COUNTY COMMISSION,
on behalf of Limestone County, Alabama,
a political subdivision of the State of Alabama

By: [Signature]
Printed Name: Collin Daly
Title: County Chairman
Date: 6/26/2026

SPIRIT OF ATHENS, INC., an Alabama non-profit corporation, d/b/a Athens Main Street

By: [Signature]
Printed Name: Tere Richardson
Title: Executive Director
Date: 6/26/26

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 Johnny Turner and seconded by Derrick Gatlin to approve a Training Reimbursement Agreement between Limestone County and Preston McFarland ("Employee"), for an HVAC training program.

TRAINING REIMBURSEMENT AGREEMENT

Limestone County, Alabama — Maintenance Department

This Training Reimbursement Agreement ("Agreement") is entered into as of the date last signed below, by and between Limestone County, Alabama, a political subdivision of the State of Alabama ("County"), and Preston McFarland, an employee of the County's Maintenance Department ("Employee").

1. PURPOSE

The County agrees to pay certain costs associated with the Employee's attendance at an approved HVAC training program, as described herein, in order to develop and retain qualified maintenance personnel. In consideration of the County's financial commitment, the Employee agrees to the terms and conditions set forth in this Agreement.

2. TRAINING PROGRAM

The County will enroll and pay for the Employee to attend the following program:

Program Name: _____
Provider: _____
Location: _____
Duration: Eight (8) weeks
Anticipated Start Date: _____
Anticipated End Date: _____

3. COVERED COSTS

The County shall pay directly, or reimburse the Employee for, the following costs upon presentation of receipts or invoices ("Training Costs"):

- (a) Tuition and course enrollment fees; and
- (b) Required books and course materials.

No other costs or expenses shall be considered Training Costs for purposes of this Agreement unless approved in advance and in writing by the County.

MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026, COMMISSION MEETING

4. EMPLOYEE OBLIGATIONS

The Employee agrees to:

- (a) Attend all scheduled sessions of the training program and make reasonable good-faith efforts to complete the program successfully;
- (b) Promptly notify the department head of the County's Maintenance Department of any absence, withdrawal, or change in program status; and
- (c) Remain employed by the County for a period of three (3) years following the final date of the training program ("Retention Period"), subject to the repayment provisions in Section 5.

5. REPAYMENT OBLIGATION

5.1 Obligation to Repay. If the Employee separates from County employment for any reason — including voluntary resignation, retirement, termination with or without cause, or any other form of separation — before the expiration of the Retention Period, the Employee shall repay the County the Training Costs in accordance with the schedule set forth in Section 5.2.

5.2 Repayment Schedule. The amount owed shall be calculated as follows:

- (a) Separation during Year 1 (within 12 months following the end of training): 100% of Training Costs.
- (b) Separation during Year 2 (between 12 and 24 months following the end of training): 66.67% of Training Costs.
- (c) Separation during Year 3 (between 24 and 36 months following the end of training): 33.33% of Training Costs.
- (d) Separation after the expiration of the Retention Period: No repayment obligation.

5.3 Method of Repayment. The County may, in its sole discretion and to the extent permitted by applicable law, recover any amount owed under this Section by: (a) deducting the amount from the Employee's final paycheck(s) or any other amounts owed to the Employee at separation, subject to the payroll deduction authorization in Section 7 and applicable wage payment laws; and/or (b) pursuing collection through any other lawful means.

5.4 Repayment Due Date. Any balance not recovered through payroll deduction shall be due and payable to the County within thirty (30) days of the Employee's last day of employment.

6. FAILURE TO COMPLETE TRAINING

If the Employee voluntarily withdraws from, or is dismissed from, the training program before completion, the full amount of Training Costs paid or incurred by the County as of the date of withdrawal or dismissal shall become immediately due and payable, and the repayment schedule in Section 5.2 shall not apply.

7. PAYROLL DEDUCTION AUTHORIZATION

The Employee hereby voluntarily authorizes Limestone County to deduct from the Employee's final paycheck(s), accrued leave payouts, or any other compensation owed at the time of separation, any amount due and owing to the County under Section 5 or Section 6 of this Agreement. The Employee understands and agrees that:

- (a) This authorization is given freely and voluntarily as a condition of receiving the training benefit described herein;
- (b) The deduction(s) authorized herein may reduce the Employee's final paycheck(s) below the applicable minimum wage, and the Employee expressly consents to such reduction to the extent permitted by applicable law;
- (c) If the final paycheck(s) and other amounts owed at separation are insufficient to satisfy the full repayment obligation, the remaining balance shall be due within thirty (30) days of the Employee's last day of employment as provided in Section 5.4; and

**MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026,
COMMISSION MEETING**

(d) This authorization shall remain in effect for the duration of the Employee's employment with the County and shall survive separation of employment to the extent necessary to carry out its purpose.

8. GOVERNING LAW

This Agreement shall be governed by and construed in accordance with the laws of the State of Alabama. Any dispute arising hereunder shall be subject to the jurisdiction of the courts of Limestone County, Alabama.

9. SEVERABILITY

If any provision of this Agreement is found to be invalid or unenforceable, the remaining provisions shall continue in full force and effect.

10. ENTIRE AGREEMENT

This Agreement constitutes the entire understanding of the parties with respect to the subject matter herein and supersedes all prior discussions or agreements. This Agreement may only be modified by a written instrument signed by both parties.

ACKNOWLEDGMENT

By signing below, the parties certify that they have read this Agreement in its entirety, fully understand its terms, and are executing it voluntarily.

EMPLOYEE, PRESTON McFARLAND:

Signature: _____
Date: _____
Printed Name: _____
Position / Title: _____

FOR LIMESTONE COUNTY, ALABAMA:

Signature: _____
Date: _____
Printed Name: _____
Title: _____

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.

MOTION was made by David Ruf and seconded by Derrick Gatlin to approve to apply for 25 body cameras for Corrections Officers through The Byrne Memorial Justice Assistance Grant (Department of Justice). The total estimated cost is \$97,523.50 with no county match.

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

MOTION was made by LaDon Townsend and seconded by Johnny Turner to approve an Electronic Monitoring Participant Contract and authorize Community Corrections to enter into agreements with Electronic Monitoring Program participants in the form approved.

MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026,
COMMISSION MEETING



Mandy Morgan
Director

LIMESTONE COUNTY COMMUNITY CORRECTIONS
505 South Jefferson Street
Athens, Alabama 35611
(256) 216-3437

ELECTRONIC MONITORING PROGRAM (EMP)
PARTICIPANT RULES, REGULATIONS, AND PAYMENT AGREEMENT

Participant: _____
Date of Birth: _____ Phone: _____
Address: _____
City: _____ State: _____ Zip: _____

Assigned GPS Ankle Monitor: BI LOC8XT _____.

Date of Installation: ____/____/____.

- 1. **PURPOSE**
The Participant has been approved or ordered to participate in the Electronic Monitoring Program (EMP). This Agreement establishes the rules, responsibilities, and payment obligations associated with participation in the program.
- 2. **PROCESSING FEE**
The Participant agrees to pay a **one-time processing and enrollment fee of \$185.00**, due prior to installation of the electronic monitoring device. This fee is non-refundable.
- 3. **PRORATED DAILY MONITORING FEE**
The Participant agrees to pay a **prorated monitoring fee of \$6.00 per day** for electronic monitoring services until the first day of the next month.
- 4. **MONTHLY PROGRAM FEE**
The Participant agrees to pay a **\$215.00 monthly program fee**, which includes supervision and drug screening services as required by the program. Charges begin on the date the device is installed and end on the date the device is removed.
- 5. **PAYMENT REQUIREMENTS**
Payments must be made according to the following schedule:

Total Due at Installation (includes Processing and Prorated Fees): \$_____.

First Monthly Payment Due Date: _____.

Payment is due within the first five (5) business days of each month. Participants must remain current on all Electronic Monitoring fees during their participation in the program.

MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026,
COMMISSION MEETING

Accepted Payment Methods:

- ☐ Cash
- ☐ Money Order

6. EQUIPMENT RESPONSIBILITY

The Participant acknowledges receipt of electronic monitoring equipment and agrees to maintain the device in proper condition at all times. The Participant agrees to return the device and any other equipment in the same condition as received.

The Participant agrees:

- Not to tamper with, alter, or remove the monitoring device.
- To keep the device charged and operational.
- To follow all instructions provided by program staff.

The Participant is **financially responsible for any damage, destruction, loss, or tampering of the electronic monitoring equipment**. The Participant may be required to pay replacement or repair costs if the device is damaged or not returned.

7. PROGRAM COMPLIANCE

The Participant agrees to comply with all rules and requirements of the Electronic Monitoring Program, including but not limited to:

- Maintaining approved schedules or location restrictions.
- Remaining within set perimeters.
- Reporting as directed by program staff.
- Submitting to drug screening when required.
- Maintaining contact with program personnel.

Failure to comply with program rules or payment obligations will result in **notification to the court** and may result in removal from the program and a warrant being issued.

8. TERMINATION FROM PROGRAM

Participation in the Electronic Monitoring Program may be terminated for violations including non-payment, tampering with equipment, failure to report, or other non-compliance. Any termination will be reported to the Court.

9. ACKNOWLEDGEMENT

By signing below, the Participant acknowledges that they have read, understand, and agree to comply with the terms and conditions of this Electronic Monitoring Program Agreement.

Participant Signature

Date

LCCC Staff Signature

Date

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

MOTION was made by Derrick Gatlin and seconded by David Ruf to approve a contract with the vendor and Community Corrections for electronic monitoring pending County Attorney approval.

MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026, COMMISSION MEETING

This Electronic Monitoring Service Agreement ("Agreement") is made between BI INCORPORATED ("BI"), a Colorado corporation with its principal place of business at 6265 Gunbarrel Avenue, Suite B, Boulder, CO 80301 and LIMESTONE COUNTY COMMISSION ("Agency") with its principal place of business at 310 West Washington Street, Athens, AL 35611.

This Agreement is effective as of the date of the last signature below ("Effective Date"). Capitalized terms in this Agreement have the meanings as set forth in Section 16, as defined where used in this Agreement, or if not in the foregoing, based on their context, as commonly used within the industry. The parties agree as follows:

1. **PURCHASE OF SERVICES.** Pursuant to the terms of this Agreement and orders accepted by BI, Agency may purchase, and BI shall sell to Agency certain Monitoring Services as listed on Schedule A, attached hereto and incorporated herein.

2. **MONITORING SERVICE**

2.1 Description. The "Monitoring Service" as set forth in Schedule A may include Equipment or Units, Software Applications, and/or access to BI's central host computer system running the Software Applications. Units are issued to the customers or placed on Clients by the Agency. The Units communicate with the Software Applications through cellular telephone service or the Client's landline telephone service, which are subject to the telco terms and conditions.

2.2 System Maintenance. Agency acknowledges that BI must perform periodic maintenance on the host computer systems. The system may be inaccessible during the performance of such maintenance. BI will exercise commercially reasonable efforts to notify Agency via e-mail or phone in advance of any such maintenance.

3. **BI's SERVICES**

3.1 Training.

3.1.1 Initial Training. BI will provide an initial training session at no cost to Agency regarding the operation and use of the Monitoring Services elected. Agency is required to complete training prior to the commencement of marketing or selling the Monitoring Services under this Agreement. No login ID will be activated until and unless the assigned user has successfully completed training.

3.1.2 BI TotalAccess Training. All BI TotalAccess training sessions shall be conducted via a remote service such as web conferencing or in person upon request by the Agency.

3.1.3 Additional Training. Additional training is available subject to applicable service fees.

3.2 Agency Support. BI will make reasonable efforts to provide Agency with answers to specific Agency support requests as related to the Equipment, Monitoring Services, and overall operation of the electronic monitoring program. BI will supply Agency with an address for e-mail and a 1-800 toll free number for questions and / or feedback.

3.3 Rental Maintenance. BI shall maintain the Equipment at its expense. Maintenance will be performed at BI's facility. Notwithstanding such obligation, unless otherwise specified in Schedule A, Agency shall be responsible for the replacement cost of lost or missing Equipment and/or the cost of required repairs necessitated by (i) Agency's negligence or (ii) the damage or destruction of the Equipment by parties other than BI, including but not limited to Client's mishandling of Equipment. Shipment shall be in accordance with BI's Return Material Authorization (RMA) Policy described in subsection 4.5 below.

3.4 Telecommunications Service. Certain BI products require wireless telecommunications service ("Telco Service") in order to transmit voice and/or data from the device. BI products requiring Telco Service include BI TAD Plus Cellular, BI Mobile, BI LOC8 XT, BI HomeGuard 20/20 Cellular, and BI SL3. BI products requiring Telco Service may change from time to time. Agency is responsible for payment to BI of charges for Telco Service, which are included in the Unit Rental Charge for Units supplied by BI. Failure to pay these charges may result in suspension or termination of Telco Service, without which the device cannot transmit monitoring or tracking information to Agency.

3.5 Service Interruption. Monitoring Services may be temporarily interrupted, refused or limited at any time because of transmissions limitations caused by atmospheric and topographical factors outside of BI's or the telecommunications service provider's control, or equipment modifications, upgrades, repairs or similar other activities. Individual data transmissions may be involuntarily delayed for a variety of reasons, including the above, weak batteries, system over-capacity, and the Client's movement outside of the service area.

**MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026,
COMMISSION MEETING**

4. EQUIPMENT AND UNITS

4.1 Supplied by BI. All orders for Units are subject to BI’s reasonable review and acceptance consistent with this Agreement. BI shall have no liability to Agency with respect to orders that are not accepted. Subject to availability of the Units, BI shall supply a sufficient quantity of Units to meet Agency’s need subject to notice from Agency of such need at least five (5) business days prior to shipment. Agency agrees that it shall assist BI in forecasting its Unit needs. All Units or other Equipment supplied by BI hereunder shall be subject to all charges set forth in Schedule A, as applicable. Agencies utilizing such BI supplied Equipment, and except as expressly set forth otherwise on Schedule A, shall be entitled to receive, at no additional charge, a reasonable quantity of Supplies and tool kits (Unit activator, lead cutter, allen driver) to maintain Agency’s electronic monitoring program in accordance with the prices set forth on Schedule A.

4.2 Supplied by Agency. Agency may, subject to prior written approval by BI, supply its own equipment or participant equipment to be utilized in connection with the Monitoring Services. Any such equipment must be compatible with the Monitoring Services. Equipment supplied by Agency will not be subject to the rental charges set forth in Section 6.1. All other charges as set forth in Section 6 are considered applicable and are payable by Agency in accordance with the terms and conditions set forth in Section 6. In no event is Agency entitled to Supplies for equipment owned or supplied by Agency.

4.3 Inspection of Equipment. Upon two (2) business days’ prior notice, BI shall have the right to enter on the premises where the Equipment may be located during normal business hours for the purpose of inspecting and observing its use or conducting an inventory count.

4.4 Freight. BI will pay for the cost to ship Units and other Equipment, Supplies and accessories to Agency and to ship Units and other Equipment from Agency pursuant to the RMA policy below. Agency may request shipping methods other than ground delivery, in which event Agency will pay for the full cost of such alternative shipping method.

4.5 Return Material Authorization (RMA) Policy. Freight charges to and from BI’s facility for Equipment eligible for return hereunder shall be paid by BI when pre-authorized by a Return Material Authorization (RMA) number issued by BI’s Customer Business Services Department and only when BI’s pre-printed shipping labels are used. BI’s pre-printed shipping labels provide Agency with ground delivery to BI’s facility. Freight charges incurred by BI for Equipment which is returned in a manner which is inconsistent with BI’s pre-printed shipping labels, without an RMA number, are not eligible for BI rental maintenance (e.g., Client or Agency damaged the Equipment) will be charged back to Agency. BI’s Customer Business Services Department is available to the Agency Monday through Friday from 8:00 am to 5:00 PM Mountain Time by calling 1-800-241-5178.

5. AGENCY’S OBLIGATIONS.

5.1 Agency represents and warrants during the Term that Agency shall:

- (i) retain complete authority and responsibility for Client selection, enrollment and alert management;
- (ii) be responsible for all liaison work with the involved courts and/or agencies;
- (iii) fulfill all Agency requirements to access and utilize the Monitoring Service;
- (iv) perform or oversee orientation and Equipment guidelines in compliance with applicable BI policies;
- (v) ensure that applicable Equipment responsibility and use forms are acknowledged and signed by the Clients prior to receipt of Equipment;
- (vi) be responsible for the proper use, management and supervision of Equipment; and
- (vii) ensure that users have completed training in access and use of the Monitoring Service, including BI TotalAccess.

5.2 Agency represents and warrants during the Term that it shall: (1) notify its customers and Clients that Monitoring Services should only be used for the purposes and in the manner for which they were designed and supplied, and that warning notices should not be removed or obscured, (2) pass through all applicable Documentation provided by BI to its customers and Clients, (3) not remove or obscure any warning notices displayed on Equipment, (4) not breach any customer or Client agreement; (5) not mishandle or use the Monitoring Services in an unauthorized manner or authorize or promote a customer or Client to do so; (6) not use or promote the use of any Monitoring Services in combination with equipment, software, or other items not intended or authorized for use with the Equipment, or in an application or environment for which they were not designed, or authorize or promote a customer or Client to do so; and (7), not make any statements, claims, representations or warranties relating to Monitoring Services, other than as authorized or made by BI in writing.

MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026, COMMISSION MEETING

6. COST OF SERVICES

6.1 Unit Rental Charge. If renting Units from BI, Agency shall pay to BI a daily rental rate for each Unit, or component thereof as applicable, provided by BI unless otherwise expressly stated on Schedule A (the "Unit Rental Charge"). The Unit Rental Charge is as set forth on Schedule A, and may be revised on a periodic basis upon reasonable prior written notice from BI to Agency. Agency or its Clients continued use of the rented Units, or components thereof as the case may be, acknowledges and accepts such modified Unit Rental Charge.

6.2 Service Charge. In addition to the Unit Rental Charge, every Active Unit is subject to a daily service charge for the active Monitoring Service as set forth in Schedule A. For every Active Day, Agency shall pay to BI an amount based upon the daily service charge.

6.3 Payment Terms. BI will invoice Agency on a monthly basis for all charges incurred during the month. Payment shall be made by Agency to BI within thirty (30) days of invoice date. Interest on any amount which is past due shall accrue at the rate of 1-1/2% per month, or if such rate exceeds the maximum rate allowed by law, then at such maximum rate, and shall be payable on demand.

6.4 Taxes. Except for BI's net income, Agency will pay, as the same respectively come due, all taxes and governmental charges of any kind whatsoever together with any interest or penalties that may at any time be lawfully assessed or levied against or with respect to such item of equipment or services.

7. TERM, TERMINATION, RENEWAL

7.1 Term. The initial term of this Agreement is for one (1) year from the Effective Date, and will renew automatically for succeeding periods of one (1) year each on the anniversary of its original effective date unless otherwise terminated as provided for herein (collectively, the "Term").

7.2 Termination for Convenience. This Agreement may be terminated for convenience by either party upon sixty (60) days prior written notification to the other party.

7.3 Notice. Except as otherwise expressly set forth in this Agreement, all notices with respect to this Agreement shall be in writing and signed by a duly authorized representative of the party. Notices shall be sent by certified mail, overnight international courier with tracking, or physically delivered by messenger. Notices shall be deemed received within five (5) days if sent by certified mail, and within one (1) day if sent by overnight international courier, and day of if delivered by messenger.

7.4 Termination for Default. This Agreement may be terminated by a party upon prior written notice to the other party if the other party defaults on any responsibility and/or obligation under this Agreement, or is in breach of the Agreement, and does not remedy such default or breach within thirty (30) days following the date of receipt of such notice.

7.5 Return. Upon expiration or termination of this Agreement, Agency shall immediately return all BI property due to BI. In the event BI's Units, unused supplies and other such property are not returned within seven (7) days, Agency shall pay to BI ten dollars (\$10.00) per Unit per day until BI has all such Units and other property in its possession. BI is entitled to full payment for services rendered and accepted by Agency whether during the Term or thereafter.

7.6 Survival. The following sections (and their subsections) shall survive the termination of this Agreement: 6, 7.3, 7.5, 7.6, 8 through 16, and all defined terms used within the foregoing.

8. LIMITATION OF LIABILITY

8.1 Agency will be responsible for the proper use, management and supervision of the Equipment. Agency agrees that BI will not be liable for any damages caused by Agency's failure to fulfill its responsibilities set forth in this Agreement.

8.2 Disclaimer of Warranty. EXCEPT AS EXPRESSLY SET FORTH IN THIS AGREEMENT, BI EXCLUDES ALL WARRANTIES OF MERCHANTABILITY AND FITNESS FOR A PARTICULAR PURPOSE, INCLUDING, BUT NOT LIMITED TO, THE MONITORING SERVICE, SOFTWARE APPLICATIONS OR EQUIPMENT. THE EXPRESS WARRANTIES IN THIS AGREEMENT ARE IN LIEU OF ALL OTHER WARRANTIES, EXPRESSED OR IMPLIED. BI EXPRESSLY DISCLAIMS THAT THE MONITORING SERVICE, SOFTWARE APPLICATIONS OR EQUIPMENT ARE IMPERVIOUS TO TAMPERING, COMPLETE, ACCURATE, RELIABLE, ERROR FREE OR FREE FROM VIRUSES OR OTHER HARMFUL COMPONENTS, THAT THE PRODUCTS AND SERVICES WILL BE CONTINUOUSLY AVAILABLE, OR THAT DATA ENTERED ARE SECURE FROM UNAUTHORIZED ACCESS.

8.3 Limitation of Damages. IN NO EVENT WILL BI BE LIABLE FOR ANY INDIRECT, SPECIAL, INCIDENTAL OR CONSEQUENTIAL DAMAGES, EVEN IF BI HAS KNOWLEDGE OF THE POSSIBILITY OF THE POTENTIAL LOSS OR DAMAGE, IN CONNECTION WITH OR ARISING OUT OF THE PROVIDING, PERFORMANCE, OR USE OF THE MONITORING SERVICE, SOFTWARE APPLICATIONS OR EQUIPMENT PROVIDED UNDER THIS AGREEMENT. BI'S DIRECT LIABILITY UNDER THIS AGREEMENT SHALL NOT EXCEED THE FEES PAID BY AGENCY DURING THE TWELVE MONTHS IMMEDIATELY PRIOR TO THE EVENT THAT GAVE RISE TO THE CLAIM.

8.4 Acts. IN NO EVENT DOES BI ASSUME ANY RESPONSIBILITY OR LIABILITY FOR ACTS THAT MAY BE COMMITTED BY PERSONS AND/OR CLIENTS THAT ARE SUBJECT TO AGENCY'S ELECTRONIC MONITORING PROGRAM.

MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026, COMMISSION MEETING

8.5 Telecom; Supplied Equipment. Agency recognizes and acknowledges that information is transmitted via third-party telecommunications service providers. BI makes no representations or warranties regarding carriage of information over any communications medium not directly controlled by BI, including, but not limited to, wireless and land-line telecommunications services. Further, BI shall not be liable for any interruption of service or non-transfer of information due to updates, interruptions, temporary outage, downtime or other failure to any software or system that is not directly in BI's control. Agency recognizes and acknowledges that equipment supplied by Agency, including participant equipment, is not in BI's control. BI makes no representations or warranties regarding such equipment. Further, BI shall not be liable for any interruption of service or non-transfer of information due to failure of equipment supplied by Agency, including participant equipment, or any acts of participants using such equipment. BI agrees to notify Agency as soon as is practicable in the event it becomes aware of any such interruption affecting the performance of the Monitoring Services or BI Equipment.

9. INDEMNIFICATION

9.1 Indemnification Obligation. Each party shall indemnify, defend and hold harmless ("Indemnifying Party") the other party, and its affiliates, and their respective directors, officers, and employees (collectively, the "Indemnified Party"), from and against any third party claims, demands, investigations, suits, or causes of action, and all damages, fines, penalties, other costs and attorney's fees arising therefrom and in connection with the adjudication of the claims for which Indemnifying Party is required to defend the Indemnified Party, or any settlement of such claims (each, a "Claim") relating to or arising out of (i) the Indemnifying Party's breach of this Agreement; (ii) the gross negligence or willful misconduct of the Indemnifying Party; provided, however, Indemnifying Party's obligation to indemnify and defend as set forth above shall be reduced to the extent the Claim or portion thereof is caused by the Indemnified Party's gross negligence, willful misconduct or breach of this Agreement; or (iii) with respect to Agency as the Indemnifying Party, all Claims from a customer or Client or its representatives, and all liability resulting from the acts committed by Clients and those persons subject to Agency's electronic monitoring program.

9.2 Indemnification Process. A party's obligations to indemnify the other party with respect to any Claim shall be conditioned upon the Indemnified Party: (i) providing the Indemnifying Party with prompt written notice of such Claim (provided that failure to provide such notice shall not relieve the Indemnifying Party from its obligations under this Section 9 unless the Indemnifying Party's ability to defend or settle the subject Claim has been materially prejudiced), (ii) permitting the Indemnifying Party to assume and solely control the defense of such Claim and all related settlement negotiations, with counsel chosen by the Indemnifying Party, and (iii) cooperating at the Indemnifying Party's request with the defense or settlement of such Claim, which cooperation shall include providing reasonable assistance and information at no cost to the Indemnifying Party. The Indemnifying Party may not settle any Claim unless the terms of the settlement include a full release of the Indemnified Party and does not involve any payment or performance by the Indemnified Party. The Indemnified Party shall have the right to approve any settlement in which the Indemnified Party is required to admit any culpability or that would in the Indemnified Party's reasonable opinion damage its business reputation. Nothing herein will restrict the right of a party to participate in a Claim through its own counsel and at its own expense.

10. OWNERSHIP AND CONFIDENTIALITY/NONDISCLOSURE OBLIGATIONS

10.1 Intellectual Property. As between the parties hereto, BI shall retain all ownership interests in all parts of the Monitoring Services. All rights owned by BI that are not granted by this Agreement, including the right to derivative works, are reserved to BI. All rights, powers and privileges which arise out of this Agreement are, and shall remain at all times, the sole and exclusive property of BI. Nothing contained in this Agreement shall be deemed to convey to Agency any title or ownership interest in the Equipment or Documentation.

10.2 Confidential Information. Agency agrees to hold in confidence and not disclose to any party, other than authorized employees under similar terms of confidentiality as set forth herein, the Documentation or any confidential information or trade secrets of BI.

10.3 Access. BI will issue Agency a login ID and a password for use in accessing BI TotalAccess and the specific Client information for Agency. The confidentiality of the Monitoring Service and Client information is dependent upon Agency's careful and secure control of the login ID and password. Agency agrees to maintain its password as private and confidential and to take all reasonable measures to maintain the careful control and security of the login ID and password. Agency agrees that each employee or contractor, to be

EMLimestoneCtyCommC_AL26

Page 4 of 8

authorized to work with or to have access in any way to the Documentation or trade secrets hereunder, shall agree to be bound by confidentiality, nondisclosure, use, and copying restrictions consistent with those of this Agreement. Agency agrees to notify BI immediately of the existence of any circumstances surrounding any unauthorized knowledge, possession, or use of the login ID and password or any part thereof by any person or entity. BI is not responsible for breaches in security resulting from third party access to Agency's password or account.

10.4 Prohibited Use. Agency shall not itself and also shall not knowingly permit any of its employees, subcontractors, or sublicensees to alter, maintain, enhance, or otherwise modify any part of the Monitoring Service, other than strictly to input, access and update information relating to Clients, as permitted by this Agreement. Agency shall not reverse engineer, reverse compile, reverse assemble or do any other operation or analysis with the Monitoring Service or associated software, hardware, and technology that would reveal any of BI's confidential information, trade secrets, or technology. Agency shall not, and shall take all reasonable actions to cause its employees, agents and subcontractors, if any, not to, during the Term or at any time thereafter, divulge, communicate or utilize, other than in the performance of Agency's obligations under this Agreement, any Confidential Information which Agency's or such person has acquired or may acquire, whether technical or non-technical, relating to the business and affairs of BI.

10.5 Restricted Access. Agency agrees not to make any attempt to gain any unauthorized access to any other user's account or to the systems, networks or databases of the Monitoring Service other than Agency's specific Client information as specifically permitted herein. Violations of the Monitoring Service security system are prohibited and are deemed a material breach of this Agreement and may be reported to applicable authorities. All access to Software Applications are subscription based, and the rights to access such services expire upon the expiration of the applicable order or upon Agency's failure to pay for such services (i.e., services are not perpetual).

11. INSURANCE. Each party hereto shall maintain comprehensive general liability insurance, including acts, errors or omissions and contractual liability insurance, in an amount not less than \$1,000,000. Upon request, the parties hereto shall furnish to the other a certificate of insurance or other evidence that the required insurance is in effect.

12. FORCE MAJEURE. BI shall not be liable for any delay in the performance or nonperformance which is due to causes beyond BI's reasonable control.

13. GENERAL

13.1 Agreement. Any provision of this Agreement which is found to be prohibited by law shall be ineffective to the extent of such prohibition without invalidating the remainder of this Agreement. Preprinted terms and conditions of any purchase order or other instrument issued by Agency in connection with this Agreement which are in addition to or inconsistent with the terms and conditions of this Agreement will not be binding on BI and will not apply to this Agreement and are hereby rejected by BI. The entire agreement between the parties with respect to the subject matter hereof is contained in this Agreement and the referenced attachments hereto. No prior or contemporaneous negotiations, understandings, or agreements shall be valid unless in writing and signed by authorized representatives of each party. This Agreement shall be binding on and inure to the benefit of the parties hereto and their representatives, successors and assigns.

MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026,
COMMISSION MEETING

13.2 Execution. This Agreement may be executed in any number of and by the different parties hereto on separate counterparts, each of which when so executed shall be deemed to be an original, and such counterparts shall together constitute but one and the same instrument.

13.3 Independent Contractor. Nothing herein shall be construed to create a joint venture or partnership between the parties hereto or an employee/employer relationship. Agency shall be an independent contractor pursuant to this Agreement. Neither party hereto shall have any express or implied right or authority to assume or create any obligations on behalf of or in the name of the other party or to bind the other party to any contract, agreement or undertaking with any third party. Agency acknowledges that it has not paid a franchise fee of any kind to BI to enter into this Agreement. The parties acknowledge that there is no community of interest between Agency and BI.

13.4 Compliance With Law. Each party shall, at its sole cost and expense, comply with all applicable laws, rules, regulations, decrees, and other requirements (as each of the foregoing may be amended or modified from time to time) relating to or affecting this Agreement and Equipment.

14. GOVERNING LAW. This Agreement shall be governed by and construed in accordance with the laws of the State of Alabama. In the event that a dispute arises with respect to any of the provisions herein contained or any other matter affecting the relationship between BI and Agency it shall be resolved by arbitration in Denver, Colorado in accordance with the rules and procedures of the American Arbitration Association, and judgment upon the award rendered may be entered into any court having jurisdiction. All attorneys’ fees and associated expenses (including arbitration and or court costs, witness fees and other reasonable expenses) shall be awarded to the prevailing party.

15. ASSIGNMENT AND SUBCONTRACTING. This Agreement may not be transferred or assigned by Agency or by operation of law to any other person, persons, firms, or corporation without the express written consent of BI. BI shall have the right to subcontract any and all services set forth under this Agreement, so long as BI remains primarily responsible hereunder.

16. DEFINITIONS.

- 16.1 “Active Unit”** means a Unit which is assigned to a Client and activated in TotalAccess.
- 16.2 “Active Day”** means any day, or any portion thereof, in which there is an Active Unit.
- 16.3 “Authorized Personnel”** means those persons selected by Agency who are authorized to enroll Clients and select or adjust notification options.
- 16.4 “Client”** means a person subject to Agency’s electronic monitoring program.
- 16.5 “Confidential Information”** means any information which is marked, or should be reasonably understood to be, confidential, proprietary, or trade secrets of BI.
- 16.6 “Documentation”** means user guides, reference manuals, and other documentation provided by BI in connection with the Equipment, and Software Applications used under this Agreement. The Documentation is incorporated herein by this reference and will be provided upon execution of this Agreement.
- 16.7 “Equipment” or “Unit”** means manufactured products and third party products provided by BI, including, but not limited to, GPS tracking devices, radio frequency monitoring devices, transmitters, Drive-BI Monitors, and alcohol monitoring devices.
- 16.8 “GPS”** means a global positioning system.
- 16.9 “Software Application”** means software applications made available by BI for use by Agency and/or Clients under this Agreement, including, but not limited to, BI TotalAccess®, BI Analytics®, BI Notifi® and BI SmartLINK®.
- 16.10 “Supplies”** means straps, latches, batteries, and similar items for the Equipment.

IN WITNESS WHEREOF, the parties have executed this Agreement by their duly authorized representatives.

BI INCORPORATED

LIMESTONE COUNTY COMMISSION

Signature

Signature

Isabel Yang

Collin Daly

Printed Name

Printed Name

Executive Vice President

County Chairman

Printed Title

Printed Title

Date

Date

April 23, 2026

MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026,
COMMISSION MEETING

SCHEDULE A
TO THE
ELECTRONIC MONITORING SERVICE AGREEMENT
Agreement No. 040226MS1 ("Agreement")
between
BI INCORPORATED ("BI")
and
LIMESTONE COUNTY COMMISSION("Agency")

- I. **Spares Billing Deferment** - Following execution of this Agreement, Agency will be granted a sixty (60) day ramp-up period before billing of spares will commence for LOC8 XT and SmartLINK.
- II. **Equipment: Services and Fees** - Pursuant to Section 6 of the Electronic Monitoring Service Agreement, the cost to Agency for the services rendered by BI is as follows:

Service Type – Standard

A. BI LOC8[®] XT UNIT

OPTION A: LOC8 XT WITH 1.30.W5.C30.ZX SERVICE:

GPS Collection Rate once (1) per minute, Data Transmission every 30 minutes, Wi-Fi Locate every 5 minutes (If GPS not found), Cell Tower Locate every 30 minutes (If GPS not found), with Data Transmission at Zone Crossing.

OPTION B: LOC8 XT WITH 1.720.W5.C30.ZX SERVICE:

GPS Collection Rate once (1) per minute, Data Transmission every 720 minutes, Wi-Fi Locate every 5 minutes (If GPS not found), Cell Tower Locate every 30 minutes (If GPS not found), with Data Transmission at Zone Crossing.

LOC8 XT Component Rental Charge:	\$1.80	per day per Unit from BI inventory.
LOC8 XT Monitoring Service Charge:	\$1.35	per Unit per Active Day.
Total LOC8 XT Charges:	\$3.15	per Unit per day.

ADDITIONAL SERVICES:

- 1. LOC8 XT Unit No-charge Spares:** Each month during the Term, Agency is entitled to keep a quantity of inactive LOC8 XT Units equal to, but not to exceed, thirty percent (30%) of that month's average number of active Units per day in its possession at no charge (not subject to the Unit Rental Charge while not in use). For any inactive LOC8 XT Units in excess of the thirty percent (30%) spares allowance, Agency will incur a \$1.80 charge per unit per day.
- 2. No LOC8 XT Unit Loss or Damage:** Agency is not entitled to a loss or damage allowance. Agency will be responsible for all costs related to lost, stolen or damaged LOC8 XT Units.
- 3. Replacement Costs:** LOC8 XT Tracking Unit - \$850.00 each; LOC8 XT Beacon & Charger Combo - \$250.00 each.
- 4. Additional Supplies:** LOC8 XT Wall Charger - \$180.00 each; LOC8 XT Transfer Battery - \$175.00 each.
- 5. Reasonable Supplies:** Service includes reasonable disposable field supplies as required by Agency.

B. BI SMARTLINK[®]

BI SmartLINK is a Software Application designed to be installed on a Client's mobile device. It provides clients with supervision-related tools such as a calendar and access to community resource information. Clients can also be required to use the application's check-in capability to verify identity and location through fixed or random check-ins using biometric technology. The application's self report module allows clients to periodically report their status. The application's modular design allows officers to control what functionality and information is delivered to the Client's mobile device from within BI TotalAccess[®].

Requirements: Apple iOS or Android (Operating System powered) smartphone.

MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026,
COMMISSION MEETING

BI SmartLINK with BI Equipment or without BI Equipment:

	BI SmartLINK with BI Equipment	BI SmartLINK without BI Equipment
Number of Clients	Unlimited	1 - 1,000
BI SmartLINK Option - Connect	Free	\$0.25
BI SmartLINK Option - Report	\$0.25	\$0.50
BI SmartLINK Option - Verify	\$0.50	\$0.75
Video Conference (<i>streamed</i>) per event	\$0.35	\$0.35

Included Modules in each Option		
Option – Connect	Option – Report	Option – Verify
01. Profile	01. Profile	01. Profile
02. Calendar	02. Calendar	02. Calendar
03. Documents	03. Documents	03. Documents
04. Media	04. Media	04. Media
05. Resources	05. Resources	05. Resources
06. Messaging	06. Messaging	06. Messaging
07. Video Conferencing*	07. Video Conferencing*	07. Video Conferencing*
08. Client Submitted Schedules & Information	08. Client Submitted Schedules & Information	08. Client Submitted Schedules & Information
	09. Self-Report (<i>no biometrics</i>)	09. Facial Biometric Check-in
		10. Self-Report (<i>with biometrics</i>)

*Use of Video Conferencing feature will incur an additional charge of \$0.35 per conference, up to 15 minutes.

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

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

Account Number	Title of Line Item	Amount	Reason
001-35910 001-51965-550	FUND BALANCE MOTOR VEHICLES	-\$53,658.00 +53,658.00	Purchase 2 Chevy Equinox for I.T. Dept.
001-35910 001-51100-520	FUND BALANCE BUILDINGS	-\$3,200,000.00 +\$3,200,000.00	To purchase property/building on 300 E Elm St.

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 Johnny Turner and seconded by David Ruf to approve to award the following bids:

Proposal No.	Item	Award To:	Amount
2913	Security Envelopes w/ Window – License Comm.	Decatur Printing Solutions	\$1,830.00
2914	Business Cards – License Comm.	Printers & Stationers, Inc.	\$431.06

**MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026,
COMMISSION MEETING**

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

- 1. Approve to amend the Staffing Plan under “Jail” to reflect five (5) Sergeants instead of four (4). (Reference Agenda/Minutes for January 20, 2026.)
- 2. Approve to amend the Staffing Plan under “Paving – Road Maintenance” to remove 1 Road Superintendent and add 1 Paving Road Supervisor to reflect the grade of “19”.
- 3. Approve to amend the Staffing Plan under “Paving – Road Maintenance” to add 1 Paving Crew Lead to reflect the grade of “17”.

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 to place Rodney Elkins on unpaid medical leave. Retroactive to March 31, 2026.

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

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

- 5. Approve to promote Timothy Carter from an Equipment Operator II (District 2) to Paving Road Supervisor (Paving – Road Maintenance), effective April 6, 2026.
- 6. Approve to promote Michael Shane Black from Equipment Operator III to Paving Crew Lead (Paving – Road Maintenance), effective April 6, 2026.

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.

MOTION was made by David Ruf and seconded by Johnny Turner to approve the following merit increases:

Name	Position	Effective Date
Shakira Gonzalez	Corrections Officer	3/10/2026
Jonathan Kyle Swart	Sergeant – Jail	3/7/2026
Bobbi Bailey	Chief Probate Clerk	3/23/2026
Christine Lewter	Building Service Worker	4/16/2026
Stuart Bradley Fontenot	Sheriff Sergeant (Patrol)	4/18/2026
Caleb Ryan	Sheriff Sergeant (Patrol)	4/17/2026
Kelly Adams	GIS Tech	4/23/2026
Allison Appleton	Revenue Clerk	4/23/2026
Mitzi Cooley	Tag & Title Clerk II	4/7/2026
Julie McCurry	Tag & Title Clerk I	4/8/2026
Joseph Jackson	Equipment Operator II	4/7/2026

MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026,
COMMISSION MEETING

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 Johnny Turner and seconded by Derrick Gatlin to approve the following subdivisions:

Name	S/D Type	Approval Type	Lots	District	Location
Ham Road Subdivision	Minor	Preliminary & Final	2	3	On the S side of Ham Rd W of Reid Rd.
Donnie Joe Pittman Subdivision	Minor	Preliminary & Final	1	1	On the W side of Hollands Gin Rd, S of Shipley Hollow Rd.
Homestead	Major	Preliminary	160	2	On the E side of Nabors Rd approximately ½ mile N of Nick Davis Rd.

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.

MOTION was made by Derrick Gatlin and seconded by LaDon Townsend to approve to sell the following on GovDeals:

Department	Item	Asset Tag#	VIN #
56200 Council on Aging	2012 Chevy Traverse	9511002	1GNKVEED4CJ211128
53400 District 3	12ft Land Pride Bush Hog	10087	1589919

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 to dismantle and dispose of the following by any means necessary:

Department	Item	Asset Tag#	Serial #
51910 Elections	80 - 2020 Poll Pads	12701	GG7YWYNCJF8J
		12702	GG7YPVLTJF8J
		12703	GG7YX9EEJF8J
		12704	GG7YVZ84JF8J
		12705	GG7YQ38EJF8J
		12706	GG8YP552JF8J
		12707	GG7YVCL4JF8J
		12708	GG7YWW6MJF8J
		12709	GG8YWB1VJF8J
		12710	GQ8YP0L9JF8J

MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026,
COMMISSION MEETING

		12711	GG7YWXG4JF8J
		12712	GG8YPTABJF8J
		12713	GQ8YV2WBJF8J
		12714	GG8YWFH7JF8J
		12715	GG7YWAQCJF8J
		12716	GG7YWGZMJF8J
		12717	GQ8YV1SXJF8J
		12718	GG8YPZB6JF8J
		12719	GG8YWCNWFJF8J
		12720	GG7YWYWGJF8J
		12721	GG8YVZSEJF8J
		12722	GG8YWANMJF8J
		12723	GG7YWKXCJF8J
		12724	GG8YPJ5MJF8J
		12725	GG8YW21PJF8J
		12726	GG8YPLJ9JF8J
		12727	GG8YW3FHJF8J
		12728	GG8YWABWJF8J
		12729	GG7YPHPZJF8J
		12730	GG8YPNNRJF8J
		12731	GG8YSQGJF8J
		12732	GG8YW7GPJF8J
		12733	GG8YPTCAJF8J
		12734	GG7YWQJTJF8J
		12735	GG8YPT46JF8J
		12736	GG8YPNZWJF8J
		12737	GG7YQD5HJF8J
		12738	GG7YWEGBJF8J
		12739	GG7YWL05JF8J
		12740	GG8YW79MJF8J
		12741	GG8YW0LKJF8J
		12742	GQ8YT7PZJF8J
		12743	GG7YWG2FJF8J
		12744	GQ8YP54EJF8J
		12745	GG8YWAETJF8J
		12746	GG7YNQCSJF8J
		12747	GG8YWEAZJF8J
		12748	GG8YW5SUJF8J
		12749	GG8YW0CBJF8J
		12750	GG8YWBABWJF8J
		12751	GG8YPSZXJF8J
		12752	GG7YWJBCJF8J
		12753	GG7YWV9TJF8J
		12754	GG8YPKY4JF8J
		12755	GG7YWMS1JF8J
		12756	GG7YWJDDJF8J
		12757	GG7YWYHLJF8J
		12758	GG8YP4WUJF8J
		12759	GG8YPSYMJF8J
		12760	GG8YNFJ7JF8J
		12761	GG8YP4DFJF8J
		12762	GG7YPVHBJF8J
		12763	GG8YPXUZJF8J
		12764	GG8YNHPDJF8J
		12765	GG8YW1PHJF8J
		12766	GG8YWF8WJF8J

MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026,
COMMISSION MEETING

		12767	GG8YPQTLJF8J
		12768	GG8YN8JYJF8J
		12769	GG8YWAHYJF8J
		12770	GG7YWKJF8J
		12771	GG8YMU6DJF8J
		12772	GG8YN23HJF8J
		12773	GG7Z8207JF8J
		12774	GQ8YV41CJF8J
		12775	GG7YW2TJJF8J
		12776	GG7Z83SRJF8J
		12777	GG7Z8029JF8J
		12778	GG8YQBJ8JF8J
		12779	GG7YN2HSJF8J
		12780	GG8YP4N4JF8J

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 Johnny Turner to approve to remove the following from inventory:

Department	Item	Asset Tag#	VIN #
52100 Sheriff's Office	2023 Dodge Durango – U.400	10270	1C4SDJFT4PC591771
53300 District 2	John Deere 42” Lawnmower	17818	MOL160D509253

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

MOTION was made by LaDon Townsend and seconded by Derrick Gatlin to approve to authorize a lawsuit to enforce junkyard regulations regarding property located at 19890 Hwy 99, Athens, AL 35614.

The Chairman asked if there was any discussion. Chairman and the County Attorney stated that this is a junkyard without the proper licensing or fencing. 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.

Commissioner Ruf gave a paving update on Piney Chapel Rd. and stated that culverts would start being put in on Sweet Springs Rd. the following week.

Commissioner Turner stated that paving season is in full swing with multiple projects in district 2. In closing he stated that the District Attorney has filed to move forward with the condemnation of the house on Hall Rd.

Commissioner Gatlin thanked his crew and engineering for their hard work on Blackburn Rd. installed culverts. He stated that Ingram Rd. is complete, and they will be moving back to Blackburn Rd. to continue getting it prepped to be paved. In closing he reminded citizens that bushhogging and herbicide spraying are fixing to begin; therefore, place your no spray signs out.

Commissioner Townsend thanked the engineering department for their hard work on projects going on in district 4. In closing he stated that bushhogging would begin soon.

**MINUTES, LIMESTONE COUNTY COMMISSION, APRIL 6, 2026,
COMMISSION MEETING**

Chairman Daly thanked the Vietnam Veterans for their service. He stated that the potential property for the new animal shelter is going before the city tonight. In closing he suggested that each Commissioner be a liaison for the different county departments.

Adjourned at 10:19 a.m. until 9:00 a.m. on Monday, April 20, 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