

**MINUTES, LIMESTONE COUNTY COMMISSION, FEBRUARY 1, 2021  
COMMISSION MEETING**

The Limestone County Commission met in a regular meeting today, at 10:00 a.m. at the Clinton Street Courthouse Annex, 100 South Clinton Street, Athens, Alabama.

Present: Daryl Sammet, Danny Barksdale, and LaDon Townsend. Absent: Jason Black Collin Daly, Chairman presided.

Diana Isom read a letter to the commission regarding her plea to remove the confederate monument located on the Courthouse lawn. Diana Isom relayed that she felt the monument was racist, an intimidation tactic, and a reminder of oppression and hate. Ms. Isom relayed that she felt that being intimidated was the reality of a black woman in this country. Due to the monument, she feels that she will not be served legally and requests that the monument be moved to a history museum or civil war cemetery. Ms. Isom believes this monument is not that of a hero and that heroes are veterans who fought against slavery. Ms. Isom stated, "Martin Luther King, Jr. is a hero." Ms. Isom stated to the Commission, "Please think deeply about this and understand where I am coming from."

William Smith commented that he was in support of Diana Isom and stated, "This is what it is like for a black person to walk past the confederate monument on the way to have a day in court at the Limestone County Courthouse. As a white man, I can only imagine what this might feel like." Mr. Smith also read a statement about procrastination and requested the commission not to procrastinate.

The meeting began with the Pledge of Allegiance.

**MOTION** was made by Daryl Sammet and seconded by Danny Barksdale to approve the minutes of January 19, 2021.

The Chairman asked if there was any discussion. There was no discussion. The Administrator called the roll. Daryl Sammet, aye; Danny Barksdale, aye; LaDon Townsend, aye. Motion carries unanimously.

**MOTION** was made by LaDon Townsend and seconded by Danny Barksdale to approve the following claims

01/15/2021	Check # 0060320 - 0060381	\$380,209.27
01/22/2021	Check # 0060382 - 0060434	<u>\$202,216.37</u>
	TOTAL	\$582,425.64

with detailed claims of the above being on file for review upon request to the County Administrator.

The Chairman asked if there was any discussion. There was no discussion. The Administrator called the roll. LaDon Townsend, aye; Danny Barksdale, aye; Daryl Sammet, aye. Motion carries unanimously.

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**MOTION** was made by Daryl Sammet and seconded by LaDon Townsend to approve leases for the 2021 Chevrolet Traverses, VIN #1GNERFKW4MJ150152 and VIN #1GNERFKW8MJ124945, at the Sheriff's Office, annual rent of \$1.00.

The Chairman asked if there was any discussion. There was no discussion. The Administrator called the roll. Daryl Sammet, aye; LaDon Townsend, aye; Danny Barksdale, aye. Motion carries unanimously.

**MOTION** was made by Daryl Sammet and seconded by Danny Barksdale to approve IVM solutions.



**AGREEMENT FOR PROFESSIONAL SERVICES**

This agreement entered into this 1st day of February 2021 between Limestone County, Alabama, hereinafter referred to as the "County" and IVM Solutions LLC, 2038 Lee Rd 137 Ste 51 Auburn, AL 36832, hereinafter referred to as the "Professional".

Whereas, the County wishes to retain the Professional to provide vegetation control services for roadside rights of way, and the Professional wishes to provide the same in accordance with the terms and conditions of this agreement.

Now, therefore, in consideration of the mutual covenants contained herein, the parties hereto agree as follows:

The Agreement consists of this written agreement. The Professional shall perform the following services in accordance with this agreement.

**SCOPE OF SERVICES**

The scope of services is to provide professional services to the County as outlined below:

- Provide timed application and chemical mixes to achieve desired outcome
- Provide all equipment and personal to apply herbicide to desired ROWs
- Provide quality assurance by evaluating each application
- Identifying all unwanted vegetation before each application thereby designing a program to eliminate those species

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- After each evaluation Professional will provide herbicide recommendations based off of previous years application practices, weeds present at time of application, and desired outcome in each area.
- County shall purchase herbicide from county or state bid and have said herbicide available for Professional before beginning application
- Professional will provide County will daily application reports to ensure proper inventory.
- Professional will maintain a daily inventory and return any and all unused herbicide upon completion of each application.

**PROJECT PERIOD & SCHEDULE**

The Scope of Services shall be provided for a period of approximately 12 months, beginning the date this contract is executed until 365 days later.

The following schedule is meant to be a guideline for herbicide application timing. Actual dates of application will be based off of onsite evaluation conducted by the Professional and Counties desired outcome.

Application #1 – February/March

Application #2 – May/June

Application #3 – July/September

\*\*\*\*Timeline is for scheduling purposes only. Uncontrollable factors relating to weather will be the biggest determining factors as to when each application will occur.

A. All areas defined in Scope of Project, Appendix I shall receive a minimum of two (2) herbicide treatments and one (1) optional herbicide treatment during 2021 as follows:

1. First Treatment – Winter application for the control of annual grasses and broadleaf weeds. In addition to preemergent control of summer annual weeds and grasses. Treatment must begin within ten (10) days of Notice to Proceed. The first complete treatment must be completed within thirty (30) calendar days from the date of Notice to Proceed.

2. Second Treatment – Summer application for the control of annual and nondesired perennial grass and broadleaf weeds. Constant evaluation by the Contractor will be required to ensure that the vegetation growing does not exceed 16”.

Second treatment upon evaluation by Contractor shall begin before the vegetation reaches 16”

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3. Third Treatment- Late Summer after County and the Professional evaluate vegetation growth depending on amounts of rainfall and other related factors throughout the year.

Follow-Up Treatments - As required by the County within ten (10) calendar days following completion of first and second treatment inspections.

B. The Contractor will submit a work schedule including a detailed explanation of which areas and when these areas will be treated for the County's review. The schedule must be submitted prior to the start of this portion of the project.

**FEE FOR PROFESSIONAL SERVICES**

The Professional will provide selective weed control and growth suppression applications to paved roads set forth by County.

Price Per Centerline Mile:     \$40.00    

**BILLINGS AND PAYMENTS**

The Professional will submit billings upon completion of application. Payments are due and payable in full thirty (30) days from date of the invoice.

If the above terms are acceptable, please sign below for authorization for the proposed consulting services.

**TERMINATION OF SERVICE**

The County shall have the right at any time to terminate this Agreement for cause upon the breach, default, or nonperformance of the Professional by giving the Professional ten (10) working day's written notice of its intent to terminate this Agreement, or any portion thereof. If terminated for cause, breach, default, or nonperformance, the County shall be obligated to pay the Professional for no more than all costs and services earned by the Professional through the date of breach, default, or nonperformance.

Furthermore, the Professional shall have the right at any time to terminate this Agreement for cause upon the breach or default of the County by giving the County ten (10) working day's written notice of its intent to terminate this Agreement, or any portion thereof.

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**RENEWAL:**

This Contract may be renewed if agreed upon by both parties in one year increments up to three years total. The initial contract duration of this contract is for one calendar year from date of signed agreement.

**INSURANCE & LIABILITY**

The Professional shall maintain, during the life of the contract, Comprehensive General Liability Insurance, Comprehensive Automobile Liability Insurance, and Workman's Compensation Insurance with limits not less than those set forth below:

- Comprehensive General Liability Insurance: Liability limits of a minimum of \$1,000,000.00 each occurrence and \$1,000,000.00 aggregate.
- Comprehensive Automobile Liability Insurance: Liability limit of a minimum \$1,000,000.00 any one accident.
- Workman's Compensation Insurance: Statutory coverage.

The Professional shall provide the County with Certificates of Insurance evidencing the coverage required above. Such certificates shall provide that the County be given at least 30 days prior written notice of any cancellation of, intention to not renew, or material change in such coverage.

The providing of any insurance required herein does not relieve the County of any of the responsibilities or obligations assumed by the Professional in the contract or for which the Professional may be liable by law or otherwise.

Failure to provide and continue in force such insurance as required above shall be deemed a material breach of the contract and shall operate as an immediate termination thereof.

The Professional assumes all liability for damages caused through a direct result of misuse of an herbicide. Any off-target damages or complaints by constituents will be addressed within 24hrs after notification by Professional. The Professional will make every effort possible answer and address any concerns that arise during the contract period.

**LICENSES**

It shall be the Professional responsibility to possess all proper City, County, State and Federal Licenses and shall familiarize himself and comply with all City Ordinances, County Resolutions, State Laws and Federal Laws.

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**INDEMNITY**

To the extent permitted by law, Professional agrees to indemnify, defend and hold harmless Client, Limestone County, Alabama, Limestone County Commission, Chairman, Limestone County Commission, Limestone County Commissioners, Limestone County Engineer, Limestone County Highway Department, any other Limestone County officials, and any servants or employees of the Client or any of the forgoing from and against any and all loss, damage, claim or liability (including, without limitation reasonable attorney's fees) incurred by or imposed on the Client, to the extent caused by the negligent acts or actions performed by the Professional during the performance of the Scope of Services under this Agreement; provided, however, that Professional shall not, and shall not be obligated to, indemnify, defend or hold harmless Client from or against any loss to the extent the loss arises from the negligence or willful misconduct of the Client. Upon notice from Client of any action or proceeding subject to the indemnification in this section, Professional agrees to defend the Client in the action or proceeding.

FOR THE COUNTY

FOR THE PROFESSIONAL

Limestone County Board of Commissioners

IVM Solutions LLC

310 W. Washington St.

2038 Lee Rd 137 Ste 51

Athens, AL 35611

Auburn, AL 36832

BY \_\_\_\_\_

BY \_\_\_\_\_

Title\_\_\_\_\_

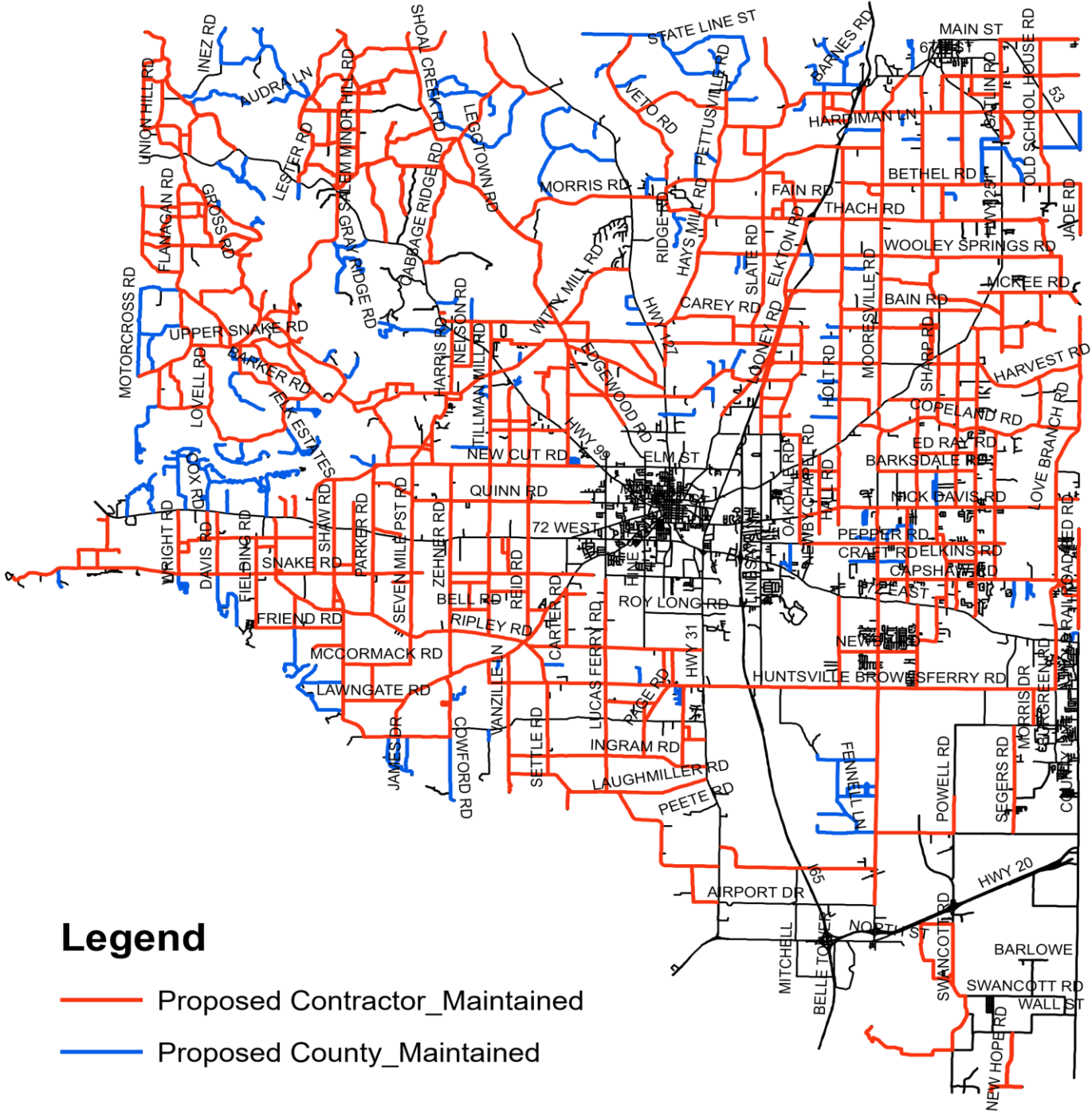
Title \_\_\_\_\_

Date\_\_\_\_\_

Date \_\_\_\_\_

# Appendix I

## Limestone County Roadside Spraying



### Legend

- Proposed Contractor\_Maintained
- Proposed County\_Maintained



0 2.5 5 10 Miles

Approximate Contractor Proposed Mileage = 711 Miles

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The Chairman asked if there was any discussion. There was no discussion. The Administrator called the roll. Daryl Sammet, aye; Danny Barksdale, aye; LaDon Townsend, aye. Motion carries unanimously.

**MOTION** was made by LaDon Townsend and seconded by Danny Barksdale to award the following bid proposals to the lowest responsible bidder meeting specifications as follows:

Proposal No.	Item	Awarded to	Amount
2740	Gasoline & Diesel (Feb. 2, 2021 – Feb. 1, 2022)	W. H. Thomas Oil Co.	30¢ Margin over rack

The Chairman asked if there was any discussion. There was no discussion. The Administrator called the roll. LaDon Townsend, aye; Danny Barksdale, aye; Daryl Sammet, aye. Motion carries unanimously.

**MOTION** was made by LaDon Townsend and seconded by Daryl Sammet to hire Carson Green as Tax Collection Clerk in the Revenue Commission Office.

The Chairman asked if there was any discussion. There was no discussion. The Administrator called the roll. LaDon Townsend, aye; Daryl Sammet, aye; Danny Barksdale, aye. Motion carries unanimously.

**MOTION** was made by Danny Barksdale and seconded by LaDon Townsend to hire John Coffman as Equipment Operator III in District 2 pending drug screening.

The Chairman asked if there was any discussion. There was no discussion. The Administrator called the roll. Danny Barksdale, aye; LaDon Townsend, aye; Daryl Sammet, aye. Motion carries unanimously.

**MOTION** was made by LaDon Townsend and seconded by Danny Barksdale to appoint Amanda Morgan as interim Director for Community Corrections for a period of three months or until further notice by the Limestone County Commission. Said term will begin on February 1, 2021.

The Chairman asked if there was any discussion. There was no discussion. The Administrator called the roll. LaDon Townsend, aye; Danny Barksdale, aye; Daryl Sammet, aye. Motion carries unanimously.

**MOTION** was made by Daryl Sammet and seconded by LaDon Townsend to amend the job description for Deputy at the Limestone County Sheriff's Office to change the age requirement from 21 to 19 years of age.



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**Limestone County  
JOB DESCRIPTION**

Job Title: Deputy  
Department: Sheriff's Office  
FLSA: Nonexempt Grade: IX  
Job Description Prepared: February 2013

Note: Statements included in this description are intended to reflect in general the duties and responsibilities of this job and are not to be interpreted as being all-inclusive. The employee may be assigned other duties that are not specifically included.

Relationships

Reports to: Lieutenant  
Subordinate Staff: None  
Other Internal Contacts: All County Departments  
External Contacts: Courts; General Public; Other Law Enforcement Agencies; Ambulatory Services; State Trooper; Game Warden; Probate Judge; Schools; Wrecker Services; ALDOT

Job Summary

Under the supervision of the Lieutenant, the employee performs law enforcement activities on behalf of the Sheriff's Office; performs patrol duties for assigned area; processes civil and criminal papers in accordance with established procedures; provides security for court proceedings; transports prisoners to and from jail complex and for special events held within the County; performs maintenance checks on equipment prior to each shift; ensures all personal equipment is clean and serviceable at all times.

Job Domains

**A. Patrol**

1. Reports to patrol supervisor for assigned area and instructions.

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2. Patrols County businesses, schools, churches, private residences and other special areas as directed by supervisor and makes building searches of anything found open or disturbed.
3. Makes note during patrol of any situation that does not appear normal for the area, time of day, weather conditions, volume of traffic, assemblage of persons, etc.
4. Varies patrol route to prevent establishing a predictable pattern.
5. Responds to and investigates any complaint received; prepares a written report for each investigation.
6. Initiates investigation of complaints and prepares to brief the supervisor and investigator of known facts, suspects and situation.
7. Provides backup support for other law enforcement officers, including those from other agencies.
8. Assists stranded motorists; keeps traffic moving smoothly and safely; watches for traffic violations; operates department speed detection devices in accordance with departmental rules and regulations; maintains device log and other documents as required for purposes of evidence; directs traffic as required; assists with or provides escorts for funeral processions; perform emergency relays such as blood transports.
9. Assists in medical emergencies as needed by rendering first aid or assisting medical personnel.
10. Operates two-way radio in accordance with approved procedures; maintains radio contact with dispatcher; provides point-to-point communication with multi-agency responses requiring separate frequency utilization, such as State Troopers, Athens P.D., Emergency Management, Rural Fire, Athens Utilities, ambulance services, etc.
11. Notifies supervisor of unusual problems or complaints encountered.
12. Promotes good public relations.
13. Enforces all laws of the State of Alabama and Limestone County.
14. Prepares written reports of offenses investigated, arrests, daily activities, unusual events, force used, buildings checked, field interviews, etc.
15. Performs severe weather area-spotter requirements during severe weather watches; evacuates residents and motorists; relays condition observations as required to Emergency Management to aid in qualifying alerts and warnings; participates in Disaster Preparedness drills as directed.
16. Evacuates residents and motorists as directed in the event of a Browns Ferry Nuclear Power Plant emergency; maintains traffic and pedestrian security within any evacuation boundary; directs evacuees to emergency assistance centers via pre-selected routes; participates in BFNPP Disaster Preparedness Drills as directed.
17. Makes periodic inspections of all river accesses, boat ramp facilities, and public fishing areas along the Tennessee River, the Elk River and the Wheeler National Wildlife Refuge; report any unusual events, violations or persons in distress to the Forestry Service, Department of Conservation, Marine Police or Rescue Squad as required.
18. Performs periodic inspections of Pryor Field Airport and the multiple crop duster air strips in the County; notes any unusual events or air traffic patterns, vehicle traffic, truck traffic, etc., that would be consistent with the techniques employed for the importation of narcotics; provides written intelligence reports to the Drug Task Force as required.
19. Remains on watch for property, business and dwelling fires; upon discovery, notify the appropriate responding agencies and evacuates all persons from the structure or area; provides any assistance necessary to the responding agencies.

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20. Remains on watch for prison escapees from the state prison; identifies state inmates in the vicinity of work details and chain gang details by issued clothing apparel; responds immediately to any call for assistance or alert issued by prison personnel regarding any emergency associated with the prison; assists the Department of Corrections as directed.
21. Contacts isolated senior citizens and senior citizen victims periodically; identifies individuals for the Adopt-A-Senior program and participate in the TRIAD program when possible; coordinates any special needs or victimization with the appropriate agency notifies the on-duty supervisor and TRIAD Program Director when practical.
22. Operates the department designated breath testing device when certified for obtaining scientific evidence in suspected DUI related cases; performs tests for other agencies as directed; maintains Department of Public Health, Department of Public Safety and court related documents and evidence information as required.
23. Responds to reports of chemical accidents and exposure to hazardous materials; identifies the material by shipping papers, placard, four-digit ID number or crate description; uses Haz-Mat Guide to initiate appropriate response; evacuates and secures as necessary; contacts Communications and supervisor; coordinates fire and rescue response as required.

### **B. Civil and Criminal Process**

1. Receives outline of duties to be performed from supervisor.
2. Serves different types of court issued papers in accordance with established procedures; provides general information to person receiving papers as to their responsibility of response or action.
3. Documents service of court issued papers including date of service, place of service and person receiving process.
4. Presents and executes warrants of arrest for persons identified by appropriate issuing authority; ensures positive identity of arrestee as near as possible; provides all identification information necessary for incarceration to appropriate corrections staff or transfer agency.
5. Places persons arrested by warrant in custody and transports to the County jail; completes formal booking procedure as required; assists in application of bail within department regulations; assists in transfer to other jurisdictional agency.
6. Provides appropriate direction pertaining to applicable criminal laws to victims or persons involved when investigating complaints and offenses; advises on options and provides concise information on procedure for obtaining warrants from jurisdictional magistrate or court clerk; communicates with magistrate or court clerk by established departmental procedure, information ascertained during investigation to aid in the issuance of proper warrants.
7. Testifies in court.
8. Locates and transfers records for the court; ensures confidentiality of internal business records and criminal histories per departmental procedure.
9. Serves levies and executions, seizes property and possessions as directed; makes necessary arrangements for temporary holding of property pending court disposition; makes required written return to the issuing authority describing seizure and condition of property.

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10. Executes evictions upon persons or property as directed; makes arrangements for necessary labor and transportation to accommodate physical removal of persons or property from described premises; makes required written return to the issuing authority describing actions taken and condition of property.
11. Locates and serves described persons for mental health evaluation as directed by the Probate Court; utilizes necessary tactics to ensure safety of the public, the detainee and the officer; transports as required and makes required written reports to the court, the department file and any mental health treatment facility staff.

**C. Security**

1. Performs Court Security Officer requirements as directed; maintains security for Juvenile, Small Claims, District, Circuit and Probate Courts as well as special hearings and other court proceedings; provides additional security as directed during high profile trials and proceedings calculated to result in enhanced public alarm and reaction.
2. Provides security at County jail when inmates are brought out of the secure environment for visitation, jail canteen, transfer to medical facility, extradition transfer, religious services, lawyer interview, bail applications, educational classes, etc.; assists with jail security during relief for on-duty Corrections Officer or during absence due to leave; assists during jail shake-downs and contraband searches as required; assists in restoring order during disturbances or riots involving inmates.
3. Provides security for inmates transferred from the jail to another facility including instate transfer to state prisons as well as out of state transfers.
4. Provides security for all public events within the County's jurisdiction including such events as ballgames, County fairs, elections, dignitary visits, etc.; assists with security logistics with other security specialist details such as Secret Service, Department of Public Safety, U.S. Customs, etc., as required.
5. Provides security as directed at major crime scenes, fatality wreck scenes, designated protected areas, hazardous materials and chemical spills, etc.; assists other law enforcement agencies as requested with scene security and crowd control; verifies identity of necessary personnel entering crime scene for investigation purposes as directed; provides security to prevent looting and vandalism in places of natural disaster such as tornado ravaged residential areas; assists EMA and FEMA officials as directed, as well as other support agencies such as the Red Cross and Salvation Army.
6. Provides security at public gatherings and high profile displays of support or reaction to volatile issues; assists in quelling public disturbances; coordinates efforts with other support agencies as directed.
7. Provides security as directed by the appropriate jurisdictional court for supervised child visitations and custody disputes; provides security as directed to accommodate property and possessions transfer during relationship estrangements or domestic violence related cases; provides security and transportation to victims of domestic violence to the appropriate temporary shelter or facility; maintains anonymity of destination shelter and ensure against further violence by perpetrator as situation permits.
8. Provides security during the execution of search warrants for the place or persons searched as directed; assists the Drug Task Force in property or person searches as the situation requires; secures evidence from destruction or contamination as directed until properly recorded and seized by designated evidence technician.

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9. Provides security for intervention cases such as Department of Mental Health, Department of Human Resources, Board of Pardon and Parole, Crime Victims Compensation Commission, Juvenile Probation, Court Referral Officer, Court Substance Abuse Officer, etc., as directed; takes necessary action to prevent interference with or obstruction to the duties of the agency representative requesting your assistance.
10. Provides security as directed for sequestered juries including transportation, lodging, meals, visitation, exposure to media, etc., guarding against any event that might jeopardize the applicable trial or its result; immediately report to Supervisor any breach of security or unusual event; makes written report to the Sheriff through chain of command, the District Attorney, and trial judge.

### **D. Professional Preparation & Development**

1. Attends scheduled in-service training sessions; maintains familiarity with department film library and availability of specific topic training tapes; previews monthly newsletter listing upcoming training topics on the Law Enforcement Training Network satellite system; makes requests as required for taping of any desired session for later review.
2. Attends department computer database and Criminal Intelligence System training as required; maintains familiarity with various screens, queries, reports and statistics as required; develops keyboarding skills to enhance data entry for warrants, arrests, jail rosters, personnel records, work release, etc.
3. Substitutes for the Communication Officer during relief or emergency; conducts centralized communication with State Troopers, Athens P.D., Rural Fire Departments, Rural EMT's, County Commission, ambulance services, State Prison, BFNPP, Emergency Management, as well as all Sheriff's Office personnel; operates the 911 Dispatch Center, NCIC and Sheriff's Office computer terminals.
4. Maintains the physical stamina and dexterity to complete the department required semi-annual Physical Training Qualification test.
5. Completes the annual Peace Officer Standards & Training Commission service weapon qualification test.
6. Attends department classroom and range training for 12 gauge shotgun, approved back-up weapons and service weapons; completes semi-annual qualifying with each weapon.
7. Serves as an investigator during orientation and cross-training as assigned by supervisor for a minimum of one month; attends court sessions, grand jury sessions, etc., when not testifying for familiarization of criminal prosecutions and trial environment.
8. Attends specialty schools and seminars when available; reads journals, publications, case synopses, search and seizure case law, etc. on a continuing basis for professional improvement; stays abreast of new laws and changing laws.
9. Attends training for Draeger breath analyzer; testifies in court regarding instrument theory and operation when required; attends annual retraining for re-certification.
10. Attends training for Doppler Radar speed detection equipment; testifies in court regarding instrument theory and operation when required; attends training for certification as required.

### **E. Equipment and Uniform Maintenance**

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1. Inspects and performs operator maintenance on assigned vehicle, including check of fluids, tire pressure and radio and emergency equipment; makes sure vehicle is thoroughly cleaned; makes thorough search of any prisoner transport area for any hidden or discarded contraband items or dangerous instruments or weapons; repeat the search following the transportation of any individual; makes written notation of any equipment deficiencies or contraband seizures on daily activity report.
2. Ensures that periodic scheduled procedures such as oil change, lube and tire rotation are completed; maintains accurate records of scheduled maintenance and gas logs.
3. Notifies supervisor of and arranges for necessary maintenance and repairs; notifies supervisor of any unsafe condition that would render a vehicle inoperable and makes arrangements for substitute vehicle for shift duration; informs the on-duty Communication Officer to note the out-of-service status of a vehicle for successive shifts to prevent additional damage or endangerment.
4. Keeps fuel tank at least half full at all times; protects against unauthorized entrance to the County Shop area and unauthorized access to computerized gas delivery system.
5. Inspects firearms for proper ammunition, working order, and safety features; cleans and lubricates all weapons.
6. Cleans and maintains all personal equipment such as uniforms, shoes, hat, brass and duty gear in accordance with department standards.
7. Promotes good public relations.
8. Performs other duties as assigned.

### Knowledge, Skills and Abilities (\* Can be acquired on the job)

1. \*Knowledge of County and departmental policies, procedures, and guidelines.
2. \*Knowledge of civil and criminal law and court procedures.
3. \*Knowledge of County layout and road system and traffic regulations.
4. Knowledge of first-aid, CPR, safety procedures, self-defense and emergency procedures.
5. Knowledge of modern law enforcement principles, practices and procedures.
6. Knowledge of basic computer applications and law enforcement databases.
7. \*Knowledge and ability to maintain and properly use all weapons.
8. Verbal skills to effectively communicate with co-workers, supervisors, the general public and court personnel in person, over the telephone and two-way radio.
9. Writing skills to clearly and neatly complete routine forms, records and reports.
10. Listening skills to take accurate statements.
11. Reading skills to understand operator manuals and state and county law enforcement directives, procedures and instructions.
12. Math skills to perform advanced arithmetic and metric conversions required for breath analyzer operation, testimony and Doppler radar theory and operation.
13. Driving skills to properly and safely operate vehicle under adverse conditions and situations.
14. Ability to handle all types of behaviors and remain level-headed in stressful situations.
15. Ability to analyze situations and make quick, effective and reasonable decisions under stressful conditions.
16. Ability to work independently without close supervision.

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17. Ability to safely fire a weapon at a moving target at a distance, distinguish colors, identify persons and objects at a distance, such as suspects, tag numbers, etc., and in low light environments.
18. Ability to lift heavy objects and subdue belligerent individuals.
19. Ability to climb on top of or under structures.
20. Ability to pursue and detain a fleeing suspect.
21. Ability to work outdoors under adverse weather conditions.
22. Ability to remember names, faces and details of incidents.
23. Ability to operate police radio.

### Minimum Qualifications

1. Possession of a high school diploma or GED.
2. Possession of a valid Alabama Peace Officers Standards and Training Certificate or be able to attend a police academy to obtain one within six months of employment.
3. Must be 19 years of age.
4. Possession of a current and valid Alabama driver's license.
5. Emotional stability to work in highly stressful and dangerous situations.
6. Ability to work overtime, holidays, weekends and during emergencies.
7. Ability to travel within or outside the state to attend training and transport prisoners.
8. Ability to obtain a valid Draeger operator certificate and Department of Public Health license within 6 months of employment.
9. Ability to obtain a valid Doppler Radar instrument operator certificate within 6 months of employment.
10. Ability to obtain Court Security Officer Certification within 1 year of employment.

### Work Environment

The work environment involves high risks with exposure to potentially dangerous situations or unusual environmental stress which require a range of safety and other precautions, e.g. working at great heights under extreme weather conditions, subject to physical attack or mob conditions, or similar situations where conditions cannot be controlled.

### Physical Demands

The work requires considerable and strenuous physical exertion such as frequent climbing of tall ladders, lifting heavy objects over 50 lbs., crouching or crawling in restricted areas, and defending oneself or others from physical attack.

The Chairman asked if there was any discussion. There was no discussion. The Administrator called the roll. Daryl Sammet, aye; LaDon Townsend, aye; Danny Barksdale, aye. Motion carries unanimously.

**MOTION** was made by Daryl Sammet and seconded by LaDon Townsend to transfer Mike Bloodworth from Extradition Officer to Deputy Sheriff.

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The Chairman asked if there was any discussion. There was no discussion. The Administrator called the roll. Daryl Sammet, aye; LaDon Townsend, aye; Danny Barksdale, aye. Motion carries unanimously.

**MOTION** was made by LaDon Townsend and seconded by Danny Barksdale to transfer Stephen Young from Communication Supervisor to Extradition Officer.

The Chairman asked if there was any discussion. There was no discussion. The Administrator called the roll. LaDon Townsend, aye; Danny Barksdale, aye; Daryl Sammet, aye. Motion carries unanimously.

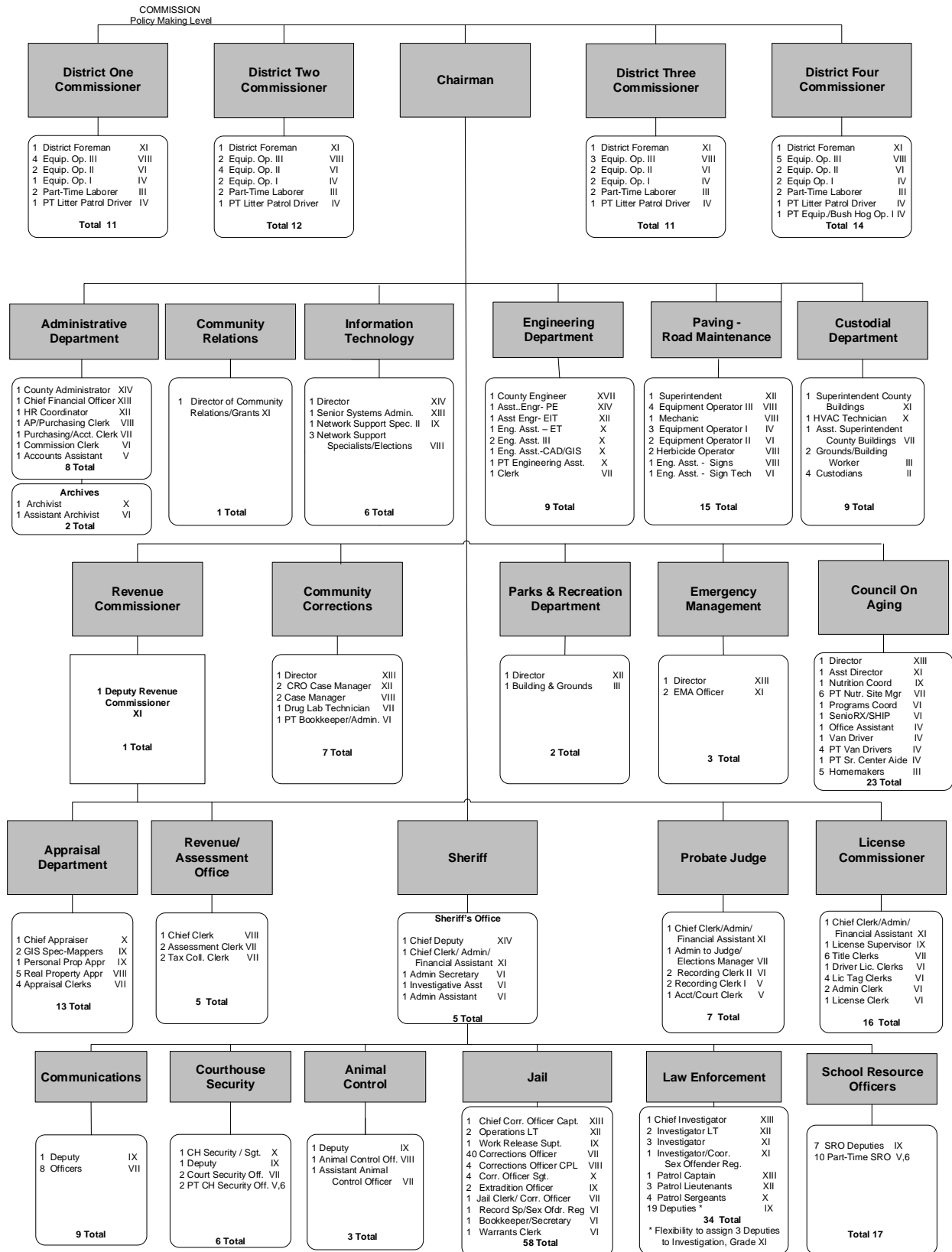
**MOTION** was made by Daryl Sammet and seconded by LaDon Townsend to amend the Staffing Plan to change the position of Communication Supervisor grade 11, to the position of Deputy Sheriff grade 9.

The Chairman asked if there was any discussion. There was no discussion. The Administrator called the roll. Daryl Sammet, aye; LaDon Townsend, aye; Danny Barksdale, aye. Motion carries unanimously.



# MINUTES, LIMESTONE COUNTY COMMISSION, FEBRUARY 1, 2021 COMMISSION MEETING

## LIMESTONE COUNTY COMMISSION STAFFING PLAN February 1, 2021



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COMMISSION MEETING**

**MOTION** was made by LaDon Townsend and seconded by Daryl Sammet to promote Melissa McGloclin from Tag Clerk to Title Clerk in the Limestone County License Commissioner's Office.

The Chairman asked if there was any discussion. There was no discussion. The Administrator called the roll. LaDon Townsend, aye; Daryl Sammet, aye; Danny Barksdale, aye. Motion carries unanimously.

**MOTION** was made by Daryl Sammet and seconded by LaDon Townsend to approve the following merit increases, which are included in the base pay and cost of living pay as listed below:

Name	Position	Effective Date
Debra J. Davis	Chief Clerk	2-3-2021
Danny Craig	Deputy	2-1-2021
Stephen Young	Communications Lt.	2-3-2021
William K. Chandler	Corrections Officer	2-5-2021
Shelly Posey	Corrections Officer	2-19-2021
Daniel Reese	Communications Officer	2-27-2021
April Davis	Assist Archivist	2-8-2021
Cameron Puckett	Chief Clerk	2-16-2021
Daphne H. Kilpatrick	EMA Clerk	2-1-2021

The Chairman asked if there was any discussion. There was no discussion. The Administrator called the roll. Daryl Sammet, aye; LaDon Townsend, aye; Danny Barksdale, aye. Motion carries unanimously.

**MOTION** was made by Danny Barksdale and seconded by LaDon Townsend to approve the following subdivision:

Name	S/D Type	Approval Type	Lots	District	Location
Briarwood Crossing Addition 2 – replat Lot 27	Minor	Preliminary & Final	2	2	27942 Mahlon Lane

The Chairman asked if there was any discussion. There was no discussion. The Administrator called the roll. Danny Barksdale, aye; LaDon Townsend, aye; Daryl Sammet, aye. Motion carries unanimously.

**MOTION** was made by LaDon Townsend and seconded by Daryl Sammet to amend the previously adopted Commission Meeting Schedule.

**MINUTES, LIMESTONE COUNTY COMMISSION, FEBRUARY 1, 2021  
COMMISSION MEETING**

The Chairman asked if there was any discussion. There was no discussion. The Administrator called the roll. LaDon Townsend, aye; Daryl Sammet, aye; Danny Barksdale, aye. Motion carries unanimously.

**MOTION** was made by Daryl Sammet and seconded by LaDon Townsend to approve the following inventory changes:

<b>Transfer from</b>	<b>Transfer to</b>	<b>Item</b>	<b>Inventory or Serial #</b>
EMA	Sheriff's Office	Intel Computer	12586
EMA	Sheriff's Office	Intel Computer	12585
EMA	Sheriff's Office	829 Multimode Router	12584
EMA	Sheriff's Office	829 Multimode Router	12583
EMA	Sheriff's Office	Altona Matrix Switch	18901
EMA	Sheriff's Office	Cisco Catalyst	18899
EMA	Sheriff's Office	Cisco Catalyst	18894
EMA	City of Athens	Smart Podium	18797
EMA	City of Athens	Smart Podium	18790
EMA	City of Athens	Smart Podium	18791
EMA	City of Athens	Smart Podium	18792
EMA	City of Athens	Smart Podium	18793
EMA	City of Athens	Smart Podium	18794
EMA	City of Athens	Smart Podium	18795
EMA	City of Athens	Smart Podium	18796
EMA	Engineering Dep.	2006 Ford F250 Truck	9741

The Chairman asked if there was any discussion. There was no discussion. The Administrator called the roll. Daryl Sammet, aye; LaDon Townsend, aye; Danny Barksdale, aye. Motion carries unanimously.

**MOTION** was made by LaDon Townsend and seconded by Danny Barksdale to remove the following from inventory:

<b>Department</b>	<b>Item</b>	<b>Serial #</b>
EMA	Microsoft Surface	18818
EMA	EAS Encoder/Receiver	4023/18307
Archives	Copier	3522

The Chairman asked if there was any discussion. There was no discussion. The Administrator called the roll. LaDon Townsend, aye; Danny Barksdale, aye; Daryl Sammet, aye. Motion carries unanimously.

**MINUTES, LIMESTONE COUNTY COMMISSION, FEBRUARY 1, 2021  
COMMISSION MEETING**

**MOTION** was made by Daryl Sammet and seconded by LaDon Townsend to sell the following on GovDeals:

<b>Department</b>	<b>Item</b>	<b>Inventory #</b>	<b>Serial #</b>
Engineering	Asphalt Zipper	N/A	50000397
District 1	2000 INTL 4000 Series Truck/White	17974	1HTSCABN4YH287034

The Chairman asked if there was any discussion. There was no discussion. The Administrator called the roll. Daryl Sammet, aye; LaDon Townsend, aye; Danny Barksdale, aye. Motion carries unanimously.

**Commissioner Sammet** stated, “I would like to mention the progress on the Veteran’s building. I was in there the other day, and they are coming along really well. I think it is going to be something that this county can be proud of once they get it in place.”

**Commissioner Barksdale** commented on the roadside spray program and stated, “What we spray is similar to what lawn applicators spray on a lawn, and it actually encourages the growth of Bermuda grass. So, when we start spraying this spring, if the homeowners see that the grass is a little brown it is probably a weed that is going to die. If you will wait 60 to 90 days, you will find that Bermuda grass will be greening and will probably look better than the other parts of your yard throughout the year. I would just ask the homeowners to give it a chance.”

**Commissioner Black was absent.**

**Commissioner Townsend** wanted to remind everybody about the Buzzard Roost cleanup project that will be on February 6<sup>th</sup> from 10:00 a.m. to 2:00 p.m. Commissioner Townsend requested help from volunteers due it being a large project which had been neglected for a long time. Commissioner Townsend also commented that spraying should start sometime this month, and he requested that if citizens do not want the spray service to please put out a “No Spray” sign or contact the commissioner.

**Chairman Daly** also commented that he too had visited the Veteran’s Museum’s new upcoming location. Chairman stated, “They are really making progress and it looks very good. This is going to be a great thing for the community, and they have done an awesome job with the old event center.” Chairman commented that the Veteran’s Museum will be making the move in a few weeks. He also commented on the Buzzard Roost cleanup as well as the Chocolate Walk in downtown Athens – both happening this weekend. The Chairman thanked the county employees and thanked everyone for coming.

**MINUTES, LIMESTONE COUNTY COMMISSION, FEBRUARY 1, 2021  
COMMISSION MEETING**

Adjourned at 10:20 a.m. until 9:00 a.m. on Tuesday February 16, 2021, at the Clinton Street Courthouse Annex, 100 South Clinton Street, Athens, Alabama.