



BUDGET COMMITTEE AGENDA

January 08, 2026, at 4:00 PM, Room 312

1. Appearance of Citizens
2. Approval of Agenda
3. Contracts with Legal Approval
 - A. **The Lamar Companies, Tourism, Contract #26-0078** – One-year billboard rental for \$1323 per month.
4. Contracts Pending Legal Approval
 - A. **EMS Contracts #26-0081 – 26-0087** - Agreements to provide \$2,500 AEMT program to the following EMS employees:
Katelyn Claxton
Lily Edmonson
Misty Green
Lorelei Hefferman
Hannah Rhoton
Errionna Chadwick
Nicholas Hill

Each employee must continue full-time employment with the EMS for one year after obtaining the AEMT State EMS license or employee will be required to repay the whole amount.
5. Cash and Fund Balance Report, etc.....Robby Holbrook
6. Consent Agenda ... Transfers, not requiring Commission approval (1-3)
7. AC Schools / Marcus Bullock.....Appropriations & Transfer (4-8)
8. General Fund/Mayor Frank.....Appropriation (9-11)
9. Sheriff/Russell Barker..... Appropriation & Transfers (12-14)

10. EMS/Nathan Sweet.....Appropriation (15)
11. Highway/Gary Long Transfers (16-17)

SECTIONS:

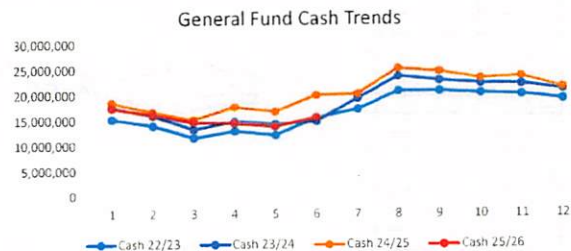
- Report on Debt Obligation for Animal Shelter/Finance..... (A)
FY 26/27 Budget Guidelines & Calendar/Finance (B)
Unfinished Business.....(C)
New Business (D)

**ANDERSON COUNTY GOVERNMENT
CASH AND FUND BALANCE REPORT
December 31, 2025**

| FUND | DESCRIPTION | NON-SPENDABLE | RESTRICTED FUNDS | COMMITTED FUNDS | ASSIGNED FUNDS | UNASSIGNED FUND BALANCE | TOTAL FUND BALANCE | CASH |
|------|---------------------------------|---------------|------------------|-----------------|----------------|-------------------------|--------------------|---------------|
| 101 | General Fund | \$ - | \$ 1,182,365 | \$ 343,761 | \$ 1,587,354 | \$ 13,450,507 | \$ 16,563,987 | \$ 15,722,793 |
| 115 | Library Fund | \$ - | \$ 181,320 | | \$ - | \$ - | \$ 181,320 | \$ 228,858 |
| 116 | Solid Waste/Sanitation Fund | \$ - | \$ 703,936 | \$ 17,726 | \$ - | \$ - | \$ 721,662 | \$ 1,070,223 |
| 120 | Opioid Abatement | | | \$ 752,610 | | | \$ 795,135 | \$ 795,135 |
| 121 | American Rescue Plan | | | | | | | \$ 1,275,018 |
| 122 | Drug Control Fund | \$ - | \$ 139,101 | \$ 8,754 | \$ - | \$ - | \$ 147,855 | \$ 155,775 |
| 127 | Channel 95 Fund | \$ - | \$ - | \$ - | \$ 21,056 | \$ - | \$ 21,056 | \$ 35,489 |
| 128 | Tourism Fund | \$ - | \$ 788,306 | \$ - | \$ 101,440 | \$ - | \$ 889,746 | \$ 931,589 |
| 131 | Highway Fund | \$ 47,550 | \$ 269,737 | \$ 2,387,633 | \$ - | \$ - | \$ 3,582,370 | \$ 4,602,650 |
| 141 | General Purpose School Fund | \$ - | \$ - | \$ 10,908,412 | \$ - | \$ - | \$ 10,908,412 | \$ 15,793,438 |
| 143 | Central Cafeteria | \$ 112,744 | \$ 4,328,521 | \$ - | \$ - | \$ - | \$ 4,328,521 | \$ 4,309,138 |
| 151 | General Debt Service Fund | \$ - | \$ 872,902 | \$ - | \$ - | \$ - | \$ 872,902 | \$ 2,186,405 |
| 152 | Rural Debt Service Fund | \$ - | \$ 587,730 | \$ - | \$ - | \$ - | \$ 587,730 | \$ 1,055,815 |
| 156 | Education Debt Service Fund | \$ - | \$ 96,991 | \$ - | \$ - | \$ - | \$ 96,991 | \$ 936,075 |
| 171 | Capital Projects Fund | \$ - | \$ 58,600 | \$ - | \$ - | \$ - | \$ 58,600 | \$ 731,736 |
| 177 | Education Capital Projects Fund | \$ - | \$ 64,899 | \$ - | \$ - | \$ - | \$ 64,899 | \$ 2,944,444 |
| 263 | Employee Benefit Fund | \$ 27,936 | \$ - | \$ - | \$ 821,748 | \$ - | \$ 821,748 | \$ 1,153,591 |
| | | \$ 188,230 | \$ 9,274,408 | \$ 14,418,896 | \$ 2,531,598 | \$ 13,450,507 | \$ 40,642,934 | \$ 53,928,172 |

* General Unassigned Fund Balance limit of \$8M requiring 2/3 (11) votes for budget amendments.

| Cash Trends November | |
|-------------------------|------------|
| Cash 21/22 | 16,064,200 |
| Cash 22/23 | 15,520,868 |
| Cash 23/24 | 14,895,472 |
| Cash 24/25 | 20,138,171 |
| Cash 25/26 | 15,722,793 |



Copy of Local Option Sales Tax - Net Breakdown by FY

| FY2025 | Anderson Co. | Clinton | Rocky Top | Norris | Oak Ridge | Oliver Springs | Out of State | Total | +/- |
|----------------|-----------------------|------------------------|-----------------------|---------------------|------------------------|-----------------------|---------------------|------------------------|-------------|
| July | \$491,168.50 | \$930,859.52 | \$108,725.51 | \$44,448.53 | \$2,411,025.21 | \$124,410.32 | \$66,990.18 | \$4,177,627.77 | 4.2% |
| August | \$511,851.31 | \$800,787.50 | \$101,851.85 | \$47,875.06 | \$2,774,632.51 | \$124,698.62 | \$15,001.64 | \$4,376,662.49 | 9.7% |
| September | \$512,025.95 | \$802,463.06 | \$101,803.19 | \$46,608.41 | \$2,597,731.30 | \$137,204.98 | \$52,173.02 | \$4,250,009.91 | 17.3% |
| October | \$497,462.45 | \$887,229.75 | \$100,691.60 | \$41,831.66 | \$2,353,123.16 | \$126,512.93 | \$63,185.12 | \$4,070,036.68 | 8.9% |
| November | \$506,343.21 | \$953,771.87 | \$99,110.32 | \$48,467.91 | \$2,527,615.95 | \$126,803.66 | \$47,951.78 | \$4,310,064.70 | 3.4% |
| December | \$507,665.20 | \$971,899.48 | \$105,362.12 | \$40,481.03 | \$2,490,047.05 | \$136,616.12 | \$46,388.25 | \$4,298,659.25 | 5.6% |
| January | \$602,686.44 | \$1,051,538.71 | \$115,188.16 | \$53,396.68 | \$2,981,517.91 | \$134,690.93 | \$65,305.67 | \$5,004,324.50 | -5.5% |
| February | \$454,113.16 | \$873,735.49 | \$90,892.13 | \$36,505.29 | \$2,178,194.50 | \$125,295.15 | \$51,888.55 | \$3,810,624.27 | -1.1% |
| March | \$454,042.03 | \$831,939.65 | \$84,325.57 | \$36,233.61 | \$2,260,444.64 | \$115,754.23 | \$47,288.01 | \$3,830,627.14 | -2.1% |
| April | \$553,490.99 | \$957,685.24 | \$105,129.31 | \$46,031.00 | \$2,816,318.47 | \$125,009.35 | \$34,833.56 | \$4,638,497.92 | 4.4% |
| May | \$557,524.13 | \$964,901.26 | \$100,437.63 | \$47,535.44 | \$2,632,140.41 | \$133,489.15 | \$80,207.03 | \$4,511,235.05 | 1.7% |
| June | \$560,683.20 | \$1,046,259.14 | \$103,912.07 | \$44,201.70 | \$2,756,562.11 | \$130,311.67 | \$56,019.68 | \$4,697,949.57 | 8.1% |
| Totals: | \$6,209,056.57 | \$11,073,070.68 | \$1,218,029.46 | \$528,616.32 | \$30,779,353.22 | \$1,540,797.11 | \$627,432.49 | \$51,976,319.25 | 4.2% |
| FY2026 | Anderson Co. | Clinton | Rocky Top | Norris | Oak Ridge | Oliver Springs | Out of State | Total | +/- |
| July | \$507,648.99 | \$978,010.26 | \$103,015.61 | \$47,199.51 | \$2,685,169.88 | \$128,128.33 | \$64,001.18 | \$4,513,173.76 | 8.0% |
| August | \$551,353.91 | \$1,006,909.31 | \$105,299.07 | \$46,667.94 | \$2,941,555.02 | \$127,918.15 | \$19,038.15 | \$4,798,741.55 | 9.6% |
| September | \$544,006.51 | \$987,949.30 | \$99,955.24 | \$44,455.23 | \$2,919,298.05 | \$137,201.46 | \$30,527.34 | \$4,763,393.13 | 12.1% |
| October | \$611,382.00 | \$927,031.25 | \$100,382.46 | \$47,428.45 | \$2,556,417.96 | \$133,076.18 | \$27,730.35 | \$4,403,448.65 | 8.2% |
| November | \$547,668.76 | \$993,116.16 | \$92,120.31 | \$43,525.04 | \$2,697,182.84 | \$127,783.95 | \$30,294.87 | \$4,531,691.93 | 5.1% |
| December | | | | | | | | | |
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| February | | | | | | | | | |
| March | | | | | | | | | |
| April | | | | | | | | | |
| May | | | | | | | | | |
| June | | | | | | | | | |
| Totals: | \$2,762,060.17 | \$4,893,016.28 | \$500,772.69 | \$229,276.17 | \$13,799,623.75 | \$654,108.07 | \$171,591.89 | \$23,010,449.02 | |

Local Option Sales Tax - Total Net Collections

Legend: FY2023, FY2024, FY2025, FY2026

ARPA PROJECTS

| ARPA Funding Eligibility Category | REVENUE LOSS | OTHER ELIGIBILITIES | TOTAL | | | |
|--|--------------------|---------------------|---------------------------|----------------|--------------|-----------------------------|
| Total ARPA Allocation | \$ 10,000,000.00 | \$ 4,952,074.00 | \$ 14,952,074.00 | | | |
| -Less Budgeted To-Date | \$ (10,262,639.51) | \$ (5,120,393.55) | \$ (15,383,033.06) | | | |
| Remaining Allocation | \$ (262,639.51) | \$ (168,319.55) | \$ (430,959.06) | | | |
| Interest earned and balance of allocations | \$ 454,676.23 | \$ (430,959.06) | | | | |
| Total Interest Remaining | | \$ 23,717.17 | | | | |
| Project Name | BUDGETED | EXPENDED TO-DATE | BUDGETED BUT NOT EXPENDED | PROJECT STATUS | REVENUE LOSS | Date Approved by Commission |
| 1 Employee Retention Payments -Exempt | \$ 85,013.68 | \$ 85,013.68 | \$ - | Complete | YES | 4/18/2022 |
| 2 Employee Retention Payments -Non-Exempt | \$ 614,826.78 | \$ 614,826.78 | \$ - | Complete | NO | 4/18/2022 |
| 3.1 TN Emergency Broadband Fund Grants -MF Highland | \$ 11,636.84 | \$ 11,636.84 | \$ - | Complete | YES | 2/22/2022 |
| 4 GIS Digitized Stormwater System And Outfall Map | \$ 103,060.00 | \$ 103,060.00 | \$ - | Complete | YES | 11/21/2022 |
| 5 Comp/Building/Contents/MotorPool | \$ 280,000.00 | \$ 280,000.00 | \$ - | Complete | YES | 8/15/2022 |
| 6 Whole Body Scanner for Jail | \$ 135,000.00 | \$ 135,000.00 | \$ - | Complete | YES | 9/20/2021 |
| 7 County Paving Projects | \$ 766,991.63 | \$ 766,991.63 | \$ - | Complete | YES | 8/15/2022 |
| 7.1 County Paving Projects - New Eligibility | \$ 1,485,844.01 | \$ 1,485,844.01 | \$ - | Complete | NO | 8/15/2022 |
| 8 County-wide Assessment for Water & Sewer Planning | \$ 92,000.00 | \$ 92,000.00 | \$ - | Complete | YES | 3/10/2022 |
| 9 Claxton Sewerline Study | \$ 30,000.00 | \$ 30,000.00 | \$ - | Complete | YES | 8/15/2022 |
| 10 Witness Room/Archives Relocation | \$ 1,019,170.85 | \$ 1,019,170.85 | \$ - | Complete | YES | 8/15/2022 |
| 11 Senior Center Kitchen Improvements | \$ 670,200.00 | \$ 670,200.00 | \$ - | Complete | YES | 5/16/2022 |
| 12 A/V Technology for Room 118A | \$ 15,182.53 | \$ 15,182.53 | \$ - | Complete | YES | 5/16/2022 |
| 13 IT Infrastructure Needs (e.g., Multi-Factor Authentication) | \$ 150,000.00 | \$ 150,000.00 | \$ - | Complete | YES | 8/15/2022 |
| 15 Other Vehicles on Capital Requests | \$ 224,823.00 | \$ 224,823.00 | \$ - | Complete | YES | 8/15/2022 |
| 16 Sheriff's Vehicles for 2 Years | \$ 899,349.03 | \$ 899,349.03 | \$ - | Complete | YES | 8/15/2022 |
| 18 Family Justice Center -Building Purchase | \$ 175,000.00 | \$ 175,000.00 | \$ - | Complete | YES | 8/15/2022 |
| 19 EMS Stretchers (12) | \$ 398,409.00 | \$ 398,409.00 | \$ - | Complete | YES | 11/21/2022 |
| 21 Oak Ridge Fire Dept. Training Center | \$ 273,500.00 | \$ 273,500.00 | \$ - | Complete | YES | 8/15/2022 |
| 22 Other County Capital Outlay Requests (e.g., \$10k Judges) | \$ 9,334.76 | \$ 9,334.76 | \$ - | Complete | YES | 8/15/2022 |
| 23 Repair Chimes | \$ 18,635.00 | \$ 18,635.00 | \$ - | Complete | YES | 1/17/2023 |
| 24 A/V Technology for Room 312 | \$ 13,994.24 | \$ 13,994.24 | \$ - | Complete | YES | 3/20/2023 |
| 25 Jail Medical Services | \$ 250,000.00 | \$ 250,000.00 | \$ - | Complete | YES | 5/15/2023 |
| 26 EMS Budget Fund Balance Adjustment (FY24) | \$ 516,000.00 | \$ 516,000.00 | \$ - | Complete | YES | 6/19/2023 |
| 28 Fire Department/Rescue Squad Equipment | \$ 547,389.89 | \$ 547,389.89 | \$ - | Complete | YES | 8/21/2023 |
| 29 EMS AED's | \$ 272,669.74 | \$ 272,669.74 | \$ - | Complete | YES | 8/21/2023 |
| 30 Claxton Area Repeater | \$ 13,475.23 | \$ 13,475.23 | \$ - | Complete | YES | 8/21/2023 |
| 32 Contributions Child Advocacy Center & American Legion | \$ 18,405.00 | \$ 18,405.00 | \$ - | Complete | YES | 3/18/2024 |
| 33 County-wide Emergency Communications System | \$ 1,250,000.00 | \$ 1,250,000.00 | \$ - | Complete | NO | 12/18/2023 |
| 34 Parks Bobcat | \$ 53,161.25 | \$ 53,161.25 | \$ - | Complete | YES | 5/20/2024 |
| 35 Anderson County Fire Commission Funding for Departments | \$ 330,000.00 | \$ 330,000.00 | \$ - | Complete | YES | 5/20/2024 |
| 36 Auto Purchases | \$ 170,281.35 | \$ 170,281.35 | \$ - | Complete | YES | 6/17/2024 |
| 38 Sheriff's Vehicles FY25 | \$ 571,962.02 | \$ 571,962.02 | \$ - | Complete | YES | 8/19/2024 |
| 39 Archives Security Cameras | \$ 13,802.94 | \$ 13,802.94 | \$ - | Complete | YES | 8/19/2024 |
| 40 Senior Center Badge System | \$ 10,888.36 | \$ 10,888.36 | \$ - | Complete | YES | 9/16/2024 |
| 42 County Auto Purchases | \$ 100,000.00 | \$ 100,000.00 | \$ - | Complete | YES | 11/18/2024 |
| 44 Employee Retention Payments 2024 | \$ 469,288.25 | \$ 469,288.25 | \$ - | Complete | YES | 12/15/2024 |
| 3 TN Emergency Broadband Fund Grants -MF Comcast | \$ 250,000.00 | \$ - | \$ 250,000.00 | In Progress | YES | 2/22/2022 |
| 14 EMS Ambulances for 2 years | \$ 1,346,303.66 | \$ 923,707.66 | \$ 423,196.00 | In Progress | NO | 8/15/2022 |
| 27 TDEC ARP Water Infrastructure Investment Plan (WIIP) | \$ 379,514.92 | \$ 307,735.98 | \$ 71,778.94 | In Progress | YES | 6/19/2023 |
| 31 Dental Clinic Redesign/Relocation/Blids Improvements | \$ 604,000.00 | \$ 506,538.99 | \$ 97,461.01 | In Progress | YES | 9/18/2023 |
| 37 EMS Vehicles FY25 | \$ 421,819.10 | \$ 284,669.10 | \$ 138,150.00 | In Progress | NO | 8/19/2024 |
| 41 Blockhouse Valley Recycling Center | \$ 56,500.00 | \$ 22,600.00 | \$ 33,900.00 | In Progress | YES | 10/21/2024 |
| 43 Blockhouse Valley Recycling Center | \$ 14,000.00 | \$ 9,800.00 | \$ 4,200.00 | In Progress | YES | 12/16/2024 |
| 45 Health Dept Reno ARPA Interest Last Dollar | \$ 250,000.00 | \$ - | \$ 250,000.00 | In Progress | YES | 9/15/2025 |
| | \$ 15,383,033.06 | \$ 14,114,347.11 | \$ 1,268,685.95 | | | |

Current Projects as of 12-31-25

| Account Codes (1001 unites specified) | Department | Description | Amount of grant | Amount of matching funds | Amount of behold | Grant end date | Fed thru state | State | Fed Direct | Grantor | Indirect Cost Recovery |
|---|-----------------------------|--|--------------------|--------------------------------|---------------------|-------------------|-------------------|--------------|--------------|---------------|------------------------------|
| 53530 | Admission County Drug Court | TN Certified Recovery Grant (TCRCP) | \$ 133,500 | \$ - | | 7/1/2025 | | \$ 133,500 | | TDH/MSA | \$ 9,250 |
| 53600-JC | Director Attorney's Office | Victims Justice Center | \$ 200,000 | \$ - | | 7/1/2025 | | \$ 200,000 | | OC/PA/NOCA | \$ 3,665 |
| 53630-VOC/A | Director Attorney's Office | Victims Compensation Grant (VOC/A) | \$ 50,565 | \$ - | | 7/1/2025 | | \$ 18,070 | | OC/PA/NOCA | \$ 11,850 |
| 53630-0000-CT/OT | Director Attorney's Office | JAG -Trib CT | \$ 225,000 | \$ - | | 7/1/2025 | | \$ - | | | |
| 55130-131-ENAST | EMS | EMS Training Supplement | \$ 28,800 | \$ 2,203 | | 10/1/2024 | | \$ - | | IDH | |
| 55130-106-ABC | EMS | EMS Training Facility | \$ 857,840 | \$ 651,841 | | 10/1/2024 | | \$ 28,800 | | IDH | |
| 55410-499-DHS | Emergency Management | Emergency Security Grant 2024 | \$ 28,250 | \$ - | | 9/1/2023 | | \$ 28,250 | | TEMA/MS | |
| 55410-706-EOC | Emergency Management | Emergency Operations Center | \$ 2,942,540 | \$ 980,980 | | 9/1/2023 | | \$ - | | TEMA/MS | |
| 55410-499-EMWG | Emergency Management | Emergency Management Plan 2023 | \$ 32,024 | \$ 32,024 | | 4/30/2027 | | \$ 2,342,940 | | TEMA/MS | |
| 55410-499-DOE | Emergency Management | On-Site Emergency Planning and Response | \$ 21,000 | \$ - | | 9/30/2025 | | \$ 32,024 | | TEMA | |
| 55410-499-ELWG | Emergency Management | Emergency Management EMOG 2024 | \$ 32,024 | \$ 32,024 | | 11/30/2025 | | \$ 21,000 | | TEMA/MS | |
| 55110-707-SP/MWG | Health Department | Health Department Renovation | \$ 659,000 | \$ 616,400 | | 9/30/2025 | | \$ 32,024 | | TEMA | |
| 55180 | Health Department | Health Department Renovation | \$ 659,000 | \$ - | | 9/30/2026 | | \$ 1,315,400 | | IDH | |
| 55160-2001 | Health Department | Safety Net Grant for Dental (Emory Valley) | \$ 4,000,000 | \$ - | | 7/1/2025 | | \$ 502,276 | | IDH | |
| 55160-2001 | Health Department | Safety Net Grant for Dental (Emory Valley) | \$ 4,000,000 | \$ - | | 6/30/2028 | | \$ 4,000,000 | | IDH | |
| 55160-2001 | Highway/Mayors Office | IDOT Old State Circle Bridge (State Run Project) | \$ 950,800 | \$ - | | 6/30/2028 | | \$ 4,000,000 | | IDH | |
| 53500-1000 | Mayors Office | Idwents Court State Supplement Funds | \$ 45,000.00 | \$ - | | 6/30/2028 | | \$ 942,020 | | IDOT | |
| 51900-789-IVWOSP | Mayors Office | IDOT Court Steps 1 of 2 | \$ 942,020 | \$ 219,560 | | 7/1/2024 | | \$ 45,000 | | IDOT | |
| 51900-799-IVWOSP | Mayors Office | IDOT Older Springs 2 of 2 | \$ 711,346 | \$ 177,948 | | 12/15/2023 | | \$ 711,396 | \$ 1,860,000 | USDOT | |
| 171-41150-FLAP1 | Mayors Office | Goats Feen Farm (FLAP Grant) | \$ 1,860,000 | \$ 201,400 | | 10/14/2025 | | \$ 523,207 | | IDOT | |
| 55180-FHS | Mayors Office | CDBG Food Insecurity | \$ 194,000 | \$ - | | 12/31/2024 | | \$ - | | USDOJ | |
| 81170-791-CD/BC1 | Mayors Office | CDBG Waterlines | \$ 523,207 | \$ 107,183 | | 10/15/2020 | | \$ 100,000 | | IDBEG | |
| 55190-AB/PRP | Mayors Office | Broadband Accessibility Grant (BRC) | \$ 100,000 | \$ - | | 7/1/2024 | | \$ 20,000 | | IDBEG | |
| 55190-AB/PRC1 | Mayors Office | Broadband Identification Grant | \$ 20,000 | \$ - | | 7/31/2025 | | \$ 40,000 | | IDBEG | |
| 55190-TCAD1 | Mayors Office | Senior Center Grant (Vehicular) | \$ 45,000 | \$ - | | 7/31/2025 | | \$ 100,000 | | IDBEG | |
| 55190-AB/AC2 | Mayors Office | ORHA Broadband Identification Grant | \$ 100,000 | \$ - | | 8/1/2024 | | \$ 1,200 | | TDA | |
| 55190-389-ANNA 1 | Mayors Office | Annual Franchise - Stay/Heater | \$ 1,200 | \$ - | | 8/1/2025 | | \$ 29,762 | | IDBEG | |
| 171-91401-ID/CC1 | Mayors Office/OC/MVA | Water Infrastructure Investment Plan (WIP) | \$ 3,795,148 | \$ 379,515 | | 9/30/2021 | | \$ 3,795,148 | | IDBEG | |
| 51900-OC/BC/A | Mayors Office/OC/MVA | Coke Ridge Recreation Community Alliance | \$ 787,080 | \$ - | | 4/15/2024 | | \$ 787,080 | | ET/HR/MS/TAAD | |
| 101-04200 | Mayors Office/OC/MVA | OC on Aging and Senior Center | \$ 196,181 | \$ 28,420 | | 7/1/2024 | | \$ 19,005 | | OC/PA | |
| 55310-039-ALM | Mayors Office/OC/MVA | Aluminate Electronic Monitoring | \$ 13,005 | \$ 13,005 | | 10/21/2024 | | \$ 48,000 | | IDBEG | |
| 55300-489 | Mayors Office/OC/MVA | Senior Center Sound Panels | \$ 48,000 | \$ - | | 11/1/2025 | | \$ 1,341 | | IDBEG | |
| 55420-EE/P1 | North Library | TOP Grant | \$ 1,341 | \$ 70 | | 7/1/2025 | | \$ 317,141 | | IDBEG | |
| 54110-186-SD/PH1 | South's Department | Structured Based Programming (EBP) | \$ 317,141 | \$ - | | 5/1/2025 | | \$ 203,000 | | OC/PA | |
| 54110-94007 | South's Department | South's Office Renovation and Relocation | \$ 230,800 | \$ - | | 6/30/2023 | | \$ 203,000 | | IDBEG | |
| 54210-SWH14 | South's Department | Senior's Program Safety Grant | \$ 230,800 | \$ - | | 10/1/2024 | | \$ 230,800 | | IDBEG/MS/TA | |
| 54110-700 | South's Department | Metula Health Transport | \$ 230,270 | \$ - | | 7/1/2025 | | \$ 127,910 | | OC/PA | |
| 54110-807 | South's Department | Strategic Safety Enforcement and Education | \$ 127,910 | \$ - | | 7/1/2025 | | \$ - | | IDB/MS/TAAD | |
| 128-58110-AL/PA | Tourism | Tourism Marketing Grant | \$ 326,715 | \$ 30,000 | | 12/1/2024 | | \$ 30,000 | | IDB | |
| 128-58110 | Tourism | Tourism Marketing Grant | \$ 30,000 | \$ 30,000 | | 7/1/2025 | | \$ 30,000 | | IDB | |
| 128-58110-TEC-B Tourism | Tourism | Tourism Enhancement Grant - Lost Bottom Park | \$ 49,000 | \$ 21,000 | | 6/30/2027 | | \$ - | | IDB | |
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ANDERSON COUNTY BUDGET AMENDMENT REQUEST

Important Note: this form is due to the budget Director's Office by 2:00 P.M. ON Monday before the Budget Committee meeting.

TYPE OF AMENDMENT

TRANSFER: X

APPROPRIATION:

DEPARTMENT: Emergency Medical Services

FROM: Nathan Sweet

January 5, 2026

83946

| INCREASE | CODE DESCRIPTION | AMOUNT |
|---------------|---|--------------|
| 101-55130-338 | Maintenance and Repairs and Maintenance | \$ 5,000.00 |
| 101-55130-499 | Other Supplies and Materials | \$ 2,500.00 |
| 101-55130-524 | Staff Development | \$ 4,500.00 |
| | | |
| | | |
| | | |
| | | \$ 12,000.00 |

| DECREASE | CODE DESCRIPTION | |
|--------------------|---|--------------|
| 101-55130-309-KICK | Contracts with Governmental Agencies Kicker Payment | \$ 12,000.00 |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | \$ 12,000.00 |

109,400

Detailed Justification / Explanation :

Increasing vehicle maintenance code for needed repairs to ambulances. Increasing other supplies to purchase front cab consoles for ambulances. Transferring funds to staff development to send 12 staff to a Peer Support Provider course with the Oak Ridge Fire Fighter's Association. This course is to help develop our peer support team in our response to helping personnel deal with mental health and post traumatic stress.

What Impact does this amendment/appropriation have on next year's budget? (One time amendment or permanent increase)

One time transfer

①

ANDERSON COUNTY GOVERNMENT BUDGET AMENDMENT REQUEST

Important Note: This form is due to the Budget Director's Office by 2:00 p.m. on the Tuesday before the Budget Committee meeting.

TYPE OF AMENDMENT

TRANSFER: ☒

APPROPRIATION: ☐

DEPARTMENT: *Property Assessor*

FROM: *John K. Avey Jr.*
(Department Contact Person)

DATE: *12-4-25*

0083947

| INCREASE / DECREASE CODE: | DESCRIPTION | AMOUNT |
|---------------------------|-------------|--------|
| 10152300 - 320 | Memberships | 373.00 |
| | | |
| | | |
| | | |
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| | | |

| INCREASE / DECREASE CODE: | DESCRIPTION | AMOUNT |
|---------------------------|-------------|--------|
| 10152300 - 451 | Uniforms | 373.00 |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |

Justification / Explanation: *ETAAO - TNAAO \$2360.00 - Membership Increase*
75.00

**Please attach additional sheet if necessary for additional information.

TIAAO - Dues 170"

(2)

ANDERSON COUNTY BUDGET AMENDMENT REQUEST

IMPORTANT NOTE: This form is due to the Budget Director's Office by 2:00 P.M. on the Monday before the Budget Committee meeting.

TYPE OF AMENDMENT

TRANSFER: ☒APPROPRIATION: ☐

0083948

DEPARTMENT: School NutritionFROM: RaeAnn OwensDATE: 12/22/2025

| INCREASE <input checked="" type="checkbox"/> DECREASE <input type="checkbox"/> | CODE DESCRIPTION | AMOUNT |
|---|---|-------------|
| 143-73100-336 | Food Service - Maint & Repair Equipment (A) | \$ 6,500.00 |
| | | |
| | | |
| | | |
| | | |
| | | |
| Total | | \$ 6,500.00 |

| INCREASE <input type="checkbox"/> DECREASE <input checked="" type="checkbox"/> | CODE DESCRIPTION | AMOUNT |
|---|-----------------------------------|-------------|
| 143-73100-718 | Food Service - Motor Vehicles (B) | \$ 6,500.00 |
| | | |
| | | |
| | | |
| | | |
| | | |
| Total | | \$ 6,500.00 |

6500

Motion _____

☐ To Approve

☐ To Refer

☐ With ☐ W/O

Seconded Motion _____

Detailed Justification / Explanation :

A. Increase based on the projected needs for the remainder of the school year to cover equipment maintenance.

B. Decrease based on the projected needs for the remainder of the school year.

3

ANDERSON COUNTY BUDGET AMENDMENT REQUEST

IMPORTANT NOTE: This form is due to the Budget Director's Office by 2:00 P.M. on the Monday before the Budget Committee meeting.

TYPE OF AMENDMENT

TRANSFER: ☐ APPROPRIATION: ☒ 0083949
 DEPARTMENT: School Nutrition FROM: RaeAnn Owens
 DATE: 12/22/2025

| INCREASE DECREASE | <input checked="" type="checkbox"/> <input type="checkbox"/> | CODE DESCRIPTION | AMOUNT |
|----------------------|---|---|-------------|
| 143 47114-RBATE | | Food Service - USDA OTHER Rebate of Costs for Storage A | \$ 5,151.08 |
| | | | |
| | | | |
| | | | |
| Total | | | \$ 5,151.08 |

| INCREASE DECREASE | <input checked="" type="checkbox"/> <input type="checkbox"/> | CODE DESCRIPTION | AMOUNT |
|----------------------|---|---------------------------------------|-------------|
| 143-73100-336 | | Food Service-Repair and Maintenance B | \$ 5,151.08 |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| Total | | | \$ 5,151.08 |

Motion _____

☐ To Approve

☐ To Refer

☐ With ☐ W/O

☐ Seconded Motion _____

☐ ☐

Detailed Justification / Explanation : _____

A. Increase based on the increased reimbursement for storing USDA foods.

B. Increase for repair and maintenance on storage units.

ANDERSON COUNTY BUDGET AMENDMENT REQUEST

IMPORTANT NOTE: This form is due to the Budget Director's Office by 2:00 P.M. on the Monday before the Budget Committee meeting.

TRANSFER: ☒ *major line item* TYPE OF AMENDMENT
 APPROPRIATION: ☐

DEPARTMENT: Fiscal Services

FROM: Marcus Bullock

DATE: 1/6/2026

0083953

| INCREASE <input checked="" type="checkbox"/> | CODE DESCRIPTION | AMOUNT |
|--|--|--------------|
| DECREASE <input type="checkbox"/> | | |
| 141-72620-790-SPSSG | Other Equipment - State Public School Security Grant | \$ 39,383.06 |
| | | |
| | | |
| | | |
| | | |
| Total | | \$ 39,383.06 |

| INCREASE <input type="checkbox"/> | CODE DESCRIPTION | AMOUNT |
|--|---|--------------|
| DECREASE <input checked="" type="checkbox"/> | | |
| 141-72810-309 | Safety - Contracts with Governmental Agencies | \$ 33,067.78 |
| 141-72810-718 | Safety - Motor Vehicle | \$ 6,315.28 |
| | | |
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| | | |
| | | |
| Total | | \$ 39,383.06 |

62,005
6,315.28

Motion _____

☐ To Approve

☐ To Refer

☐ With ☐ W/O

Seconded Motion _____

Detailed Justification / Explanation:
 To transfer local funds in support of the State Public School Security Grant door lock project.

8

TYPE OF AMENDMENT

0083954

Mayor Frank

12/5/25

| INCREASE | CODE DESCRIPTION | AMOUNT |
|---|--|------------|
| 101-51900-320-ORRCA | Other General Administration - Dues and Memberships | \$2,500.00 |
| 101-51900-399-ORRCA | Other General Administration - Other Contracted Services | \$7,480.63 |
| | | |
| | | |
| | | |
| | | |
| Motion <input type="checkbox"/> To Approve <input type="checkbox"/> To Refer <input type="checkbox"/> With <input type="checkbox"/> W/O | | |
| Seconded _____ | | |
| Motion | | \$9,980.63 |

DEC 9 '25 PM12:08 FINANCE

Please attach additional sheet if more information is needed

TYPE OF AMENDMENT

1/5/26

Please attach additional sheet if more information is needed

TYPE OF AMENDMENT

1/5/26

| INCREASE | CODE DESCRIPTION | AMOUNT |
|---------------|----------------------------|------------|
| 101-56300-499 | Other Supplies & Materials | \$2,800.00 |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | \$2,800.00 |

| INCREASE | CODE DESCRIPTION | AMOUNT |
|--|-----------------------------|------------|
| 101-48610-SENR | Donations - Office on Aging | \$2,800.00 |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| Motion <input type="checkbox"/> To Approve <input type="checkbox"/> To Refer <input type="checkbox"/> With <input type="checkbox"/> W/O | | |
| Seconded _____ | | |
| Motion | | \$2,800.00 |

Detailed Justification / Explanation Grant funds received from the East Tennessee Foundation to the Anderson County Senior Center for supporting senior citizens

Please attach additional sheet if more information is needed

December 30, 2025

The Honorable Terry Frank
Anderson County Mayor
Anderson County Government
100 North Main Street, Room 210
Attn: Finance Department
Clinton, TN 37716



Dear Mayor Frank:

The Board of Directors of the East Tennessee Foundation (ETF) is pleased to inform you that **Anderson County Government** has been approved to receive a grant in the amount of **\$2,800.00** from our **John A. and Helen M. Kapral Fund**. This grant is for the Anderson County Office on Aging and Senior Center and its work supporting seniors. By accepting this grant award, you are certifying these funds will be used to exclusively support the purpose for which the grant was made. In the absence of a stated purpose, these funds shall be used to exclusively support the exempt purpose of your organization.

Please carefully read your grant award letter. If you have questions about its terms or conditions or any other aspect of John A. and Helen M. Kapral Fund, please contact ETF's Grantmaking Team at grantmaking@etf.org. Any change in the use of funds must be approved in advance.

The terms and conditions of this award are as follows:

1. **Grant Number:** Please refer to this grant as **grant number 75483** in all correspondence regarding this award.
2. **General Terms and Conditions:** Your organization agrees:
 - To use the funds from this award only for the designated purposes and not for any other purpose without advance written approval from ETF;
 - To notify ETF of any change in your organization's legal or tax status, any changes in executive staff or in key staff for this project, or any other change that impairs your organization's ability to utilize the grant as intended;
 - To maintain books and records adequate to demonstrate that the funds were expended for the purpose intended;
 - To give ETF reasonable access to your organization's files and records for the purposes of making audits and verifications as it deems necessary concerning the grant; and
 - To return to ETF any unexpended funds or any portion of the grant that is not used for the purposes specified in this grant award letter.
3. **Public Acknowledgement:** Raising public awareness of John A. and Helen M. Kapral Fund, a fund of the East Tennessee Foundation, is a grant requirement. The East Tennessee Foundation:
 - Requires your organization to acknowledge this grant and the support of John A. and Helen M. Kapral Fund on all listings of your annual funders.
 - Requires your organization to acknowledge John A. and Helen M. Kapral Fund in all appropriate programs and publications, printed materials, press releases, or media coverage pertaining to this project.
 - Requests that your organization display a link to the East Tennessee Foundation's website (www.easttennesseefoundation.org) on its website.

520 W. SUMMIT HILL DRIVE
SUITE N# 1101
KNOXVILLE, TN 37902
easttennesseefoundation.org

865 524-1223
877 524-1223 TOLL-FREE
865 637-6039 FAX
EMAIL etf@etf.org

Confirmed in compliance
with Community
Foundations National
Standards

CFNS
ACCREDITED
FOUNDATION

11

Letter to The Honorable Terry Frank

December 30, 2025

Grant Number 75483

Page 2

4. **Grant Reporting:** Once the funds are fully expended, your organization will provide a summary report sharing the impact of the grant award. The report should provide an overview of the award, including but not limited to: an explanation of how the funds were used, what your organization was able to achieve, any lessons learned and/or plans for the future. You are welcome to include any other information the organization would like to share. Send the report via email to grantmaking@etf.org.
5. **Equal Opportunity:** By accepting this grant award, your organization certifies that it is an equal opportunity employer and provider of services, in compliance with federal and state law.

Congratulations on the award and best wishes for your program's success.

Sincerely,



Dr. Keith D. Barber
President & CEO

KDB:asb

Enclosure

cc: Robyn Poppick, Director

Important Note: this form is due to the budget Director's Office by 2:00 P.M. ON Monday before the Budget Committee meeting.

TYPE OF AMENDMENT

TRANSFER: ☐

APPROPRIATION: ☒

0083957

DEPARTMENT:

FROM:

Sheriff's Department

Kenny Sharp / Russell Barker

12/19/2025

| Increase | | | CODE DESCRIPTION | | | | | AMOUNT |
|-----------|--|--|--------------------|--|--|--|--|------------|
| 101-49700 | | | Insurance Recovery | | | | | \$8,675.25 |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
| | | | TOTAL | | | | | \$8,675.25 |

| Increase | | | CODE DESCRIPTION | | | | | |
|---------------|--|--|---|--|--|--|--|------------|
| 101-54110-338 | | | Sheriff's Dept- Vehicle Repairs & Maintenance | | | | | \$8,675.25 |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
| | | | TOTAL | | | | | \$8,675.25 |

| | | | |
|--|--|--|--|
| Motion <input type="checkbox"/> To Approve <input type="checkbox"/> To Refer <input type="checkbox"/> With <input type="checkbox"/> W/O | | | |
| Seconded | | | |
| Motion | | | |

Detailed Justification / Explanation :

Insurance recovery for ACSD vehicles

DEC 18 2025 4:57 PM

12

Important Note: this form is due to the budget Director's Office by 2:00 P.M. ON Monday before the Budget Committee meeting.

TYPE OF AMENDMENT

TRANSFER: ☒ Payroll
 DEPARTMENT: Sheriff
 Finance

APPROPRIATION: ☐
 FROM: Robby Holbrook
 12/8/2025

0083958

| Increase | | CODE DESCRIPTION | | | | | AMOUNT |
|---------------|--|--------------------------|--|--|--|----|----------|
| 101-54490-186 | | Dispatch - Longevity Pay | | | | | 8,000.00 |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| TOTAL | | | | | | \$ | 8,000.00 |

| Decrease | | CODE DESCRIPTION | | | | | |
|---------------|--|----------------------------|--|--|--|----|----------|
| 101-54490-148 | | Dispatch - Radio Operators | | | | | 8,000.00 |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| TOTAL | | | | | | \$ | 8,000.00 |

508,000

| | | | |
|--|--|--|--|
| Motion <input type="checkbox"/> To Approve <input type="checkbox"/> To Refer <input type="checkbox"/> With <input type="checkbox"/> W/O | | | |
| Seconded | | | |
| Motion | | | |

Detailed Justification / Explanation :

Longevity pay was included in regular salary code in budget prep.

This seperates it into its own object code.

Impact on 26/27 budget - yes

13

TYPE OF AMENDMENT

Payroll

☐

FROM:

0083959

Zach Allen / Russell Barker

12/19/2025

2.6 m

| Increase | | | CODE DESCRIPTION | | | | | |
|---------------|--|--|--------------------|--|--|--|--|--------------|
| 101-54210-187 | | | Jail- Overtime Pay | | | | | \$110,000.00 |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
| | | | TOTAL | | | | | \$110,000.00 |

| | | |
|--|--|--|
| Motion | | |
| <input type="checkbox"/> To Approve | | |
| <input type="checkbox"/> To Refer | | |
| <input type="checkbox"/> With <input type="checkbox"/> W/O | | |
| Seconded | | |
| Motion | | |

DEC 19 75 PM 7:00 - INHUC

This transfer is needed to cover overtime pay at ACDF due to staff shortages

Please attach additional sheet if more information is needed

A hand-drawn diagram of a cell. It consists of a large, irregular rounded rectangle representing the cell membrane. Inside this rectangle, there is a smaller, more regular rectangle representing the nucleus. Inside the nucleus, there are two vertical lines and a horizontal line intersecting them, forming a cross-like structure. A small, curved line is drawn on the right side of the nucleus, possibly representing a nucleolus or a nuclear pore.

Important Note: this form is due to the budget Director's Office by 2:00 P.M. ON Monday before the Budget Committee meeting.

TYPE OF AMENDMENT

TRANSFER:

APPROPRIATION: X

DEPARTMENT: EMS

FROM: Nathan Sweet

0023960

January 5, 2026

| DECREASE | CODE DESCRIPTION | AMOUNT |
|---------------|---------------------------------------|-------------|
| 101-34630-EMS | Committed for Public Health & Welfare | \$ 2,536.00 |
| | Tuition funds from Lash Grant | |
| | | |
| | | |
| | | |
| | | |
| | | \$ 2,536.00 |

2536

| INCREASE | CODE DESCRIPTION | |
|--------------------|------------------------------|-------------|
| 101-55130-524-LASH | Staff Development LASH Grant | \$ 2,536.00 |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | \$ 2,536.00 |

Detailed Justification / Explanation :

Transferring grant funds to purchase books for upcoming class

Grant funds received last FY and committed at year end.

What Impact does this amendment/appropriation have on next year's budget? (One time amendment or permanent increase)

One time transfer

(15)

Important Note: this form is due to the budget Director's Office by 2:00 P.M. ON Tuesday before the Budget Committee meeting.

TYPE OF AMENDMENTTRANSFER: ☒APPROPRIATION: ☐

DEPARTMENT:

FROM: Gary Long

131- ACHDDATE 1/5/2026

0083961

| INCREASE / DECREASE (circle one) | CODE DESCRIPTION | AMOUNT |
|----------------------------------|-----------------------|---------------|
| | | |
| 131-62000-149 | Laborers | \$ 120,000.00 |
| 131-62000-206 | Life insurance | \$ 500.00 |
| 131-62000-207 | Medical Insurance | \$ 65,000.00 |
| 131-62000-208 | Dental Insurance | \$ 1,800.00 |
| 131-62000-299 | Other Fringe Benefits | \$ 500.00 |
| 131-62000-451 | Uniforms | \$ 3,000.00 |
| | | |
| | | |
| Total | | \$ 190,800.00 |

| INCREASE / DECREASE (circle one) | CODE DESC | |
|----------------------------------|---------------|---------------|
| | | |
| 131-62000-147 | Truck Drivers | \$ 190,800.00 |
| | | |
| | | |
| | | |
| Total | | \$ 190,800.00 |

320,284

| | | |
|--|--|--|
| Motion | | |
| <input type="checkbox"/> To Approve | | |
| <input type="checkbox"/> To Refer | | |
| <input type="checkbox"/> With <input type="checkbox"/> W/O | | |
| Seconded | | |
| Motion | | |

Detailed Justification / Explanation :

To adjust to proper pay codes. Due to new hires

What Impact does this amendment/appropriation have on next year's budget? (One time amendment or permanent increase)

Please attach additional sheet if more information is needed

16

Important Note: this form is due to the budget Director's Office by 2:00 P.M. ON Tuesday before the Budget Committee meeting.

TYPE OF AMENDMENTTRANSFER: ☒APPROPRIATION: ☐DEPARTMENT: *Payroll*

FROM: Gary Long

0083962

131- ACHDDATE 1/5/2026

| INCREASE / DECREASE (circle one) | CODE DESCRIPTION | AMOUNT |
|----------------------------------|-------------------|--------------|
| | | |
| 131-63100-207 | Medical Insurance | \$ 15,000.00 |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| Total | | |

| INCREASE / <u>DECREASE</u> (circle one) | CODE DESCR | |
|---|------------------|--------------|
| | | |
| 131-63100-142 | Mechanics Salary | \$ 15,000.00 |
| | | |
| | | |
| | | |
| Total | | |

| | | |
|-------------------------------------|------------------------------|--|
| Motion | | |
| <input type="checkbox"/> To Approve | | |
| <input type="checkbox"/> To Refer | | |
| <input type="checkbox"/> With | <input type="checkbox"/> W/O | |
| Seconded | | |
| Motion | | |

Detailed Justification / Explanation :

To adjust to proper pay codes. Medical Insurance

What Impact does this amendment/appropriation have on next year's budget? (One time amendment or permanent increase)

Please attach additional sheet if more information is needed

17



Report On Debt Obligation

| Entity and Debt Information | | |
|---|---|-----------------------------------|
| Entity Name Anderson County | | |
| Entity Address 100 Main Street, Room 208 Clinton, Tennessee 37716-3687 | | |
| Debt Issue Name General Obligation Bond Anticipation Note, Series 2025 | | |
| Series Year 2025 | | |
| Debt Issue Face Amount \$5,900,000.00 | | |
| Face Amount Premium or Discount? N/A | | |
| Tax Status Tax - Exempt | | |
| Interest Type True Interest Cost (TIC) | True Interest Cost(TIC) 3.27% | |
| Debt Obligation Note - Bond Anticipation Note | | |
| Moody's Rating Unrated | Standard & Poor's Rating Unrated | Fitch Rating Unrated |
| Other Rating Agency Name N/A | Other Rating Agency Rating N/A | |
| Security General Obligation | | |
| Type of Sale Per Authorizing Document State or Federal Loan Program | Loan Program Name USDA Rural Development | |
| Dated Date 12/18/2025 | Issue/Closing Date 12/18/2025 | Final Maturity Date 12/18/2027 |

SEC A

| Debt Purpose | | |
|--------------------|------------|---|
| Purpose | Percentage | Description |
| Other | 100% | Capital improvements to the County animal shelter |
| Education | 0% | N/A |
| General Government | 0% | N/A |
| Refunding | 0% | N/A |
| Utilities | 0% | N/A |

| Cost of Issuance and Professionals | | | |
|---|-------------|-------------------|-------------------------------------|
| Does your Debt Issue have costs or professionals? | | | |
| Yes | | | |
| Description | Amount | Recurring Portion | Firm Name |
| Financial Advisor Fees | \$29,500.00 | N/A | Cumberland Securities Company, Inc. |
| Legal Fees - Bond Counsel | \$12,000.00 | N/A | Bass, Berry & Sims PLC |
| Legal Fees - Bank Counsel | \$5,000.00 | N/A | Maynard Nexsen, P.C. |
| TOTAL COSTS | \$46,500.00 | | |

SECA

| Maturity Dates, Amounts, and Interest Rates | | |
|---|----------------|---------------|
| Comments | | |
| Year | Amount | Interest Rate |
| 2027 | \$5,900,000.00 | 3.27% |
| TOTAL AMOUNT | \$5,900,000.00 | |

See final page for Submission Details and Signatures

SEC A

Submission Details and Signatures

Is there an official statement or disclosure document, as applicable, that will be posted to EMMA: <https://emma.msrb.org/>?

No

Signature - Chief Executive or Finance Officer of the Public Entity

Name

Terry Frank

Title/Position

County Mayor

Email

tfrank@andersontn.org

Alternate Email

rholbrook@andersontn.org

Signature - Preparer (Submitter) of This Form

Name

Lillian M. Blackshear

Title/Position

Member

Email

lblackshear@bassberry.com

Alternate Email

alex.samber@bassberry.com

Relationship to Public Entity

Bond Counsel

Organization

Bass, Berry & Sims PLC

Verification of Form Accuracy

By checking the box below as the signing of this form, I attest the following:

1. I certify that to the best of my knowledge the information in this form is accurate.
2. The debt herein complies with the approved Debt Management Policy of the public entity.
3. If the form has been prepared by someone other than the CEO or CFO, the CEO or CFO has authorized the submission of this document.

☒ Verify Form Accuracy

Date to be Presented at Public Meeting

01/20/2026

Date to be emailed/mailed to members of the governing body

N/A

Final Confirmation:

I hereby submit this report to the Division of Local Government Finance of the Tennessee Comptroller of the Treasury and understand my legal responsibility to: File this report with the members of the governing body no later than 45 days after the issuance or execution of the debt disclosed on this form. The Report is to be delivered to each member of the Governing Body and presented at a public meeting of the body. If there is not a scheduled public meeting of the governing body within forty-five (45) days, the report will be delivered by email or regular US mail to meet the 45-day requirement and also presented at the next scheduled meeting.

SEC A

Robby Holbrook

From: Samber, Alex R. <alex.samber@bassberry.com>
Sent: Thursday, December 18, 2025 11:45 AM
To: Mayor Terry Frank; Leean Tupper; Robby Holbrook
Cc: Scott Gibson
Subject: RE: Anderson County - Closing Wire
Attachments: Debt Report - Anderson County 2025 (1).pdf

Good morning,

I've attached the report on debt obligation that I filed for the County today with the Comptroller's office. To comply with state law, please present this report at your January commission meeting and provide a copy to each commissioner. No action item is required, but I recommend noting in the meeting minutes that the report was presented. Please let me know if you have any questions. Thank you, Alex

BASS BERRY + SIMS

Alexandrea (Alex) Samber
Attorney

Bass, Berry & Sims PLC
1700 Riverview Tower 900 S. Gay Street • Knoxville, TN 37902
865-521-2038 phone

SEC A

ANDERSON COUNTY GOVERNMENT

BUDGET GUIDELINES – FISCAL YEAR 2026–2027

1. Objective

Anderson County is committed to preparing a structurally balanced budget, meaning annual revenues should be sufficient to cover planned expenditures without relying on fund balance reserves. Budgets balanced through one-time use of fund balance are not sustainable and should be avoided.

To achieve a structurally balanced budget, departments may need to identify reductions in certain areas to offset increases in others. Departments are encouraged to proactively seek cost-saving measures and improve operational efficiencies.

2. Guidelines

Departments should prepare their Fiscal Year 2026–2027 budgets in accordance with the following principles:

- **Revenue Projections:** Forecast revenues using verifiable trends, historical data, and confirmed commitments.
- **Expense Estimates:** Base expenditure estimates on actual prior-year spending, adjusted only for anticipated and documented changes. Any increase over prior-year expenditures must include a written justification.
- **No-Increase Budgets:** Departments should submit a “no-increase budget” unless mandated cost changes require otherwise.
- **Health Insurance:** Health insurance costs will be budgeted centrally by the Finance Department.
- **Capital Outlay:** Capital equipment purchases should not be included in departmental operating budgets and will be addressed separately through the capital budgeting process.

3. Budget Process

The Finance Department serves as a resource for all departments throughout the budget cycle. Departments are encouraged to involve the Finance Director and staff early in the development of their budgets. Assistance is available for:

- Constructing proposed departmental budgets
- Reviewing supporting documentation
- Preparing for Budget Committee presentations and discussions

The Budget Committee will review and vote to approve or reject proposed budgets before submission to the County Commission. Budgets that comply with these guidelines may move forward with minimal discussion, while those requiring clarification or not adhering to the guidelines may undergo further review during Budget Committee meetings or scheduled hearings.

A detailed schedule of budget activities and deadlines is provided in the "Budget Schedule for the 2026–2027 Fiscal Year." This schedule outlines all tentative dates needed to ensure compliance with state law.

SECB

Budget Schedule for the 2026/2027 Fiscal Year

| Dates for specific activities: Tenn. Code Ann. §§ 5-21-110 and 5-21-111 | | |
|--|--|---|
| January 8 th 4:00 pm | Budget Committee | Budget Committee establishes calendar, forms and procedures as well as guidelines and direction in projecting budget needs. (TCA §-110 a) |
| January | Finance Department | Budget forms prepared with historical data pertaining to prior and current year expenditures. Transmittal letter developed with budget guidelines and instructions. (already working on this in Finance) |
| January 19 th - 23 rd | Finance Department | Budget forms and information distributed to all departments. (TCA §-110 e 1) |
| February 27 th | All Departments | By February 27 th All departments submit their proposed budget to Finance Director, except for Schools. (TCA §-110 b & -110 e 2) |
| February 9 th through March 1 st | Finance Department | Information received from departments is reviewed and compiled. Initial revenue projections are calculated. Proposed budget document is prepared. (TCA §-110 e 1-3) |
| March 3 rd | Finance Director | Finance Director distributes the proposed budgets to the Budget Committee. (TCA §-110 d 1-3) |
| March 5 th 4:00 pm | Budget Committee | Budget Committee discusses the departments' proposed budgets and determines those to present at departmental budget hearings. |
| March 7 th through March 14 th | Departments and Finance Director | Budget meetings between departments with Finance Department as needed, except Schools. |
| April 9 th 4:00 pm | Budget Committee | Budget Hearings and Budget Committee votes to approve or reject proposed budgets, except for Schools. (TCA §-110 e 3 A & -110 e 6) |
| April 10 th | Finance Director | Finance Director notifies departments of rejected budgets. Finance Director notifies Commission of approved budgets, and forwards the approved, proposed budgets to Commission. (TCA §-110 e 3 B-C & 110 e 3 B) |
| April 17 th | Departments | If previously rejected, departments submit new budget proposals to the Finance Director. (TCA §-110 e 3 C) |
| April 20 th | Schools | Schools submit proposed budget to the Finance Director. (TCA §-110 e 4) |

Budget Schedule for the 2026/2027 Fiscal Year

| | | |
|----------------------------------|------------------|---|
| April 24 th | Finance Director | Finance Director distributes the School's proposed budget to the Budget Committee. |
| May 7 th 4:00 pm | Budget Committee | Budget Committee reviews School's proposed budget and votes to approve or reject. Budget Committee also reviews resubmitted budgets from departments previously rejected and votes again to approve or reject. (TCA §-110 e 5 A) |
| May 8 th | Finance Director | <p>If the Budget Committee approves the School's budget, then the School's budget will be forwarded to Commission.</p> <p>If the Budget Committee rejected the School's budget, then the schedule and meeting dates for the remainder of the budget process will be revised accordingly. (TCA §-110 e 5 B-C & -110 e 6)</p> <p>Budget Committee shall vote on the School's proposed budget no later than June 1st. (TCA §-110 5 A)</p> |
| Prior to May 19 th | Finance Director | At least 10 days prior to presentation to Commission for approval, publish proposed annual operating budget and notice of public hearing conducted by the Budget Committee. Publication shall also contain a notice recognizing citizens' right to appear and state their views with 5 days written request. (TCA §-111 a 1-2) |
| June 4 th 4:00 pm | Budget Committee | Budget Committee holds public hearing, including budget appropriation resolution and tax levy resolution. (TCA §-111 a 2) |
| June 15 th 6:00 pm | Commission | Commission discusses the budget approved by the Budget Committee, including appropriation resolution and tax levy resolution. Commission may vote to approve the proposed budgets and resolutions or defer if a special called meeting is desired. (TCA §-110 e 7 & -110 f & -111 b-e) |
| June 22 nd 6:00 pm | Commission | <p>Commission adopts the budget, including appropriation resolution and tax levy resolution. If necessary, Commission approves appropriations needed for fiscal year end. (TCA §-111 f-h)</p> <p>Commission must adopt the budget on/before August 31st, unless an extension is approved by the Comptroller's Office of State and Local Finance. (TCA §-111 h 1-2)</p> |

Appendix 2

Budget Calendar Examples

Counties

| Date | Budget Cycle Phase | Responsible Party | Procedure |
|----------------------------|--------------------|--|--|
| January | Preparation | Budget Director | Deliver forms for all budget requests to all departments. |
| By March 1 | Preparation | Departments | All departments except the local board of education shall deliver the appropriate estimates and budget request to the Budget Director. |
| By April 1 | Preparation | Budget Committee and Budget Director | The county Budget Committee shall vote upon the proposed budget and the Budget Director shall notify the departments if the committee approves or rejects the proposed budget. |
| Immediately After Prior | Preparation | Budget Director | If approved, the Budget Director shall immediately forward the proposed budget to the county legislative body for consideration; or |
| Immediately After Prior | Preparation | Departments | If rejected, the department, commission, institution, board, office, or agency shall submit a revised budget proposal to the Director of Accounts and Budgets within ten (10) business days after receipt of notice that the budget proposal was rejected. |
| By May 1 | Preparation | School Department | The Local Education Agency (LEA) shall submit a proposed budget to the Budget Director, provided that the LEA may amend the proposed budget after May 1. |
| By June 1 | Adoption | Budget Committee and Budget Director | The county Budget Committee shall vote upon the proposed budget and the Budget Director shall notify the LEA if the Budget Committee approves or rejects the LEA budget. |
| Immediately After Prior | Adoption | Budget Director | If approved, the Budget Director shall immediately forward the proposed budget to the county legislative body for consideration. |
| Immediately After Prior | Adoption | School Department | If rejected, the LEA shall submit a revised budget proposal to the Budget Director within ten (10) business days after receipt of notice that the budget proposal was rejected. |
| Immediately After Prior | Adoption | County Commission | If the Budget Committee rejects the first or second budget proposals of a department, then the third and subsequent proposals shall be sent directly to the County Commission which shall approve or reject it within ten (10) business days. |
| On or Before June 30 | Adoption | County Commission | Adopt the fiscal year budget. |
| Within 15 days of Adoption | Oversight | Budget Director | Submit the budget to the Comptroller's Division of Local Government Finance for approval. |
| After Adoption | Execution | Finance Staff | Implement the budget. |
| July 1 through June 30 | Execution | Finance Staff | The Finance Staff shall monitor the budget and make any recommended amendments to the County Commission prior to overspending an appropriation. |
| After the Budget Year | Oversight | County Commission | Implement policies and procedures to address audit findings related to the budget process. |
| After the Budget Year | Oversight | County Commission and/or Utility Board | Implement directives from the Tennessee Board of Utility Regulation. |

Knoxville
P.O. Box 24613
Knoxville, TN 37933
Phone: 865-546-5011
Fax: 865-671-3655



CONTRACT # 5322910

26-0078
Date: 11/26/2025
New/Renewal: RENEWAL
Account Executive: Julie Wilkerson
Phone: 865-546-5011

| CONTRACTED DIRECTLY BY ADVERTISER | |
|-----------------------------------|--|
| Customer # | 304636-1 |
| Name | ANDERSON COUNTY GOVERNMENT |
| Address | 210 SOUTH N. CHARLES G SEIVERS BLVD, SU1 |
| City/State/Zip | CLINTON, TN 37716 |
| Contact | STEPHANIE WELLS |
| Email Address | stephanie@adventureanderson.com |
| Phone # | (865) 457-4547 |
| Fax # | |
| P.O./Reference # | |
| Advertiser/Product | ANDERSON COUNTY TOURISM COUNCIL |
| Campaign | |

| Space | | | | | | | | Billing Cycle: Every 4 weeks | | |
|--------------------|-------------------|---|-------|------------------|-----------------|------|-------------------|------------------------------|-------------------|-------------|
| # of Panels: 1 | | | | | | | | | | |
| Panel # | Market | Location | Altum | Media Type | Size | Misc | Service Dates | # Service Periods | Invest Per Period | Cost |
| 12552 208318 | 037-KNOXVILLE, TN | I-75 .74MI S/O RACCOON VALLEY RD EXIT 117 WS FS | Yes | Perm Bulletin | 14' 0" x 48' 0" | | 02/02/26-01/31/27 | 13 | \$1,323.00 | \$17,199.00 |
| Total Space Costs: | | | | | | | | | | \$17,199.00 |

Special Considerations:

Advertiser authorizes and instructs The Lamar Companies (Lamar) to display in good and workmanlike manner, and to maintain for the terms set forth above, outdoor advertising displays described above or on the attached list. In consideration thereof, Advertiser agrees to pay Lamar all contracted amounts within thirty (30) days after the date of billing. Advertiser acknowledges and agrees to be bound by the terms and conditions on all pages of this contract.

The Agency representing this Advertiser in the contract executes this contract as an agent for a disclosed principal, but hereby expressly agrees to be liable jointly and severally and in solidio with Advertiser for the full and faithful performance of Advertiser's obligations hereunder. Agency waives notice of default and consents to all extensions of payment.

The undersigned representative or agent of Advertiser hereby warrants to Lamar that he/she is the Advertising Director

(Officer/Title)

of the Advertiser and is authorized to execute this contract on behalf of the Advertiser

| | |
|------------|----------------------------|
| Customer: | ANDERSON COUNTY GOVERNMENT |
| Signature: | (signature above) |
| Name: | (print name above) |
| Date: | (date above) |

THE LAMAR COMPANIES

This contract is NOT BINDING UNTIL ACCEPTED by a Lamar General Manager.

ACCOUNT EXECUTIVE: Julie Wilkerson

GENERAL MANAGER

DATE

STANDARD CONDITIONS

1. Late Artwork: The Advertiser must provide or approve art work, materials and installation instructions ten (10) days prior to the initial Service Date. In the case of default in furnishing or approval of art work by Advertiser, billing will occur on the initial Service Date.



Knoxville
P.O. Box 24613
Knoxville, TN 37933
Phone: 865-546-5011
Fax: 865-671-3655



CONTRACT # 5322910

26.0078
Date: 11/26/2025
New/Renewal: RENEWAL
Account Executive: Julie Wilkerson
Phone: 865-546-5011

2. Copyright/Trademark: Advertiser warrants that all approved designs do not infringe upon any trademark or copyright, state or federal. Advertiser agrees to defend, indemnify and hold Lamar free and harmless from any and all loss, liability, claims and demands, including attorney's fees arising out of the character contents or subject matter of any copy displayed or produced pursuant to this contract.

3. Payment Terms: Lamar will, from time to time at intervals following commencement of service, bill Advertiser at the address on the face hereof. Advertiser will pay Lamar within thirty (30) days after the date of invoice. If Advertiser fails to pay any invoice when it is due, in addition to amounts payable thereunder, Advertiser will promptly reimburse collection costs, including reasonable attorney's fees plus a monthly service charge at the rate of 1.5% of the outstanding balance of the invoice to the extent permitted by applicable law. Delinquent payment will be considered a breach of this contract. Payments will be applied as designated by the Advertiser; non designated payments will be applied to the oldest invoices outstanding.

4. Service Interruptions: If Lamar is prevented from posting or maintaining any of the spaces by causes beyond its control of whatever nature, including but not limited to acts of God, strikes, work stoppages or picketing, or in the event of damage or destruction of any of the spaces, or in the event Lamar is unable to deliver any portion of the service required in this contract, including buses in repair, or maintenance, this contract shall not terminate. Credit shall be allowed to Advertiser at the standard rates of Lamar for such space or service for the period that such space or service shall not be furnished or shall be discontinued or suspended. In the case of illumination, should there be more than a 50% loss of illumination, a 20% pro-rata credit based on four week billing will be given. If this contract requires illumination, it will be provided from dusk until 11:00p.m. Lamar may discharge this credit, at its option, by furnishing advertising service on substitute space, to be reasonably approved by Advertiser, or by extending the term of the advertising service on the same space for a period beyond the expiration date. The substituted or extended service shall be of a value equal to the amount of such credit.

5. Entire Agreement: This contract, all pages, constitutes the entire agreement between Lamar and Advertiser. Lamar shall not be bound by any stipulations, conditions, or agreements not set forth in this contract. Waiver by Lamar of any breach of any provision shall not constitute a waiver of any other breach of that provision or any other provision.

6. Copy Acceptance: Lamar reserves the right to determine if copy and design are in good taste and within the moral standards of the individual communities in which it is to be displayed. Lamar reserves the right to reject or remove any copy either before or after installation, including immediate termination of this contract.

7. Termination: All contracts are non-cancellable by Advertiser without the written consent of Lamar. Breach of any provisions contained in this contract may result in cancellation of this contract by Lamar.

8. Materials/Storage: Production materials will be held at customer's written request. Storage fees may apply.

9. Installation Lead Time: A leeway of five (5) working days from the initial Service Date is required to complete the installation of all non-digital displays.

10. Customer Provided Production: The Advertiser is responsible for producing and shipping copy production. Advertiser is responsible for all space costs involved in the event production does not reach Lamar by the established Service Dates. These materials must be produced in compliance with Lamar production specifications and must come with a 60 day warranty against fading and tearing.

11. Bulletin Enhancements: Cutouts/extensions, where allowed, are limited in size to 5 feet above, and 2 feet to the sides and 1 foot below normal display area. The basic fabrication charge is for a maximum 12 months.

12. Assignment: Advertiser shall not sublet, resell, transfer, donate or assign any advertising space without the prior written consent of Lamar.



Knoxville
P.O. Box 24613
Knoxville, TN 37933
Phone: 865-546-5011
Fax: 865-671-3655



CONTRACT # 5322910

Invoice Schedule

26-0078
Date: 11/26/2025
New/Renewal: RENEWAL
Account Executive: Julie Wikerson
Phone: 865-546-5011

| Year | Invoice Date | Service Period | Total Investment |
|------|--------------|----------------|--------------------|
| 2026 | 02/02/2026 | 02/02-03/01 | \$1,323.00 |
| | 03/02/2026 | 03/02-03/29 | \$1,323.00 |
| | 03/30/2026 | 03/30-04/26 | \$1,323.00 |
| | 04/27/2026 | 04/27-05/24 | \$1,323.00 |
| | 05/25/2026 | 05/25-06/21 | \$1,323.00 |
| | 06/22/2026 | 06/22-07/19 | \$1,323.00 |
| | 07/20/2026 | 07/20-08/16 | \$1,323.00 |
| | 08/17/2026 | 08/17-09/13 | \$1,323.00 |
| | 09/14/2026 | 09/14-10/11 | \$1,323.00 |
| | 10/12/2026 | 10/12-11/08 | \$1,323.00 |
| | 11/09/2026 | 11/09-12/06 | \$1,323.00 |
| | 12/07/2026 | 12/07-01/03 | \$1,323.00 |
| 2027 | 01/04/2027 | 01/04-01/31 | \$1,323.00 |
| | | | \$17,199.00 |

* Custom Invoicing Date

Amendment #1, letter from County Law Director James Brooks dated December 10, 2025 is hereby incorporated and supercedes any conflicting lanaguge in the preceding terms and conditions.

JAMES W. BROOKS, JR.
ANDERSON COUNTY LAW DIRECTOR

101 S. MAIN STREET, STE. 310
CLINTON, TENNESSEE 37716

CLINTON, TENNESSEE 37716
(865) 457-6290

MORGAN JONES, PARALEGAL
mjones@andersoncountytn.gov

CASSANDRA M. POWELL, PARALEGAL
cpowell@andersoncountytn.gov

December 10, 2025

Katherine Kleehammer
Deputy Purchasing Agent
100 N. Main St., Suite 214
Clinton, TN 37716

RE: *Lamar*

Dear Katherine:

Pursuant to your request, I have reviewed the contract between Anderson County and above-referenced contractor for legal form. After review, I request that the following revisions be made:

2. Copyright/Trademark; Vendor Indemnity. Advertiser warrants that all Approved Designs do not infringe any third-party copyright or trademark or violate any state or federal law.

3. Payment Terms: Lamar will, bill Advertiser at the address set forth on the face hereof in accordance with the Invoice Schedule attached. Advertiser shall pay Lamar within thirty (30) days after the date of invoice. If Advertiser fails to pay any invoice when due, Advertiser will promptly reimburse Lamar for reasonable collection costs, including attorneys' fees, and Lamar may charge interest on the outstanding balance at a rate of 1.5% per month (or the maximum rate permitted by applicable law which ever is less), until paid. Delinquent payment shall be considered a breach of this Agreement. Payments will be applied as designated by Advertiser; non-designated payments will be applied to the oldest outstanding invoices.

13. Modification and Amendment. This Contract may be modified only by a written amendment signed by all parties.

14. Governing Law. The laws of the State of Tennessee shall govern this Contract. The Chancery Court and/or the Circuit Court of Anderson County, Tennessee shall have exclusive and concurrent jurisdiction of any disputes which arise hereunder.

Legal basis for proposed changes:

Tennessee counties operate under the state constitution and statute. Courts and Attorney General

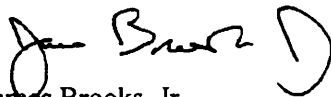
opinions hold that provisions that (a) require a county to assume liability that otherwise would fall on other parties, (b) obligate a county to insure or guarantee another's liabilities, or (c) "lend the credit" of the county, are void. See Tenn. Const. art. I, § 17 and art. II, § 31 (prohibitions against lending credit and pledging public funds); Tenn. Atty. Gen. Opns. (e.g., OAG 93-1; OAG 99-095; OAG 04-065) concluding counties cannot agree to indemnify vendors for third-party claims or otherwise promise payment of vendor liabilities.

Finally, this agreement cannot be completed within one fiscal year and therefore, must be approved by full commission prior to entry.

My review and request for modification is to legal form only. I assume, since you submitted this contract to my office for approval that you have read this agreement, and the terms and conditions set forth are desirable to you and the department involved. I have not been involved in the negotiations of this contract; however, if you would like additional guidance and advice regarding a specific provision of the contract, please feel free to contact me. Furthermore, for the purpose of the approval process, it is assumed that this contract has been properly bid, if required, and budgeted according to state law.

Please call, if you have additional questions or concerns.

With kindest regards,

A handwritten signature in black ink, appearing to read "James Brooks, Jr.", with a large, stylized "D" or "J" flourish at the end.

James Brooks, Jr.

Enclosure: 4 pages

Anderson County Government Employee AEMT Class Agreement

This Agreement is made on December 22 2025 by and between Katelyn Claxton (Employee) and Anderson County Emergency Medical Services (ACEMS).

Where as Employee is an employee of ACEMS, and in order to enhance the skills of the Employee, the Employee has applied for and has been accepted into the AEMT (Course of Study) at Anderson County EMS (Program) beginning on/or about February 2nd, 2026 and ending on/or about May 19th, 2026.

Witnesseth:

Section 1: Course Cost Coverage. ACEMS agrees to cover the total fees for the Course and testing fee, as long as the Employee is actively employed in a full-time capacity for a period of no less than one (1) year after obtaining licensure/certificate as an AEMT from the State of Tennessee. ACEMS will not pay for licensure fees, which are considered a separate cost from the class requirements. ACEMS will not pay for more than one testing fee. The course fee total is \$2,500.

Section 2: Repayment Event. Upon the occurrence of any of the following events ("Repayment Event"): Repayment will be completed within 12 months of a Repayment Event

- a. Employment of the Employee at ACEMS terminates prior to the completion of the one (1) year period, including resignation by Employee, or dismissal by Employer with or without cause; or
- b. Employee moves from full-time to part-time or seasonal status for any length of time prior to the one (1) year period ending.
- c. The employee fails the AEMT class.
- d. Employee does not obtain their AEMT licensure/certificate within six (6) months of completing the AEMT course.

Section 3: Set-Off. The Employee authorizes and directs ACEMS to set off any and all amounts owing to ACEMS under this Agreement against any amount owing to ACEMS by the Employee, including but not limited to salary, wages, vacation pay, etc.

Section 4: Indemnity. The Employee hereby indemnifies and saves harmless ACEMS from and against any and all suits, claims, actions, damages, and other losses which ACEMS suffers or incurs as a result of any governmental taxing authority assessing the reimbursement of the Tuition Payments hereunder as a benefit to the Employee.

Section 8: Release. Employee hereby agrees to release and hold County harmless from and against any and all claims, lawsuits, or the like associated with County's performance of this agreement, or as it relates to the past, present, or future financial condition of the County or the performance of Employee's services under this Agreement.

Section 9: Default. In the event of default by the Employee hereto, the County may bring suit against the Employee to enforce the terms of this Agreement. In such an event, the prevailing party shall be entitled to recover any remedies available at law and/or equity, including reasonable attorney's fees and costs associated with the default.

Section 10: No Oral Modification. No modification, amendment, supplement to, or waiver of this Agreement or any of its provisions shall be binding upon the Parties hereto unless made in writing and duly signed by all the parties.

Section 11: Waiver. A failure of any Party to exercise any right provided for herein shall not be deemed to be a waiver of any right hereunder.

Section 12: Entire Agreement. This Agreement sets forth the entire understanding of the Parties as to the subject matter and may not be modified except in a writing executed by all Parties.

Section 13: Severability. If any term of this Agreement is held by a court of competent jurisdiction to be invalid or unenforceable, then this Agreement, including all of the remaining terms, will remain in full force and effect as if such invalid or unenforceable term had never been included.

Section 15: Exhibits. Any Exhibits attached hereto or incorporated herein are made a part of this Agreement for all purposes. The expression "this Agreement" means the body of this Agreement and the Exhibits.

Section 16: Multiple Counterparts; Effectiveness. This Agreement may be executed in multiple counterparts, each of which shall be deemed an original for all purposes and all of which shall be deemed, collectively, one Agreement. This Agreement shall become effective when executed and delivered by all the Parties.

Section 17: Jurisdiction. Each Party hereby irrevocably consents to the jurisdiction of all state courts sitting in Anderson County, Tennessee, or all federal courts sitting in Knoxville, Tennessee, and agrees that venue for any legal action brought in connection with this Agreement shall lie exclusively in such courts.

Section 18: Binding Effect. This Agreement shall be binding upon and inure to the benefit of the Parties and upon their respective successors, heirs, or assigns.

Section 19: Choice of Law. This Agreement shall be governed and construed in accordance with the laws of the State of Tennessee.

Section 20: Notice. Any notice required or provided pursuant to this Agreement shall be in writing and sent or delivered to the Parties.

Section 21: Titles and Subtitles. Titles of paragraphs and subparagraphs are for convenient reference only and shall not have the effect of modifying, amending, or changing the express terms of this Agreement.

Section 22: Assignment. This Agreement is not assignable.

Section 23: Further Documentation. The Parties agree for themselves to execute any and all instruments in writing, which are or may become necessary or proper to carry out the employment relationship, purpose and intent of this Agreement.

For Employee:

Katelyn Claxton

Signature

Katelyn Claxton

Print Full Name

Date: 12/22/2025

Address: 511 E Am St

La Follette, TN

37766

For Anderson County:

Nathan Sweet
Nathan Sweet, Director of Emergency
Medical Services

Date: 12/22/2025

Approved as to Form:

County Law Director

Anderson County Government Employee AEMT Class Agreement

This Agreement is made on 12/14/25 by and between
Lily Edmondson (Employee) and Anderson County Emergency Medical
Services (ACEMS).

Where as Employee is an employee of ACEMS, and in order to enhance the skills of the Employee, the Employee has applied for and has been accepted into the AEMT (Course of Study) at Anderson County EMS (Program) beginning on/or about February 2nd, 2026 and ending on/or about May 19th, 2026.

Witnesseth:

Section 1: Course Cost Coverage. ACEMS agrees to cover the total fees for the Course and testing fee, as long as the Employee is actively employed in a full-time capacity for a period of no less than one (1) year after obtaining licensure/certificate as an AEMT from the State of Tennessee. ACEMS will not pay for licensure fees, which are considered a separate cost from the class requirements. ACEMS will not pay for more than one testing fee. The course fee total is \$2,500.

Section 2: Repayment Event. Upon the occurrence of any of the following events ("Repayment Event"): Repayment will be completed within 12 months of a Repayment Event

- a. Employment of the Employee at ACEMS terminates prior to the completion of the one (1) year period, including resignation by Employee, or dismissal by Employer with or without cause; or
- b. Employee moves from full-time to part-time or seasonal status for any length of time prior to the one (1) year period ending.
- c. The employee fails the AEMT class.
- d. Employee does not obtain their AEMT licensure/certificate within six (6) months of completing the AEMT course.

Section 3: Set-Off. The Employee authorizes and directs ACEMS to set off any and all amounts owing to ACEMS under this Agreement against any amount owing to ACEMS by the Employee, including but not limited to salary, wages, vacation pay, etc.

Section 4: Indemnity. The Employee hereby indemnifies and saves harmless ACEMS from and against any and all suits, claims, actions, damages, and other losses which ACEMS suffers or incurs as a result of any governmental taxing authority assessing the reimbursement of the Tuition Payments hereunder as a benefit to the Employee.

Section 8: Release. Employee hereby agrees to release and hold County harmless from and against any and all claims, lawsuits, or the like associated with County's performance of this agreement, or as it relates to the past, present, or future financial condition of the County or the performance of Employee's services under this Agreement.

Section 9: Default. In the event of default by the Employee hereto, the County may bring suit against the Employee to enforce the terms of this Agreement. In such an event, the prevailing party shall be entitled to recover any remedies available at law and/or equity, including reasonable attorney's fees and costs associated with the default.

Section 10: No Oral Modification. No modification, amendment, supplement to, or waiver of this Agreement or any of its provisions shall be binding upon the Parties hereto unless made in writing and duly signed by all the parties.

Section 11: Waiver. A failure of any Party to exercise any right provided for herein shall not be deemed to be a waiver of any right hereunder.

Section 12: Entire Agreement. This Agreement sets forth the entire understanding of the Parties as to the subject matter and may not be modified except in a writing executed by all Parties.

Section 13: Severability. If any term of this Agreement is held by a court of competent jurisdiction to be invalid or unenforceable, then this Agreement, including all of the remaining terms, will remain in full force and effect as if such invalid or unenforceable term had never been included.

Section 15: Exhibits. Any Exhibits attached hereto or incorporated herein are made a part of this Agreement for all purposes. The expression "this Agreement" means the body of this Agreement and the Exhibits.

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Section 22: Assignment. This Agreement is not assignable.

Section 23: Further Documentation. The Parties agree for themselves to execute any and all instruments in writing, which are or may become necessary or proper to carry out the employment relationship, purpose and intent of this Agreement.

For Employee:

[Signature]
Signature

City Edmondson
Print Full Name

Date: 12-19-25

Address: 107 Wilson Ave

Clinton TN 37710

For Anderson County:

[Signature]
Nathan Sweet, Director of Emergency
Medical Services

Date: 12/22/25

Approved as to Form:

County Law Director

Anderson County Government Employee AEMT Class Agreement

This Agreement is made on December 3 2025 by and between
P. A. Green (Employee) and Anderson County Emergency Medical
Services (ACEMS).

Where as Employee is an employee of ACEMS, and in order to enhance the skills of the Employee, the Employee has applied for and has been accepted into the AEMT (Course of Study) at Anderson County EMS (Program) beginning on/or about February 2nd, 2026 and ending on/or about May 19th, 2026.

Witnesseth:

Section 1: Course Cost Coverage. ACEMS agrees to cover the total fees for the Course and testing fee, as long as the Employee is actively employed in a full-time capacity for a period of no less than one (1) year after obtaining licensure/certificate as an AEMT from the State of Tennessee. ACEMS will not pay for licensure fees, which are considered a separate cost from the class requirements. ACEMS will not pay for more than one testing fee. The course fee total is \$2,500.

Section 2: Repayment Event. Upon the occurrence of any of the following events ("Repayment Event"): Repayment will be completed within 12 months of a Repayment Event

- a. Employment of the Employee at ACEMS terminates prior to the completion of the one (1) year period, including resignation by Employee, or dismissal by Employer with or without cause; or
- b. Employee moves from full-time to part-time or seasonal status for any length of time prior to the one (1) year period ending.
- c. The employee fails the AEMT class.
- d. Employee does not obtain their AEMT licensure/certificate within six (6) months of completing the AEMT course.

Section 3: Set-Off. The Employee authorizes and directs ACEMS to set off any and all amounts owing to ACEMS under this Agreement against any amount owing to ACEMS by the Employee, including but not limited to salary, wages, vacation pay, etc.

Section 4: Indemnity. The Employee hereby indemnifies and saves harmless ACEMS from and against any and all suits, claims, actions, damages, and other losses which ACEMS suffers or incurs as a result of any governmental taxing authority assessing the reimbursement of the Tuition Payments hereunder as a benefit to the Employee.

Section 8: Release. Employee hereby agrees to release and hold County harmless from and against any and all claims, lawsuits, or the like associated with County's performance of this agreement, or as it relates to the past, present, or future financial condition of the County or the performance of Employee's services under this Agreement.

Section 9: Default. In the event of default by the Employee hereto, the County may bring suit against the Employee to enforce the terms of this Agreement. In such an event, the prevailing party shall be entitled to recover any remedies available at law and/or equity, including reasonable attorney's fees and costs associated with the default.

Section 10: No Oral Modification. No modification, amendment, supplement to, or waiver of this Agreement or any of its provisions shall be binding upon the Parties hereto unless made in writing and duly signed by all the parties.

Section 11: Waiver. A failure of any Party to exercise any right provided for herein shall not be deemed to be a waiver of any right hereunder.

Section 12: Entire Agreement. This Agreement sets forth the entire understanding of the Parties as to the subject matter and may not be modified except in a writing executed by all Parties.

Section 13: Severability. If any term of this Agreement is held by a court of competent jurisdiction to be invalid or unenforceable, then this Agreement, including all of the remaining terms, will remain in full force and effect as if such invalid or unenforceable term had never been included.

Section 15: Exhibits. Any Exhibits attached hereto or incorporated herein are made a part of this Agreement for all purposes. The expression "this Agreement" means the body of this Agreement and the Exhibits.

Section 16: Multiple Counterparts; Effectiveness. This Agreement may be executed in multiple counterparts, each of which shall be deemed an original for all purposes and all of which shall be deemed, collectively, one Agreement. This Agreement shall become effective when executed and delivered by all the Parties.

Section 17: Jurisdiction. Each Party hereby irrevocably consents to the jurisdiction of all state courts sitting in Anderson County, Tennessee, or all federal courts sitting in Knoxville, Tennessee, and agrees that venue for any legal action brought in connection with this Agreement shall lie exclusively in such courts.

Section 18: Binding Effect. This Agreement shall be binding upon and inure to the benefit of the Parties and upon their respective successors, heirs, or assigns.

Section 19: Choice of Law. This Agreement shall be governed and construed in accordance with the laws of the State of Tennessee.

Section 20: Notice. Any notice required or provided pursuant to this Agreement shall be in writing and sent or delivered to the Parties.

Section 21: Titles and Subtitles. Titles of paragraphs and subparagraphs are for convenient reference only and shall not have the effect of modifying, amending, or changing the express terms of this Agreement.

Section 22: Assignment. This Agreement is not assignable.

Section 23: Further Documentation. The Parties agree for themselves to execute any and all instruments in writing, which are or may become necessary or proper to carry out the employment relationship, purpose and intent of this Agreement.

For Employee:

Misty Green
Signature

MISTY DAWN GREEN
Print Full Name

Date: 12/03/2025

Address: 444 FOSTER RD
LENOIR CITY, TN 37221

For Anderson County:

Nathan Sweet
Nathan Sweet, Director of Emergency
Medical Services

Date: 12/3/2025

Approved as to Form:

County Law Director

Anderson County Government Employee AEMT Class Agreement

This Agreement is made on Dec 4, 2025 by and between
Lesley Hester (Employee) and Anderson County Emergency Medical
Services (ACEMS).

Where as Employee is an employee of ACEMS, and in order to enhance the skills of the Employee, the Employee has applied for and has been accepted into the AEMT (Course of Study) at Anderson County EMS (Program) beginning on/or about February 2nd, 2026 and ending on/or about May 19th, 2026.

Witnesseth:

Section 1: Course Cost Coverage. ACEMS agrees to cover the total fees for the Course and testing fee, as long as the Employee is actively employed in a full-time capacity for a period of no less than one (1) year after obtaining licensure/certificate as an AEMT from the State of Tennessee. ACEMS will not pay for licensure fees, which are considered a separate cost from the class requirements. ACEMS will not pay for more than one testing fee. The course fee total is \$2,500.

Section 2: Repayment Event. Upon the occurrence of any of the following events ("Repayment Event"): Repayment will be completed within 12 months of a Repayment Event

- a. Employment of the Employee at ACEMS terminates prior to the completion of the one (1) year period, including resignation by Employee, or dismissal by Employer with or without cause; or
- b. Employee moves from full-time to part-time or seasonal status for any length of time prior to the one (1) year period ending.
- c. The employee fails the AEMT class.
- d. Employee does not obtain their AEMT licensure/certificate within six (6) months of completing the AEMT course.

Section 3: Set-Off. The Employee authorizes and directs ACEMS to set off any and all amounts owing to ACEMS under this Agreement against any amount owing to ACEMS by the Employee, including but not limited to salary, wages, vacation pay, etc.

Section 4: Indemnity. The Employee hereby indemnifies and saves harmless ACEMS from and against any and all suits, claims, actions, damages, and other losses which ACEMS suffers or incurs as a result of any governmental taxing authority assessing the reimbursement of the Tuition Payments hereunder as a benefit to the Employee.

Section 8: Release. Employee hereby agrees to release and hold County harmless from and against any and all claims, lawsuits, or the like associated with County's performance of this agreement, or as it relates to the past, present, or future financial condition of the County or the performance of Employee's services under this Agreement.

Section 9: Default. In the event of default by the Employee hereto, the County may bring suit against the Employee to enforce the terms of this Agreement. In such an event, the prevailing party shall be entitled to recover any remedies available at law and/or equity, including reasonable attorney's fees and costs associated with the default.

Section 10: No Oral Modification. No modification, amendment, supplement to, or waiver of this Agreement or any of its provisions shall be binding upon the Parties hereto unless made in writing and duly signed by all the parties.

Section 11: Waiver. A failure of any Party to exercise any right provided for herein shall not be deemed to be a waiver of any right hereunder.

Section 12: Entire Agreement. This Agreement sets forth the entire understanding of the Parties as to the subject matter and may not be modified except in a writing executed by all Parties.

Section 13: Severability. If any term of this Agreement is held by a court of competent jurisdiction to be invalid or unenforceable, then this Agreement, including all of the remaining terms, will remain in full force and effect as if such invalid or unenforceable term had never been included.

Section 15: Exhibits. Any Exhibits attached hereto or incorporated herein are made a part of this Agreement for all purposes. The expression "this Agreement" means the body of this Agreement and the Exhibits.

Section 16: Multiple Counterparts; Effectiveness. This Agreement may be executed in multiple counterparts, each of which shall be deemed an original for all purposes and all of which shall be deemed, collectively, one Agreement. This Agreement shall become effective when executed and delivered by all the Parties.

Section 17: Jurisdiction. Each Party hereby irrevocably consents to the jurisdiction of all state courts sitting in Anderson County, Tennessee, or all federal courts sitting in Knoxville, Tennessee, and agrees that venue for any legal action brought in connection with this Agreement shall lie exclusively in such courts.

Section 18: Binding Effect. This Agreement shall be binding upon and inure to the benefit of the Parties and upon their respective successors, heirs, or assigns.

Section 19: Choice of Law. This Agreement shall be governed and construed in accordance with the laws of the State of Tennessee.

Section 20: Notice. Any notice required or provided pursuant to this Agreement shall be in writing and sent or delivered to the Parties.

Section 21: Titles and Subtitles. Titles of paragraphs and subparagraphs are for convenient reference only and shall not have the effect of modifying, amending, or changing the express terms of this Agreement.

Section 22: Assignment. This Agreement is not assignable.

Section 23: Further Documentation. The Parties agree for themselves to execute any and all instruments in writing, which are or may become necessary or proper to carry out the employment relationship, purpose and intent of this Agreement.

For Employee:

Lorelei Heffernan
Signature

Lorelei Heffernan
Print Full Name

Date: 12/04/25

Address: 1069 West Outer
Drive, Oak Ridge, TN,
37830

For Anderson County:

Nathan Sweet
Nathan Sweet, Director of Emergency
Medical Services

Date: 12/5/2025

Approved as to Form:

County Law Director

Anderson County Government Employee AEMT Class Agreement

This Agreement is made on _____ by and between
Hannah Rhoden (Employee) and Anderson County Emergency Medical
 Services (ACEMS).

Where as Employee is an employee of ACEMS, and in order to enhance the skills of the Employee, the Employee has applied for and has been accepted into the AEMT (Course of Study) at Anderson County EMS (Program) beginning on/or about February 2nd, 2026 and ending on/or about May 19th, 2026.

Witnesseth:

Section 1: Course Cost Coverage. ACEMS agrees to cover the total fees for the Course and testing fee, as long as the Employee is actively employed in a full-time capacity for a period of no less than one (1) year after obtaining licensure/certificate as an AEMT from the State of Tennessee. ACEMS will not pay for licensure fees, which are considered a separate cost from the class requirements. ACEMS will not pay for more than one testing fee. The course fee total is \$2,500.

Section 2: Repayment Event. Upon the occurrence of any of the following events ("Repayment Event"): Repayment will be completed within 12 months of a Repayment Event

- a. Employment of the Employee at ACEMS terminates prior to the completion of the one (1) year period, including resignation by Employee, or dismissal by Employer with or without cause; or
- b. Employee moves from full-time to part-time or seasonal status for any length of time prior to the one (1) year period ending.
- c. The employee fails the AEMT class.
- d. Employee does not obtain their AEMT licensure/certificate within six (6) months of completing the AEMT course.

Section 3: Set-Off. The Employee authorizes and directs ACEMS to set off any and all amounts owing to ACEMS under this Agreement against any amount owing to ACEMS by the Employee, including but not limited to salary, wages, vacation pay, etc.

Section 4: Indemnity. The Employee hereby indemnifies and saves harmless ACEMS from and against any and all suits, claims, actions, damages, and other losses which ACEMS suffers or incurs as a result of any governmental taxing authority assessing the reimbursement of the Tuition Payments hereunder as a benefit to the Employee.

Section 8: Release. Employee hereby agrees to release and hold County harmless from and against any and all claims, lawsuits, or the like associated with County's performance of this agreement, or as it relates to the past, present, or future financial condition of the County or the performance of Employee's services under this Agreement.

Section 9: Default. In the event of default by the Employee hereto, the County may bring suit against the Employee to enforce the terms of this Agreement. In such an event, the prevailing party shall be entitled to recover any remedies available at law and/or equity, including reasonable attorney's fees and costs associated with the default.

Section 10: No Oral Modification. No modification, amendment, supplement to, or waiver of this Agreement or any of its provisions shall be binding upon the Parties hereto unless made in writing and duly signed by all the parties.

Section 11: Waiver. A failure of any Party to exercise any right provided for herein shall not be deemed to be a waiver of any right hereunder.

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Section 15: Exhibits. Any Exhibits attached hereto or incorporated herein are made a part of this Agreement for all purposes. The expression "this Agreement" means the body of this Agreement and the Exhibits.

Section 16: Multiple Counterparts; Effectiveness. This Agreement may be executed in multiple counterparts, each of which shall be deemed an original for all purposes and all of which shall be deemed, collectively, one Agreement. This Agreement shall become effective when executed and delivered by all the Parties.

Section 17: Jurisdiction. Each Party hereby irrevocably consents to the jurisdiction of all state courts sitting in Anderson County, Tennessee, or all federal courts sitting in Knoxville, Tennessee, and agrees that venue for any legal action brought in connection with this Agreement shall lie exclusively in such courts.

Section 18: Binding Effect. This Agreement shall be binding upon and inure to the benefit of the Parties and upon their respective successors, heirs, or assigns.

26-0085

Section 19: Choice of Law. This Agreement shall be governed and construed in accordance with the laws of the State of Tennessee.

Section 20: Notice. Any notice required or provided pursuant to this Agreement shall be in writing and sent or delivered to the Parties.

Section 21: Titles and Subtitles. Titles of paragraphs and subparagraphs are for convenient reference only and shall not have the effect of modifying, amending, or changing the express terms of this Agreement.

Section 22: Assignment. This Agreement is not assignable.

Section 23: Further Documentation. The Parties agree for themselves to execute any and all instruments in writing, which are or may become necessary or proper to carry out the employment relationship, purpose and intent of this Agreement.

For Employee:


Signature

Hannah Rhoton
Print Full Name

Date: 12/10/25

Address: 504 W 4th Ave

Lenoir City, 37771

For Anderson County:

Nathan Sweet, Director of Emergency
Medical Services

Date: _____

Approved as to Form:

County Law Director

26-0086

Anderson County Government Employee AEMT Class Agreement

This Agreement is made on 12/10/25 by and between
Erinna Charlwick (Employee) and Anderson County Emergency Medical
Services (ACEMS).

Where as Employee is an employee of ACEMS, and in order to enhance the skills of the Employee, the Employee has applied for and has been accepted into the AEMT (Course of Study) at Anderson County EMS (Program) beginning on/or about February 2nd, 2026 and ending on/or about May 19th, 2026.

Witnesseth:

Section 1: Course Cost Coverage. ACEMS agrees to cover the total fees for the Course and testing fee, as long as the Employee is actively employed in a full-time capacity for a period of no less than one (1) year after obtaining licensure/certificate as an AEMT from the State of Tennessee. ACEMS will not pay for licensure fees, which are considered a separate cost from the class requirements. ACEMS will not pay for more than one testing fee. The course fee total is \$2,500.

Section 2: Repayment Event. Upon the occurrence of any of the following events ("Repayment Event"): Repayment will be completed within 12 months of a Repayment Event

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- b. Employee moves from full-time to part-time or seasonal status for any length of time prior to the one (1) year period ending.
- c. The employee fails the AEMT class.
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Section 3: Set-Off. The Employee authorizes and directs ACEMS to set off any and all amounts owing to ACEMS under this Agreement against any amount owing to ACEMS by the Employee, including but not limited to salary, wages, vacation pay, etc.

Section 4: Indemnity. The Employee hereby indemnifies and saves harmless ACEMS from and against any and all suits, claims, actions, damages, and other losses which ACEMS suffers or incurs as a result of any governmental taxing authority assessing the reimbursement of the Tuition Payments hereunder as a benefit to the Employee.

Section 8: Release. Employee hereby agrees to release and hold County harmless from and against any and all claims, lawsuits, or the like associated with County's performance of this agreement, or as it relates to the past, present, or future financial condition of the County or the performance of Employee's services under this Agreement.

Section 9: Default. In the event of default by the Employee hereto, the County may bring suit against the Employee to enforce the terms of this Agreement. In such an event, the prevailing party shall be entitled to recover any remedies available at law and/or equity, including reasonable attorney's fees and costs associated with the default.

Section 10: No Oral Modification. No modification, amendment, supplement to, or waiver of this Agreement or any of its provisions shall be binding upon the Parties hereto unless made in writing and duly signed by all the parties.

Section 11: Waiver. A failure of any Party to exercise any right provided for herein shall not be deemed to be a waiver of any right hereunder.

Section 12: Entire Agreement. This Agreement sets forth the entire understanding of the Parties as to the subject matter and may not be modified except in a writing executed by all Parties.

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Section 17: Jurisdiction. Each Party hereby irrevocably consents to the jurisdiction of all state courts sitting in Anderson County, Tennessee, or all federal courts sitting in Knoxville, Tennessee, and agrees that venue for any legal action brought in connection with this Agreement shall lie exclusively in such courts.

Section 18: Binding Effect. This Agreement shall be binding upon and inure to the benefit of the Parties and upon their respective successors, heirs, or assigns.

26-0086

Section 19: Choice of Law. This Agreement shall be governed and construed in accordance with the laws of the State of Tennessee.

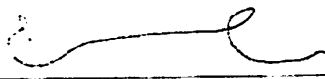
Section 20: Notice. Any notice required or provided pursuant to this Agreement shall be in writing and sent or delivered to the Parties.

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Section 22: Assignment. This Agreement is not assignable.

Section 23: Further Documentation. The Parties agree for themselves to execute any and all instruments in writing, which are or may become necessary or proper to carry out the employment relationship, purpose and intent of this Agreement.

For Employee:


Signature

Ericka Orndorff
Print Full Name

Date: 12/10/25

Address: 212 W. Vanderbilt
Drive, Oak Ridge
TN 37830

For Anderson County:


Nathan Sweet, Director of Emergency
Medical Services

Date: 12/11/25

Approved as to Form:

County Law Director

Anderson County Government Employee AEMT Class Agreement

This Agreement is made on Dec 22 2025 by and between
Nicholas Hill (Employee) and Anderson County Emergency Medical
Services (ACEMS).

Where as Employee is an employee of ACEMS, and in order to enhance the skills of the Employee, the Employee has applied for and has been accepted into the AEMT (Course of Study) at Anderson County EMS (Program) beginning on/or about February 2nd, 2026 and ending on/or about May 19th, 2026.

Witnesseth:

Section 1: Course Cost Coverage. ACEMS agrees to cover the total fees for the Course and testing fee, as long as the Employee is actively employed in a full-time capacity for a period of no less than one (1) year after obtaining licensure/certificate as an AEMT from the State of Tennessee. ACEMS will not pay for licensure fees, which are considered a separate cost from the class requirements. ACEMS will not pay for more than one testing fee. The course fee total is \$2,500.

Section 2: Repayment Event. Upon the occurrence of any of the following events ("Repayment Event"): Repayment will be completed within 12 months of a Repayment Event

- a. Employment of the Employee at ACEMS terminates prior to the completion of the one (1) year period, including resignation by Employee, or dismissal by Employer with or without cause; or
- b. Employee moves from full-time to part-time or seasonal status for any length of time prior to the one (1) year period ending.
- c. The employee fails the AEMT class.
- d. Employee does not obtain their AEMT licensure/certificate within six (6) months of completing the AEMT course.

Section 3: Set-Off. The Employee authorizes and directs ACEMS to set off any and all amounts owing to ACEMS under this Agreement against any amount owing to ACEMS by the Employee, including but not limited to salary, wages, vacation pay, etc.

Section 4: Indemnity. The Employee hereby indemnifies and saves harmless ACEMS from and against any and all suits, claims, actions, damages, and other losses which ACEMS suffers or incurs as a result of any governmental taxing authority assessing the reimbursement of the Tuition Payments hereunder as a benefit to the Employee.

Section 8: Release. Employee hereby agrees to release and hold County harmless from and against any and all claims, lawsuits, or the like associated with County's performance of this agreement, or as it relates to the past, present, or future financial condition of the County or the performance of Employee's services under this Agreement.

Section 9: Default. In the event of default by the Employee hereto, the County may bring suit against the Employee to enforce the terms of this Agreement. In such an event, the prevailing party shall be entitled to recover any remedies available at law and/or equity, including reasonable attorney's fees and costs associated with the default.

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Section 12: Entire Agreement. This Agreement sets forth the entire understanding of the Parties as to the subject matter and may not be modified except in a writing executed by all Parties.

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Section 18: Binding Effect. This Agreement shall be binding upon and inure to the benefit of the Parties and upon their respective successors, heirs, or assigns.

26-0087

Section 19: Choice of Law. This Agreement shall be governed and construed in accordance with the laws of the State of Tennessee.

Section 20: Notice. Any notice required or provided pursuant to this Agreement shall be in writing and sent or delivered to the Parties.

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Section 23: Further Documentation. The Parties agree for themselves to execute any and all instruments in writing, which are or may become necessary or proper to carry out the employment relationship, purpose and intent of this Agreement.

For Employee:

Nicholas Ray Hill
Signature

Nicholas Ray Hill
Print Full Name

Date: 12/22/2025

Address: 180 Waterview Dr.

APT 114, Oak Ridge T.N.,
37830

For Anderson County:

Nathan Sweet
Nathan Sweet, Director of Emergency
Medical Services

Date: 12/22/25

Approved as to Form:

County Law Director