



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.



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	\$124,638.62	\$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	\$887,229.76	\$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	\$84,925.57	\$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	\$42,535.44	\$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	\$528,615.32	\$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									
January									
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

8.16%

ARPA PROJECTS

ARPA Funding Eligibility Category	REVENUE	LOSS	OTHER ELIGIBILITIES	TOTAL			
Total ARPA Allocation	\$ 10,000,000.00	\$ 4,352,074.00		\$ 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)					
				\$ 23,717.17			
				Total Interest Remaining			
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		4/16/2022
2 Employee Retention Payments -Non-Exempt	\$ 614,826.78	\$ 614,826.78	\$ -	Complete	NO		4/16/2022
3.1 TN Emergency Broadband Fund Grants -MF Highland	\$ 11,636.84	\$ 11,636.84	\$ -	Complete	YES		2/12/2022
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		3/7/2023
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	\$ 52,161.25	\$ 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		8/9/2024
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		12/18/2024
3 TN Emergency Broadband Fund Grants -MF Comcast	\$ 250,000.00	\$ -	\$ 250,000.00	In Progress	YES		2/21/2022
14 EMS Ambulances for 2 years	\$ 1,346,303.66	\$ 923,707.66	\$ 423,195.00	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/Bldg Improvements	\$ 604,000.00	\$ 506,538.99	\$ 97,481.01	In Progress	YES		9/18/2023
37 EMS Vehicles FY25	\$ 422,819.10	\$ 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

2025-2026 Grant Inventory for Anderson County Government										
Account Codes (101 units/ specified)	Department	Description	Amount of Grant	Amount of matching funds	Grant begin date	Grant end date	Fed thru State	Fed Direct	Grantor	Indirect Cost Recovery
53330	Anderson County Drug Court	TN Certified Recovery Court (TCRC)	\$ 133,500	\$ -	7/1/2025	6/30/2026	\$ 133,500		TDMHSAS	\$ 8,260
53600-FAC	District Attorney's Office	Victim's Compensation Grant (VCG)	\$ 200,000	\$ -	7/1/2025	6/30/2026	\$ 200,000		OCIP/POCA	\$ 3,885
53600-DOCA	District Attorney's Office	JAG 77th CTF	\$ 95,350	\$ -	7/1/2025	6/30/2026	\$ 95,350		OCIP/POCA	\$ 11,850
55130-131-ESTN1	EMS	EMS Training Supplement	\$ 275,000	\$ -	7/1/2025	6/30/2026	\$ 275,000		TDH	
54110-708-ARC	Emergency Management	Homeland Security Grant 2024	\$ 28,800	\$ 2,203	7/23/2024	6/30/2025	\$ -	\$ 28,800		
54410-498-DS	Emergency Management	Emergency Operations Center	\$ 857,840	\$ 857,841	9/1/2023	12/31/2027	\$ 857,840		TEAMADS	
54410-708-EOC	Emergency Management	Emergency Management EMFG 2023	\$ 28,250	\$ -	9/1/2023	4/30/2028	\$ 28,250		TEAMADS	
54410-498-EMFG	Emergency Management	Emergency Management EMFG 2023	\$ 2,942,940	\$ 980,980	9/1/2023	4/30/2027	\$ 2,942,940		TEMA	
54410-498-EMMG	Emergency Management	On-Site Emergency Planning and Response	\$ 32,024	\$ 32,024	10/1/2023	9/30/2024	\$ -		TEMA/DRS	
55110-707-SPNMG	Health Department	Emergency Management EMFG 2024	\$ 32,024	\$ 32,024	10/1/2023	9/30/2025	\$ 32,024		TEMA	
55160-130	Health Department	Health Department Renovation	\$ 69,000	\$ 616,400	11/1/2023	6/30/2026	\$ -		TDH	
55160-2001	Health Department	Rent/Busy County for Contract employees Salaries	\$ 694,000	\$ -	7/1/2025	6/30/2028	\$ 181,724	\$ 502,276	TDH	
55160-2001	Health Department	Safety Net Grant for Dental (Emergency Valley)	\$ 4,000,000	\$ -	7/1/2023	6/30/2028	\$ -	\$ 4,000,000	TDH	
55250-100	Highway/Mayors Office	TDOT Out State Creek Bridge (State Run Project)	\$ 950,960	\$ -	7/1/2024	6/30/2029	\$ 950,960		TDOT	
55250-100	Highway/Mayors Office	Juvenile Court	\$ 45,000	\$ 0	7/1/2024	6/30/2029	\$ -		DCCS	
51000-799-ANVDS	Mayors Office	TDOT Oliver Springs 3 of 2	\$ 942,070	\$ 219,590	7/1/2024	6/30/2029	\$ -		TDOT	
51000-799-ANVDS	Mayors Office	TDOT Oliver Springs 3 of 2	\$ 711,395	\$ 177,849	7/1/2024	6/30/2029	\$ 711,395		TDOT	
17-131-150-F1A91	Mayors Office	Global Ferry Park (FLAG) Grant	\$ 1,860,000	\$ 201,400	12/1/2023	3/31/2026	\$ 1,940,000		CDRS	
54110-191-CBGT	Mayors Office	CBG Good Neighbors	\$ 194,000	\$ -	10/1/2023	10/1/2025	\$ 194,000		TDCCCBG	
54190-AIRPRR	Mayors Office	CBG/CDRS/Neighborhood Accessibility Grant (BRG)	\$ 100,000	\$ 107,193	10/1/2023	10/1/2025	\$ 203,207		TDCCCBG	
54910-BRAG1	Mayors Office	Brownsfield Identification Grant	\$ 45,000	\$ -	8/1/2024	7/31/2025	\$ -		TDCC	
56100-TCAD1	Mayors Office	Senior Center Grant (Vehicle)	\$ 20,000	\$ -	8/1/2024	7/31/2025	\$ -		TDCC	
59190-BRAG2	Mayors Office	CBRHA Brownfield Identification Grant	\$ 45,000	\$ -	11/1/2024	3/31/2026	\$ -		TDCC	
55120-094-ANAL1	Mayors Office	Animal Friendly Stagn/Roller	\$ 100,000	\$ -	8/1/2024	7/31/2025	\$ -		TDCC	
17-191-001-TECI	Mayors Office/OCWA	WATER Infrastructure Investment Plan (WIIP)	\$ 1,395,140	\$ 379,515	3/31/2021	6/30/2026	\$ 3,795,140		TDCC	
51900-ORHCA	Mayors Office/OCWA	Oak Ridge Reservation Community Alliance	\$ 77,000	\$ -	4/15/2024	6/30/2029	\$ 767,000		TDCC	
54210-SMFT4	Mayors Office/OCWA	Oak Ridge Reservation Community Alliance	\$ 195,181	\$ 28,420	7/1/2024	6/30/2029	\$ 166,419	\$ 29,182	ETHRA/TAAD	
53310-981-AEM1	Mayors Office/OCWA/ Sessions	Alternatives Electronic Monitoring	\$ 13,005	\$ 13,005	10/21/2024	6/30/2028	\$ 13,005		OCJPA	
56200-499	Mayors Office/OCWA/ Sessions	Senior Center Sound Panels	\$ 48,000	\$ -	3/1/2025	3/31/2027	\$ -		TDPA	
Nons Library		TOP Grant	\$ 1,341	\$ 70	7/1/2023	6/30/2026	\$ 1,341		TSIA	
54220-EBP1	Sheriff's Department	Evidence Based Programming (EBP)	\$ 317,141	\$ -	5/15/2023	8/30/2027	\$ 317,141		OCJPA	
54411-088-SORRI	Sheriff's Department	Sheriff's Office Recruitment and Retention	\$ 23,800	\$ -	10/1/2024	9/30/2025	\$ 23,800		OCJPA	
54210-SMFT4	Sheriff's Department	Governor's Highway Safety Grant	\$ 290,270	\$ -	7/1/2024	6/30/2028	\$ 290,270		TDHS/NIHSTA	
54110-170	Sheriff's Department	Mental Health Transport	\$ 1,275,000	\$ -	7/1/2025	6/30/2026	\$ 1,275,000		TDHS	
54110-3607	Sheriff's Department	Traffic Safety Enforcement and Education	\$ 27,200	\$ -	10/1/2021	9/30/2026	\$ 27,200		TDHS/NIHSTA	
128-58110-APRA	Tourism	Tourism ARPA	\$ 30,000	\$ 30,000	7/1/2023	11/30/2026	\$ 30,715	\$ 30,000	TDTD	
128-58110-TEGLF	Tourism	Tourism Enhancement Grant - Lost Bottom Park	\$ 49,000	\$ 21,000	7/1/2025	6/30/2027	\$ -	\$ 49,000	-	TDTD
		Current Year Grants	\$ 512,212,597	\$ 513,405,785			\$ 1,880,000	\$ 28,747,742	\$ 23,776	
		Prior Year Grants	\$ 12,685,735	\$ 514,486,770			\$ 1,880,000	\$ 28,742,597	\$ 28,846	

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

83946

TRANSFER: X

APPROPRIATION:

DEPARTMENT: Emergency Medical Services FROM: Nathan Sweet

January 5, 2026

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. Alley Jr.
(Department Contact Person)

0083947

DATE: 12-4-25

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

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

Justification / Explanation: *ETAAO - TNSAO 2360.00 - Membership Increase
75.00*

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

TIAGO-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 Nutrition

FROM: RaeAnn Owens

DATE: 12/22/2025

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 :

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:

DEPARTMENT: School Nutrition

FROM: RaeAnn Owens

0083949

DATE: 12/22/2025

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

Detailed Justification / Explanation :

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

B. Increase for repair and maintenance on storage units.

4

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:

DEPARTMENT: Fiscal Services

FROM: Marcus Bullock

DATE: 1/8/2026

0083950

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 :

Appropriation of additional TISA revenue to include stipends for individual schools based on academic performance and the remaining funding needed for Food Truck Bid 2806.

⑤

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:

DEPARTMENT: Fiscal Services

FROM: Marcus Bullock

DATE: 1/8/2026

0083951

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

Detailed Justification / Explanation:
Grant funds received at the district level from Battelle will be allocated and disbursed to individual schools in accordance with the specific Battelle award letters.

⑥

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:

DEPARTMENT: Fiscal Services

FROM: Marcus Bullock

DATE: 1/8/2026

0083952

INCREASE <input checked="" type="checkbox"/>	DECREASE <input type="checkbox"/>	CODE DESCRIPTION	AMOUNT
141-71300-399-ISM		Career and Technical - Other Contracted Services	\$ 50,000.00

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 :

Innovative School Models Grant funds to be paid as a contribution to Tennessee College of Applied Technology(TCAT). In return, TCAT agrees to provide an instructor,paid by TCAT, for the welding program at CHS.

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: APPROPRIATION:

DEPARTMENT: Fiscal Services

FROM: Marcus Bullock

0083953

DATE: 1/8/2026

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

Detailed Justification / Explanation :

To transfer local funds in support of the State Public School Security Grant door lock project.

8

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 AMENDMENT

TRANSFER:

APPROPRIATION:

0083954

DEPARTMENT:

FROM:

General Administration

Mayor Frank

12/5/25

Detailed Justification / Explanation Accounting for reimbursement revenue from the TN Department of Environment and Conservation - Office of Remediation for the Oak Ridge Reservation Communities Alliance (ORRCA) Grant, for which Anderson County Government services as fiscal agent.

DEC 9 '25 PM12:08 FINANCE

What Impact does this amendment/appropriation have on next year's budget (one-time amendment or permanent increase)? None

Please attach additional sheet if more information is needed

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 AMENDMENT

TRANSFER:

APPROPRIATION:

DEPARTMENT:

FROM:

0083955

Animal Care & Control

Mayor Frank

1/5/26

Detailed Justification / Explanation additional funds needed for miscellaneous supplies for the animal shelter

volunteer identifiable T-shirts with logo, table covers, tent with logo for community adoption events, and brochures.

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

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 AMENDMENT

TRANSFER:

APPROPRIATION: X

0083956

DEPARTMENT:

FROM:

Office on Aging & Senior Center

Mayor Frank

1/5/26

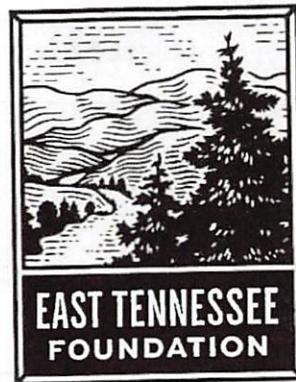
Detailed Justification / Explanation Grant funds received from the East Tennessee Foundation to the Anderson County Senior Center for supporting senior citizens

What Impact does this amendment/appropriation have on next year's budget (one-time amendment or permanent increase)? None

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.

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

(11)

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 DepartmentKenny Sharp / Russell Barker12/19/2025

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 vehiclesBOWING 10/18/2025

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: Fianance Sheriff

APPROPRIATION: 0083958
 FROM: Robby Holbrook
12/8/2025

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

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)

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

APPROPRIATION:

0083959

DEPARTMENT:

FROM:

Sheriff's Department

Zach Allen / Russell Barker

12/19/2025

Detailed Justification / Explanation :

2014-002 HQ GZ, 61.030

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

**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:

DEPARTMENT: EMS

FROM: Nathan Sweet

0083960

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 AMENDMENT

TRANSFER: *Payroll*APPROPRIATION:

DEPARTMENT:

FROM: Gary Long

0083961

131- ACHD

DATE 1/5/2026

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 DESCRIPT	
131-62000-147	Truck Drivers	\$ 190,800.00
Total		\$ 190,800.00

Motion

 To Approve To Refer

With

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)

(6)

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 AMENDMENT

TRANSFER:

Payroll

APPROPRIATION:

DEPARTMENT:

FROM: Gary Long

0083962

131- ACHD

DATE 1/5/2026

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

INCREASE / DECREASE (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		

107515

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)

17

Please attach additional sheet if more information is needed



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	Standard & Poor's Rating	Fitch Rating
Unrated	Unrated	Unrated
Other Rating Agency Name	Other Rating Agency Rating	
N/A	N/A	
Security		
General Obligation		
Type of Sale Per Authorizing Document	Loan Program Name	
State or Federal Loan Program	USDA Rural Development	
Dated Date	Issue/Closing Date	Final Maturity Date
12/18/2025	12/18/2025	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			
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		



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	Title/Position
Terry Frank	County Mayor
Email	Alternate Email
tfrank@andersontn.org	rholbrook@andersontn.org
Signature - Preparer (Submitter) of This Form	
Name	Title/Position
Lillian M. Blackshear	Member
Email	Alternate Email
lblackshear@bassberry.com	alex.samber@bassberry.com
Relationship to Public Entity	Organization
Bond Counsel	Bass, Berry & Sims PLC
Verification of Form Accuracy	
By checking the box below as the signing of this form, I attest the following:	
<ol style="list-style-type: none">I certify that to the best of my knowledge the information in this form is accurate.The debt herein complies with the approved Debt Management Policy of the public entity.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.	
<input checked="" type="checkbox"/> Verify Form Accuracy	
Date to be Presented at Public Meeting	Date to be emailed/mailed to members of the governing body
01/20/2026	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

B A S S B E R R Y + S I M S

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.

SEC B

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 c 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 c 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 c 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. <small>(TCA §-110 e 5 A)</small>
May 8 th	Finance Director	If the Budget Committee approves the School's budget, then the School's budget will be forwarded to Commission. 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. <small>(TCA §-110 e 5 B-C & -110 e 6)</small> Budget Committee shall vote on the School's proposed budget no later than June 1 st . <small>(TCA §-110 5 A)</small>
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. <small>(TCA §-111 a 1-2)</small>
June 4 th 4:00 pm	Budget Committee	Budget Committee holds public hearing, including budget appropriation resolution and tax levy resolution. <small>(TCA §-111 a 2)</small>
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. <small>(TCA §-110 e 7 & -110 f & -111 b-e)</small>
June 22 nd 6:00 pm	Commission	Commission adopts the budget, including appropriation resolution and tax levy resolution. If necessary, Commission approves appropriations needed for fiscal year end. <small>(TCA §-111 f-h)</small> Commission must adopt the budget on/before August 31 st , unless an extension is approved by the Comptroller's Office of State and Local Finance. <small>(TCA §-111 h 1-2)</small>

Appendix 2

Budget Calendar Examples

Counties

Date	Budget Cycle Phase	Responsible Party	Procedure
January By March 1	Preparation Preparation	Budget Director Departments	Deliver forms for all budget requests to all 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 Within 15 days of Adoption	Adoption Oversight	County Commission Budget Director	Adopt the fiscal year budget. Submit the budget to the Comptroller's Division of Local Government Finance for approval.
After Adoption July 1 through June 30	Execution Execution	Finance Staff Finance Staff	Implement the budget. 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.

Sec B

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



CONTRACT # 5322910

26-6018

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 # TAB ID	Market	Location	Illum	Media Type	Size	Misc	Service Dates	# Service Periods	Invest Per Period	Cost
	12552 037-KNOXVILLE, TN 208318	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 solidum 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



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: Julia Wilkerson
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 language in the preceding terms and conditions.

JAMES W. BROOKS, JR.
ANDERSON COUNTY LAW DIRECTOR
101 S MAIN STREET, STE. 310
CLINTON, TENNESSEE 37716
James W. Brooks, Jr., Esq.
(865) 457-6290

MORGAN JONES, PARALEGAL
mjones@andersoncountylaw.com

CASSANDRA M. POWELL, PARALEGAL
cpowell@andersoncountylaw.com

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

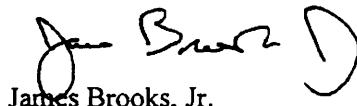
opinions hold that provisions that (a) require a county to assume liability that otherwise would fall on other parties, (b) obligate a county to insure or guarantee another's liabilities, or (c) "lend the credit" of the county, are void. See Tenn. Const. art. I, § 17 and art. II, § 31 (prohibitions against 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,



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).

Whereas 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.

26-0081

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 Ash St

LaFollette, TN

37746

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).

Whereas 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.

26-0082

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:

July Edmondson

Signature

July Edmondson

Print Full Name

Date: 12-19-25

Address: 107 Wilson Ave

Clinton, TN 37710

For Anderson County:

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. L. Green (Employee) and Anderson County Emergency Medical Services (ACEMS).

Whereas 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.

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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

LENOR CITY, TN 37771

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
Levi Hittman (Employee) and Anderson County Emergency Medical Services (ACEMS).

Whereas 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.

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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,

37820

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 Rutherford (Employee) and Anderson County Emergency Medical
Services (ACEMS).

Whereas 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.

26-0085

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

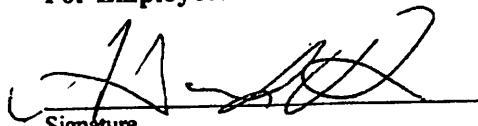
Section 20: Notice. Any notice required or provided pursuant to this Agreement shall be in writing and sent or delivered to the Parties.

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 Photon
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 17/10/25 by and between
Erinna Chidester (Employee) and Anderson County Emergency Medical
Services (ACEMS).

Whereas 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.

26-0086

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

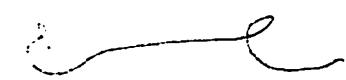
Section 20: Notice. Any notice required or provided pursuant to this Agreement shall be in writing and sent or delivered to the Parties.

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:



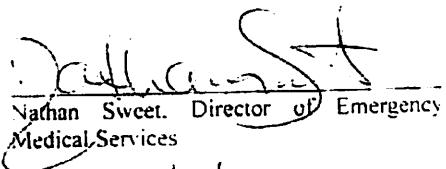
Signature

Errionne Clegg
Print Full Name

Date: 12/10/78

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

For Anderson County:



Nathan Sweet, Director of Emergency Medical Services

Date: 12/11/78

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 H. II (Employee) and Anderson County Emergency Medical Services (ACEMS).

Whereas 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.

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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.

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:

Charles Ray Hill

Signature

Charles 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