

PUBLIC NOTICE
IRWIN COUNTY BOARD OF COMMISSIONERS

The Irwin County Board of Commissioners will hold a called meeting on **Wednesday, June 3, 2026, at 4:00 p.m.** at the **Irwin County Administration Building, 225 East 4th Street, Ocilla, Georgia 31774.**

The purpose of the meeting is to discuss **Local Legislation** and the **formation of the Irwin Industrial Authority.**

The public is invited and encouraged to attend.

Irwin County Board of Commissioners
225 East 4th Street
Ocilla, GA 31774

**IRWIN COUNTY BOARD OF COMMISSIONERS
COURTHOUSE
PUBLIC HEARING 5:45 P.M. AND
COMMISSIONERS MEETING 6:00 P.M. JUNE 01, 2026
AGENDA**

PUBLIC HEARING

1. BURN ORDINANCE
2. APPRAISAL WAIVER ORDINANCE

ITEMS TO BE DISCUSSED:

1. CALL TO ORDER
2. INVOCATION
3. PLEDGE OF ALLEGIANCE
4. AGENDA APPROVAL
5. APPROVE MAY 04, 2026 COMMISSIONER MEETING MINUTES
6. APPROVE MAY 04, 2026 PUBLIC HEARING MINUTES
7. APPROVE MAY 26, 2026 WORKSHOP MINUTES
8. APPROVE MAY 20, 2026 CALLED MEETING MINUTES
9. APPROVE MAY 27, 2026 CALLED MEETING MINUTES
10. STATEMENTS AND REMARKS FROM CITIZENS
11. STATEMENTS AND REMARKS FROM COMMISSIONERS
12. OLD BUSINESS
 - a. APPROVE BURN ORDINANCE
 - b. APPROVE APPRAISAL ORDINANCE
 - c. APPROVE EMPLOYEE PERFORMANCE EVALUATION FORM
 - d. APPROVE PHASE II OF COURTHOUSE ROOF BID
13. NEW BUSINESS
 - a. APPROVE A 60 DAY SOLAR MORATORIUM
 - b. APPROVE INTERGOVERNMENTAL AGREEMENT FOR JEFF DAVIS PARK
 - c. APPROVE A FRAUD PREVENTION POLICY
 - d. DISCUSS LOCAL LEGISLATION
 - e. DISCUSS FORMING LOCAL INDUSTRIAL DEVELOPMENT AUTHORITY
14. EXECUTIVE SESSION
15. ADJOURN

Persons requiring accommodations due to a disability or language assistance should contact the County Clerk at (229) 468-9441 by 5:00 p.m. on the day prior to the meeting; office located at Irwin County Commission, 225 East 4th Street, Ocilla, GA 31774, open Monday–Friday, 8:00 a.m.–5:00 p.m. (excluding

holidays); hearing impaired individuals may use the Georgia Relay Service at (TDD) 1-800-255-0056 or (Voice) 1-800-255-0135.

May 04, 2026

The Irwin County Board of Commissioners had its monthly meeting on May 04, 2026. The meeting was held at the Courthouse; at the meeting were Chairman Vince Thompson, Commissioner Paul McIntyre, Commissioner Don Hickey, Commissioner Chris Paulk and County Clerk Patricia Battle.

Commissioner Paulk made a motion to relax the agenda. Commissioner Hickey seconded the motion. Commissioners Paulk, McIntyre and Hickey were in favor. Motion carried.

Commissioner Hickey made a motion to approve commissioner meeting minutes for April 06, 2026. Commissioner Paulk seconded the motion. All were in favor. Motion carried.

Commissioner Paulk made a motion to approve the public hearing minutes for April 06, 2026. Commissioner Hickey seconded the motion. All were in favor. Motion carried.

Commissioner Hickey made a motion to approve the April 27, 2026 workshop minutes. Commissioner Paulk seconded the motion. All were in favor. Motion carried.

Commissioner Hickey made a motion to table the application for the special exception to zoning for the data center. Commissioner Paulk seconded the motion. All were in favor. Motion carried.

Commissioner McIntyre made a motion to approve a called meeting for May 20, 2026 @ 6:00p.m. Commissioner Hickey seconded the motion. All were in favor. Motion carried.

Commissioner Paulk made a motion to approve the February 2026 Term, April 2026 Session Grand Jury Presentments. There were 15 cases, 60 offenses and returned: 60 True Bills, 0 No Bills and 0 Tabled. Commissioner McIntyre seconded the motion. All were in favor. Motion carried.

Commissioner Paulk made a motion to hold a public hearing on the burn ordinance. Commissioner McIntyre seconded the motion. All were in favor. Motion carried.

Commissioner Paulk made a motion to start notice for projects on Meadow Hill Lane and Pleasure Lake Road. Commissioner Hickey seconded the motion. All were in favor. Motion carried.

Commissioner Hickey made a motion to approve a waiver of appraisal resolution for \$7,500. Commissioner McIntyre seconded the motion. All were in favor. Motion carried.

Commissioner McIntyre made a motion to change the county logo. Commissioner Hickey seconded the motion. All were in favor. Motion carried.

Commissioner Hickey made a motion to approve purchasing an excavator for the road department for \$217,814. Commissioner Paulk seconded the motion. All were in favor. Motion carried.

Commissioner McIntyre made a motion to go into executive session to discuss attorney-client privilege. Commissioner Paulk seconded the motion. All were in favor. Motion carried.

Commissioner McIntyre made a motion to come out of executive session. Commissioner Hickey seconded the motion. All were in favor. Motion carried.

No action taken.

Commissioner McIntyre made a motion to adjourn. Commissioner Hickey seconded the motion. Commissioner Hickey, Commissioner McIntyre and Commissioner Paulk were in favor. Motion carried.

Vince Thompson, Chairman

Paul McIntyre, Commissioner

Don Hickey, Commissioner

Chris Paulk, Commissioner

Attest: Patricia Battle, County Clerk

MINUTES OF THE PUBLIC HEARING
OF THE IRWIN COUNTY COMMISSIONERS
HELD ON MAY 04, 2026 5:45P.M. IN THE
IRWIN COUNTY COURTHOUSE

Those present for the meeting were as follows:

Vince Thompson	Chairman
Don Hickey	Commissioner
Chris Paulk	Commissioner
Paul McIntyre	Commissioner
Patricia Battle	County Clerk

Commissioner Chris Paulk said a prayer and everyone pledged the flag.
Chairman Vince Thompson opened up the public hearing.

Special Exception in AU(agricultural use) for Data Center

Jessica Harris explained read the property involved in the special exception and when the zoning board met. She presented a recommendation from the zoning board to approve the data center to be constructed on the land.

Comments on Data Center Ordinance

No one came in favor of the ordinance.

Those to speak who are against the ordinance:

Mrs. Lydia Cook was questioning the amount of land to be used. She also wanted to know how she could get answers to questions she had.

No one else came forward.

Meeting was closed.

_____	Vince Thompson, Chairman
_____	Chris Paulk, Commissioner
_____	Don Hickey, Commissioner
_____	Paul McIntyre, Commissioner
_____	Patricia Battle, County Clerk

**MINUTES OF THE WORKSHOP MEETING OF THE IRWIN COUNTY BOARD
OF COMMISSIONERS HELD ON MAY 26, 2026 6:00P.M. IN THE IRWIN
COUNTY COURTHOUSE**

Those present for the meeting were as follows:

Vince Thompson, Chairman
Aldene Tyson, Commissioner
Chris Paulk, Commissioner
Don Hickey, Commissioner
Patricia Battle, County Clerk

The workshop was called to order at 6:00p.m.

Solar moratorium will continue another 60 days.

Burn ordinance public hearing on June 1, 2026 at 5:45p.m. then vote.

Personnel handbook is being worked to make sure it is compliant with Fair Labor Standards Act (FLSA) and federal and state laws.

Commissioners will review the performance evaluation form.

Phase II of the courthouse roof will be voted on in the commissioners meeting.

Local legislation has already been discussed and in the next meeting will discuss implementing a county administrator.

Intergovernmental agreement for Jeff Davis Park will be discussed at the commissioners meeting.

Fraud prevention policy will be implemented in the next commissioners meeting.

Hospital has asked for a loan to make payroll on Friday. Money will be paid back on Monday June 1, 2026. There will be a called meeting on May 27, 2026 at 6:00p.m. at the admin building.

Commissioner Tyson made a motion to adjourn. Commissioner Paulk seconded the motion. All were in favor. Motion carried.

Vince Thompson, Chairman

Chris Paulk, Commissioner

_____ **Aldene Tyson, Commissioner**

_____ **Don Hickey, Commissioner**

_____ **Patricia Battle, County Clerk**

**MAY 20, 2026
CALLED MEETING**

The Irwin County Board of Commissioners had a called meeting on May 20, 2026 held at the Courthouse Courtroom. Present at the meeting were Chairman Vince Thompson, Commissioner Aldene Tyson, Commissioner Chris Paulk, Commissioner Don Hickey (by phone), Commissioner Paul McIntyre and County Clerk Patricia Battle.

Chairman Thompson called the meeting to order at 6:00p.m.

Commissioner Aldene Tyson said the prayer and everyone pledged the flag.

Commissioner Tyson made a motion to relax the agenda to add two items-Senate Bill 494 and executive session. Commissioner Paulk seconded the motion. Commissioners Tyson, Paulk, McIntyre and Hickey were in favor. Motion carried.

Commissioner Hickey made a motion to approve the Special Exception to Zoning for the Data Center. Commissioner Tyson seconded the motion. All were in favor. Motion carried.

Commissioner McIntyre made a motion to accept the bid for the reconstruction of Waterloo-Rebecca Hwy. from Thrift Brothers (\$73,044.00). KW Underground bid was \$106,874.35. Commissioner Paulk seconded the motion. All were in favor. Motion carried.

Commissioner Tyson made a motion to table the Employee Performance Evaluation form. Commissioner McIntyre seconded the motion. All were in favor. Motion carried.

Commissioner Tyson made a motion to open a City SPLOST account at Planters First Bank. Commissioner Hickey seconded the motion. All were in favor. Motion carried.

Commissioner Paulk made a motion to table Phase II of Courthouse roof bid. Commissioner McIntyre seconded the motion. All were in favor. Motion carried.

Commissioner Tyson made a motion to go in executive session for attorney-client privilege. Commissioner McIntyre seconded the motion. All were in favor. Motion carried.

Commissioner made a motion to come out of executive session. Commissioner seconded the motion. All were in favor. Motion carried.

No action taken.

Commissioner McIntyre made a motion to adjourn. Commissioner Paulk seconded the motion. All were in favor. Motion carried.

VINCE THOMPSON, CHAIRMAN

ALDENE TYSON, COMMISSIONER

CHRIS PAULK, COMMISSIONER

DON HICKEY, COMMISSIONER

PAUL MCINTYRE, COMMISSIONER

ATTEST: PATRICIA BATTLE, COUNTY CLERK

**MAY 27, 2026
CALLED MEETING**

The Irwin County Board of Commissioners had a called meeting on May 27, 2026 held at the Courthouse Courtroom. Present at the meeting were Chairman Vince Thompson, Commissioner Aldene Tyson, Commissioner Chris Paulk, Commissioner Don Hickey and County Clerk Patricia Battle.

Chairman Thompson called the meeting to order at 6:00p.m.

Commissioner Aldene Tyson said the prayer.

Commissioner Tyson made a motion to approve lending Irwin County Hospital \$200,000 to be repaid on Monday June 1, 2026. Commissioner Hickey seconded the motion. Commissioners Tyson, Paulk, and Hickey were in favor. Motion carried.

Commissioner Paulk made a motion to adjourn. Commissioner Tyson seconded the motion. All were in favor. Motion carried.

VINCE THOMPSON, CHAIRMAN

ALDENE TYSON, COMMISSIONER

CHRIS PAULK, COMMISSIONER

DON HICKEY, COMMISSIONER

ATTEST: PATRICIA BATTLE, COUNTY CLERK

**IRWIN COUNTY, GEORGIA
PROPOSED ORDINANCE REGULATING THE BURNING OF HOUSEHOLD TRASH**

Section 1. Title

This Ordinance shall be known as the “Irwin County Open Burning Regulation Ordinance.”

Section 2. Authority

This Ordinance is adopted pursuant to the authority granted to counties under the Official Code of Georgia Annotated (O.C.G.A.) §§ 36-1-20 and 12-9-1 et seq., and in accordance with rules and regulations of the Georgia Environmental Protection Division (EPD).

Section 3. Purpose and Intent

The purpose of this Ordinance is to protect the public health, safety, and welfare of the citizens of Irwin County by regulating open burning, reducing air pollution, preventing fire hazards, and ensuring compliance with state environmental laws.

Section 4. Definitions

For the purposes of this Ordinance, the following definitions shall apply:

- **Open Burning:** The burning of any material in an open outdoor fire or in a receptacle without an approved air pollution control device.
- **Household Trash:** Any waste material generated from residential living, including but not limited to paper, plastics, packaging, food waste, and similar refuse.
- **Yard Debris:** Leaves, limbs, grass clippings, and natural vegetation.
- **Authorized Official:** Any law enforcement officer, code enforcement officer, fire official, or other person designated by Irwin County.

Section 5. Prohibited Acts

- (a) It shall be unlawful for any person to burn household trash within Irwin County.
(b) Prohibited materials include, but are not limited to:

- Plastics, rubber, and synthetic materials
- Household garbage or refuse
- Construction or demolition debris
- Treated or painted wood
- Tires, foam, or petroleum-based products

Section 6. Permitted Burning

The following types of burning are permitted, provided they comply with Georgia EPD regulations and any applicable burn bans:

- (a) Burning of yard debris originating on the property where it is burned
(b) Agricultural burning for bona fide agricultural purposes
(c) Prescribed burning conducted in accordance with state law
(d) Recreational fires (e.g., fire pits) that burn only clean, untreated wood

Section 7. Conditions and Restrictions

All permitted burning must comply with the following:

- Must not create a traffic hazard or visibility impairment
- Must not produce excessive smoke or noxious odors affecting neighboring properties
- Must be constantly attended until extinguished
- Must comply with all state-issued burn bans and weather restrictions

Section 8. Enforcement

This Ordinance shall be enforced by authorized officials of Irwin County. Authorized officials may issue warnings, citations, or take appropriate enforcement action for violations.

Section 9. Penalties

Any person found in violation of this Ordinance shall be subject to:

- A warning for the first offense
- A fine not to exceed \$1,000.00 for subsequent offenses
- Each day of violation shall constitute a separate offense

Section 10. Severability

If any section or provision of this Ordinance is held invalid, such invalidity shall not affect other provisions.

Section 11. Effective Date

This Ordinance shall become effective upon adoption by the Irwin County Board of Commissioners.

SO ORDAINED, this ____ day of _____, 2026.

Chapter 3

PROCEDURE TO WAIVE APPRAISALS FOR FEE SIMPLE INTERESTS IN PROPERTIES WITH A LOW FAIR MARKET VALUE ORDINANCE OF IRWIN COUNTY, GEORGIA

ARTICLE I. IN GENERAL

Sec. 3-1. Purpose for Procedure to Waive Appraisal Requirements.

In order to encourage and expedite the acquisition of real property by agreements with property owners, to avoid litigation and relieve congestion in the courts, to assure consistent treatment for property owners, to promote public confidence in land acquisition practices, and to be good stewards of County funds as compared to the purchase price of fee simple interests for low fair market value properties, to the greatest extent practicable and except where excused by applicable law or this Chapter, all condemnations and potential condemnations shall be guided by the following policies and practices of the Landowner's Bill of Rights and Private Property Protection Act (the "Act") found in Title 22 of the Georgia Code. Nothing in this Article shall conflict or change any requirements found in Title 32 of the Georgia Code.

Sec. 3-2. Requirement for Appraisals for Condemnations Acquiring Fee Simple Interests.

Pursuant to the Act and O.C.G.A. § 22-1-9(1), and except where permitted or excused otherwise under applicable law or this Chapter, where the County seeks to obtain a fee simple interest in real property, the real property shall be appraised before the initiation of negotiations, and the property owner or his or her designated representatives shall be given an opportunity to accompany the appraiser during his or her inspection of the property.

Sec. 3-3. Waiver of Appraisal Requirement.

Pursuant to the Act and O.C.G.A. § 22-1-9(2), where it is determined by the County that the fair market value of the fee simple interest in real property sought to be obtained by the County is less than \$7,500, the County is relieved, and such requirement is waived, from the requirement found in the Act and in Sec. 3-2 above that the real property shall be appraised before the initiation of negotiations, and the property owner or his or her designated representatives shall be given an opportunity to accompany the appraiser during his or her inspection of the property.

Sec. 3-4. Procedure to determine fair market value of fee simple interest.

To determine the fair market value of the fee simple interest in order to conclude if the waiver found in Sec. 3-3 is applicable, the County shall multiple the value per acre of the subject property by the size of the fee simple interest sought. If such number is less than \$7,500, then the waiver found in Sec. 3-3 is applicable. To determine the land value per acre, or value per lot, whichever is applicable, for the subject property, the County shall use the last available appraised value of the subject property as determined by the Irwin County Board of Assessors, and divide said assessed value by the subject parcel size as confirmed by the Irwin County Board of Assessors.

STATE OF GEORGIA }}
COUNTY OF IRWIN }}

RESOLUTION NO. _____

**A RESOLUTION OF THE IRWIN COUNTY BOARD OF COMMISSIONERS
ENACTING A MORATORIUM FOR A PERIOD OF TWO MONTHS TO REGULATE
SOLAR FARMS AND FACILITIES WITHIN IRWIN COUNTY.**

WHEREAS, as provided in Article IX, Section II, Paragraphs II and III of the Georgia Constitution, Irwin County enjoys home rule powers, including police power, and land development and governmental and supplementary powers, all of which are necessary to perform all functions of government in order to promote the health and welfare and safety of the citizens and general public of Irwin County;

WHEREAS, Article IX, Section II, Paragraph I of the Georgia Constitution provides counties the authority to adopt clearly reasonable ordinances, resolutions, or regulations relating to its property, affairs, and local government for which no provision has been made by general law and which is not inconsistent with this Constitution or any local law applicable thereto;

WHEREAS, Irwin County, through its duly elected governing authority, the Board of Commissioners of Irwin County, is lawfully empowered to regulate zoning, construction, development, permitting, and land use standards within its jurisdiction; and

WHEREAS, Irwin County currently enforces an ordinance for the purpose of setting standards for solar farms and facilities within the County;

WHEREAS, Irwin County desires to evaluate and understand the impact of future developments of solar farms and facilities, including the impact on property values, land use, population density, the effect on the environment, service delivery issues, and all other reasons as authorized by Georgia law; and

WHEREAS, Irwin County passed a six-month moratorium to allow the Irwin County the time to evaluate and understand the impact of future developments of solar farms and facilities; and

WHEREAS, Irwin County finds that there is a need for additional time to study and determine how to create additional standards relating to the regulation of solar farms and facilities throughout Irwin County to protect the public health, safety and welfare of individuals in Irwin County and avoid significant impacts on resources and adjacent uses; and

WHEREAS, while the initial moratorium applied to all solar projects within or that were to potentially come to Irwin County, however, Irwin County now finds the need for a moratorium that would only apply to any and all solar projects that may potentially to come to Irwin County located in Category 4 Solar Farms. After the date of this resolution, any and all potential projects located in Category 4 Solar Farms shall remain as is to maintain the status quo which includes, but

is not limited to, restricting applications for re-zoning, variances, and business licenses related to solar farms and facilities; and

WHEREAS, during the period of review and consideration, Irwin County, through its duly elected governing authority, the Board of Commissioners of Irwin County, desires to maintain the status quo to provide consistent regulations going forward; and

WHEREAS, in order to have the time necessary to review and revise the County's ordinances, land use regulations, and zoning districts for all purposes, the Board of Commissioners desires to enact this temporary moratorium to maintain and protect the status quo and allow the governing authority to take those steps necessary, including public comments and hearings, in developing regulations for the purposes stated herein; and

WHEREAS, the Board of Commissioners of Irwin County find this temporary moratorium to be substantially related to the public health, safety, morals, and general welfare of the County and its citizens and its businesses, and further finds that the action taken herein is in the interest of the public, generally, as distinguished from those of a particular class, and further that said action is necessary to accomplish the purposes outlined herein and will not be unduly burdensome or oppressive upon citizens and businesses; and

WHEREAS, this temporary moratorium is adopted pursuant to the police powers of the governing body of Irwin County for the purposes of protecting the public interest and in order to avoid issues relating to the proper designations of zoning and regulation of land uses and permitting, and the moratorium is narrowly tailored to meet such purposes, and the moratorium is established for the shortest reasonably possible duration so that the purpose of the moratorium can be met in a reasonable time; and

NOW, THEREFORE, BE IT RESOLVED by the Board of Commissioners of Irwin County, Georgia, that:

The County formally establishes and imposes a temporary moratorium on the establishment, use, and regulation of solar farms and facilities. Such moratorium shall be in effect for a period of two (2) months, or until such time as the County revokes said moratorium by Resolution, whichever occurs first.

During this moratorium, the status quo shall be preserved. The various departments, commissions, agents, employees, and staff of Irwin County will not accept, review, approve, or grant new applications for zoning, rezoning, development, construction, permits, land uses, and related matters within areas of solar farms or facilities that are for purposes related to Category 4 Solar Farm projects.

During this moratorium, the Board of Commissioners of Irwin County, Georgia, along with its various departments, commissions, agents, employees, and staff of Irwin County may review, amend, edit, and revise the County's ordinances, land use regulations, zoning districts for all purposes and to provide for the orderly zoning, rezoning, development, permitting, construction,

and land uses within Irwin County, including but not limited to those areas designated for solar projects.

This moratorium shall not be applicable to any current land uses for which a proper permit has been issued by the appropriate department of Irwin County prior to the effective date hereof.

This moratorium is effective as of the date and time of its adoption as set out below.

AND, BE IT FURTHER RESOLVED by the Board of Commissioners of Irwin County, Georgia, that all Resolutions or parts of Resolutions in conflict herewith are rescinded until such time as this moratorium terminates.

ADOPTED this ____ day of _____, 2026.

SO RESOLVED BY THE BOARD OF COMMISSIONERS OF IRWIN COUNTY, GEORGIA ON THE ____ DAY OF _____, 2026.

BOARD OF COMMISSIONERS OF IRWIN COUNTY

By: _____
NAME
CHAIRMAN

Attest: _____
PATRICIA BATTLE
COUNTY CLERK / ADMINISTRATOR

Job Knowledge	Consider the basic knowledge of related work, techniques, and equipment for the job			
Inadequate knowledge of the job and procedures. Fails to grasp anything but the most elementary concepts of the job. Needs constant supervision.	Inadequate knowledge of duties and is slow to grasp details. Needs considerable supervision.	Adequate knowledge of duties. Needs a normal amount of instruction.	Good knowledge of duties. Well informed. Needs little instruction.	Excellent understanding of duties. Extremely capable and requires little to no direction.
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
Comments:				<input type="checkbox"/> N/A
Quantity of Work	Consider the amount and promptness of work completed.			
Seldom completes a satisfactory amount of work. Slow worker and tends to waste time. Inadequate productivity.	Works at a slow pace. Needs continual urging and encouraging. Does just enough to get by.	Works at a steady pace. Usually produces an acceptable volume of work.	Works fast. Often exceeds requirements. Thorough and careful worker.	Consistently produces a high volume of work. Does more than expected.
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
Comments:				<input type="checkbox"/> N/A
Quality of Work	Consider the ability to compile work in a neat, accurate and thorough manner that meets standards			
Poor quality with excessive and repetitive errors. Requires constant scrutiny and revision.	Inclined to make mistakes. Work is barely acceptable and needs unnecessary examination.	Meets requirements of accuracy and neatness. Makes few errors and needs normal supervision.	Exceeds minimum requirements of accuracy and neatness. Carries out instructions well and needs little supervision.	Consistent high degree of accuracy and neatness. Work can be relied upon with very little revision. Seldom needs supervision.
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
Comments:				<input type="checkbox"/> N/A
Initiative	Consider the ability to perform duties in a consistent and reliable manner, the willingness to take on new tasks, offer constructive suggestions and accept responsibility			
Requires constant encouragement. Never volunteers to undertake work. Has no drive or ambition.	Dislikes responsibility and has very little drive. Lacks resourcefulness and requires more than average encouragement.	Requires normal encouragement. Seldom seeks new tasks. Will accept responsibility when necessary. Accomplishes routine work.	Requires minimal encouragement. Occasionally seeks new tasks. Works well when given responsibility.	Self-starter that goes out of the way to accept responsibility. Very alert and constructive.
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
Comments:				<input type="checkbox"/> N/A

Attitude & Dealing With Co-Workers	Consider willingness to work with and help others and attitude toward co-workers and supervisors. Ability to accept constructive criticism. Demonstrates enthusiasm, flexibility and willingness to accept tasks.			
Difficult to work with. Uncooperative and rude. Resents constructive criticism. Constant coworker problems.	Reluctant to cooperate. Stubborn and at times unwilling to follow orders without argument. Frequent coworker problems.	Tries to cooperate and usually agreeable. Accepts constructive criticism. Few problems with co-workers.	Cooperative most of the time. Interested in work. Responds to constructive criticism. Co-worker problems rare.	Very cooperative. Shows great interest in work. Encourages constructive criticism. Admired by co-workers.
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
Comments:				<input type="checkbox"/> N/A
Public Contact	Consider the willingness to work with the public and project a good image of County employees.			
Cannot deal with the public. Inconsiderate and projects a bad image. Receives numerous valid complaints.	Has trouble dealing with the public. Occasionally lacks common courtesy and receives some valid complaints. Sometimes rude or inconsiderate. Projects a poor image.	Usually maintains courteous effective relations. Generally pleasant and considerate. Seldom receives valid complaints and projects an acceptable image.	Good in dealing with the public. Very pleasant and tactful. Rarely receives valid complaints. Projects a good image.	Excellent in dealing with the public. Exceptionally courteous and well mannered. No valid complaints received. Projects an excellent image.
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
Comments:				<input type="checkbox"/> N/A
Operation & Care of County Equipment and Property	Consider the concern for safe, responsible and reasonable operation or use of County equipment or property, including requesting appropriate maintenance or repair.			
Shows no concern for the proper use and maintenance of equipment or County property	Minimal concern for equipment or County property. Often careless with usage.	Shows concern for equipment and County property. Handles with some care. Requests maintenance only if necessary.	Handles equipment and County property with care. Occasionally will request repair and maintenance as needed.	Operates and maintains equipment and County property with extreme care. Schedules repair and maintenance in a timely manner.
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
Comments:				<input type="checkbox"/> N/A
Attendance	Consider the adherence to policies on absenteeism and tardiness.			
Often absent or tardy. Does not report absence or tardiness in advance. Very undependable.	Inconsistent attendance and punctuality. Seldom reports absence in advance. Not dependable.	Occasionally tardy or absent, but reports in advance in most cases.	Seldom absent or tardy. Always reports absences or tardiness in advance. Dependable.	Excellent attendance. Always at work and on time. Very dependable.
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
Comments:				<input type="checkbox"/> N/A

Safety	Consider the attitude toward personal safety as well as that of co-workers and citizens.				
Has a poor safety record. Often violate safety rules. Has to be constantly reminded to wear personal protective equipment and use appropriate safety devices.	Has a fair safety record. Does not always follow safety rules. Sometimes uses personal protective equipment and appropriate safety devices without being reminded.	Has an acceptable safety record. Usually observes safety rules and is rarely careless. Usually wears personal protective equipment and uses appropriate safety devices.	Has a good safety record. Alert in observing safety rules. Commonly wears personal protective equipment and uses appropriate safety devices.	Extremely conscious of safety. Exceptional safety record and is extremely alert in observing all safety rules. Always wears personal protective equipment and uses appropriate safety devices.	
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
Comments:					<input type="checkbox"/> N/A
Communication	Consider the ability to effectively communicate, both verbal and written, with employees and superiors.				
Excessive and repetitive errors in written reports. Poor verbal communication skills.	Written reports often need thorough inspection. Frequent errors. Sometimes unable to express subject matter clearly.	Written reports meet set standards with normal errors. Reasonably clear in expression.	Above set standards. Errors are infrequent. Messages are mostly clear and easily understood.	Expresses self clearly and effectively on all subjects. Uses appropriate language for any situation.	
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
Comments:					<input type="checkbox"/> N/A
Leadership	Consider the ability to command and guide others in the accomplishment of their duties and tasks; actively influences events and originates actions rather than passively accepting.				
Fails to earn the respect and cooperation of employees. Fails to adequately lead the employees.	Lacks aggressiveness in leading employees. Not held in high regard and lacks leadership qualities.	Adequately supplies leadership and usually gains the respect of employees. Usually looked to for leadership.	Effectively leads employees. Aggressive and provides leadership in most situations.	Very aggressive in leading employees. Obtains cooperation of employees in all situations. Gains utmost respect from employees and leads by example.	
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
Comments:					<input type="checkbox"/> N/A
Dependability	Consider the ability to perform duties while maintaining a high level of productivity in a reliable and consistent manner with little direct supervision.				
Requires constant supervision. Lacks follow-through. Cannot be depended upon. Does not follow instructions.	Requires more than normal supervision. Is easily distracted. Seldom follows instructions.	Requires normal supervision. Generally dependable and follows instructions.	Requires minimal supervision. Good follow-through and follows instructions.	Requires little or no supervision. Can always be depended upon. Follows instructions with great accuracy.	
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
Comments:					<input type="checkbox"/> N/A

Policies and Procedures	Consider the knowledge and understanding of County of Irwin Policies and Procedures as well as departmental rules and regulations.			
Lacks basic knowledge of County policies and department rules. Shows disregard for departmental rules and regulations. If a supervisor, rarely enforces safety rules.	Unfamiliar with many applicable County policies and departmental rules. Regularly commits infractions. If a supervisor, does not always enforce safety rules.	Basic knowledge of County policies and departmental rules. Generally, does not commit major infractions. If a supervisor, usually enforces safety rules.	Knows applicable County policies and departmental rules well. Rarely commits infractions, and if so, are minor in nature. If a supervisor, is very conscious of safety rules.	Extremely knowledgeable of County policies and departmental rules. Strictly adheres to all rules and sets an example for others to follow. If a supervisor, always enforces safety rules.
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
Comments:				<input type="checkbox"/> N/A
Planning and Organizing	Consider the ability to plan and organize work.			
Lacks basic planning skills. Plans are extremely short range without consideration of long-range effects. Lacks the ability to organize resources or determine work methods efficiently.	Plans and organization lack thorough consideration. Sometimes overlooks long range effects. Resource estimates and organization are not always practical.	Plans and organizes work adequately. Resource estimates and organization are sensibly aligned with projected workloads. Determines feasible work methods.	Plans and organizes work well. Usually considers likely complications and long-range effects. Projects workloads and relating resource needs accurately.	Extremely effective in planning and organizing. Always conscious of detail and long-range effects. Exceptionally accurate in projecting workloads and resource needs.
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
Comments:				<input type="checkbox"/> N/A
Decision Making	Consider the ability to make sound, logical decisions.			
Does not make reasonable or logical decisions. Lacks perception and does not evaluate alternatives.	Occasionally uses poor judgment. Logic is sometimes questionable. Tendency to postpone decisions.	Usually makes reasonably logical decisions. Does not usually postpone decisions.	Evaluates facts carefully and makes sound, logical decisions. Perceptive and decisive.	Uses excellent logic and perception in making timely, accurate decisions. Never postpones decisions.
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
Comments:				<input type="checkbox"/> N/A

SUPERVISORY ABILITY

Productivity of Employees	Consider the productivity of the supervisor, his/her employees, and the promptness in which work is performed.			
Employees work slowly, waste time and continually make errors. Quality of work is poor. Supervisor does not enhance good quantity or quality.	Employees often work at a slow pace and are careless, inclined to make mistakes. Quality of work is barely acceptable.	Supervisor monitors productivity adequately and employees work at a steady pace. Quality of work meets requirements.	Supervisor consistently achieves good productivity. Employees work at a fast pace. Few errors are made; quality of work exceeds requirements.	Employees work at a very fast pace. Quality of work is exceptional and errors are rare. Supervisor is exceptional at obtaining high standards of productivity.
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
Comments:				<input type="checkbox"/> N/A
Employee Evaluation and Development	Consider the supervisor's ability to effectively evaluate employee performance and encourage professional development.			
Expresses no interest in employee development. Avoids necessary disciplinary measures. Not always objective in evaluation of employees.	Not always objective in the evaluation of employees. Does not always show interest in employee development. Varies in enforcing disciplinary measures.	Evaluates employees consistently, generally identifies deficits and makes suggestions accordingly and usually recognizes meritorious employees. Gives attention to employee development.	Evaluates employees effectively and recognizes strengths and weaknesses. Commonly counsels employees on training and development.	Extremely perceptive in identifying employee's individual differences and rating them accordingly. Constantly counsels employees on training and development.
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
Comments:				<input type="checkbox"/> N/A

Job Knowledge	0	Communication	0
Quantity of Work	0	Leadership	0
Quality of Work	0	Dependability	0
Initiative	0	Policies and Procedures	0
Attitude & Dealing with Co-Workers	0	Planning and Organizing	0
Public Contact	0	Decision Making	0
Operations & Care of County Equipment and Property	0	Productivity of Employees	0
Attendance	0	Employee Evaluation and Development	0
Safety	0		

Employee Rating Total Score	0
------------------------------------	----------

To Refresh Score: Toggle

Divide the employee's total score by the number of applicable topics.

	4.6 – 5.0	Exceptional/ Outstanding
	3.6 – 4.5	Above Average
	2.6 – 3.5	Average
	1.0 – 2.5	Below Average

PERMANENT STATUS RECOMMENDED

Yes No Not Applicable

PAY INCREASE RECOMMENDED

Yes No Not Applicable

ADDITIONAL COMMENTS

(Narrative for substantiation of ratings and achievements relative to objectives for this appraisal period. Additional Comments may be attached.)

A. OBJECTIVES/ GOALS

(If applicable, summarize any specific projects, performance objectives, or training and development for the next review period.)

- 1.
- 2.
- 3.

B. DEVELOPMENT PLAN

- 1) **Formalized education or training required/recommended:**
- 2) **Job assignments or experience:**
- 3) **Other recommendations:**

CERTIFICATIONS

EMPLOYEE SIGNATURE															
<p>If applicable, please check box.</p> <p style="text-align: center;"><input type="checkbox"/></p> <p>I would like to discuss this report with the Reviewing Officer.</p>	<p>I have read and discussed this evaluation with my supervisor and I understand its contents. My signature means that I have been advised of my performance status and does not necessarily imply that I agree with either the appraisal or the contents.</p> <p style="text-align: center; font-size: 1.2em;">X</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 60%;">Employee Signature</td> <td style="width: 40%;">Date</td> </tr> </table> <p>As requested, Reviewing Officer discussed report with employee on:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 25%;">Date:</th> <th style="width: 25%;"></th> <th style="width: 25%;">Initials:</th> <th style="width: 25%;"></th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Employee Signature	Date	Date:		Initials:									
Employee Signature	Date														
Date:		Initials:													

<p>X</p> <p>Rater's Signature</p>	<p>Date:</p>
<p>X</p> <p>Reviewing Officer's Signature</p>	<p>Date:</p>

TOP COATS ROOFING

TOP COATS ROOFING

A Division of Joe K. Veal Enterprises, Inc.
534 Satilla Road, Ocilla, GA 31774-4144
Office 229-468-7757 FAX 229-468-0809
www.topcoatsroofing.com
e-mail sales@topcoatsroofing.com

April 23, 2025

Detailed description of business/operations:

Top Coats Roofing is a roofing company established in 1999, that focuses on commercial and industrial roof restoration, recover and replacement as well as new construction, in the state of Georgia and surrounding states. We install all types of commercial and residential roofing as well as commercial roof coatings. We also have a residential crew that installs shingles and metal.

We have been in business as Joe K. Veal Enterprises, Inc. DBA Top Coats Roofing since July 1, 2000.

Corporate Officers:

Name	Title	Duties
Joe K. Veal	President and CEO	Roof Inspections and Sales
E. Susan Veal	Sec/CFO	Office management



**Occupational Taxes
(Business License)**

City of Ocilla P.O. Box 626 111 N. Irwin Avenue Ocilla, GA 31774

NOT TRANSFERABLE

License Number: 2026-33 Business Name: Joe K Veal Enterprises

Owner/Officer: Joe K Veal DBA: Top Coats Roofing

Business Address: 534 Satilla Road Ocilla, GA 31774

Business Description: Contractors Roofing Contractor

Date Issued: January 6, 2026 Expires: December 31, 2026

Issued By Clerk: DRP City Clerk: Donna R. Prather

License Fee: \$100.00 (One Hundred Dollars)

This License is subject to be revoked if abused.



GRIFFIN
INSURANCE

Griffin Insurance Agency
Insurance and Contract Bonds

Date: Thursday, April 23, 2026

Re: Top Coat Roofing, Inc

Dear Irwin County BOC

This letter is to confirm that Top Coat Roofing has been a valued client of The Auto Owners Insurance Company for eight years.

With respects to bonding capacity, Top Coat Roofing a bonding program for individual projects of \$500,000.00 and aggregate program \$2,000,000.00. Current available bonding capacity is \$1,800,000.00

If Top Coat Roofing is selected and requests that we provide the necessary Performance and/or Payment Bonds, we will be prepared to execute the bonds subject to our acceptable review of the contract terms and conditions, bond forms, appropriate contract funding and any other underwriting considerations at the time of the request.

Our consideration and issuance of bonds is a matter solely between Top Coat Roofing and ourselves, and we assume no liability to third parties or to you by the issuance of this letter.

We trust this information meets your satisfaction. If there are further questions, please feel free to contact me.

Sincerely,

Jonathan Griffin, CIC



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
4/23/2026

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Griffin Insurance Agency 411 West Ward St. Douglas GA 31533	CONTACT NAME: Renee Mizell	FAX (A/C. No): (912)384-8014	
	PHONE (A/C. No. Ext): (912)384-1003	E-MAIL ADDRESS: renee@griffinagency.com	
INSURED Joe K Veal Enterprises Inc dba Top Coats Roofing 534 Satilla Rd Ocilla GA 31774	INSURER(S) AFFORDING COVERAGE		NAIC #
	INSURER A: Auto Owners Ins		
	INSURER B:		
	INSURER C:		
	INSURER D:		
	INSURER E:		

COVERAGES CERTIFICATE NUMBER: **CL1462401066** REVISION NUMBER: **1**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSR	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	GENERAL LIABILITY			69000814	6/16/2025	6/16/2026	EACH OCCURRENCE \$ 1,000,000
	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY						DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 300,000
	<input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR						MED EXP (Any one person) \$ 10,000
	GEN'L AGGREGATE LIMIT APPLIES PER:						PERSONAL & ADV INJURY \$ 1,000,000
	<input checked="" type="checkbox"/> POLICY <input checked="" type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC						GENERAL AGGREGATE \$ 2,000,000
							PRODUCTS - COMP/OP AGG \$ 2,000,000
A	AUTOMOBILE LIABILITY			4189996800	6/16/2025	6/16/2026	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000
	<input checked="" type="checkbox"/> ANY AUTO						BODILY INJURY (Per person) \$
	<input type="checkbox"/> ALL OWNED AUTOS	<input type="checkbox"/> SCHEDULED AUTOS					BODILY INJURY (Per accident) \$
	<input checked="" type="checkbox"/> HIRED AUTOS	<input checked="" type="checkbox"/> NON-OWNED AUTOS					PROPERTY DAMAGE (Per accident) \$
A	<input checked="" type="checkbox"/> UMBRELLA LIAB	<input checked="" type="checkbox"/> OCCUR		4189996802	6/16/2025	6/16/2026	EACH OCCURRENCE \$ 1,000,000
	<input type="checkbox"/> EXCESS LIAB	<input type="checkbox"/> CLAIMS-MADE					AGGREGATE \$ 1,000,000
	DED	RETENTION \$					
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY						WC STATUTORY LIMITS
	ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH)	<input type="checkbox"/> Y/N	N/A				E.L. EACH ACCIDENT \$
	If yes, describe under DESCRIPTION OF OPERATIONS below						E.L. DISEASE - EA EMPLOYEE \$
A	INSTALLATION FLOATER			78899968	6/16/2025	6/16/2026	\$500 DED \$110,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (Attach ACORD 101, Additional Remarks Schedule, if more space is required)

CERTIFICATE HOLDER Irwin County Board of Commissioners 225 E 4th St Ocilla, GA 31774	CANCELLATION SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.
	AUTHORIZED REPRESENTATIVE Renee Mizell/RENEE <i>Anapla R. Mizell</i>

CERTIFICATE OF LIABILITY INSURANCE

Date
4/23/2026

Producer: Plymouth Insurance Agency
2739 U.S. Highway 19 N.
Holiday, FL 34691
(727) 938-5562

This Certificate is issued as a matter of information only and confers no rights upon the Certificate Holder. This Certificate does not amend, extend or alter the coverage afforded by the policies below.

Insured: South East Personnel Leasing, Inc. & Subsidiaries
2739 U.S. Highway 19 N.
Holiday, FL 34691

Insurers Affording Coverage		NAIC #
Insurer A:	Lion Insurance Company	11075
Insurer B:		
Insurer C:		
Insurer D:		
Insurer E:		

Coverages

The policies of insurance listed below have been issued to the insured named above for the policy period indicated. Notwithstanding any requirement, term or condition of any contract or other document with respect to which this certificate may be issued or may pertain, the insurance afforded by the policies described herein is subject to all the terms, exclusions, and conditions of such policies. Aggregate limits shown may have been reduced by paid claims.

INSR LTR	ADDL INSRD	Type of Insurance	Policy Number	Policy Effective Date (MM/DD/YY)	Policy Expiration Date(MM/DD/YY)	Limits																				
		GENERAL LIABILITY <input type="checkbox"/> Commercial General Liability <input type="checkbox"/> Claims Made <input type="checkbox"/> Occur <hr/> General aggregate limit applies per: <input type="checkbox"/> Policy <input type="checkbox"/> Project <input type="checkbox"/> LOC				Each Occurrence \$ Damage to rented premises (EA occurrence) \$ Med Exp \$ Personal Adv Injury \$ General Aggregate \$ Products - Comp/Op Agg \$																				
		AUTOMOBILE LIABILITY <input type="checkbox"/> Any Auto <input type="checkbox"/> All Owned Autos <input type="checkbox"/> Scheduled Autos <input type="checkbox"/> Hired Autos <input type="checkbox"/> Non-Owned Autos				Combined Single Limit (EA Accident) \$ Bodily Injury (Per Person) \$ Bodily Injury (Per Accident) \$ Property Damage (Per Accident) \$																				
		EXCESS/UMBRELLA LIABILITY <input type="checkbox"/> Occur <input type="checkbox"/> Claims Made Deductible				Each Occurrence \$ Aggregate \$																				
A		Workers Compensation and Employers' Liability Any proprietor/partner/executive officer/member excluded? NO If Yes, describe under special provisions below.	WC 71949	01/01/2026	01/01/2027	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;">WC Statutory Limits</td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;">OTH-ER</td> <td></td> </tr> <tr> <td colspan="2">E.L. Each Accident</td> <td colspan="2"></td> <td style="text-align: right;">\$1,000,000</td> </tr> <tr> <td colspan="2">E.L. Disease - Ea Employee</td> <td colspan="2"></td> <td style="text-align: right;">\$1,000,000</td> </tr> <tr> <td colspan="2">E.L. Disease - Policy Limits</td> <td colspan="2"></td> <td style="text-align: right;">\$1,000,000</td> </tr> </table>	<input checked="" type="checkbox"/>	WC Statutory Limits	<input type="checkbox"/>	OTH-ER		E.L. Each Accident				\$1,000,000	E.L. Disease - Ea Employee				\$1,000,000	E.L. Disease - Policy Limits				\$1,000,000
<input checked="" type="checkbox"/>	WC Statutory Limits	<input type="checkbox"/>	OTH-ER																							
E.L. Each Accident				\$1,000,000																						
E.L. Disease - Ea Employee				\$1,000,000																						
E.L. Disease - Policy Limits				\$1,000,000																						

Other

Lion Insurance Company is A.M. Best Company rated A (Excellent). AMB # 12616

Descriptions of Operations/Locations/Vehicles/Exclusions added by Endorsement/Special Provisions:

Client ID: 81-65-865

Coverage only applies to active employee(s) of South East Personnel Leasing, Inc. & Subsidiaries that are leased to the following "Client Company":

Joe K. Veal Enterprises, Inc. dba Top Coats Roofing

Coverage only applies to injuries incurred by South East Personnel Leasing, Inc. & Subsidiaries active employee(s), while working in: GA.
Coverage does not apply to statutory employee(s) or independent contractor(s) of the Client Company or any other entity.

A list of the active employee(s) leased to the Client Company can be obtained by emailing a request to certificates@lioninsurancecompany.com

Project Name:

ISSUE 08-01-25 (KD). REISSUE 04-23-26 (KD)

Begin Date: 12/14/2011

CERTIFICATE HOLDER

CANCELLATION

IRWIN COUNTY BOARD OF COMMISSIONERS

Should any of the above described policies be cancelled before the expiration date thereof, the issuing insurer will endeavor to mail 30 days written notice to the certificate holder named to the left, but failure to do so shall impose no obligation or liability of any kind upon the insurer, its agents or representatives.

225 E. 4TH STREET
OCILLA, GA 31774



T O P C O A T S R O O F I N G

A Division of Joe K. Veal Enterprises, Inc.
534 Satilla Road, Ocilla, GA 31774-4144
Office 229-468-7757 FAX 229-468-0809
www.topcoatsroofing.com
e-mail sales@topcoatsroofing.com

April 23, 2026

Roof References

Studstill Roof
46 North Pecan St
Lakeland, GA 31635
Bryan Stone, Installer
229-561-4652

380 Squares
920 Blackshear Road
Thomasville, GA 31792
Non Disclosure Agreement signed for privacy

Pam and Mike Chaing
4285 Louis Drive
Valdosta, GA 31605
229-444-0059

Manor School
4650 Manor Millwood Road S.
Manor, GA 31550
Elizabeth Hodges
812-230-0768

Detailed Project Timeline

Project start date: 45 days from receiving the notice of award document.

Project end date: 90 days from start date.

Qualifications Standards 36 CFR Part 61

I have reviewed these standards and believe we are in compliance.

TOP COATS ROOFING

This Pricing is with Top Coats Roofing materials from CRS in Atlanta. I put it together quickly

Top Coats Roofing
 A Division of Joe K. Veal Enterprises, Inc.
 Joe K. Veal
 534 Satilla Road, Ocilla, GA 31774-4144
 Office 229-468-7757 Fax 229-468-0809
 e-mail sales@topcoatsroofing.com

I believe it is correct.

Subscribed for other quote for Vermont slate if accurate

April 24, 2026
 Page 1 of 2

Estimate for: Irwin County Courthouse Slate Tile Roof
 Submitted to: Irwin County Board of Commissioners
 225 E. 4th St.
 Ocilla, GA 31774

We hereby furnish this scope of work and estimate for the materials and labor necessary for the completion of: **Installation of new Vermont Slate Tile Roof in color of choice to meet manufacturer's specifications.**

1. Remove old slate tiles, felt, roof accessories, and OSB decking.
2. Install 3/4 inch plywood sheathing.
3. Repair damaged framing and other woodwork as needed. (Not included in estimate) (See Note 1 below)
4. Replace damaged or missing wall flashing and eave flashing as needed.
5. Remove existing valley flashing and install new copper valley flashing as needed.
6. Install heat resistant underlayment.
7. Install new chimney flashing.
8. Install new Vermont Slate Tile roof.
9. Install new roof penetration flashings.
10. Issue 20 Years Materials warranty and 10 Years labor warranty.
11. Thoroughly clean area of debris and sweep for nails with magnetic pickup tool.
12. Dispose of all debris generated by the proposed scope of work.

Note: Some conditions of the roof are concealed from view and are only discovered during the removal of the existing roof. These conditions and the extra charges incurred when they exist are as follows:

- 1. Damaged or missing woodwork will be charged at the rate of \$14.00 per board foot of plank decking, Tong and Groove decking will be charged at Labor and Materials plus 20%, \$15.00 per board foot of rafter and joist, \$14.00 per lineal foot of 1x4 and 1x6 fascia and trim boards, \$16.00 per lineal foot of 1x8 fascia and trim boards, \$10.00 per square foot of soffit, \$10.00 per square foot for painting of woodwork. *Wood charges may increase due to the abnormal demolition work caused by storm, tree and other debris impacts that may be worse than we were able to determine.*

All materials are guaranteed to be as specified, and the above work to be performed and completed in a workmanlike manner for the estimated sum of: **Two hundred twenty-six thousand, two hundred sixty-six dollars (\$226,266.00)** with payments to be made as follows: balance upon completion of job \$226,266.00. If balance is not paid within 5 days, 1.5% interest will be added monthly until paid and all collection costs will be added to the amount.

Option: Reuse old tiles is estimated to save approximately \$40,000.00.

Any alteration or deviation from above involving extra costs will be executed only upon written order, and will become an extra charge over and above the estimate. Not responsible for water damage before, during or after completion of contract. All agreements contingent upon accident or weather delays beyond our control.

Respectfully Submitted,

Joe K. Veal, CEO
 Joe K. Veal Enterprises, Inc.

NOTE: This proposal price is subject to change without notice due to volatility in building products markets.

ACCEPTANCE OF ESTIMATE

The above prices, specifications and conditions are satisfactory and are hereby accepted. You are authorized to do the work as specified. Payments will be made as outlined above.

Vermont Slate Tile Roof \$226,266.00

Date _____ Signature _____

Bonnie Kelly

From: Sales <sales@topcoatsroofing.com>
Sent: Monday, April 27, 2026 9:29 AM
To: Bonnie Kelly
Subject: [EXTERNAL]Page 2 of estimate cost breakdown

Page 2 of 2

Estimate Cost Breakdown:
Page 2 of 2

Materials	\$110,616.00
Labor	\$113,150.00
Contingency Costs	\$2500.00
Total of Estimate	<u>\$226,266.00</u>

TOP COATS ROOFING

Top Coats Roofing

A Division of Joe K. Veal Enterprises, Inc.

Joe K. Veal

534 Satilla Road, Ocilla, GA 31774-4144

Office 229-468-7757 Fax 229-468-0809

e-mail sales@topcoatsroofing.com

Estimate for: Irwin County Courthouse Slate Tile Roof
Submitted to: Irwin County Board of Commissioners
225 E. 4th St.
Ocilla, GA 31774

April 23, 2026
Page 1 of 2

We hereby furnish this scope of work and estimate for the materials and labor necessary for the completion of: **Installation of new Vermont Slate Tile Roof in color of choice to meet manufacturer's specifications.**

1. Remove old slate tiles, felt, roof accessories, and OSB decking.
2. Install ¾ inch plywood sheathing.
3. Repair damaged framing and other woodwork as needed. (Not included in estimate) (See Note 1 below)
4. Replace damaged or missing wall flashing and eave flashing as needed.
5. Remove existing valley flashing and install new copper valley flashing as needed.
6. Install heat resistant underlayment.
7. Install new chimney flashing.
8. Install new Vermont Slate Tile roof.
9. Install new roof penetration flashings.
10. Issue 20 Years Materials warranty and 10 Years labor warranty.
11. Thoroughly clean area of debris and sweep for nails with magnetic pickup tool.
12. Dispose of all debris generated by the proposed scope of work.

Note: Some conditions of the roof are concealed from view and are only discovered during the removal of the existing roof. These conditions and the extra charges incurred when they exist are as follows:

- 1. Damaged or missing woodwork will be charged at the rate of \$14.00 per board foot of plank decking, Tong and Groove decking will be charged at Labor and Materials plus 20%, \$15.00 per board foot of rafter and joist, \$14.00 per lineal foot of 1x4 and 1x6 fascia and trim boards, \$16.00 per lineal foot of 1x8 fascia and trim boards, \$10.00 per square foot of soffit, \$10.00 per square foot for painting of woodwork. *Wood charges may increase due to the abnormal demolition work caused by storm, tree and other debris impacts that may be worse than we were able to determine.*

All materials are guaranteed to be as specified, and the above work to be performed and completed in a workmanlike manner for the estimated sum of: **Two hundred thirty-five thousand, two hundred sixty-six dollars (\$235,266.00)** with payments to be made as follows: balance upon completion of job \$235,266.00. If balance is not paid within 5 days, 1.5% interest will be added monthly until paid and all collection costs will be added to the amount.

Any alteration or deviation from above involving extra costs will be executed only upon written order, and will become an extra charge over and above the estimate. Not responsible for water damage before, during or after completion of contract. All agreements contingent upon accident or weather delays beyond our control.

Respectfully Submitted,

Joe K. Veal, CEO
Joe K. Veal Enterprises, Inc.

NOTE: This proposal price is subject to change without notice due to volatility in building products markets.

ACCEPTANCE OF ESTIMATE

The above prices, specifications and conditions are satisfactory and are hereby accepted. You are authorized to do the work as specified. Payments will be made as outlined above.

Vermont Slate Tile Roof \$235,266.00

Date _____ Signature _____

Estimate Cost Breakdown:

Materials	\$119,616.00
Labor	\$113,150.00
Contingency Costs	\$2500.00
Total of Estimate	<hr/> \$235,266.00

TOP COATS ROOFING

Top Coats Roofing

A Division of Joe K. Veal Enterprises, Inc.

Joe K. Veal

534 Satilla Road, Ocilla, GA 31774-4144

Office 229-468-7757 Fax 229-468-0809

e-mail sales@topcoatsroofing.com

Estimate for: Irwin County Courthouse Synthetic Slate Tile Roof
Submitted to: Irwin County Board of Commissioners
225 E. 4th St.
Ocilla, GA 31774

April 23, 2026

Page 1 of 2

We hereby furnish this scope of work and estimate for the materials and labor necessary for the completion of: **Installation of new Eco Star Synthetic Slate Tile Roof in color of choice to meet manufacturer's specifications.**

1. Remove old slate tiles, felt, roof accessories, and OSB decking.
2. Install ¾ inch plywood sheathing.
3. Repair damaged framing and other woodwork as needed. (Not included in estimate) (See Note 1 below)
4. Replace damaged or missing wall flashing and eave flashing as needed.
5. Remove existing valley flashing and install new copper valley flashing as needed.
6. Install heat resistant underlayment.
7. Install new chimney flashing.
8. Install new Eco Star Synthetic Slate Tile roof.
9. Install new roof penetration flashings.
10. Issue 20 Years Materials warranty and 10 Years labor warranty.
11. Thoroughly clean area of debris and sweep for nails with magnetic pickup tool.
12. Dispose of all debris generated by the proposed scope of work.

Note: Some conditions of the roof are concealed from view and are only discovered during the removal of the existing roof. These conditions and the extra charges incurred when they exist are as follows:

- 1. Damaged or missing woodwork will be charged at the rate of \$14.00 per board foot of plank decking, Tong and Groove decking will be charged at Labor and Materials plus 20%, \$15.00 per board foot of rafter and joist, \$14.00 per lineal foot of 1x4 and 1x6 fascia and trim boards, \$16.00 per lineal foot of 1x8 fascia and trim boards, \$10.00 per square foot of soffit, \$10.00 per square foot for painting of woodwork. *Wood charges may increase due to the abnormal demolition work caused by storm, tree and other debris impacts that may be worse than we were able to determine.*

All materials are guaranteed to be as specified, and the above work to be performed and completed in a workmanlike manner for the estimated sum of: **Two hundred Fifteen thousand, four hundred forty-four dollars (\$215,444.00)** with payments to be made as follows: balance upon completion of job \$215,444.00. If balance is not paid within 5 days, 1.5% interest will be added monthly until paid and all collection costs will be added to the amount.

Any alteration or deviation from above involving extra costs will be executed only upon written order, and will become an extra charge over and above the estimate. Not responsible for water damage before, during or after completion of contract. All agreements contingent upon accident or weather delays beyond our control.

Respectfully Submitted,

Joe K. Veal, CEO
Joe K. Veal Enterprises, Inc.

NOTE: This proposal price is subject to change without notice due to volatility in building products markets.

ACCEPTANCE OF ESTIMATE

The above prices, specifications and conditions are satisfactory and are hereby accepted. You are authorized to do the work as specified. Payments will be made as outlined above.

Vermont Slate Tile Roof \$215,444.00

Date _____ Signature _____

Estimate Cost Breakdown:

Materials	\$99,794.00
Labor	\$113,150.00
Contingency Costs	\$2,500.00
Total of Estimate	<hr/> \$215,444.00

STATE OF GEORGIA
COUNTY OF FULTON

**INTERGOVERNMENTAL
CONCESSION AGREEMENT**

This Intergovernmental Concession Agreement (the "AGREEMENT") is hereby established by and between the DEPARTMENT OF NATURAL RESOURCES, AN AGENCY OF THE STATE OF GEORGIA, whose address is c/o Parks and Historic Sites Division, 2610 Hwy 155 SW, Suite C, Stockbridge, Ga 30281(the "DEPARTMENT") and the IRWIN COUNTY BOARD OF COMMISSIONERS, whose address is 225 East Fourth Street, Ocilla, Georgia 31774 (the "CONCESSIONAIRE").

WHEREAS, On May 10, 1865, Union troops ended the War Between the States with the Capture of Jefferson Davis, President of the Confederate States, on this site, and it is an important cultural resource for the State of Georgia and the nation; and

WHEREAS, the DEPARTMENT is responsible for the management of the Jefferson Davis State Historic Site, a property owned by the State of Georgia; and

WHEREAS, the CONCESSIONAIRE is a political subdivision of the State of Georgia empowered to provide recreational opportunities for its citizens and the public in general as well as preserve the history and culture of Irwin County, Georgia; and

WHEREAS, the DEPARTMENT is authorized by O.C.G.A. § 12-3-5(c) and (e) to enter into contracts with any local government for any of the services, purposes, duties, responsibilities or functions vested in the DEPARTMENT; and

WHEREAS, the DEPARTMENT and the CONCESSIONAIRE are authorized by O.C.G.A. § 12-3-32(a)(6) to enter into contracts to protect, restore, preserve, mark, maintain or operate any historic site, structure, building, object or other property for public use; and

WHEREAS, the DEPARTMENT and the CONCESSIONAIRE are authorized by Art. IX, § III, Para. I of the 1983 Constitution of the State of Georgia to enter into contracts for the joint or separate use of facilities or equipment, provided such contracts deal with activities, services, or facilities which the contracting parties are authorized by law to undertake or provide; and

WHEREAS, the Georgia General Assembly did not appropriate funds in the Fiscal Year 2014 budget to fund the DEPARTMENT's operation of the Jefferson Davis State Historic Site; and

WHEREAS, the CONCESSIONAIRE has expressed its desire and ability to manage the Jefferson Davis State Historic Site; and

WHEREAS, at its duly called meeting held on May 7th, 2014, the governing body of Irwin County voted to enter into this AGREEMENT and obligate itself as CONCESSIONAIRE to the terms and conditions provided herein.

NOW THEREFORE, in consideration of the mutual benefits accruing to the parties hereto, the DEPARTMENT and the CONCESSIONAIRE have agreed and hereby enter into this AGREEMENT according to the following terms and conditions:

1. **PROPERTY DESCRIPTION** – Those certain lands situated in Irwin County, Georgia, and commonly referred to as the Jefferson Davis State Historic Site (the “PREMISES”), more particularly described in EXHIBIT A, attached hereto and by reference made a part of this AGREEMENT.
2. **TERM** – This AGREEMENT shall be for a term of one (1) year beginning on July 1st, 2026 (the “Effective Date”) and continuing until midnight on June 30th, 2027 (the “Expiration Date”), unless sooner terminated as herein provided. The DEPARTMENT reserves the right to renew this AGREEMENT for additional terms as provided herein if such renewals are acceptable to both parties.
3. **USE OF PREMISES**
 - A. It is understood and agreed by and between the DEPARTMENT and the CONCESSIONAIRE that the PREMISES are being concessioned to the CONCESSIONAIRE for the continued operation, management and maintenance of the PREMISES and to enhance the public's awareness and appreciation of the cultural and historic resources of Georgia, and more particularly Irwin County.
 - B. The CONCESSIONAIRE acknowledges that the PREMISES, in whole or in part, has been dedicated as a Heritage Preserve to protect, conserve and preserve the cultural, natural and recreational resources of the PREMISES for the benefit of present and future generations. The CONCESSIONAIRE further acknowledges (i) that the primary

management of the PREMISES is for the preservation of the cultural resources on the property and for scientific research and education, and (ii) that only wildlife management and outdoor recreational uses which minimize the disturbance of cultural resources, such as hiking, picnicking, and observing and photographing nature, will be allowed and only to the degree that these secondary uses can be accommodated without conflicts with the aforementioned primary use. The CONCESSIONAIRE shall take no action that conflicts with the Heritage Preserve primary and secondary management purposes set forth in this subparagraph. The CONCESSIONAIRE shall advise the DEPARTMENT of any proposed change in use as such is being considered by the CONCESSIONAIRE prior to any implementation thereof.

- C. The CONCESSIONAIRE acknowledges that proceeds from tax-exempt bonds issued or guaranteed by the State of Georgia were spent, in whole or in part, on the PREMISES or improvements or appurtenants thereto and that said bonds have not been retired or defeased. The CONCESSIONAIRE shall take no action that may jeopardize the tax-exempt status of the State's general obligation bonds issued to finance the acquisition of the PREMISES. The CONCESSIONAIRE shall advise the DEPARTMENT of any proposed change in use as such is being considered by the CONCESSIONAIRE. Subject to the foregoing statement, the PREMISES, neither as a whole nor any subdivided portion, may be sold, leased, licensed, or otherwise assigned without the express written consent of the Georgia State Financing and Investment Commission, which consent shall be given or not in the sole and absolute discretion of the Georgia State Financing and Investment Commission. Any sale, lease, license or other assignment made without the required consent of the Georgia State Financing and Investment Commission shall be void *ab initio*.
- D. With the exception of rentals or licenses with a duration of less than thirty (30) days for parks and recreation purposes, public education purposes, public cultural and historical purposes, and tourist facilities and services or any combination thereof otherwise permitted hereunder, the CONCESSIONAIRE shall not assign this AGREEMENT or any of its rights or interest in this AGREEMENT without the prior express written consent of the DEPARTMENT. An unauthorized assignment shall be void *ab initio* and shall, at the option of the DEPARTMENT, terminate this AGREEMENT. The DEPARTMENT'S

consent to one assignment or occupancy by a party other than the CONCESSIONAIRE shall not invalidate or constitute a waiver of this provision, and each subsequent use and occupancy by a party other than the CONCESSIONAIRE shall likewise be made only with the prior consent of the DEPARTMENT. Unless otherwise specified by the DEPARTMENT with its consent, any transferees or assignees of the CONCESSIONAIRE shall automatically, upon such transfer or assignment, become and thereafter be directly liable to the DEPARTMENT for all obligations of the CONCESSIONAIRE under this AGREEMENT, including without limitation the obligation to procure the insurance coverages required herein, without in any way relieving the CONCESSIONAIRE of liability to the DEPARTMENT under this AGREEMENT.

4. **MAINTENANCE OF PREMISES AND COLLECTION**

- A. The CONCESSIONAIRE accepts the PREMISES in its present condition. The CONCESSIONAIRE shall not commit or suffer to be committed any waste upon the PREMISES and the CONCESSIONAIRE shall, at its own cost and expense, maintain the PREMISES and any and all improvement thereon in good order and in a clean, sanitary and safe condition and shall at all times maintain all structures, facilities and equipment in a condition satisfactory to the DEPARTMENT.
- B. Simultaneously, or as near in time as may be practicable, with the execution of this AGREEMENT, the parties shall execute a **PHS Outgoing Loan Agreement # (OL) 2009.4 (JD)** (the “Loan Agreement”) in substantially the form of EXHIBIT B attached hereto. CONCESSIONAIRE shall maintain all artifacts inventoried in EXHIBIT C attached hereto (the “Collection”) as required under the Loan Agreement.
- C. The DEPARTMENT will continue its termite coverage for the PREMISES. Within sixty (60) days after the submittal of payment to the termite company, the DEPARTMENT will invoice CONCESSIONAIRE directly for reimbursement of the amount of the coverage. CONCESSIONAIRE shall remit such reimbursement to the DEPARTMENT no later than sixty (60) days after the receipt of the invoice. In the event that a claim is made pursuant to this paragraph, CONCESSIONAIRE shall reimburse the DEPARTMENT for any deductible that it is required to pay.

5. **IMPROVEMENTS** – The CONCESSIONAIRE acknowledges that the structures and improvements located upon the PREMISES were constructed beginning in the 1930's and that the DEPARTMENT makes no warranty of any kind as to their soundness or fitness for any purpose. The CONCESSIONAIRE accepts the structures and improvements on an "as is, where is" basis. CONCESSIONAIRE shall be permitted to make changes and/or improvements to the PREMISES only with the prior written consent of the DEPARTMENT. The CONCESSIONAIRE acknowledges and agrees that the museum building located on the PREMISES is on the National Register of Historic Places and cannot be altered in any way. Any plan to alter or repair any building on the PREMISES must meet the Secretary of the Interior's Standards for Rehabilitation and be reviewed by the DEPARTMENT's Cultural Interpretive Resources Unit prior to the onset of work. All personal property on the PREMISES on the Effective Date will remain on the PREMISES.

6. **APPLICABLE LAWS AND REGULATIONS** –

A. The CONCESSIONAIRE shall comply with all applicable local, State and Federal laws and regulations for operation on the PREMISES. The CONCESSIONAIRE shall obtain all permits and licenses, pay all charges, fees, or taxes as required by the State of Georgia or its political subdivisions for the operation on the PREMISES. The CONCESSIONAIRE agrees that it will comply with applicable worker compensation laws of the State of Georgia, and that it will also comply with all minimum wages, maximum hours, and other laws, rules and regulations applicable to conditions of employment upon or in connection with the PREMISES.

B. Each party hereby certifies that it has complied with, and will continue to comply with during the term of this Agreement, the applicable provisions of the GSICA, O.C.G.A. § 13-10-90 et seq.

7. **NON-DISCRIMINATION** - The CONCESSIONAIRE shall not discriminate against any person or persons based on race, color, gender, age, national origin or disability in the conduct of operations on the PREMISES.

8. **PAYMENT OF BILLS, CHARGES AND FEES** - The CONCESSIONAIRE shall bear and pay in full, as they shall become due and before the same shall become delinquent, and shall be liable to the DEPARTMENT for the payment of, any and all utility bills, paving assessments, sewage assessments or curbing assessments, license fees, excises, imposts, fees and charges of every sort, nature and kind, which during the full term (or any portion thereof) of this