



# BOARD OF SUPERVISORS

PO Box 944, Newton, IA      Phone: 641-792-7016      Fax: 641-792-1053

Thad Nearmyer

Doug Cupples

Brandon Talsma

**January 13, 2026**

9:30 a.m.

[www.jasperia.org](http://www.jasperia.org)

Live Stream: <https://vimeo.com/event/5521026/4ec7ae74bc>

**-Anyone that has an item on the agenda must appear in person for the Board to consider it.-**

## Pledge of Allegiance

**Item 1      Public Hearing 2<sup>nd</sup> Reading - Sheriff – Brad Shutts**

- a) Axon Contact Quote for services for the next 10 years

**Item 2      Human Resources – Dennis Simon**

- a) Pay Plans
  - a. Sheriff's Office 5-Step Plan (July 1, 2026 – June 30, 2027)
  - b. Courthouse, Maintenance & Elderly Nutrition 5-Step Plan (July 1, 2026 – June 30, 2027)
  - c. Hourly Non-Bargaining 5-Step Plan (July 1, 2026 – June 30, 2027)
  - d. Salaried Non-Department Head 5-Step Plan (July 1, 2026 – June 30, 2027)

**Item 3      Approval of Recorder's Quarterly Report from October 1, 2025, to December 31, 2025**

**Item 4      Approval to Cancel Unclaimed Warrants over One Year Old**

**Item 5      Approval of Liquor License for Iowa's Best Burger Café**

**Item 6      Approval of a Temporary Liquor License**

- a) Pheasants Forever, January 15 – January 19, 2026

**Item 7      Approval of Claims Paid through January 13, 2026**

**Item 8      Approval of Board of Supervisors Minutes from January 6, 2026**

**Item 9      Board Appointments**

## PUBLIC INPUT & COMMENTS

**After the Regular Meeting**

**Work Session**

- 1.) Axon



Axon Enterprise, Inc.  
17800 N 85th St  
Scottsdale, Arizona 85255  
United States  
VAT: 86-0741227  
Domestic: (800) 978-2737  
International: +1.800.978.2737

Q-786978-46013TC

Issued: 12/22/2025

Quote Expiration: 12/31/2025

Estimated Contract Start Date: 04/01/2026

Account Number: 134861

Payment Terms: N30

Mode of Delivery: UPS-GND

Credit/Debit Amount: \$0.00

SHIP TO	BILL TO	SALES REPRESENTATIVE	PRIMARY CONTACT
Jasper County Sheriff's Office - IA 2300 Law Center Dr Newton, IA 50208-8255 USA	Jasper County Sheriff's Office - IA 2300 Law Center Dr Newton IA 50208-8255 USA Email:	Travis Cole Phone: (480) 463-2200 Email: tcole@axon.com Fax: 480-463-2200	Brad Shults Phone: 641-792-5912 Email: bshults@jaspersheriff.org Fax: 641-791-2237

### Quote Summary

Program Length	120 Months
<b>TOTAL COST</b>	<b>\$3,251,379.47</b>
<b>ESTIMATED TOTAL W/ TAX</b>	<b>\$3,251,379.47</b>

### Discount Summary

Average Savings Per Year	\$164,687.00
<b>TOTAL SAVINGS</b>	<b>\$1,646,869.98</b>

## Payment Summary

Date	Subtotal	Tax	Total
Mar 2026	\$9,999.97	\$0.00	\$9,999.97
Jul 2026	\$324,137.95	\$0.00	\$324,137.95
Jul 2027	\$324,137.95	\$0.00	\$324,137.95
Jul 2028	\$324,137.95	\$0.00	\$324,137.95
Jul 2029	\$324,137.95	\$0.00	\$324,137.95
Jul 2030	\$324,137.95	\$0.00	\$324,137.95
Jul 2031	\$324,137.95	\$0.00	\$324,137.95
Jul 2032	\$324,137.95	\$0.00	\$324,137.95
Jul 2033	\$324,137.95	\$0.00	\$324,137.95
Jul 2034	\$324,137.95	\$0.00	\$324,137.95
Jul 2035	\$324,137.95	\$0.00	\$324,137.95
<b>Total</b>	<b>\$3,251,379.47</b>	<b>\$0.00</b>	<b>\$3,251,379.47</b>

Quote Unbundled Price:	\$4,781,606.51
Quote List Price:	\$3,884,335.28
Quote Subtotal:	\$3,251,379.47

## Pricing

All deliverables are detailed in Delivery Schedules section lower in proposal

Item	Description	Qty	Term	Unbundled	List Price	Net Price	Subtotal	Tax	Total
<b>Program</b>									
100552	TRANSFER BALANCE - GOODS	1			\$1.00	(\$48,782.36)	(\$48,782.36)	\$0.00	(\$48,782.36)
100553	TRANSFER BALANCE - SOFTWARE AND SERVICES	1			\$1.00	(\$37,232.27)	(\$37,232.27)	\$0.00	(\$37,232.27)
Fleet3ARe	Fleet 3 Advanced Renewal	30	60	\$233.37	\$189.57	\$189.57	\$341,226.00	\$0.00	\$341,226.00
S00016	AXON AI - AI ERA	40	120	\$302.89	\$238.92	\$136.41	\$654,785.20	\$0.00	\$654,785.20
Fleet3ARe	Fleet 3 Advanced Renewal	30	60	\$231.30	\$189.57	\$189.57	\$341,226.00	\$0.00	\$341,226.00
B00049	BUNDLE - UNLIMITED PLUS WITH VR 10YR	51	120	\$376.95	\$306.16	\$289.88	\$1,774,065.60	\$0.00	\$1,774,065.60
BWCamMBDTAP10Year	Body Worn Camera Multi-Bay Dock TAP 10 Year Bundle	1	99	\$71.02	\$39.16	\$39.16	\$3,876.84	\$0.00	\$3,876.84
BWCamSBDTAP10Yr	Body Worn Camera Single-Bay Dock TAP 10 Year Bundle	1	99	\$12.17	\$13.46	\$13.46	\$1,332.54	\$0.00	\$1,332.54
A00025	BUNDLE - AXON AIR BASIC PATROL	1	120			\$1,029.49	\$123,538.80	\$0.00	\$123,538.80
<b>A la Carte Hardware</b>									
101408	AXON FUSUS - CORE - CAD	1			\$600.00	\$0.00	\$0.00	\$0.00	\$0.00
101391	AXON FUSUS - CORE - ELITE AI 2.0 44TB HDD	3			\$5,000.00	\$0.00	\$0.00	\$0.00	\$0.00
101737	AXON AIR - SKYDIO SAFE PATROL KIT HW REFRESH	1			\$28,382.00	\$32,639.30	\$32,639.30	\$0.00	\$32,639.30
101737	AXON AIR - SKYDIO SAFE PATROL KIT HW REFRESH	1			\$28,382.00	\$32,639.30	\$32,639.30	\$0.00	\$32,639.30
H00003	AB4 1-Bay Dock Bundle	1			\$229.00	\$229.00	\$229.00	\$0.00	\$229.00
H00002	AB4 Multi Bay Dock Bundle	1			\$1,638.90	\$1,638.90	\$1,638.90	\$0.00	\$1,638.90
<b>A la Carte Software</b>									
100112	AXON AIR - EVIDENCE.COM LICENSE - PILOT DATA	3	120		\$36.59	\$36.59	\$13,172.40	\$0.00	\$13,172.40
ProLicense	Pro License Bundle	6	120		\$54.52	\$23.64	\$17,024.22	\$0.00	\$17,024.22
<b>A la Carte Services</b>									
99901	AXON ACCELERATE CONFERENCE REGISTRATION	2			\$899.00	\$0.00	\$0.00	\$0.00	\$0.00
101422	AXON FUSUS - PSO - CORE DEPLOYMENT	4			\$425.00	\$0.00	\$0.00	\$0.00	\$0.00
20379	AXON VR - PSO - FULL INSTALLATION - INSIDE SALES	1			\$6,000.00	\$0.00	\$0.00	\$0.00	\$0.00
85144	AXON BODY - PSO - STARTER	1			\$10,000.00	\$0.00	\$0.00	\$0.00	\$0.00
73896	AXON STANDARDS - IMPLEMENTATION SERVICE	1			\$30,000.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>A la Carte Warranties</b>									
101424	AXON FUSUS - CORE - EXTENDED WARRANTY	1	109		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
101424	AXON FUSUS - CORE - EXTENDED WARRANTY	3	109		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Total</b>							<b>\$3,251,379.47</b>	<b>\$0.00</b>	<b>\$3,251,379.47</b>

## Delivery Schedule

### Hardware

Bundle	Item	Description	QTY	Shipping Location	Estimated Delivery Date
BUNDLE - AXON AIR BASIC PATROL	101738	AXON AIR - SKYDIO X10 PATROL HW KIT	1	1	03/01/2026
BUNDLE - UNLIMITED PLUS WITH VR 10YR	100126	AXON VR - TACTICAL BAG	3	1	03/01/2026
BUNDLE - UNLIMITED PLUS WITH VR 10YR	100748	AXON VR - CONTROLLER - TASER 10	3	1	03/01/2026

## Hardware

Bundle	Item	Description	QTY	Shipping Location	Estimated Delivery Date
BUNDLE - UNLIMITED PLUS WITH VR 10YR	100832	AXON VR - CONTROLLER - HANDGUN VR19H	3	1	03/01/2026
BUNDLE - UNLIMITED PLUS WITH VR 10YR	101122	AXON VR - HOLSTER - T10 SAFARILAND GRAY - RH	3	1	03/01/2026
BUNDLE - UNLIMITED PLUS WITH VR 10YR	101294	AXON VR - TABLET	3	1	03/01/2026
BUNDLE - UNLIMITED PLUS WITH VR 10YR	101300	AXON VR - TABLET CASE	3	1	03/01/2026
BUNDLE - UNLIMITED PLUS WITH VR 10YR	101751	AXON VR - HEADSET - HTC FOCUS VISION	3	1	03/01/2026
BUNDLE - UNLIMITED PLUS WITH VR 10YR	101886	SIGNAL SENSOR	51	1	03/01/2026
BUNDLE - UNLIMITED PLUS WITH VR 10YR	101889	AXON SIGNAL - BATTERY - CR2032	51	1	03/01/2026
BUNDLE - UNLIMITED PLUS WITH VR 10YR	102389	AXON VR - MULTI-USER ROOM MARKER	2	1	03/01/2026
A la Carte	101391	AXON FUSUS - CORE - ELITE AI 2.0 44TB HDD	3	1	03/01/2026
A la Carte	101408	AXON FUSUS - CORE - CAD	1	1	03/01/2026
Fleet 3 Advanced Renewal	72040	AXON FLEET - TAP REFRESH 1 - 2 CAMERA KIT	30	1	10/01/2027
Fleet 3 Advanced Renewal	72040	AXON FLEET - TAP REFRESH 1 - 2 CAMERA KIT	1	1	10/01/2027
AB4 1-Bay Dock Bundle	100201	AXON BODY 4 - DOCK - SINGLE BAY	1	1	12/01/2027
AB4 1-Bay Dock Bundle	71104	AXON - DOCK/DATAPORT POWERCORD - NORTH AMERICA	1	1	12/01/2027
AB4 Multi Bay Dock Bundle	100206	AXON BODY 4 - 8 BAY DOCK	1	1	12/01/2027
AB4 Multi Bay Dock Bundle	70033	AXON - DOCK WALL MOUNT - BRACKET ASSY	1	1	12/01/2027
AB4 Multi Bay Dock Bundle	71019	AXON BODY - DOCK POWERCORD - NORTH AMERICA	1	1	12/01/2027
BUNDLE - UNLIMITED PLUS WITH VR 10YR	73309	AXON BODY - TAP REFRESH 1 - CAMERA	52	1	12/01/2027
BUNDLE - UNLIMITED PLUS WITH VR 10YR	73689	AXON BODY - TAP REFRESH 1 - DOCK MULTI BAY	6	1	12/01/2027
BUNDLE - UNLIMITED PLUS WITH VR 10YR	100210	AXON VR - TAP REFRESH 1 - TABLET	3	1	09/01/2028
BUNDLE - UNLIMITED PLUS WITH VR 10YR	101009	AXON VR - TAP REFRESH 1 - HANDGUN CONTROLLER	3	1	09/01/2028
BUNDLE - UNLIMITED PLUS WITH VR 10YR	101012	AXON VR - TAP REFRESH 1 - TASER CONTROLLER	3	1	09/01/2028
BUNDLE - UNLIMITED PLUS WITH VR 10YR	20373	AXON VR - TAP REFRESH 1 - HEADSET	3	1	09/01/2028
BUNDLE - AXON AIR BASIC PATROL	101737	AXON AIR - SKYDIO SAFE PATROL KIT HW REFRESH	1	1	10/01/2028
Body Worn Camera Multi-Bay Dock TAP 10 Year Bundle	73689	AXON BODY - TAP REFRESH 1 - DOCK MULTI BAY	1	1	06/01/2030
Body Worn Camera Single-Bay Dock TAP 10 Year Bundle	73313	AXON BODY - TAP REFRESH 1 - DOCK SINGLE BAY	1	1	06/01/2030
BUNDLE - UNLIMITED PLUS WITH VR 10YR	73310	AXON BODY - TAP REFRESH 2 - CAMERA	52	1	06/01/2030
BUNDLE - UNLIMITED PLUS WITH VR 10YR	73688	AXON BODY - TAP REFRESH 2 - DOCK MULTI BAY	6	1	06/01/2030
BUNDLE - UNLIMITED PLUS WITH VR 10YR	100211	AXON VR - TAP REFRESH 2 - TABLET	3	1	03/01/2031
BUNDLE - UNLIMITED PLUS WITH VR 10YR	101010	AXON VR - TAP REFRESH 2 - HANDGUN CONTROLLER	3	1	03/01/2031
BUNDLE - UNLIMITED PLUS WITH VR 10YR	101013	AXON VR - TAP REFRESH 2 - TASER CONTROLLER	3	1	03/01/2031
BUNDLE - UNLIMITED PLUS WITH VR 10YR	20374	AXON VR - TAP REFRESH 2 - HEADSET	3	1	03/01/2031
A la Carte	101737	AXON AIR - SKYDIO SAFE PATROL KIT HW REFRESH	1	1	03/01/2031
Body Worn Camera Multi-Bay Dock TAP 10 Year Bundle	73688	AXON BODY - TAP REFRESH 2 - DOCK MULTI BAY	1	1	12/01/2032
Body Worn Camera Single-Bay Dock TAP 10 Year Bundle	73314	AXON BODY - TAP REFRESH 2 - DOCK SINGLE BAY	1	1	12/01/2032
BUNDLE - UNLIMITED PLUS WITH VR 10YR	73345	AXON BODY - TAP REFRESH 3 - CAMERA	52	1	12/01/2032
BUNDLE - UNLIMITED PLUS WITH VR 10YR	73347	AXON BODY - TAP REFRESH 3 - DOCK MULTI BAY	6	1	12/01/2032
BUNDLE - UNLIMITED PLUS WITH VR 10YR	100212	AXON VR - TAP REFRESH 3 - TABLET	3	1	09/01/2033
BUNDLE - UNLIMITED PLUS WITH VR 10YR	101011	AXON VR - TAP REFRESH 3 - HANDGUN CONTROLLER	3	1	09/01/2033
BUNDLE - UNLIMITED PLUS WITH VR 10YR	101014	AXON VR - TAP REFRESH 3 - TASER CONTROLLER	3	1	09/01/2033
BUNDLE - UNLIMITED PLUS WITH VR 10YR	20375	AXON VR - TAP REFRESH 3 - HEADSET	3	1	09/01/2033
Body Worn Camera Multi-Bay Dock TAP 10 Year Bundle	73347	AXON BODY - TAP REFRESH 3 - DOCK MULTI BAY	1	1	06/01/2035
Body Worn Camera Single-Bay Dock TAP 10 Year Bundle	73317	AXON BODY - TAP REFRESH 3 - DOCK SINGLE BAY	1	1	06/01/2035
BUNDLE - UNLIMITED PLUS WITH VR 10YR	73346	AXON BODY - TAP REFRESH 4 - CAMERA	52	1	06/01/2035
BUNDLE - UNLIMITED PLUS WITH VR 10YR	73348	AXON BODY - TAP REFRESH 4 - DOCK MULTI BAY	6	1	06/01/2035
Fleet 3 Advanced Renewal	72040	AXON FLEET - TAP REFRESH 1 - 2 CAMERA KIT	1	1	03/01/2036
Fleet 3 Advanced Renewal	72040	AXON FLEET - TAP REFRESH 1 - 2 CAMERA KIT	30	1	03/01/2036
A la Carte	101737	AXON AIR - SKYDIO SAFE PATROL KIT HW REFRESH	1	1	03/01/2036

## Software

Bundle	Item	Description	QTY	Estimated Start Date	Estimated End Date
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## Software

Bundle	Item	Description	QTY	Estimated Start Date	Estimated End Date
AXON AI - AI ERA	101740	AXON - AI SOFTWARE LICENSE	40	04/01/2026	03/31/2036
BUNDLE - AXON AIR BASIC PATROL	100112	AXON AIR - EVIDENCE.COM LICENSE - PILOT DATA	1	04/01/2026	03/31/2036
BUNDLE - AXON AIR BASIC PATROL	101967	AXON AIR - SKYDIO BASIC PATROL SW KIT	1	04/01/2026	03/31/2036
BUNDLE - UNLIMITED PLUS WITH VR 10YR	101705	AXON FUSUS - LICENSE - PRO USER	51	04/01/2026	03/31/2036
BUNDLE - UNLIMITED PLUS WITH VR 10YR	101711	AXON FUSUS - LICENSE - ADDITIONAL CCTV STREAMS	150	04/01/2026	03/31/2036
BUNDLE - UNLIMITED PLUS WITH VR 10YR	20370	AXON VR - USER ACCESS - FULL VR	51	04/01/2026	03/31/2036
BUNDLE - UNLIMITED PLUS WITH VR 10YR	73449	AXON BODY - LEGACY LICENSE - CONNECTED CAMERA	51	04/01/2026	03/31/2036
BUNDLE - UNLIMITED PLUS WITH VR 10YR	73478	AXON EVIDENCE - REDACTION ASSISTANT USER LICENSE	51	04/01/2026	03/31/2036
BUNDLE - UNLIMITED PLUS WITH VR 10YR	73618	AXON COMMUNITY REQUEST	51	04/01/2026	03/31/2036
BUNDLE - UNLIMITED PLUS WITH VR 10YR	73638	AXON STANDARDS - LICENSE	51	04/01/2026	03/31/2036
BUNDLE - UNLIMITED PLUS WITH VR 10YR	73682	AXON EVIDENCE - AUTO TAGGING LICENSE	51	04/01/2026	03/31/2036
BUNDLE - UNLIMITED PLUS WITH VR 10YR	73683	AXON EVIDENCE - STORAGE - 10GB A LA CARTE	510	04/01/2026	03/31/2036
BUNDLE - UNLIMITED PLUS WITH VR 10YR	73686	AXON EVIDENCE - STORAGE - UNLIMITED (AXON DEVICE)	51	04/01/2026	03/31/2036
BUNDLE - UNLIMITED PLUS WITH VR 10YR	73739	AXON PERFORMANCE - LICENSE	51	04/01/2026	03/31/2036
BUNDLE - UNLIMITED PLUS WITH VR 10YR	73746	AXON EVIDENCE - ECOM LICENSE - PRO	51	04/01/2026	03/31/2036
Fleet 3 Advanced Renewal	80400	AXON EVIDENCE - FLEET VEHICLE LICENSE	30	04/01/2026	03/31/2031
Fleet 3 Advanced Renewal	80401	AXON FLEET 3 - ALPR LICENSE - 1 CAMERA	30	04/01/2026	03/31/2031
Fleet 3 Advanced Renewal	80402	AXON FLEET - LICENSE - REAL-TIME LOCATION, ALERTS, & LIVESTREAM	30	04/01/2026	03/31/2031
Fleet 3 Advanced Renewal	80410	AXON EVIDENCE - STORAGE - FLEET 1 CAMERA UNLIMITED	60	04/01/2026	03/31/2031
Pro License Bundle	73683	AXON EVIDENCE - STORAGE - 10GB A LA CARTE	18	04/01/2026	03/31/2036
Pro License Bundle	73746	AXON EVIDENCE - ECOM LICENSE - PRO	6	04/01/2026	03/31/2036
A la Carte	100112	AXON AIR - EVIDENCE.COM LICENSE - PILOT DATA	3	04/01/2026	03/31/2036
Fleet 3 Advanced Renewal	80400	AXON EVIDENCE - FLEET VEHICLE LICENSE	30	04/01/2031	03/31/2036
Fleet 3 Advanced Renewal	80401	AXON FLEET 3 - ALPR LICENSE - 1 CAMERA	30	04/01/2031	03/31/2036
Fleet 3 Advanced Renewal	80402	AXON FLEET - LICENSE - REAL-TIME LOCATION, ALERTS, & LIVESTREAM	30	04/01/2031	03/31/2036
Fleet 3 Advanced Renewal	80410	AXON EVIDENCE - STORAGE - FLEET 1 CAMERA UNLIMITED	60	04/01/2031	03/31/2036

## Services

Bundle	Item	Description	QTY
AXON AI - AI ERA	101741	AXON - AI PROFESSIONAL SERVICES	40
BUNDLE - AXON AIR BASIC PATROL	12021	AXON AIR - PROFESSIONAL IMPLEMENTATION	1
BUNDLE - UNLIMITED PLUS WITH VR 10YR	101184	AXON INVESTIGATE - TRAINING - OPERATOR AND EXAMINER	3
BUNDLE - UNLIMITED PLUS WITH VR 10YR	101780	AXON FUSUS - PSO - SW IMPLEMENTATION - PRO	1
BUNDLE - UNLIMITED PLUS WITH VR 10YR	11642	AXON INVESTIGATE - THIRD PARTY VIDEO SUPPORT	51
Fleet 3 Advanced Renewal	73392	AXON FLEET 3 - INSTALLATION - UPGRADE (PER VEHICLE)	30
Fleet 3 Advanced Renewal	73392	AXON FLEET 3 - INSTALLATION - UPGRADE (PER VEHICLE)	30
A la Carte	101422	AXON FUSUS - PSO - CORE DEPLOYMENT	4
A la Carte	20379	AXON VR - PSO - FULL INSTALLATION - INSIDE SALES	1
A la Carte	73896	AXON STANDARDS - IMPLEMENTATION SERVICE	1
A la Carte	85144	AXON BODY - PSO - STARTER	1
A la Carte	99901	AXON ACCELERATE CONFERENCE REGISTRATION	2

## Warranties

Bundle	Item	Description	QTY	Estimated Start Date	Estimated End Date
BUNDLE - AXON AIR BASIC PATROL	101508	AXON AIR - SKYDIO - CARE FOR X10 CELLULAR 5G + VT300-Z 3YR	1		
BUNDLE - UNLIMITED PLUS WITH VR 10YR	80464	AXON BODY - TAP WARRANTY - CAMERA	51	04/01/2026	03/31/2036
BUNDLE - UNLIMITED PLUS WITH VR 10YR	80464	AXON BODY - TAP WARRANTY - CAMERA	1	04/01/2026	03/31/2036
BUNDLE - UNLIMITED PLUS WITH VR 10YR	80465	AXON BODY - TAP WARRANTY - MULTI BAY DOCK	6	04/01/2026	03/31/2036

## Warranties

Bundle	Item	Description	QTY	Estimated Start Date	Estimated End Date
Fleet 3 Advanced Renewal	80495	AXON FLEET 3 - EXT WARRANTY - 2 CAMERA KIT	1	04/01/2026	03/31/2031
Fleet 3 Advanced Renewal	80495	AXON FLEET 3 - EXT WARRANTY - 2 CAMERA KIT	30	04/01/2026	03/31/2031
BUNDLE - UNLIMITED PLUS WITH VR 10YR	100197	AXON VR - EXT WARRANTY - HEADSET	3	03/01/2027	03/31/2036
BUNDLE - UNLIMITED PLUS WITH VR 10YR	100213	AXON VR - EXT WARRANTY - TABLET	3	03/01/2027	03/31/2036
BUNDLE - UNLIMITED PLUS WITH VR 10YR	101007	AXON VR - EXT WARRANTY - TASER CONTROLLER	3	03/01/2027	03/31/2036
BUNDLE - UNLIMITED PLUS WITH VR 10YR	101008	AXON VR - EXT WARRANTY - HANDGUN CONTROLLER	3	03/01/2027	03/31/2036
A la Carte	101424	AXON FUSUS - CORE - EXTENDED WARRANTY	3	03/01/2027	03/31/2036
A la Carte	101424	AXON FUSUS - CORE - EXTENDED WARRANTY	1	03/01/2027	03/31/2036
Body Worn Camera Multi-Bay Dock TAP 10 Year Bundle	80465	AXON BODY - TAP WARRANTY - MULTI BAY DOCK	1	12/01/2028	03/31/2036
Body Worn Camera Single-Bay Dock TAP 10 Year Bundle	80466	AXON BODY - TAP WARRANTY - SINGLE BAY DOCK	1	12/01/2028	03/31/2036
Fleet 3 Advanced Renewal	80495	AXON FLEET 3 - EXT WARRANTY - 2 CAMERA KIT	1	03/01/2032	03/31/2036
Fleet 3 Advanced Renewal	80495	AXON FLEET 3 - EXT WARRANTY - 2 CAMERA KIT	30	03/01/2032	03/31/2036

## Shipping Locations

Location Number	Street	City	State	Zip	Country
1	2300 Law Center Dr	Newton	IA	50208-8255	USA

## Payment Details

Mar 2026							
Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total	
Transfer Value	100552	TRANSFER BALANCE - GOODS	1	(\$48,782.36)	\$0.00	(\$48,782.36)	
Transfer Value	100553	TRANSFER BALANCE - SOFTWARE AND SERVICES	1	(\$37,232.27)	\$0.00	(\$37,232.27)	
Year 1A	100112	AXON AIR - EVIDENCE.COM LICENSE - PILOT DATA	3	\$378.96	\$0.00	\$378.96	
Year 1A	101391	AXON FUSUS - CORE - ELITE AI 2.0 44TB HDD	3	\$0.00	\$0.00	\$0.00	
Year 1A	101408	AXON FUSUS - CORE - CAD	1	\$0.00	\$0.00	\$0.00	
Year 1A	101422	AXON FUSUS - PSO - CORE DEPLOYMENT	4	\$0.00	\$0.00	\$0.00	
Year 1A	101424	AXON FUSUS - CORE - EXTENDED WARRANTY	3	\$0.00	\$0.00	\$0.00	
Year 1A	101424	AXON FUSUS - CORE - EXTENDED WARRANTY	1	\$0.00	\$0.00	\$0.00	
Year 1A	101737	AXON AIR - SKYDIO SAFE PATROL KIT HW REFRESH	1	\$939.01	\$0.00	\$939.01	
Year 1A	101737	AXON AIR - SKYDIO SAFE PATROL KIT HW REFRESH	1	\$939.01	\$0.00	\$939.01	
Year 1A	20379	AXON VR - PSO - FULL INSTALLATION - INSIDE SALES	1	\$0.00	\$0.00	\$0.00	
Year 1A	73896	AXON STANDARDS - IMPLEMENTATION SERVICE	1	\$0.00	\$0.00	\$0.00	
Year 1A	85144	AXON BODY - PSO - STARTER	1	\$0.00	\$0.00	\$0.00	
Year 1A	99901	AXON ACCELERATE CONFERENCE REGISTRATION	2	\$0.00	\$0.00	\$0.00	
Year 1A	A00025	BUNDLE - AXON AIR BASIC PATROL	1	\$3,554.13	\$0.00	\$3,554.13	
Year 1A	B00049	BUNDLE - UNLIMITED PLUS WITH VR 10YR	51	\$51,038.67	\$0.00	\$51,038.67	
Year 1A	BWCamMBDTAP10Year	Body Worn Camera Multi-Bay Dock TAP 10 Year Bundle	1	\$111.54	\$0.00	\$111.54	
Year 1A	BWCamSBDTAP10Yr	Body Worn Camera Single-Bay Dock TAP 10 Year Bundle	1	\$38.34	\$0.00	\$38.34	
Year 1A	Fleet3ARe	Fleet 3 Advanced Renewal	30	\$9,816.86	\$0.00	\$9,816.86	
Year 1A	Fleet3ARe	Fleet 3 Advanced Renewal	30	\$9,816.84	\$0.00	\$9,816.84	
Year 1A	H00002	AB4 Multi Bay Dock Bundle	1	\$47.15	\$0.00	\$47.15	
Year 1A	H00003	AB4 1-Bay Dock Bundle	1	\$6.59	\$0.00	\$6.59	
Year 1A	ProLicense	Pro License Bundle	6	\$489.78	\$0.00	\$489.78	
Year 1A	S00016	AXON AI - AI ERA	40	\$18,837.72	\$0.00	\$18,837.72	
<b>Total</b>				<b>\$9,999.97</b>	<b>\$0.00</b>	<b>\$9,999.97</b>	

Jul 2026							
Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total	
Year 1B	100112	AXON AIR - EVIDENCE.COM LICENSE - PILOT DATA	3	\$1,279.34	\$0.00	\$1,279.34	
Year 1B	101391	AXON FUSUS - CORE - ELITE AI 2.0 44TB HDD	3	\$0.00	\$0.00	\$0.00	
Year 1B	101408	AXON FUSUS - CORE - CAD	1	\$0.00	\$0.00	\$0.00	
Year 1B	101422	AXON FUSUS - PSO - CORE DEPLOYMENT	4	\$0.00	\$0.00	\$0.00	
Year 1B	101424	AXON FUSUS - CORE - EXTENDED WARRANTY	1	\$0.00	\$0.00	\$0.00	
Year 1B	101424	AXON FUSUS - CORE - EXTENDED WARRANTY	3	\$0.00	\$0.00	\$0.00	
Year 1B	101737	AXON AIR - SKYDIO SAFE PATROL KIT HW REFRESH	1	\$3,170.03	\$0.00	\$3,170.03	
Year 1B	101737	AXON AIR - SKYDIO SAFE PATROL KIT HW REFRESH	1	\$3,170.03	\$0.00	\$3,170.03	
Year 1B	20379	AXON VR - PSO - FULL INSTALLATION - INSIDE SALES	1	\$0.00	\$0.00	\$0.00	
Year 1B	73896	AXON STANDARDS - IMPLEMENTATION SERVICE	1	\$0.00	\$0.00	\$0.00	
Year 1B	85144	AXON BODY - PSO - STARTER	1	\$0.00	\$0.00	\$0.00	
Year 1B	99901	AXON ACCELERATE CONFERENCE REGISTRATION	2	\$0.00	\$0.00	\$0.00	

**Jul 2026**

Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Year 1B	A00025	BUNDLE - AXON AIR BASIC PATROL	1	\$11,998.48	\$0.00	\$11,998.48
Year 1B	B00049	BUNDLE - UNLIMITED PLUS WITH VR 10YR	51	\$172,302.67	\$0.00	\$172,302.67
Year 1B	BWCamMBDTAP10Year	Body Worn Camera Multi-Bay Dock TAP 10 Year Bundle	1	\$376.54	\$0.00	\$376.54
Year 1B	BWCamSBDTAP10Yr	Body Worn Camera Single-Bay Dock TAP 10 Year Bundle	1	\$129.42	\$0.00	\$129.42
Year 1B	Fleet3ARe	Fleet 3 Advanced Renewal	30	\$33,140.92	\$0.00	\$33,140.92
Year 1B	Fleet3ARe	Fleet 3 Advanced Renewal	30	\$33,140.92	\$0.00	\$33,140.92
Year 1B	H00002	AB4 Multi Bay Dock Bundle	1	\$159.17	\$0.00	\$159.17
Year 1B	H00003	AB4 1-Bay Dock Bundle	1	\$22.24	\$0.00	\$22.24
Year 1B	ProLicense	Pro License Bundle	6	\$1,653.44	\$0.00	\$1,653.44
Year 1B	S00016	AXON AI - AI ERA	40	\$63,594.75	\$0.00	\$63,594.75
<b>Total</b>				<b>\$324,137.95</b>	<b>\$0.00</b>	<b>\$324,137.95</b>

**Jul 2027**

Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Year 2	100112	AXON AIR - EVIDENCE.COM LICENSE - PILOT DATA	3	\$1,279.34	\$0.00	\$1,279.34
Year 2	101391	AXON FUSUS - CORE - ELITE AI 2.0 44TB HDD	3	\$0.00	\$0.00	\$0.00
Year 2	101408	AXON FUSUS - CORE - CAD	1	\$0.00	\$0.00	\$0.00
Year 2	101422	AXON FUSUS - PSO - CORE DEPLOYMENT	4	\$0.00	\$0.00	\$0.00
Year 2	101424	AXON FUSUS - CORE - EXTENDED WARRANTY	3	\$0.00	\$0.00	\$0.00
Year 2	101424	AXON FUSUS - CORE - EXTENDED WARRANTY	1	\$0.00	\$0.00	\$0.00
Year 2	101737	AXON AIR - SKYDIO SAFE PATROL KIT HW REFRESH	1	\$3,170.03	\$0.00	\$3,170.03
Year 2	101737	AXON AIR - SKYDIO SAFE PATROL KIT HW REFRESH	1	\$3,170.03	\$0.00	\$3,170.03
Year 2	20379	AXON VR - PSO - FULL INSTALLATION - INSIDE SALES	1	\$0.00	\$0.00	\$0.00
Year 2	73896	AXON STANDARDS - IMPLEMENTATION SERVICE	1	\$0.00	\$0.00	\$0.00
Year 2	85144	AXON BODY - PSO - STARTER	1	\$0.00	\$0.00	\$0.00
Year 2	99901	AXON ACCELERATE CONFERENCE REGISTRATION	2	\$0.00	\$0.00	\$0.00
Year 2	A00025	BUNDLE - AXON AIR BASIC PATROL	1	\$11,998.48	\$0.00	\$11,998.48
Year 2	B00049	BUNDLE - UNLIMITED PLUS WITH VR 10YR	51	\$172,302.67	\$0.00	\$172,302.67
Year 2	BWCamMBDTAP10Year	Body Worn Camera Multi-Bay Dock TAP 10 Year Bundle	1	\$376.54	\$0.00	\$376.54
Year 2	BWCamSBDTAP10Yr	Body Worn Camera Single-Bay Dock TAP 10 Year Bundle	1	\$129.42	\$0.00	\$129.42
Year 2	Fleet3ARe	Fleet 3 Advanced Renewal	30	\$33,140.92	\$0.00	\$33,140.92
Year 2	Fleet3ARe	Fleet 3 Advanced Renewal	30	\$33,140.92	\$0.00	\$33,140.92
Year 2	H00002	AB4 Multi Bay Dock Bundle	1	\$159.17	\$0.00	\$159.17
Year 2	H00003	AB4 1-Bay Dock Bundle	1	\$22.24	\$0.00	\$22.24
Year 2	ProLicense	Pro License Bundle	6	\$1,653.44	\$0.00	\$1,653.44
Year 2	S00016	AXON AI - AI ERA	40	\$63,594.75	\$0.00	\$63,594.75
<b>Total</b>				<b>\$324,137.95</b>	<b>\$0.00</b>	<b>\$324,137.95</b>

**Jan 2028**

Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Invoice Upon Fulfillment	BWCamMBDTAP10Year	Body Worn Camera Multi-Bay Dock TAP 10 Year Bundle	1	\$0.00	\$0.00	\$0.00
Invoice Upon Fulfillment	BWCamSBDTAP10Yr	Body Worn Camera Single-Bay Dock TAP 10 Year Bundle	1	\$0.00	\$0.00	\$0.00
<b>Total</b>				<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>

**Jul 2028**

Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Year 3	100112	AXON AIR - EVIDENCE.COM LICENSE - PILOT DATA	3	\$1,279.34	\$0.00	\$1,279.34
Year 3	101391	AXON FUSUS - CORE - ELITE AI 2.0 44TB HDD	3	\$0.00	\$0.00	\$0.00
Year 3	101408	AXON FUSUS - CORE - CAD	1	\$0.00	\$0.00	\$0.00
Year 3	101422	AXON FUSUS - PSO - CORE DEPLOYMENT	4	\$0.00	\$0.00	\$0.00

**Jul 2028**

Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Year 3	101424	AXON FUSUS - CORE - EXTENDED WARRANTY	1	\$0.00	\$0.00	\$0.00
Year 3	101424	AXON FUSUS - CORE - EXTENDED WARRANTY	3	\$0.00	\$0.00	\$0.00
Year 3	101737	AXON AIR - SKYDIO SAFE PATROL KIT HW REFRESH	1	\$3,170.03	\$0.00	\$3,170.03
Year 3	101737	AXON AIR - SKYDIO SAFE PATROL KIT HW REFRESH	1	\$3,170.03	\$0.00	\$3,170.03
Year 3	20379	AXON VR - PSO - FULL INSTALLATION - INSIDE SALES	1	\$0.00	\$0.00	\$0.00
Year 3	73896	AXON STANDARDS - IMPLEMENTATION SERVICE	1	\$0.00	\$0.00	\$0.00
Year 3	85144	AXON BODY - PSO - STARTER	1	\$0.00	\$0.00	\$0.00
Year 3	99901	AXON ACCELERATE CONFERENCE REGISTRATION	2	\$0.00	\$0.00	\$0.00
Year 3	A00025	BUNDLE - AXON AIR BASIC PATROL	1	\$11,998.48	\$0.00	\$11,998.48
Year 3	B00049	BUNDLE - UNLIMITED PLUS WITH VR 10YR	51	\$172,302.67	\$0.00	\$172,302.67
Year 3	BWCamMBDTAP10Year	Body Worn Camera Multi-Bay Dock TAP 10 Year Bundle	1	\$376.54	\$0.00	\$376.54
Year 3	BWCamSBDTAP10Yr	Body Worn Camera Single-Bay Dock TAP 10 Year Bundle	1	\$129.42	\$0.00	\$129.42
Year 3	Fleet3ARe	Fleet 3 Advanced Renewal	30	\$33,140.92	\$0.00	\$33,140.92
Year 3	Fleet3ARe	Fleet 3 Advanced Renewal	30	\$33,140.92	\$0.00	\$33,140.92
Year 3	H00002	AB4 Multi Bay Dock Bundle	1	\$159.17	\$0.00	\$159.17
Year 3	H00003	AB4 1-Bay Dock Bundle	1	\$22.24	\$0.00	\$22.24
Year 3	ProLicense	Pro License Bundle	6	\$1,653.44	\$0.00	\$1,653.44
Year 3	S00016	AXON AI - AI ERA	40	\$63,594.75	\$0.00	\$63,594.75
<b>Total</b>				<b>\$324,137.95</b>	<b>\$0.00</b>	<b>\$324,137.95</b>

**Jul 2029**

Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Year 4	100112	AXON AIR - EVIDENCE.COM LICENSE - PILOT DATA	3	\$1,279.34	\$0.00	\$1,279.34
Year 4	101391	AXON FUSUS - CORE - ELITE AI 2.0 44TB HDD	3	\$0.00	\$0.00	\$0.00
Year 4	101408	AXON FUSUS - CORE - CAD	1	\$0.00	\$0.00	\$0.00
Year 4	101422	AXON FUSUS - PSO - CORE DEPLOYMENT	4	\$0.00	\$0.00	\$0.00
Year 4	101424	AXON FUSUS - CORE - EXTENDED WARRANTY	3	\$0.00	\$0.00	\$0.00
Year 4	101424	AXON FUSUS - CORE - EXTENDED WARRANTY	1	\$0.00	\$0.00	\$0.00
Year 4	101737	AXON AIR - SKYDIO SAFE PATROL KIT HW REFRESH	1	\$3,170.03	\$0.00	\$3,170.03
Year 4	101737	AXON AIR - SKYDIO SAFE PATROL KIT HW REFRESH	1	\$3,170.03	\$0.00	\$3,170.03
Year 4	20379	AXON VR - PSO - FULL INSTALLATION - INSIDE SALES	1	\$0.00	\$0.00	\$0.00
Year 4	73896	AXON STANDARDS - IMPLEMENTATION SERVICE	1	\$0.00	\$0.00	\$0.00
Year 4	85144	AXON BODY - PSO - STARTER	1	\$0.00	\$0.00	\$0.00
Year 4	99901	AXON ACCELERATE CONFERENCE REGISTRATION	2	\$0.00	\$0.00	\$0.00
Year 4	A00025	BUNDLE - AXON AIR BASIC PATROL	1	\$11,998.48	\$0.00	\$11,998.48
Year 4	B00049	BUNDLE - UNLIMITED PLUS WITH VR 10YR	51	\$172,302.67	\$0.00	\$172,302.67
Year 4	BWCamMBDTAP10Year	Body Worn Camera Multi-Bay Dock TAP 10 Year Bundle	1	\$376.54	\$0.00	\$376.54
Year 4	BWCamSBDTAP10Yr	Body Worn Camera Single-Bay Dock TAP 10 Year Bundle	1	\$129.42	\$0.00	\$129.42
Year 4	Fleet3ARe	Fleet 3 Advanced Renewal	30	\$33,140.92	\$0.00	\$33,140.92
Year 4	Fleet3ARe	Fleet 3 Advanced Renewal	30	\$33,140.92	\$0.00	\$33,140.92
Year 4	H00002	AB4 Multi Bay Dock Bundle	1	\$159.17	\$0.00	\$159.17
Year 4	H00003	AB4 1-Bay Dock Bundle	1	\$22.24	\$0.00	\$22.24
Year 4	ProLicense	Pro License Bundle	6	\$1,653.44	\$0.00	\$1,653.44
Year 4	S00016	AXON AI - AI ERA	40	\$63,594.75	\$0.00	\$63,594.75
<b>Total</b>				<b>\$324,137.95</b>	<b>\$0.00</b>	<b>\$324,137.95</b>

**Jul 2030**

Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Year 5	100112	AXON AIR - EVIDENCE.COM LICENSE - PILOT DATA	3	\$1,279.34	\$0.00	\$1,279.34
Year 5	101391	AXON FUSUS - CORE - ELITE AI 2.0 44TB HDD	3	\$0.00	\$0.00	\$0.00
Year 5	101408	AXON FUSUS - CORE - CAD	1	\$0.00	\$0.00	\$0.00

**Jul 2030**

Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Year 5	101422	AXON FUSUS - PSO - CORE DEPLOYMENT	4	\$0.00	\$0.00	\$0.00
Year 5	101424	AXON FUSUS - CORE - EXTENDED WARRANTY	3	\$0.00	\$0.00	\$0.00
Year 5	101424	AXON FUSUS - CORE - EXTENDED WARRANTY	1	\$0.00	\$0.00	\$0.00
Year 5	101737	AXON AIR - SKYDIO SAFE PATROL KIT HW REFRESH	1	\$3,170.03	\$0.00	\$3,170.03
Year 5	101737	AXON AIR - SKYDIO SAFE PATROL KIT HW REFRESH	1	\$3,170.03	\$0.00	\$3,170.03
Year 5	20379	AXON VR - PSO - FULL INSTALLATION - INSIDE SALES	1	\$0.00	\$0.00	\$0.00
Year 5	73896	AXON STANDARDS - IMPLEMENTATION SERVICE	1	\$0.00	\$0.00	\$0.00
Year 5	85144	AXON BODY - PSO - STARTER	1	\$0.00	\$0.00	\$0.00
Year 5	99901	AXON ACCELERATE CONFERENCE REGISTRATION	2	\$0.00	\$0.00	\$0.00
Year 5	A00025	BUNDLE - AXON AIR BASIC PATROL	1	\$11,998.48	\$0.00	\$11,998.48
Year 5	B00049	BUNDLE - UNLIMITED PLUS WITH VR 10YR	51	\$172,302.67	\$0.00	\$172,302.67
Year 5	BWCamMBDTAP10Year	Body Worn Camera Multi-Bay Dock TAP 10 Year Bundle	1	\$376.54	\$0.00	\$376.54
Year 5	BWCamSBDTAP10Yr	Body Worn Camera Single-Bay Dock TAP 10 Year Bundle	1	\$129.42	\$0.00	\$129.42
Year 5	Fleet3ARe	Fleet 3 Advanced Renewal	30	\$33,140.92	\$0.00	\$33,140.92
Year 5	Fleet3ARe	Fleet 3 Advanced Renewal	30	\$33,140.92	\$0.00	\$33,140.92
Year 5	H00002	AB4 Multi Bay Dock Bundle	1	\$159.17	\$0.00	\$159.17
Year 5	H00003	AB4 1-Bay Dock Bundle	1	\$22.24	\$0.00	\$22.24
Year 5	ProLicense	Pro License Bundle	6	\$1,653.44	\$0.00	\$1,653.44
Year 5	S00016	AXON AI - AI ERA	40	\$63,594.75	\$0.00	\$63,594.75
<b>Total</b>				<b>\$324,137.95</b>	<b>\$0.00</b>	<b>\$324,137.95</b>

**Jul 2031**

Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Year 6	100112	AXON AIR - EVIDENCE.COM LICENSE - PILOT DATA	3	\$1,279.34	\$0.00	\$1,279.34
Year 6	101391	AXON FUSUS - CORE - ELITE AI 2.0 44TB HDD	3	\$0.00	\$0.00	\$0.00
Year 6	101408	AXON FUSUS - CORE - CAD	1	\$0.00	\$0.00	\$0.00
Year 6	101422	AXON FUSUS - PSO - CORE DEPLOYMENT	4	\$0.00	\$0.00	\$0.00
Year 6	101424	AXON FUSUS - CORE - EXTENDED WARRANTY	1	\$0.00	\$0.00	\$0.00
Year 6	101424	AXON FUSUS - CORE - EXTENDED WARRANTY	3	\$0.00	\$0.00	\$0.00
Year 6	101737	AXON AIR - SKYDIO SAFE PATROL KIT HW REFRESH	1	\$3,170.03	\$0.00	\$3,170.03
Year 6	101737	AXON AIR - SKYDIO SAFE PATROL KIT HW REFRESH	1	\$3,170.03	\$0.00	\$3,170.03
Year 6	20379	AXON VR - PSO - FULL INSTALLATION - INSIDE SALES	1	\$0.00	\$0.00	\$0.00
Year 6	73896	AXON STANDARDS - IMPLEMENTATION SERVICE	1	\$0.00	\$0.00	\$0.00
Year 6	85144	AXON BODY - PSO - STARTER	1	\$0.00	\$0.00	\$0.00
Year 6	99901	AXON ACCELERATE CONFERENCE REGISTRATION	2	\$0.00	\$0.00	\$0.00
Year 6	A00025	BUNDLE - AXON AIR BASIC PATROL	1	\$11,998.48	\$0.00	\$11,998.48
Year 6	B00049	BUNDLE - UNLIMITED PLUS WITH VR 10YR	51	\$172,302.67	\$0.00	\$172,302.67
Year 6	BWCamMBDTAP10Year	Body Worn Camera Multi-Bay Dock TAP 10 Year Bundle	1	\$376.54	\$0.00	\$376.54
Year 6	BWCamSBDTAP10Yr	Body Worn Camera Single-Bay Dock TAP 10 Year Bundle	1	\$129.42	\$0.00	\$129.42
Year 6	Fleet3ARe	Fleet 3 Advanced Renewal	30	\$33,140.92	\$0.00	\$33,140.92
Year 6	Fleet3ARe	Fleet 3 Advanced Renewal	30	\$33,140.92	\$0.00	\$33,140.92
Year 6	H00002	AB4 Multi Bay Dock Bundle	1	\$159.17	\$0.00	\$159.17
Year 6	H00003	AB4 1-Bay Dock Bundle	1	\$22.24	\$0.00	\$22.24
Year 6	ProLicense	Pro License Bundle	6	\$1,653.44	\$0.00	\$1,653.44
Year 6	S00016	AXON AI - AI ERA	40	\$63,594.75	\$0.00	\$63,594.75
<b>Total</b>				<b>\$324,137.95</b>	<b>\$0.00</b>	<b>\$324,137.95</b>

**Jul 2032**

Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Year 7	100112	AXON AIR - EVIDENCE.COM LICENSE - PILOT DATA	3	\$1,279.34	\$0.00	\$1,279.34
Year 7	101391	AXON FUSUS - CORE - ELITE AI 2.0 44TB HDD	3	\$0.00	\$0.00	\$0.00

**Jul 2032**

Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Year 7	101408	AXON FUSUS - CORE - CAD	1	\$0.00	\$0.00	\$0.00
Year 7	101422	AXON FUSUS - PSO - CORE DEPLOYMENT	4	\$0.00	\$0.00	\$0.00
Year 7	101424	AXON FUSUS - CORE - EXTENDED WARRANTY	1	\$0.00	\$0.00	\$0.00
Year 7	101424	AXON FUSUS - CORE - EXTENDED WARRANTY	3	\$0.00	\$0.00	\$0.00
Year 7	101737	AXON AIR - SKYDIO SAFE PATROL KIT HW REFRESH	1	\$3,170.03	\$0.00	\$3,170.03
Year 7	101737	AXON AIR - SKYDIO SAFE PATROL KIT HW REFRESH	1	\$3,170.03	\$0.00	\$3,170.03
Year 7	20379	AXON VR - PSO - FULL INSTALLATION - INSIDE SALES	1	\$0.00	\$0.00	\$0.00
Year 7	73896	AXON STANDARDS - IMPLEMENTATION SERVICE	1	\$0.00	\$0.00	\$0.00
Year 7	85144	AXON BODY - PSO - STARTER	1	\$0.00	\$0.00	\$0.00
Year 7	99901	AXON ACCELERATE CONFERENCE REGISTRATION	2	\$0.00	\$0.00	\$0.00
Year 7	A00025	BUNDLE - AXON AIR BASIC PATROL	1	\$11,998.48	\$0.00	\$11,998.48
Year 7	B00049	BUNDLE - UNLIMITED PLUS WITH VR 10YR	51	\$172,302.67	\$0.00	\$172,302.67
Year 7	BWCamMBDTAP10Year	Body Worn Camera Multi-Bay Dock TAP 10 Year Bundle	1	\$376.54	\$0.00	\$376.54
Year 7	BWCamSBDTAP10Yr	Body Worn Camera Single-Bay Dock TAP 10 Year Bundle	1	\$129.42	\$0.00	\$129.42
Year 7	Fleet3ARe	Fleet 3 Advanced Renewal	30	\$33,140.92	\$0.00	\$33,140.92
Year 7	Fleet3ARe	Fleet 3 Advanced Renewal	30	\$33,140.92	\$0.00	\$33,140.92
Year 7	H00002	AB4 Multi Bay Dock Bundle	1	\$159.17	\$0.00	\$159.17
Year 7	H00003	AB4 1-Bay Dock Bundle	1	\$22.24	\$0.00	\$22.24
Year 7	ProLicense	Pro License Bundle	6	\$1,653.44	\$0.00	\$1,653.44
Year 7	S00016	AXON AI - AI ERA	40	\$63,594.75	\$0.00	\$63,594.75
<b>Total</b>				<b>\$324,137.95</b>	<b>\$0.00</b>	<b>\$324,137.95</b>

**Jul 2033**

Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Year 8	100112	AXON AIR - EVIDENCE.COM LICENSE - PILOT DATA	3	\$1,279.34	\$0.00	\$1,279.34
Year 8	101391	AXON FUSUS - CORE - ELITE AI 2.0 44TB HDD	3	\$0.00	\$0.00	\$0.00
Year 8	101408	AXON FUSUS - CORE - CAD	1	\$0.00	\$0.00	\$0.00
Year 8	101422	AXON FUSUS - PSO - CORE DEPLOYMENT	4	\$0.00	\$0.00	\$0.00
Year 8	101424	AXON FUSUS - CORE - EXTENDED WARRANTY	1	\$0.00	\$0.00	\$0.00
Year 8	101424	AXON FUSUS - CORE - EXTENDED WARRANTY	3	\$0.00	\$0.00	\$0.00
Year 8	101737	AXON AIR - SKYDIO SAFE PATROL KIT HW REFRESH	1	\$3,170.03	\$0.00	\$3,170.03
Year 8	101737	AXON AIR - SKYDIO SAFE PATROL KIT HW REFRESH	1	\$3,170.03	\$0.00	\$3,170.03
Year 8	20379	AXON VR - PSO - FULL INSTALLATION - INSIDE SALES	1	\$0.00	\$0.00	\$0.00
Year 8	73896	AXON STANDARDS - IMPLEMENTATION SERVICE	1	\$0.00	\$0.00	\$0.00
Year 8	85144	AXON BODY - PSO - STARTER	1	\$0.00	\$0.00	\$0.00
Year 8	99901	AXON ACCELERATE CONFERENCE REGISTRATION	2	\$0.00	\$0.00	\$0.00
Year 8	A00025	BUNDLE - AXON AIR BASIC PATROL	1	\$11,998.48	\$0.00	\$11,998.48
Year 8	B00049	BUNDLE - UNLIMITED PLUS WITH VR 10YR	51	\$172,302.67	\$0.00	\$172,302.67
Year 8	BWCamMBDTAP10Year	Body Worn Camera Multi-Bay Dock TAP 10 Year Bundle	1	\$376.54	\$0.00	\$376.54
Year 8	BWCamSBDTAP10Yr	Body Worn Camera Single-Bay Dock TAP 10 Year Bundle	1	\$129.42	\$0.00	\$129.42
Year 8	Fleet3ARe	Fleet 3 Advanced Renewal	30	\$33,140.92	\$0.00	\$33,140.92
Year 8	Fleet3ARe	Fleet 3 Advanced Renewal	30	\$33,140.92	\$0.00	\$33,140.92
Year 8	H00002	AB4 Multi Bay Dock Bundle	1	\$159.17	\$0.00	\$159.17
Year 8	H00003	AB4 1-Bay Dock Bundle	1	\$22.24	\$0.00	\$22.24
Year 8	ProLicense	Pro License Bundle	6	\$1,653.44	\$0.00	\$1,653.44
Year 8	S00016	AXON AI - AI ERA	40	\$63,594.75	\$0.00	\$63,594.75
<b>Total</b>				<b>\$324,137.95</b>	<b>\$0.00</b>	<b>\$324,137.95</b>

**Jul 2034**

Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Year 9	100112	AXON AIR - EVIDENCE.COM LICENSE - PILOT DATA	3	\$1,279.34	\$0.00	\$1,279.34

**Jul 2034**

Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Year 9	101391	AXON FUSUS - CORE - ELITE AI 2.0 44TB HDD	3	\$0.00	\$0.00	\$0.00
Year 9	101408	AXON FUSUS - CORE - CAD	1	\$0.00	\$0.00	\$0.00
Year 9	101422	AXON FUSUS - PSO - CORE DEPLOYMENT	4	\$0.00	\$0.00	\$0.00
Year 9	101424	AXON FUSUS - CORE - EXTENDED WARRANTY	3	\$0.00	\$0.00	\$0.00
Year 9	101424	AXON FUSUS - CORE - EXTENDED WARRANTY	1	\$0.00	\$0.00	\$0.00
Year 9	101737	AXON AIR - SKYDIO SAFE PATROL KIT HW REFRESH	1	\$3,170.03	\$0.00	\$3,170.03
Year 9	101737	AXON AIR - SKYDIO SAFE PATROL KIT HW REFRESH	1	\$3,170.03	\$0.00	\$3,170.03
Year 9	20379	AXON VR - PSO - FULL INSTALLATION - INSIDE SALES	1	\$0.00	\$0.00	\$0.00
Year 9	73896	AXON STANDARDS - IMPLEMENTATION SERVICE	1	\$0.00	\$0.00	\$0.00
Year 9	85144	AXON BODY - PSO - STARTER	1	\$0.00	\$0.00	\$0.00
Year 9	99901	AXON ACCELERATE CONFERENCE REGISTRATION	2	\$0.00	\$0.00	\$0.00
Year 9	A00025	BUNDLE - AXON AIR BASIC PATROL	1	\$11,998.48	\$0.00	\$11,998.48
Year 9	B00049	BUNDLE - UNLIMITED PLUS WITH VR 10YR	51	\$172,302.67	\$0.00	\$172,302.67
Year 9	BWCamMBDTAP10Year	Body Worn Camera Multi-Bay Dock TAP 10 Year Bundle	1	\$376.54	\$0.00	\$376.54
Year 9	BWCamSBDTAP10Yr	Body Worn Camera Single-Bay Dock TAP 10 Year Bundle	1	\$129.42	\$0.00	\$129.42
Year 9	Fleet3ARe	Fleet 3 Advanced Renewal	30	\$33,140.92	\$0.00	\$33,140.92
Year 9	Fleet3ARe	Fleet 3 Advanced Renewal	30	\$33,140.92	\$0.00	\$33,140.92
Year 9	H00002	AB4 Multi Bay Dock Bundle	1	\$159.17	\$0.00	\$159.17
Year 9	H00003	AB4 1-Bay Dock Bundle	1	\$22.24	\$0.00	\$22.24
Year 9	ProLicense	Pro License Bundle	6	\$1,653.44	\$0.00	\$1,653.44
Year 9	S00016	AXON AI - AI ERA	40	\$63,594.75	\$0.00	\$63,594.75
<b>Total</b>				<b>\$324,137.95</b>	<b>\$0.00</b>	<b>\$324,137.95</b>

**Jul 2035**

Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Year 10	100112	AXON AIR - EVIDENCE.COM LICENSE - PILOT DATA	3	\$1,279.34	\$0.00	\$1,279.34
Year 10	101391	AXON FUSUS - CORE - ELITE AI 2.0 44TB HDD	3	\$0.00	\$0.00	\$0.00
Year 10	101408	AXON FUSUS - CORE - CAD	1	\$0.00	\$0.00	\$0.00
Year 10	101422	AXON FUSUS - PSO - CORE DEPLOYMENT	4	\$0.00	\$0.00	\$0.00
Year 10	101424	AXON FUSUS - CORE - EXTENDED WARRANTY	1	\$0.00	\$0.00	\$0.00
Year 10	101424	AXON FUSUS - CORE - EXTENDED WARRANTY	3	\$0.00	\$0.00	\$0.00
Year 10	101737	AXON AIR - SKYDIO SAFE PATROL KIT HW REFRESH	1	\$3,170.03	\$0.00	\$3,170.03
Year 10	101737	AXON AIR - SKYDIO SAFE PATROL KIT HW REFRESH	1	\$3,170.03	\$0.00	\$3,170.03
Year 10	20379	AXON VR - PSO - FULL INSTALLATION - INSIDE SALES	1	\$0.00	\$0.00	\$0.00
Year 10	73896	AXON STANDARDS - IMPLEMENTATION SERVICE	1	\$0.00	\$0.00	\$0.00
Year 10	85144	AXON BODY - PSO - STARTER	1	\$0.00	\$0.00	\$0.00
Year 10	99901	AXON ACCELERATE CONFERENCE REGISTRATION	2	\$0.00	\$0.00	\$0.00
Year 10	A00025	BUNDLE - AXON AIR BASIC PATROL	1	\$11,998.48	\$0.00	\$11,998.48
Year 10	B00049	BUNDLE - UNLIMITED PLUS WITH VR 10YR	51	\$172,302.67	\$0.00	\$172,302.67
Year 10	BWCamMBDTAP10Year	Body Worn Camera Multi-Bay Dock TAP 10 Year Bundle	1	\$376.54	\$0.00	\$376.54
Year 10	BWCamSBDTAP10Yr	Body Worn Camera Single-Bay Dock TAP 10 Year Bundle	1	\$129.42	\$0.00	\$129.42
Year 10	Fleet3ARe	Fleet 3 Advanced Renewal	30	\$33,140.92	\$0.00	\$33,140.92
Year 10	Fleet3ARe	Fleet 3 Advanced Renewal	30	\$33,140.92	\$0.00	\$33,140.92
Year 10	H00002	AB4 Multi Bay Dock Bundle	1	\$159.17	\$0.00	\$159.17
Year 10	H00003	AB4 1-Bay Dock Bundle	1	\$22.24	\$0.00	\$22.24
Year 10	ProLicense	Pro License Bundle	6	\$1,653.44	\$0.00	\$1,653.44
Year 10	S00016	AXON AI - AI ERA	40	\$63,594.75	\$0.00	\$63,594.75
<b>Total</b>				<b>\$324,137.95</b>	<b>\$0.00</b>	<b>\$324,137.95</b>

**Tax is estimated based on rates applicable at date of quote and subject to change at time of invoicing. If a tax exemption certificate should be applied, please submit prior to invoicing.**

## Standard Terms and Conditions

### Axon Enterprise Inc. Sales Terms and Conditions

Axon Master Services and Purchasing Agreement:

This Quote is limited to and conditional upon your acceptance of the provisions set forth herein and Axon's Master Services and Purchasing Agreement (posted at <https://www.axon.com/sales-terms-and-conditions>), as well as the attached Statement of Work (SOW) for Axon Fleet and/or Axon Interview Room purchase, if applicable. In the event you and Axon have entered into a prior agreement to govern all future purchases, that agreement shall govern to the extent it includes the products and services being purchased and does not conflict with the Axon Customer Experience Improvement Program Appendix as described below.

ACEIP:

The Axon Customer Experience Improvement Program Appendix, which includes the sharing of de-identified segments of Agency Content with Axon to develop new products and improve your product experience (posted at [www.axon.com/legal/sales-terms-and-conditions](http://www.axon.com/legal/sales-terms-and-conditions)), is incorporated herein by reference. By signing below, you agree to the terms of the Axon Customer Experience Improvement Program.

Acceptance of Terms:

Any purchase order issued in response to this Quote is subject solely to the above referenced terms and conditions. By signing below, you represent that you are lawfully able to enter into contracts. If you are signing on behalf of an entity (including but not limited to the company, municipality, or government agency for whom you work), you represent to Axon that you have legal authority to bind that entity. If you do not have this authority, please do not sign this Quote.

## Exceptions to Standard Terms and Conditions

Agency has existing contract(s) originated via Quote(s):

Q-359959, Q-361594, Q-415760, Q-418633, Q-428673, Q-450901, Q-622893, Q-622949, Q-625521, Q-668650, Q-670743, Q-683013, Q-696209, Q-730259, Q-734729, Q-737520, Q-751786, Q-778002

Agency is terminating those contracts effective 4/1/2026 Any changes in this date will result in modification of the program value which may result in additional fees or credits due to or from Axon.

The parties agree that Axon is applying a Net Transfer Credit of -\$86,014.63

Any credits contained in this quote are contingent upon payment in full of the following amounts:

Q-622893 - INUS400461 - 12/1/2025 - \$3,537.23

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Signature

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Date Signed

12/22/2025



# Jasper County SO - IA

## Comprehensive Axon Program

QUOTE EXPIRES 12/31/2025

### PROGRAM SCOPE

#### Included Components

-  Fleet 3 Advanced Renewal
-  Body-Worn Cameras + Docks
-  Axon Air (Skydio SAFE)
-  Axon AI & Fusus Core
-  Evidence.com Unlimited

#### STRATEGIC VALUE

Unified ecosystem for enhanced situational awareness and evidence management.

### 10-YEAR PROGRAM

120 Months

#### TOTAL INVESTMENT

**\$3,251,379.47**

#### ANNUAL PAYMENT

**\$324,137.94**

\*First payment \$10k (Mar 2026)

 Total Savings: \$1,614,774.20 secured

#### CONTRACT TERM

**Apr 2026 – Mar 2036**

### EXECUTION DETAILS

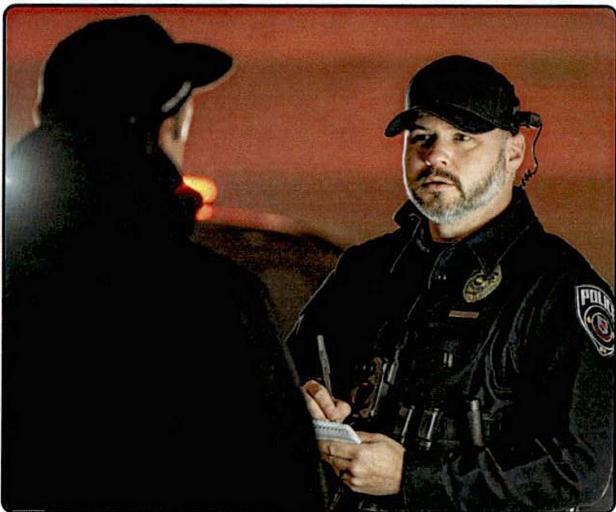
 Quote #: Q-786978-46009TC

 Start: 04/01/2026

 Initial Delivery: ~03/01/2026

## What's Included – Complete 10-Year Ecosystem

Axon Air · Fleet · BWC · Fusus **120 months**



### Connected Ecosystem

A fully integrated public safety platform combining aerial intelligence, fleet operations, body-worn cameras, and real-time operations into a single unified system.

#### PROGRAM HIGHLIGHT

Includes comprehensive lifecycle management with scheduled hardware refreshes for cameras and docks over the 10-year term.

#### Hardware

- Skydio SAFE Patrol Kit (X10 Dock ready)
- Body-Worn Cameras + Docks (51 units)
- Fleet 3 Two-Camera Kits (29 vehicles)
- Axon VR Kit (Headset, Tablet, Controllers)
- Fusus Core (Elite AI 2.0 44TB HDD)

#### Services

- Professional Implementation (Air, Fusus, VR)
- Axon Standards Implementation Service
- Axon Body Starter PSO
- Axon Accelerate Conference Registration

#### Program Term & Dates

- Term: 120 months (10 Years)
- Start: 04/01/2026
- End: 03/31/2036

EST. DELIVERY  
**March 1, 2026**

#### Software (120 mo)

- Axon AI - AI ERA & Evidence.com Unlimited
- Fusus Core (CAD + Elite AI)
- Fleet Licenses (RTLS, ALPR, Vehicle)
- Axon Standards, Performance, Comm. Request
- Redaction Assistant & Auto-Tagging

#### Warranty

- Skydio Care for X10 (3 Years)
- Fleet 3 Extended Warranty (2-Cam Kit)
- BWC TAP Warranty (Camera + Docks)
- Fusus Core Extended Warranty

# The Cost of Waiting **Secure 2025 Pricing Now**

Quote expires 12/31/2025

## TOTAL PROGRAM INVESTMENT (120 MONTHS)



SECURE NOW (DEC 2025)

**\$3,251,379.47**

Total Contract Value

WAIT (2026 EST.)

**~\$4.75M**

Subject to price increases

**BENEFIT: SECURE \$1.6M IN DISCOUNTS & AVOID INCREASES**

## ANNUAL BUDGET STABILITY



FIXED ANNUAL (JUL)

**\$324,137.94**

Years 2-10

WAIT (2026 EST.)

**Variable**

Subject to annual updates

**RISK: DELAYING TO 2026 EXPOSES BUDGET TO MARKET RATES**

## Program Value & Savings Bundled vs. Unbundled

Jasper County Financial Analysis

### Unbundled List Price

**\$4,749,557.30**

Total cost of individual components (10 Years)

Standard Pricing

### Cost Components (No Bundle):

- ✗ Individual Hardware Purchasing (Cameras, Docks, Drones)
- ✗ Separate Software Licenses (Evidence.com, Fusus, AI)
- ✗ A la Carte Warranty & Service Fees
- ✗ Transactional Procurement Costs

### Your Bundled Quote

 Locked Rate

**\$3,251,379.47**

**Total Program Cost (Apr 2026 – Mar 2036)**

**\$324,137.94 / year**

Fixed annual payments (Years 2-11)

### Comprehensive Program Scope Included:

 Axon Air (Skydio SAFE)	 Fleet 3 & AI License
 Body-Worn Cameras	 Fusus Core & Real-Time Ops
 Unlimited Storage Plans	 Lifecycle HW Refresh

### TOTAL PROGRAM SAVINGS

**\$1,614,774.20** Saved over 10 years

### AVERAGE ANNUAL SAVINGS

**\$161,477.42 / yr**

### DISCOUNT RATE

**~34% Off**

\*Savings achieved through multi-year commitment, bundled software licenses, and strategic lifecycle planning vs. unbundled a la carte pricing.

## The Cost of Waiting 10-Year vs. Two 5-Year Terms

Financial Impact Analysis

### Scenario: Wait & Renew Later

First 5-Year Term (2027–2032)

**~\$1,843,500**

Second 5-Year Term (2032–2037)

**~\$2,525,500**

\*Includes compounded 6.5% annual increases

High Risk

**TOTAL 10-YEAR SPEND**

**~\$4,369,000**

**⚠ Discounts Preserved: \$0**

### Scenario: Renew 10 Years Now

Full 10-Year Term (2026–2036)

**\$3,251,379**

 **Price Locked. No Annual Increases.**

**BEST VALUE**

**Secure 2025 Pricing**

#### Strategic Advantages:

- ✓ Preserves \$727K in discounts
- ✓ Eliminates future budget risk
- ✓ Avoids procurement cycles in 2032

#### EXECUTIVE TAKEAWAY

Waiting costs approximately **\$1.1M more** over 10 years, driven by lost discounts and compounded 6.5% annual increases — while the 2025 renewal locks pricing and preserves value.

#### DELTA (COST OF WAITING)

 **~\$1.12M**

Additional Cost to Taxpayers

## 🔒 Key Benefits — Locking in the 10-Year Program

Axon Air • Fleet • BWC • Fusus

### STRATEGIC BENEFITS

- ✓ **Price Protection:** Lock in \$3.25M total for 10 years; completely insulated from inflation.
- ✓ **Predictable Budget:** Fixed \$324,138 annually (Jul 2026–2035)—no surprises.
- ✓ **Massive Savings:** Realize \$1.6M+ in savings vs. unbundled list pricing.

### OPERATIONAL BENEFITS

- ✓ **Lifecycle Mgmt:** Scheduled hardware refreshes for Body 4, Fleet 3, and Docks included.
- ✓ **Unified Ecosystem:** Seamless integration across Air, Fleet, BWC, and Fusus platforms.
- ✓ **Continuity:** 120 months of uninterrupted service, data retention, and support.

### SUPPORT & READINESS

- ✓ **Pro Implementation:** Full deployment services for Fusus, VR, and Standards included.
- ✓ **Extended Coverage:** Skydio Care (3YR) plus comprehensive Fleet & BWC warranties.
- ✓ **Future-Proof:** Immediate access to all new AI updates and software features.

Lock in 2025 pricing by 12/31/2025

Contract term: 120 months • Total: \$3,251,379.47 • Annual: \$324,137.94

Figures based on Jasper County SO Quote Q-786978.



## Contract Flexibility & Key Terms

Jasper County Sheriff's Office - IA

Quote Q-786978



### Key Dates & Approval

- **Sign by 12/31/2025**  
Lock in 2025 pricing before year-end expiration.
- **Est. Delivery: 03/01/2026**  
Mode of Delivery: UPS-GND.
- **Contract Start: 04/01/2026**  
Official program start date.



### Invoicing Schedule

- **Initial Invoice (Mar 2026)**  
**\$10,000.07**  
Small initial payment to start program.
- **Annual Invoices (Jul 2026 - 2035)**  
**\$324,137.94 / year**  
Predictable annual payments for 10 years.
- **PAYMENT TERMS**  
**Net 30 (N30)**



### Non-Appropriations

- **Fiscal Safety Net**  
Agreement includes standard non-appropriations language protecting the agency.
- **Risk-Free Exit**  
If funding is not appropriated in any future budget year, Jasper County can terminate the contract without penalty.
- **Flexible Approval**  
Sign now to lock price; contract structure supports standard government procurement cycles.

#### Budget Certainty

120-Month Term · Fixed Pricing · No Hidden Fees

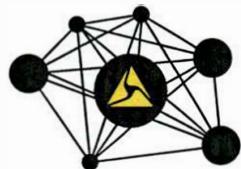
Based on Axon Quote Q-786978-46009TC



## 9 REASONS WHY YOU SHOULD CHOOSE AXON



YOUR MISSION EVERY DAY IS TO PROTECT LIFE. SO IS OURS. WE ARE AXON, A TEAM COMMITTED TO PUSHING THE BOUNDARIES OF TECHNOLOGY TO HELP YOU FEEL MORE CONFIDENT IN THE FIELD, AT THE STATION, AND IN COURT.



### AXON ECOSYSTEM

Provides seamless end-to-end workflow solutions with connected devices and software, so you can focus on what matters most.



### MANUFACTURED IN ARIZONA

All of our products are made at our HQ in Scottsdale.



### 24/7 CUSTOMER SUPPORT

Plus a dedicated Customer Success Manager to act as your personal advocate.



### OUR ROADMAP

Is based on direct feedback from customers to better adapt to their needs.



### SEAMLESS INTEGRATIONS

With our strategic partners allow for ease of sharing with no workflow disruptions.



### 120+ PERSON

Professional Services Team is available for on-site implementation.



### WE OFFER PRODUCT TRIALS

Because we are confident you will love our products too.



### 25,000 AGENCIES

Across the country trust Axon's products to protect life, preserve truth, and accelerate justice.

**—1993—**

### PROTECTING LIFE FOR 3 DECADES

Axon has been focused on protecting life as the trusted name in public safety.

WE ARE TRANSFORMING PUBLIC SAFETY WITH TECHNOLOGY

## **Sheriff's Office Consolidated 5-Step Plan**

### **July 1, 2026 - June 30, 2027**

**Effective July 1, 2026**

Classification	Step 1A	Step 2A	Step 3A	Step 4A	Step 5A
Civil Administrative Assistant	\$21.04	\$22.78	\$24.68	\$26.41	\$26.74
Deputies	\$33.00	\$35.76	\$38.75	\$41.53	\$42.05
Detention Officer/Telecommunicator	\$23.79	\$25.77	\$27.94	\$29.83	\$30.20

Calculations represent a 3% increase over the previous pay plan

\*Pending Approval

## Courthouse, Maintenance & Elderly Nutrition Consolidated 5-Step Plan

### July 1, 2026 - June 30, 2027

Effective July 1, 2026

Classification	Step 1A	Step 2A	Step 3A	Step 4A	Step 5A
Clerks (Treasurer, Auditor Recorder)	\$20.13	\$21.86	\$23.71	\$24.17	\$25.14
Payroll Clerk, Auto Exam A, Real Estate	\$22.98	\$24.94	\$27.07	\$27.61	\$28.69
*Auto Examiner B (non CDL)	\$22.98	N/A	N/A	N/A	N/A
Maintenance Tech	\$23.83	\$25.95	\$28.33	\$28.99	\$30.27
Custodian	\$18.76	\$20.41	\$22.25	\$22.76	\$23.78
Information Systems Tech	\$29.87	\$32.42	\$35.21	\$35.88	\$37.30
Head Cook / Site Manager	\$16.43	\$17.84	\$19.36	\$19.75	\$20.54
2nd Cook	\$15.09	\$16.42	\$17.89	\$18.28	\$19.09
Third Cook	\$13.57	\$14.76	\$16.08	\$16.43	\$17.15

Represents a 3% increase over prior year's pay plan

\*Pending Approval

## Hourly Non Bargaining Consolidated 5-Step Plan

### July 1, 2026 - June 30, 2027

Effective July 1, 2026

		Step 1A	Step 2A	Step 3A	Step 4A	Step 5A
Range	11	\$12.97	\$13.98	\$14.92	\$15.96	\$16.23
Range	12	\$13.17	\$14.19	\$15.19	\$16.23	\$16.50
Range	13	\$13.36	\$14.40	\$15.40	\$16.48	\$16.76
Range	14	\$13.62	\$14.70	\$15.71	\$16.82	\$17.11
Range	15	\$13.84	\$14.92	\$15.96	\$17.08	\$17.36
Range	16	\$14.06	\$15.17	\$16.21	\$17.35	\$17.67
Range	17	\$14.30	\$15.43	\$16.51	\$17.66	\$17.97
Range	18	\$14.54	\$15.68	\$16.77	\$17.97	\$18.28
Range	19	\$14.78	\$15.96	\$17.08	\$18.28	\$18.59
Range	20	\$15.06	\$16.25	\$17.41	\$18.65	\$18.97
Range	21	\$15.30	\$16.51	\$17.66	\$18.92	\$19.25
Range	22	\$15.57	\$16.82	\$18.01	\$19.31	\$19.65
Range	23	\$15.84	\$17.10	\$18.31	\$19.62	\$19.96
Range	24	\$16.14	\$17.42	\$18.66	\$20.01	\$20.35
Range	25	\$16.39	\$17.70	\$18.96	\$20.32	\$20.68
Range	26	\$16.70	\$18.03	\$19.33	\$20.72	\$21.08
Range	27	\$16.98	\$18.33	\$19.64	\$21.06	\$21.42
Range	28	\$17.26	\$18.65	\$19.99	\$21.44	\$21.82
Range	29	\$17.53	\$18.93	\$20.30	\$21.78	\$22.16
Range	30	\$17.89	\$19.33	\$20.72	\$22.23	\$22.61
Range	31	\$18.20	\$19.65	\$21.08	\$22.64	\$23.03
Range	32	\$18.51	\$19.99	\$21.44	\$23.00	\$23.40

		<b>Step 1A</b>	<b>Step 2A</b>	<b>Step 3A</b>	<b>Step 4A</b>	<b>Step 5A</b>
Range	33	\$18.86	\$20.38	\$21.88	\$23.47	\$23.88
Range	34	\$19.18	\$20.72	\$22.23	\$23.85	\$24.28
Range	35	\$19.50	\$21.08	\$22.64	\$24.28	\$24.70
Range	36	\$19.88	\$21.49	\$23.06	\$24.77	\$25.20
Range	37	\$20.22	\$21.86	\$23.46	\$25.18	\$25.63
Range	38	\$20.57	\$22.23	\$23.85	\$25.61	\$26.06
Range	39	\$20.97	\$22.67	\$24.31	\$26.10	\$26.56
Range	40	\$21.30	\$23.02	\$24.72	\$26.53	\$27.01
Range	41	\$21.74	\$23.49	\$25.21	\$27.08	\$27.57
Range	42	\$22.10	\$23.90	\$25.66	\$27.57	\$28.06
Range	43	\$22.48	\$24.29	\$26.09	\$28.03	\$28.54
Range	44	\$22.90	\$24.77	\$26.59	\$28.58	\$29.10
Range	45	\$23.30	\$25.19	\$27.05	\$29.09	\$29.61
Range	46	\$23.75	\$25.67	\$27.59	\$29.66	\$30.21
Range	47	\$24.17	\$26.15	\$28.11	\$30.22	\$30.77
Range	48	\$24.59	\$26.59	\$28.58	\$30.74	\$31.30
Range	49	\$25.06	\$27.12	\$29.14	\$31.33	\$31.90
Range	50	\$25.51	\$27.59	\$29.66	\$31.90	\$32.49
Range	51	\$26.02	\$28.15	\$30.26	\$32.55	\$33.14
Range	52	\$26.46	\$28.61	\$30.78	\$33.11	\$33.72
Range	53	\$26.98	\$29.19	\$31.38	\$33.78	\$34.42
Range	54	\$27.47	\$29.71	\$31.95	\$34.38	\$35.02
Range	55	\$28.00	\$30.29	\$32.59	\$35.06	\$35.70
Range	56	\$28.46	\$30.79	\$33.13	\$35.65	\$36.30
Range	57	\$29.00	\$31.38	\$33.76	\$36.32	\$36.98
Range	58	\$29.52	\$31.95	\$34.38	\$37.02	\$37.72

		<b>Step 1A</b>	<b>Step 2A</b>	<b>Step 3A</b>	<b>Step 4A</b>	<b>Step 5A</b>
Range	59	\$30.09	\$32.57	\$35.04	\$37.71	\$38.41
Range	60	\$30.65	\$33.18	\$35.72	\$38.46	\$39.17
Range	61	\$31.19	\$33.76	\$36.32	\$39.11	\$39.84
Range	62	\$31.80	\$34.43	\$37.06	\$39.90	\$40.63
Range	63	\$32.37	\$35.09	\$37.76	\$40.65	\$41.41
Range	64	\$33.03	\$35.75	\$38.49	\$41.44	\$42.20
Range	65	\$33.62	\$36.38	\$39.16	\$42.17	\$42.96
Range	66	\$34.27	\$37.09	\$39.94	\$43.02	\$43.83
Range	67	\$34.90	\$37.78	\$40.69	\$43.82	\$44.65
Range	68	\$35.56	\$38.50	\$41.45	\$44.67	\$45.50
Range	69	\$36.23	\$39.23	\$42.24	\$45.51	\$46.35
Range	70	\$36.90	\$39.95	\$43.03	\$46.37	\$47.24
Range	71	\$37.60	\$40.70	\$43.85	\$47.23	\$48.11
Range	72	\$38.29	\$41.45	\$44.67	\$48.14	\$49.03
Range	73	\$39.03	\$42.26	\$45.53	\$49.09	\$50.01
Range	74	\$39.79	\$43.09	\$46.42	\$50.04	\$50.99
Range	75	\$39.77	\$43.10	\$46.52	\$50.20	\$51.14
Range	76	\$40.52	\$43.92	\$47.39	\$51.14	\$52.12
Range	77	\$41.31	\$44.78	\$48.33	\$52.15	\$53.15
Range	78	\$42.10	\$45.63	\$49.24	\$53.15	\$54.16
Range	79	\$42.93	\$46.53	\$50.22	\$54.20	\$55.23
Range	80	\$43.76	\$47.44	\$51.20	\$55.26	\$56.31
Range	81	\$44.59	\$48.35	\$52.17	\$56.30	\$57.36

Calculations represent a 3% increase over previous year's plan

\*Pending Approval by BOS

## 2026 - 2027 Salary (Non-Dept Head) Pay Plan

Effective July 1, 2026

	Step 1A	Step 2A	Step 3A	Step 4A	Step 5A
Range 6 SP	\$40,903	\$43,413	\$45,710	\$48,147	\$48,773
Range 7 SP	\$43,070	\$45,711	\$48,139	\$50,730	\$51,395
Range 8 SP	\$45,381	\$48,149	\$50,733	\$53,475	\$54,182
Range 9 SP	\$47,824	\$50,730	\$53,473	\$56,381	\$57,130
Range 10 SP	\$50,418	\$53,472	\$56,381	\$59,468	\$60,262
Range 11 SP	\$53,170	\$56,384	\$59,470	\$62,745	\$63,588
Range 12 SP	\$56,087	\$59,468	\$62,742	\$66,215	\$67,108
Range 13 SP	\$59,181	\$62,739	\$66,212	\$69,896	\$70,845
Range 14 SP	\$62,469	\$66,215	\$69,900	\$73,810	\$74,818
Range 15 SP	\$65,955	\$69,901	\$73,811	\$77,958	\$79,026
Range 16 SP	\$69,651	\$73,809	\$77,956	\$82,357	\$83,489
Range 17 SP	\$73,575	\$77,955	\$82,356	\$87,023	\$88,224
Range 18 SP	\$77,737	\$82,357	\$87,027	\$91,979	\$93,254
Range 19 SP	\$82,154	\$87,027	\$91,979	\$97,233	\$98,585
Range 20 SP	\$86,835	\$91,977	\$97,231	\$102,804	\$104,238
Range 21 SP	\$91,806	\$97,233	\$102,805	\$108,719	\$110,242
Range 22 SP	\$97,077	\$102,805	\$108,719	\$114,994	\$116,609
Range 23 SP	\$102,669	\$108,717	\$114,993	\$121,648	\$123,362
Range 24 SP	\$108,921	\$114,994	\$121,993	\$128,711	\$130,528
Range 25 SP	\$114,900	\$121,649	\$128,710	\$136,199	\$138,129
Range 26 SP	\$121,575	\$128,707	\$136,197	\$144,144	\$146,190
Range 27 SP	\$128,663	\$136,200	\$144,149	\$152,579	\$154,748
Range 28 SP	\$136,177	\$144,146	\$152,576	\$161,521	\$163,825

Calculations represent a 2% increase over previous year's pay plan

\*Pending Approval

## RECORDER'S QUARTERLY REPORT

Item 3  
January 13, 2026

## Jasper County, Iowa

TO THE BOARD OF SUPERVISORS OF JASPER COUNTY:

I, Denise Allan, Recorder of the above named county and state do hereby certify that this is a true and correct statement of the fees collected by me in my office for the period of October 2025 through December 2025 and the same have been paid to the county Treasurer.

Date: January 7, 2026

Jasper County Recorder

DEPUTY

Jenna Jennings, Jasper County Auditor

Recording Fees	0001-1-07-8110-400000	44.275.00
Copies	0001-1-07-8110-400070	16.00
Mailing Fees	0001-1-07-8110-425000	220.00
Auditor's Trans	0001-1-07-9010-410000	2.870.00
County Trans Tax	0001-1-07-8110-404000	23.286.11
Overpayments	0001-4-07-0054-822000	121.50
ELSI Co Fees	0001-1-07-8110-403000	1.909.50
Co Boat Title	0001-1-22-6110-412000	100.00
Co Boat Lien	0001-1-07-8110-418000	20.00
Snow Title/Lien	0001-1-07-8110-401100	40.00
ATV/ORV/Title/Lien	0001-1-07-8110-401200	665.00
Vital Cert Co	0001-1-07-8110-413000	1.952.00
Co Marriages	0001-1-07-8110-417000	188.00
Int Bank Acct	0001-4-07-0054-600000	40.02
Record Mgmt	0024-1-07-8110-414000	1.818.00
E-Fees	5300-1-77-0500-416000	1.818.00
Laredo Subscription	0001-1-07-8110-405000	375.00
Laredo Copies	0001-1-07-8110-406000	0.00
Monarch Subscription	0001-1-07-8110-407000	0.00
Misc Revenue Fees	0001-1-07-8110-849000	0.29

**Total County Fee Collected For:**

4th Quarter 2025

79.714.42

**Jasper County**

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## Fund Transaction Summary Report by Account Number

Account Number	Fund Name	Total Fund Amount
-6	PAID CHARGE FUND	\$396.00
	<b>Subtotal for -6:</b>	<b>\$396.00</b>
A-00001-1-07-8110-400000	RECORDING FUND	\$44,275.00
	<b>Subtotal for A-00001-1-07-8110-400000:</b>	<b>\$44,275.00</b>
B-001-1-07-9010-410000	AUDITOR TRANSFER FEE	\$2,870.00
	<b>Subtotal for B-001-1-07-9010-410000:</b>	<b>\$2,870.00</b>
C-0024-1-07-8110-414000	RECORDS MANAGEMENT	\$1,818.00
	<b>Subtotal for C-0024-1-07-8110-414000:</b>	<b>\$1,818.00</b>
D-5300-1-77-0500-41600	E-COMMERCE FUND	\$1,818.00
	<b>Subtotal for D-5300-1-77-0500-41600:</b>	<b>\$1,818.00</b>
E-0001-1-07-8110-404000	COUNTY TRANSFER TAX	\$23,286.11
	<b>Subtotal for E-0001-1-07-8110-404000:</b>	<b>\$23,286.11</b>
F-STATE TRANSFER TAX	STATE TRANSFER TAX	\$111,707.49
	<b>Subtotal for F-STATE TRANSFER TAX</b>	<b>\$111,707.49</b>
G-0001-1-07-8110-41300	BIRTH CERT COPIES - COUNTY	\$336.00
	DEATH CERT COPIES - COUNTY	\$1,436.00
	MARRIAGE CERT COPIES - COUNTY	\$180.00
	<b>Subtotal for G-0001-1-07-8110-41300:</b>	<b>\$1,952.00</b>
H-0001-1-07-8110-417000	MARRIAGE LICENSE - COUNTY	\$188.00
	<b>Subtotal for H-0001-1-07-8110-417000:</b>	<b>\$188.00</b>
I-MARRIAGE STATE	MARRIAGE LICENSE - STATE	\$1,457.00
	MARRIAGE WAIVER - STATE	\$5.00
	<b>Subtotal for I-MARRIAGE STATE:</b>	<b>\$1,462.00</b>
I-VITALS STATE	BIRTH CERT COPIES - STATE	\$924.00
	DEATH CERT COPIES - STATE	\$3,949.00
	MARRIAGE CERT COPIES - STATE	\$495.00

Criteria: Tender Date &gt;= 10/01/2025; Tender Date &lt;= 12/31/2025;

1 of 3

101 1st Street N, Room 102, Newton, IA, 50208

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**Jasper County**

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## Fund Transaction Summary Report by Account Number

Account Number	Fund Name	Total Fund Amount
	<b>Subtotal for I-VITALS STATE:</b>	<b>\$5,368.00</b>
K-0001-1-07-8110-403000	WRITING FEE - COUNTY	\$1,909.50
	<b>Subtotal for K-0001-1-07-8110-403000:</b>	<b>\$1,909.50</b>
L-0001-1-07-8110-400070	CERTIFIED COPY FUND	\$16.00
	<b>Subtotal for L-0001-1-07-8110-400070:</b>	<b>\$16.00</b>
M-0001-1-07-8110-418000	BOAT LIEN - COUNTY	\$20.00
	<b>Subtotal for M-0001-1-07-8110-418000</b>	<b>\$20.00</b>
M-0001-1-22-6110-412000	:	
	BOAT TITLE - COUNTY	\$100.00
	<b>Subtotal for M-0001-1-22-6110-412000:</b>	<b>\$100.00</b>
N-0001-1-07-8110-401200	ATV / OHV TITLE - COUNTY	\$565.00
	<b>Subtotal for N-0001-1-07-8110-401200</b>	<b>\$565.00</b>
N-ATV LIEN - STATE	:	
	ATV / OHV LIEN - STATE	\$100.00
	<b>Subtotal for N-ATV LIEN - STATE:</b>	<b>\$100.00</b>
N-ATV/OHV LIEN COUNTY	ATV/OHV LIEN - COUNTY	\$100.00
	<b>Subtotal for N-ATV/OHV LIEN COUNTY:</b>	<b>\$100.00</b>
N-ATV/OHV TITLE - STATE	ATV/OHV TITLE - STATE	\$565.00
	<b>Subtotal for N-ATV/OHV TITLE - STATE:</b>	<b>\$565.00</b>
O-0001-4-07-0054-82200	OVER PAYMENT FUND	\$121.50
	<b>Subtotal for O-0001-4-07-0054-82200:</b>	<b>\$121.50</b>
P-0001-1-07-8110-425000	RVVRS MAILING FEE	\$220.00
	<b>Subtotal for P-0001-1-07-8110-425000</b>	<b>\$220.00</b>
Q-DOR	:	
	BOAT TITLE DOR	\$100.00
	BOAT LIEN DOR	\$20.00
	<b>Subtotal for Q-DOR:</b>	<b>\$120.00</b>

Criteria: Tender Date &gt;= 10/01/2025; Tender Date &lt;= 12/31/2025;

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**Jasper County**

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## Fund Transaction Summary Report by Account Number

Account Number	Fund Name	Total Fund Amount
R-LOCAL TAX	LOCAL TAX	\$1,289.80
	<b>Subtotal for R-LOCAL TAX:</b>	<b>\$1,289.80</b>
R-STATE TAX	STATE TAX	\$7,759.86
	<b>Subtotal for R-STATE TAX:</b>	<b>\$7,759.86</b>
R-USE TAX	USE TAX	\$10,073.40
	<b>Subtotal for R-USE TAX:</b>	<b>\$10,073.40</b>
T-0001-1-07-8110-401100	SNOW TITLE - COUNTY	\$40.00
	<b>Subtotal for T-0001-1-07-8110-401100:</b>	<b>\$40.00</b>
T-RVRS - STATE	RVVRS - STATE	\$14,672.85
	<b>Subtotal for T-RVRS - STATE:</b>	<b>\$14,672.85</b>
T-SNOW TITLE - STATE	SNOW TITLE - STATE	\$40.00
	<b>Subtotal for T-SNOW TITLE - STATE:</b>	<b>\$40.00</b>
U-DNR ELSI - STATE	ELSI - STATE	\$5,169.00
	<b>Subtotal for U-DNR ELSI - STATE:</b>	<b>\$5,169.00</b>
V-0001-1-07-8110-405000	LAREDO SUBSCRIPTION FUND	\$375.00
	<b>Subtotal for V-0001-1-07-8110-405000:</b>	<b>\$375.00</b>
	<b>Grand Total:</b>	<b>\$238,397.51</b>

**End of Report**

Interest 40.00  
 Misc. Rec .29



# Auditor's Office

## Jenna Jennings

Jasper County Auditor  
Commissioner of Elections  
[jjennings@jaspercounty.iowa.gov](mailto:jjennings@jaspercounty.iowa.gov)

On January 13, 2026 the Jasper County Board of Supervisors approved to cancel the following outstanding warrants which are more than (1) year old pursuant to the Code of Iowa.

Deputies Melissa Hartgers Teresa Arrowood Kristin Carley

January 6, 2026

Tuesday, January 6, 2026, the Jasper County Board of Supervisors met in regular session at 9:30 a.m. with Supervisors Talsma, Cupples, and Nearmyer present and accounted for Chairman Nearmyer presiding.

Motion by Talsma, seconded by Nearmyer to open a Public Hearing for sealed bids at 248 Hickory Street, parcel # 08.32.201.007 located in Country Club Acres west of Newton.

YEA: NEARMYER, CUPPLES, TALSMA

Community Development Director, Kevin Luetters presented bids for the property located at 248 Hickory Street. There were three bids presented:

Nancy Woody & Dennis Williams \$4,250.00

Ryan Albright \$3,800.00

Gary Martin \$12,000.00

Motion by Talsma, seconded by Cupples to close the Public Hearing.

YEA: NEARMYER, CUPPLES, TALSMA

Motion by Cupples, seconded by Talsma to approve the bid from Gary Martin in the amount of \$12,000.00 for the property located at 248 Hickory Street, parcel # 08.32.201.007.

YEA: NEARMYER, CUPPLES, TALSMA

Motion by Talsma, seconded by Cupples to open a Public Hearing for Bret & Teri Hanke requesting a rezone for parcel # 01.32.300.004 from agricultural (A) to rural residential (RR1) also known as The West One Hundred Sixty-Three Feet of the South Half of the Southwest Quarter of the Southwest Quarter of Section Thirty-Two, Township Eighty-One North, Range Twenty-One West of the Fifth P.M., Jasper County, Iowa.

YEA: NEARMYER, CUPPLES, TALSMA

There was no public comment.

Motion by Talsma, seconded by Cupples to close the Public Hearing.

YEA: NEARMYER, CUPPLES, TALSMA

Motion by Talsma, seconded by Cupples to waive the 2<sup>nd</sup> and 3<sup>rd</sup> readings for the Public Hearing.

YEA: NEARMYER, CUPPLES, TALSMA

Motion by Talsma, seconded by Cupples to approve the rezone request from Bret & Teri Hanke for parcel # 01.32.300.004 from agricultural (A) to rural residential (RR1) also known as The West One Hundred Sixty-Three Feet of the South Half of the Southwest Quarter of the Southwest Quarter of Section Thirty-Two, Township Eighty-One North, Range Twenty-One West of the Fifth P.M., Jasper County, Iowa.

YEA: NEARMYER, CUPPLES, TALSMA

Motion by Talsma, seconded by Cupples to open a Public Hearing 1<sup>st</sup> Reading for an Axon Contract quote for services for the next 10 years.

YEA: NEARMYER, CUPPLES, TALSMA

Motion by Talsma, seconded by Cupples to close the Public Hearing.

YEA: NEARMYER, CUPPLES, TALSMA

Motion by Cupples, seconded by Talsma to approve the appointment of Andrew Carpenter as Deputy Sheriff from December 2, 2025, to December 31, 2028.

YEA: NEARMYER, CUPPLES, TALSMA

Motion by Cupples, seconded by Talsma to approve the appointment of Benjamin Anderson as Deputy Sheriff from December 1, 2025, to December 31, 2028.

YEA: NEARMYER, CUPPLES, TALSMA

Motion by Cupples, seconded by Talsma to approve the IRS 2026 Standard Mileage Rate of 0.725.

YEA: NEARMYER, CUPPLES, TALSMA

Motion by Talsma, seconded by Cupples to approve a Project Detour Agreement with the Iowa DOT for the IA 14 PCC Pavement Grade and replace Project.

YEA: NEARMYER, CUPPLES, TALSMA

Motion by Cupples, seconded by Talsma to approve a Project Detour Agreement with the Iowa DOT for the IA 224 RCB Culvert Replacement.

YEA: NEARMYER, CUPPLES, TALSMA

Motion by Talsma, seconded by Cupples to approve the Iowa DOT Materials Inspections Costs for the Hwy F-48 W Phase II Project to be paid with Farm-To-Market funds in the amount of \$5,731.57.

YEA: NEARMYER, CUPPLES, TALSMA

Motion by Talsma, seconded by Cupples to set a Public Hearing date for FY2027 County Five Year Program (CFYP) with recommended date and time of January 20, 2026, at 6:00 p.m. in the Board of Supervisors Room.

YEA: NEARMYER, CUPPLES, TALSMA

Motion by Talsma, seconded by Cupples to adopt Resolution 26-02 approving the Elected Officials Salaries for FY26/27.

YEA: NEARMYER, CUPPLES, TALSMA

A complete copy of the resolution is on file in the Office of the Jasper County Auditor.

Motion by Talsma, seconded by Cupples to adopt Resolution 26-03 approving transfer order #1565 in the amount of \$20,331.12 from General Basic Fund to (2021) Solar Project Fund.

YEA: NEARMYER, CUPPLES, TALSMA

A complete copy of the resolution is on file in the Office of the Jasper County Auditor.

Motion by Talsma, seconded by Cupples to approve a liquor license for Izaak Walton League.

YEA: NEARMYER, CUPPLES, TALSMA

Motion by Talsma, seconded by Cupples to approve the Board of Supervisors minutes from December 23, 2025.

YEA: NEARMYER, CUPPLES, TALSMA

Motion by Talsma, seconded by Cupples to approve the Board of Supervisors Special Meeting minutes from January 2, 2026.

YEA: NEARMYER, CUPPLES, TALSMA

Motion by Talsma, seconded by Cupples to re-appoint the Board of Supervisors back to the same Boards they were serving on in 2025 in the same capacity as primary or alternate.

YEA: NEARMYER, CUPPLES, TALSMA

Motion by Nearmyer, seconded by Cupples to re-appoint Chris Herbold to the Conservation Board from January 1, 2026, to December 30, 2030.

YEA: NEARMYER & CUPPLES

NAY: TALSMA

Chairman Nearmyer asked if Human Resources Director, Dennis Simon would like to enter into closed session for an employee evaluation. Dennis Simon requested a closed session and requested that Jasper County Attorney, Scott Nicholson, remain in the closed session.

Motion by Cupples, seconded by Talsma to enter into Closed Session requested by Human Resources Director, Dennis Simon, in accordance to Iowa Code Section 21.5(1)(i) to evaluate the professional competency of an individual whose appointment, hiring, performance, or discharge is being considered when necessary to prevent needless and irreparable injury to that individual's reputation and that individual requests a close session and Iowa Code Section 21.5(1)(a) to review or discuss records which are required or authorized by state or federal law to be kept confidential or to be kept confidential as a condition for that governmental body's possession or continued receipt of federal funds.

YEA: NEARMYER, CUPPLES, TALSMA

ROLL CALL: NEARMYER, TALSMA, CUPPLES

Motion by Cupples, seconded by Talsma to come out of closed session.

YEA: NEARMYER, CUPPLES, TALSMA

Motion by Talsma, seconded by Cupples to adjourn the Tuesday, January 6, 2026, meeting of the Jasper County Board of Supervisors.

YEA: NEARMYER, CUPPLES, TALSMA

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Jenna Jennings, Auditor

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Thad Nearmyer, Chairman