

Baldwin County Sheriffs Office
and
Hillman Legal Strategies, LLC
Professional Services Agreement

WHEREAS, Sheriff Anthony Lowery is the current Sheriff of Baldwin County, Alabama who, as sheriff of Baldwin County, Alabama, has been charged with the execution of various constitutional and statutory duties, including but not limited to ferreting out crime, apprehending and arresting criminals and, insofar as within his power, secure evidence of crimes in Baldwin County, Alabama and present a report of the evidence so secured to the district attorney or assistant district attorney for the county, the efficient operation of the Baldwin County Sheriffs Office and to perform such other duties as are or may be imposed by law, AND

WHEREAS, Baldwin County, Alabama Sheriffs Office (BCSO) hereby seeks to retain a licensed attorney with vast experience in law enforcement-related issues with a specific emphasis on county sheriffs office matters to provide legal and professional services on a daily basis on matters directly affecting the BCSO, AND

WHEREAS, HLS has over 35 years' of legal experience having served as an Assistant District Attorney, Chief Assistant District Attorney, Executive Director of the Alabama District Attorneys Association and the Office of Prosecution Services, and as legal counsel and legislative liaison for the Alabama Sheriffs Association whose members are all 67 Alabama County Sheriffs.

**WHEREFORE, IT IS HEREBY AGREED BETWEEN THE PARTIES
THAT:**

HLS Duties –

HLS shall assist with the interpretation and implementation of various laws, regulations, orders, contracts and other law enforcement-related issues that directly affect BCSO that are with or between BCSO and federal, state and municipal and local agencies, other governmental entities, quasi-governmental entities, police departments, fire and rescue squads, universities, and other private entities or individuals, AND

HLS shall use all experience and knowledge to assist BCSO by serving as liaison and legal representative for BCSO on various other issues directly related to the duties of the office of the Baldwin County Sheriff and BCSO as a whole, AND

HLS shall be responsible for monitoring legislation introduced in the Alabama Legislature that directly affects BCSO as well as legislative actions that impact the law enforcement community as a whole, AND

HLS Compensation –

HLS shall receive from BCSO a monthly fee of \$3,166.66 for providing the above-stated services, AND

HLS' monthly fee may be adjusted upon mutual agreement of the parties based upon any change in assigned duties or responsibilities and/or the performance of HLS under this agreement, AND

HLS shall be entitled to receive certain extraordinary expenses related to HLS' fulfillment of HLS' duties and representation as stated in this agreement. Any such expense shall be pre-approved by Sheriff Lowery prior to such expense being incurred and paid.

Agreement Term –

The term of this agreement shall be 18 months, beginning June 18, 2025 and ending December 17, 2026, unless either party terminates the agreement with thirty (30) days advance written notice to the other, AND

Miscellaneous –

HLS shall act as an independent contractor in the performance of its duties under this agreement and shall be responsible for the payment of all income tax, self-employment tax and related taxes arising out of HLS's activities in accordance with this agreement, including but not limited to any Federal or State income tax, Social Security taxes, Unemployment Insurance taxes, and any other taxes or business license fees as required.

Acknowledged and agreed this day, June 17, 2025 by:

Anthony Lowery

Baldwin County Sheriff

Baldwin County Sheriffs Office

Bay Minette, Alabama

Randall Hillman

President

Hillman Legal Strategies, LLC

Orange Beach, Alabama

Baldwin County Commission

Bay Minette, Alabama

