

**ALABAMA ETHICS COMMISSION
MINUTES**

**December 3, 2025
9:30 a.m.
9th Floor, RSA Union Building
Montgomery, Alabama**

The Alabama Ethics Commission met on December 3, 2025, at 9:30 a.m. in the Public Service Commission Hearing Room on the 9th Floor of the RSA Union Building.

Commission Members Present:

Honorable BG (R) Edward Crowell (USAF), Member
Honorable J. David Dodd, Member
Honorable Greg Pappas, Member

Commission Members Absent:

Commission Staff Present:

Thomas B. Albritton, Executive Director
Brian Paterson, Assistant General Counsel
Cynthia Raulston, Special Assistant to the Director
Byron Butler, Executive Assistant to the Director
Chris Clark, Chief Special Agent
Dustin Lansford, Senior Special Agent
Chris McCay, Senior Special Agent
Brian Baker, Special Agent
Dylan Baker, Special Agent
April Innes, Special Investigator
Kayla Pfeil, Lobbyist/Principal Liaison
Jamaeica Singleton, Administrative Support Assistant

General Crowell served as chair for the meeting, called the meeting to order at 9:30 a.m. and introduced Pastor Frank Bowling from Eastmont Baptist Church, Montgomery, Alabama, who gave the invocation.

Old Business:

Approval of the minutes from the October 1, 2025, meeting:

Mr. Dodd moved to adopt the minutes as written. Mr. Pappas seconded the motion. Motion passed unanimously with all those present voting.

New Business:

Advisory Opinion No. 2025-06

Requested by Kimberly Dobbs, Attorney, Harris, Caddell & Shanks, P.C.

Mr. Paterson explained the request for Advisory Opinion No. 2025-06. **Mr. Dodd moved to adopt Advisory Opinion No. 2025-06 as written. Mr. Pappas seconded the motion. Motion passed 3-0 with all those present voting.** Opinion No. 2025-06 holds that the “Revolving Door” provisions of the Ethics Act do not prohibit a former employ-ee of the Alabama Department of Human Resources and current part-time administrative law judge for ADHR from representing foster parents in adoption proceedings with ADHR’s consent in cases where she did not appear or participate as counsel or as an administrative law judge. This opinion extends only to the restrictions of the Ethics Act and may not be relied up-on by anyone other than the requestor as whether the “Revolving Door” provisions would prohibit similar activity must be evaluated on a case-by-case basis.

FCPA Appeals

Arthur Lee Day, Jr.

Mr. Paterson explained the request for the Civil Penalty Appeal. Mike Jones, General Counsel, Alabama Secretary of State was present to speak and answer any questions. **Mr. Dodd moved to uphold the fine and offense for the second violation. Remit the fine and offense for violations three through six. Mr. Pappas seconded the motion. Motion passed unanimously with all those present voting.**

Beatrice Collins

Mr. Paterson explained the request for the Civil Penalty Appeal. Mike Jones, General Counsel, Alabama Secretary of State was present to speak and answer any questions. **Mr. Dodd uphold the fine and offense for the first violation. Remit the fine and offense for violations two through four. Mr. Pappas seconded the motion. Motion passed unanimously with all those present voting.**

Bradley Ekdahl

Mr. Paterson explained the request for the Civil Penalty Appeal. Mike Jones, General Counsel, Alabama Secretary of State was present to speak and answer any questions. **Mr. Dodd uphold the fine and offense for the first violation. Remit the fine and offense for violations two through five. Mr. Pappas seconded the motion. Motion passed unanimously with all those present voting.**

Fairest Frank Cureton

Mr. Paterson explained the request for the Civil Penalty Appeal. Mike Jones, General Counsel, Alabama Secretary of State was present to speak and answer any questions. **Mr. Dodd uphold the fine and offense for the first violation. Remit the fine and offense for violations two through four. Mr. Pappas seconded the motion. Motion passed unanimously with all those present voting.**

Jacksonville State Univ. PAC

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four. Mr. Pappas seconded the motion. Motion passed unanimously with all those present voting.

Tyran S. Colvin

Mr. Paterson explained the request for the Civil Penalty Appeal. Mike Jones, General Counsel, Alabama Secretary of State was present to speak and answer any questions. *Mr. Dodd uphold the fine and offense for the first violation. Remit the fine and offense for violations two through four. Mr. Pappas seconded the motion. Motion passed unanimously with all those present voting.*

Stephanie Messinger

Mr. Paterson explained the request for the Civil Penalty Appeal. Mike Jones, General Counsel, Alabama Secretary of State was present to speak and answer any questions. *Mr. Dodd uphold the fines and offenses for violations two through five. Mr. Pappas seconded the motion. Motion passed unanimously with all those present voting.*

ABC Merit PAC

Mr. Paterson explained the request for the Civil Penalty Appeal. Mike Jones, General Counsel, Alabama Secretary of State was present to speak and answer any questions. *Mr. Dodd moved to set aside the penalty and offense. Mr. Pappas seconded the motion. Motion passed unanimously with all those present voting.*

James Bradford Warrick

Mr. Paterson explained the request for the Civil Penalty Appeal. Mike Jones, General Counsel, Alabama Secretary of State was present to speak and answer any questions. *Mr. Dodd moved to set aside the penalty and offense. Mr. Pappas seconded the motion. Motion passed unanimously with all those present voting.*

Jonathan Daniel Kitchens

Mr. Paterson explained the request for the Civil Penalty Appeal. Mike Jones, General Counsel, Alabama Secretary of State was present to speak and answer any questions. *Mr. Dodd moved to set aside the penalty and offense. Mr. Pappas seconded the motion. Motion passed unanimously with all those present voting.*

Jonathan Lee Hatten

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Michael David Money

Mr. Paterson explained the request for the Civil Penalty Appeal. Mike Jones, General Counsel, Alabama Secretary of State was present to speak and answer any questions. *Mr. Dodd moved to set aside the penalty and offense. Mr. Pappas seconded the motion. Motion passed unanimously with all those present voting.*

Phyllis Oden Jones

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Thomas Brent Rhodes

Mr. Paterson explained the request for the Civil Penalty Appeal. Mike Jones, General Counsel, Alabama Secretary of State was present to speak and answer any questions. ***Mr. Dodd moved to set aside the penalty and offense. Mr. Pappas seconded the motion. Motion passed unanimously with all those present voting.***

Vickey Green

Mr. Paterson explained the request for the Civil Penalty Appeal. Mike Jones, General Counsel, Alabama Secretary of State was present to speak and answer any questions. ***Mr. Dodd moved to set aside the penalty and offense. Mr. Pappas seconded the motion. Motion passed unanimously with all those present voting.***

Nicholas Mark Cognasi

Mr. Paterson explained the request for the Civil Penalty Appeal. Mike Jones, General Counsel, Alabama Secretary of State was present to speak and answer any questions. ***Mr. Dodd moved to set aside the penalty and offense. Mr. Pappas seconded the motion. Motion passed unanimously with all those present voting.***

Eric Woodall

Mr. Paterson explained the request for the Civil Penalty Appeal. Mike Jones, General Counsel, Alabama Secretary of State was present to speak and answer any questions. ***Mr. Dodd moved to set aside the penalty and offense. Mr. Pappas seconded the motion. Motion passed unanimously with all those present voting.***

Susan Margaret Wiley

Mr. Paterson explained the request for the Civil Penalty Appeal. Mike Jones, General Counsel, Alabama Secretary of State was present to speak and answer any questions. ***Mr. Dodd moved to set aside the penalty and offense. Mr. Pappas seconded the motion. Motion passed unanimously with all those present voting.***

Gregory P. Barnes

Mr. Paterson explained the request for the Civil Penalty Appeal. Mike Jones, General Counsel, Alabama Secretary of State was present to speak and answer any questions. ***Mr. Dodd moved to set aside the penalty and offense. Mr. Pappas seconded the motion. Motion passed unanimously with all those present voting.***

Linda Coleman-Madison

Mr. Paterson explained the request for the Civil Penalty Appeal. Mike Jones, General Counsel, Alabama Secretary of State was present to speak and answer any questions. **Mr. Dodd moved to set aside the penalty and offense. Mr. Pappas seconded the motion. Motion passed unanimously with all those present voting.**

At 10:04 a.m., Mr. Dodd moved that the Commission go into Executive Session. Mr. Pappas seconded the motion. Motion passed unanimously with all those present voting.

At 11:01 a.m., Mr. Dodd moved that the Commission go back into Open Session. Mr. Pappas seconded the motion. Motion passed unanimously with all those present voting.

Case No. 2025-0229

Ronny Shumate, County Commissioner, Marshall County Commission

Mr. Dodd moved that based on the evidence as presented to this Commission, there exists cause to hold that Ronny Shumate has committed a minor violation of the Alabama Ethics Act, and further moved that this case be handled administratively and referred for review and appropriate legal action to the District Attorney of the appropriate Judicial Circuit. Mr. Pappas seconded the motion. Motion passed 3-0 with all those present voting.

Case No. 2025-0261

Teresa Miller, Child Nutrition Program Manager, Madison County Board of Education

Mr. Pappas moved that based on the evidence as presented to this Commission, there exists cause to hold that Teresa Miller has committed a minor violation of the Alabama Ethics Act, and further moved that this case be handled administratively and referred for review and appropriate legal action to the District Attorney of the appropriate Judicial Circuit. Mr. Dodd seconded the motion. Motion passed 3-0 with all those present voting.

Case No. 2024-0353

Michele King, Member, Decatur City School Board of Education

Mr. Dodd moved that based on the evidence as presented to this Commission, there exists cause to hold that Michele King has committed a minor violation of the Alabama Ethics Act, and further moved that this case be handled administratively and referred for review and appropriate legal action to the District Attorney of the appropriate Judicial Circuit. Mr. Pappas seconded the motion. Motion passed 3-0 with all those present voting.

Case No. 2025-0209

Stephen Bryson, Athletic Coach, Cullman County Board of Education

Mr. Pappas moved that based on the evidence as presented to this Commission, there exists cause to hold that Stephen Bryson has violated the Alabama Ethics Act, and further moved that this case be referred for review and appropriate legal action to the District Attorney of the appropriate Judicial Circuit. Mr. Dodd seconded the motion. Motion passed 3-0 with all those present voting.

Case No. 2025-0210

Samantha Bryson, (Former) Teacher, Cullman County Board of Education

Mr. Dodd moved that based on the evidence as presented to this Commission, there exists cause to hold that Samantha Bryson has committed a minor violation of the Alabama Ethics Act, and further moved that this case be handled administratively and referred for review and appropriate legal action to the District Attorney of the appropriate Judicial Circuit. Mr. Pappas seconded the motion. Motion passed 3-0 with all those present voting.

Case No. 2025-0369

Douglas Fuller, (Former) Assistant Vice President of Client Relations, Auburn University

Mr. Dodd moved that based on the evidence as presented to this Commission, there exists cause to hold that Douglas Fuller has committed a minor violation of the Alabama Ethics Act, and further moved that this case be handled administratively and referred for review and appropriate legal action to the District Attorney of the appropriate Judicial Circuit. Mr. Pappas seconded the motion. Motion passed 3-0 with all those present voting.

Case No. 2025-0102

James Oakley, Mayor, City of Centreville

Mr. Pappas moved that based on the evidence as presented to this Commission, there exists cause to hold that James Oakley has committed a minor violation of the Alabama Ethics Act, and further moved that this case be handled administratively and referred for review and appropriate legal action to the District Attorney of the appropriate Judicial Circuit. Mr. Dodd seconded the motion. Motion passed 3-0 with all those present voting.

Case No. 2025-0158

Verrick Taylor, Community Waiver Program Coordinator, Alabama Department of Mental Health

Mr. Dodd moved that based on the evidence as presented to this Commission, there exists cause to hold that Verrick Taylor has committed a minor violation of the Alabama Ethics Act, and further moved that this case be handled administratively and referred for review and appropriate legal action to the District Attorney of the appropriate Judicial Circuit. Mr. Pappas seconded the motion. Motion passed 3-0 with all those present voting.

Cases Recommended for Dismissal

The following cases were presented to the Commission by Executive Director Albritton, with the recommendation that they be dismissed: **Case No. 2025-0056; Case No. 2025-0079; Case No. 2025-0169; Case No. 2025-0224; Case No. 2025-0238; Case No. 2025-0344 and Case No. 2025-0403.** *Mr. Pappas moved that the Commission dismiss the cases as recommended. Mr. Dodd seconded the motion. Motion passed 3-0 with all those present voting.*

Case No. 2025-0076

Stephen Meldrim, Southern Regional Maintenance Coordinator, Alabama Department of Corrections

Mr. Pappas moved that on October 1, 2025, the Alabama Ethics Commission unanimously found Stephen Meldrim, Southern Regional Maintenance Coordinator, Alabama Department of Corrections, had committed one (1) minor violation of the Alabama Ethics Act and approved an administrative resolution at the request of the Respondent. The Commission forwarded the case to the District Attorney of the 3rd Judicial Circuit who approved the administrative resolution on October 27, 2025. Accordingly, I hereby move as follows: 1) An administrative penalty in the amount of \$100.00 be ordered by the Commission to be paid to the Ethics Commission by cashier's check, money order, or online payment on or before April 1, 2026; 2) There is no restitution owing for this minor violation. Mr. Dodd seconded the motion. Motion passed 3-0 with all those present voting.

Other Matters

Adjusting the amount of what is considered “de minimis” to reflect the increase in the cost of living per Ala. Code § 36-25-1(11).

Mr. Dodd moved to approve adjusting the amount of what is considered “de minimis” from \$32.00 or less per occasion and an aggregate of \$64 or less in a calendar year to \$35.00 or less per occasion and an aggregate of \$70 or less in a calendar year to reflect the increase in the cost of living per Ala. Code § 36-25-1(11). This change will affect only the definition of “de minimis” and has no effect on the exception for meals in Ala. Code § 36-25-1(34)(b)(16). Mr. Pappas seconded the motion. Motion passed 3-0 with all those present voting.

Adjusting the base-pay threshold for those required to file Statement of Economic Interest Forms because of their salary to reflect changes in the U.S Department of Labor’s Consumer Price Index.

Mr. Dodd moved to approve adjusting the base-pay threshold for those required to file Statement of Economic Interest Forms because of their salary from \$97,000 to \$106,000 to reflect changes in the U.S Department of Labor’s Consumer Price Index per Ala. Code § 36-25-14(a)(2) effective for filing year 2026. Mr. Pappas seconded the motion. Motion passed 3-0 with all those present voting.

At 11:15 a.m. Director Albritton requested a performance evaluation from the Commission. The Commissioners presented no criticism of his job performance and a salary increase was discussed. Mr. Dodd moved for the Director to receive a 2% raise. Mr. Pappas seconded the motion. Motion passed 3-0 with all those present voting. Director Albritton thanked the Commissioners and stated that the State of Alabama Personnel Department will have final approval on the raise.

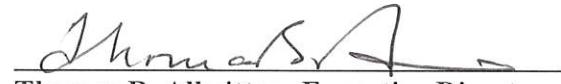
Adjournment

There being no further business at 11:16 a.m., Mr. Pappas moved that the meeting be adjourned, and Mr. Dodd seconded the motion. Motion passed 3-0 with all those present voting.

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The next regularly scheduled meeting of the Commission is February 4, 2026.


Edward F. Crowell, Chair


Thomas B. Albritton, Executive Director


Byron Butler, Recording Secretary