

Property Information Sheet

Note: This is just for informational purposes only and is subject to change. Seller and seller's agent make no guarantees regarding the accuracy of this information. It is up to the buyer and/or buyer's agent to verify information. Buyer and/or buyer's agent may be responsible for any required fees.

Property / GPS Address: 39207 Alabama 59, Bay Minette, AL 36507

Parcel Number: 05-28-02-09-0-000-003.000

Electric Provider: Baldwin EMC Summerdale Phone: 251-989-6247

Water Provider: North Baldwin Utilities Phone: 251-580-1626

Septic or Sewer: Septic (Sewer avail-Baldwin County Sewer Service available opposite side of Hwy 251-971-3022)

Garbage Services: ☒ Y / ☐ N Provider: Baldwin County Solid Waste

Phone: 251-972-6878 Day of Pick Up: Tuesday

Trash Services: ☒ Y / ☐ N Provider: Baldwin County Solid Waste

Phone: 251-972-6878 Day of Pick Up: Must call for pick up

Internet/Cable: _____ Phone: _____

Gas Provider: N/A Phone: _____

Age of Roof: Unknown Age of HVAC: Window Unit

Age of Water Heater: Unknown - Electric

Survey: ☐ Y / ☒ N Company: _____ Phone: _____

Taxes: \$ Seller is Exempt

HOA Fees: \$ N/A ☐ Annual ☐ Monthly ☐ Mandatory ☐ Voluntary

Contact: _____

Always call if you have any questions!

251-368-1063

Ask for your Realtor!

phd
REALTY, LLC.

DAVID LOWERY SURVEYING, L.L.C.

NOTES

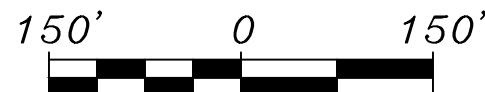
1. All bearings shown hereon are relative to GRID NORTH. GRID NORTH was obtained by G.P.S. observations.
2. Corner monuments shown as set iron pins are 5/8" reinforcing bars with a durable plastic cap stamped "26623".
3. Only Select Fixed Interior Improvements shown hereon.
4. This survey was prepared for the client shown and is not to be used for any other purpose without prior approval from this surveyor.
5. No instruments of record reflecting easements, right of ways, and/or ownership were furnished this surveyor, except as shown or noted.
6. No underground installations or improvements have been located, except as shown or noted.
7. This survey was prepared without the benefit of an abstract of title or a title search unless stated hereon. No liability is assumed by the undersigned for loss relating to any matter that might be discovered by an abstract, title search, or legal judgement rendered on the property.
8. Liability of the undersigned for the survey shown shall not exceed the amount paid for this survey.

DESCRIPTION OF SURVEY

commencing at a 3" CPED Pipe at the LOCALLY ACCEPTED 5-W. CORNER of the S.E. 1/4 of SECTION 9, T-3-S, R-3-E, BALDWIN COUNTY, AL; thence N.00°01'17"W., a distance 31.12 feet to a SET 5/8" CAPED REBAR to the POINT OF BEGINNING; thence N.00°01'17"W., a distance of 410.43 feet to a 2" IRON IN CREEK; thence S.89°43'30"E., a distance of 1,298.39 feet to a SET 5/8" CAPED REBAR (ILLEGIBLE); thence S.89°43'30"E., a distance of 1,282.15 feet to a 5/8" CAPED REBAR "LOWERY" ON THE WEST R-O-W of US HWY 31, STATE HWY 59; thence S.1°07'47"W., along said R-O-W, a distance of 324.31 feet to a SET 5/8" CAPED REBAR ON SAID R-O-W; thence N.89°43'30"W., leaving said R-O-W, a distance of 1,936.39 feet to a SET 5/8" CAPED REBAR; thence N.89°43'30"W., a distance of 1,936.39 feet to a SET 5/8" CAPED REBAR; thence S.89°57'24"W., a distance of 150.16 feet to the POINT OF BEGINNING. Said parcel containing 20.00 acres, more or less.

**GRID NORTH*

SCALE

$$1'' = 150'$$


NOT INLCUDED IN SALE

RHODES
20.00 Acres±

Additional 20.97± Acres Available

20.98± ACRES

PLAT OF A FAMILY DIVISION SURVEY
PREPARED FOR

RHODES
BALDWIN COUNTY, AL

DAVID LOWERY
SURVEYING, L.L.C.

55284 MARTIN LN.
STOCKTON, AL 36579
251-937-2757 ph. 251-937-2756 fax
dlsurvey25@hotmail.com

55284 MARTIN LN.
STOCKTON, AL 3657

7-2757 ph. 251-937-2
survey25@hotmail.co

A circular red seal for a Professional Land Surveyor in Alabama. The outer ring contains the text "ALABAMA" at the top and "DAVID LOWERY" at the bottom. Inside this ring, the word "LICENSED" is at the top and "SURVEYOR" is at the bottom. The center of the seal features the text "No. 26623" above "PROFESSIONAL LAND".

LEGEND AND SYMBOLS

(**)	RECORD BEARING/DISTANCE
OE	OVERHEAD ELECTRIC
●	SET IRON PIN
○	FOUND IRON PIN
△	PIN NOT SET
P.O.C.	POINT OF COMMENCEMENT
P.O.B.	POINT OF BEGINNING
	NOT TO SCALE
	FENCE
✱	FENCE CORNER POST
□	CONCRETE MONUMENT

OLD REST AREA STATE HWY DEPT.
PROJECT NO LSF-0193(002)

CERTIFICATION

I, David Lowery, a licensed land surveyor in the State of Alabama, do hereby certify the foregoing to be a true plat or map of a survey performed by me or under my supervision, containing the acreage and being situate as both shown and stated herein. I further certify that all parts of this survey and drawing have been completed in accordance with the current requirements of the Standards of Practice for Surveying in the State of Alabama, to the best of my knowledge, information, and belief.



South Alabama Mega Site

Strategically located industrial site with infrastructure near global port

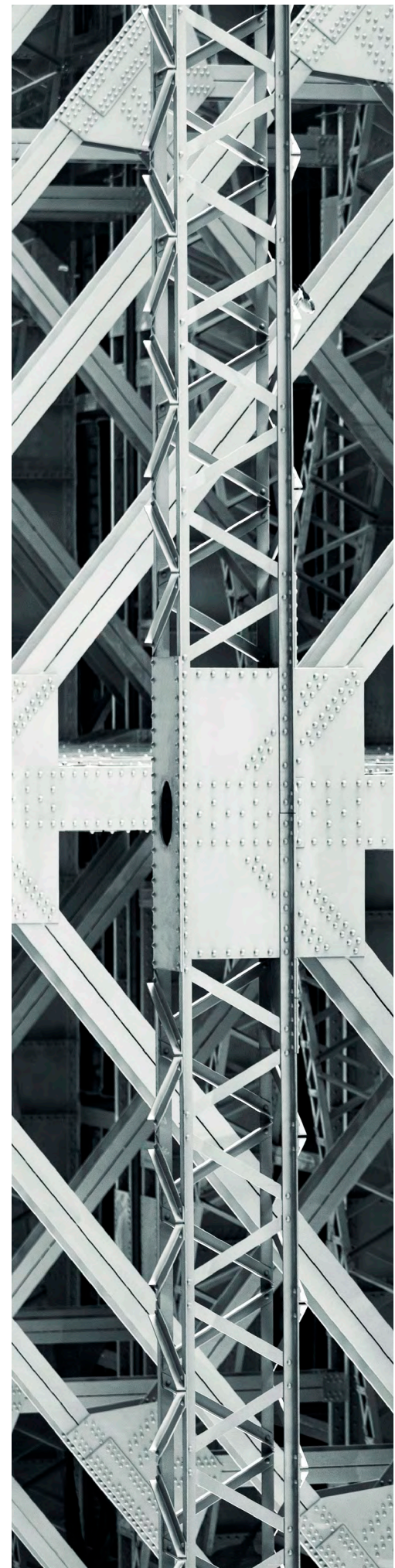
Build your large-scale manufacturing facility on over 3,000 acres of ready-to-develop land that is connected to major interstates, the CSX mainline and provides quick access to the Port of Mobile. Baldwin County is Alabama's leader in workforce talent attraction and business investment, and is the 11th fastest-growing MSA in the country. Plus, as a pre-vetted CSX Select Site, you can be sure it meets the most stringent criteria for lower risk and faster speed to market.

\$7M enhancement project

The site recently received \$7 million in upgrades, including the addition of a one-million-square-foot building pad and an on-site railbed. With site prep work complete, construction can begin immediately!

➔ Site benefits

- Fully supported by Alabama Power Company, CSX and the Alabama Department of Commerce
- Located in Alabama's **fastest-growing** metro area
- Over **540,000** workers in the Baldwin County labor shed
- 32 miles from the **Port of Mobile**
- Publicly owned by the Baldwin County Commission
- All environmental due diligence completed





Property details

3,009 available acres

No zoning or height
variance needed

CSX mainline
rail frontage

Immediate access
to four-lane Alabama
Hwy 287

1 mile of frontage
on I-65

All utilities available
to site

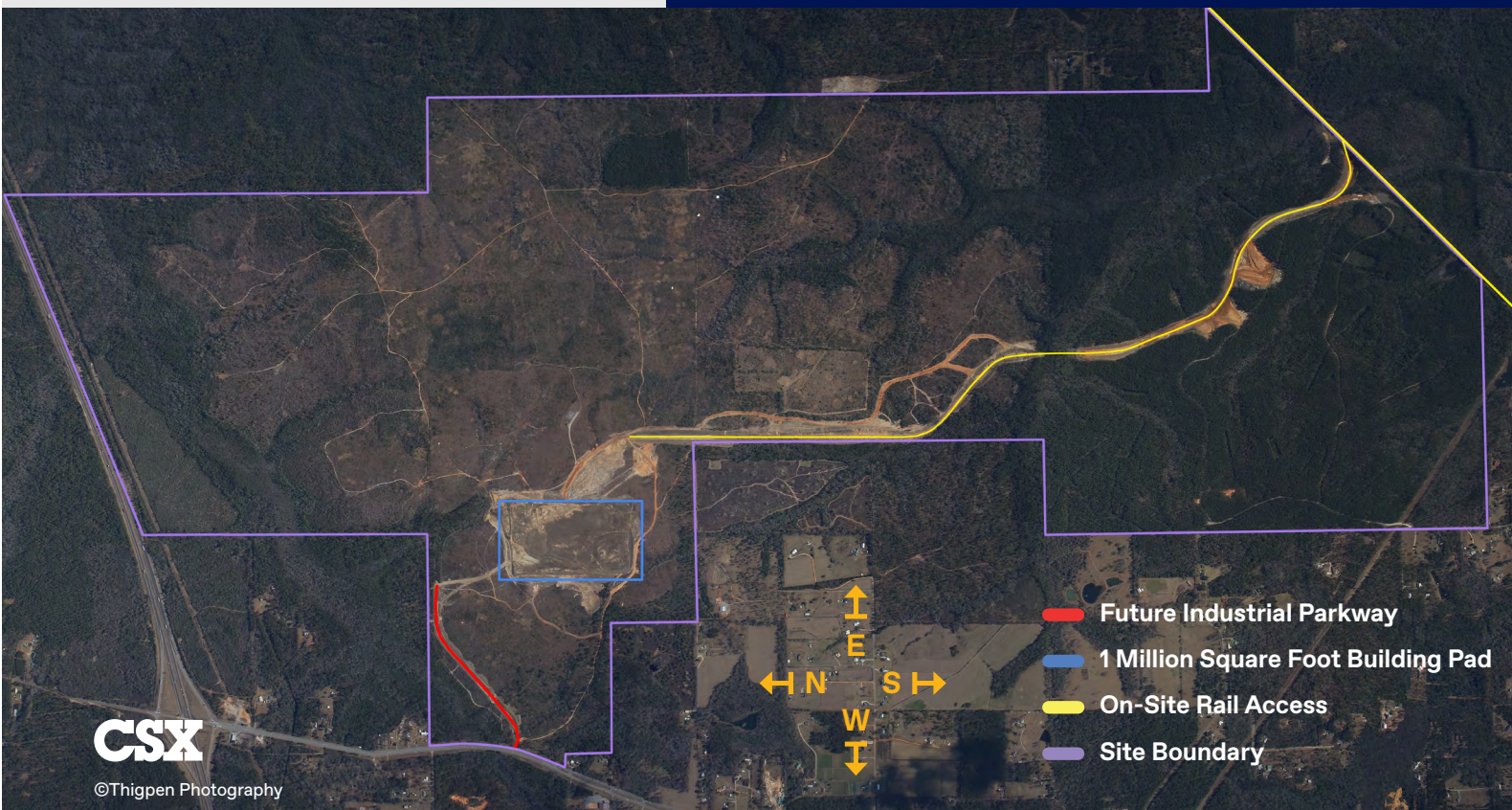
Utilities access

Alabama Power Company
115 kV and 230 kV electric
transmission lines on-site

North Baldwin Utilities
4-inch natural gas line
adjacent to site

North Baldwin Utilities
12-inch water line adjacent
to site

North Baldwin Utilities
8-inch wastewater line adjacent
to site



CSX

©Thigpen Photography

- Future Industrial Parkway
- 1 Million Square Foot Building Pad
- On-Site Rail Access
- Site Boundary

For more information:

Rashard Howard

Rashard_Howard@csx.com • 229.630.9564

Novelis Facility in Bay Minette, Alabama



Novelis, the leading sustainable aluminum solutions provider and world leader in aluminum rolling and recycling, will build a low-carbon, fully integrated aluminum recycling and rolling plant in Bay Minette, Alabama. The new facility will serve growing demand for aluminum beverage can sheet and automotive aluminum in North America.

Investment

\$2.5 Billion

Jobs created

Approximately 1,000

Timeline

Commissioning to begin in mid-2025

Location

South Alabama Mega Site
49780 AL-287
Bay Minette, AL 36507



Facility Highlights

- First fully integrated aluminum facility built in the U.S. in nearly **40** years
- Capabilities will include recycling/casting, hot rolling and finishing
- Initial **600,000** tons of finished aluminum goods capacity for the beverage can and automotive markets
- Aims to be net carbon neutral for Scope 1 & 2
- Powered with renewable energy
- Using recycled water and operating as a zero-waste facility



Rendering of new facility in Bay Minette, Alabama

About Novelis



14,650 employees



Headquartered in Atlanta, with 33 manufacturing locations across 9 countries



17 manufacturing locations in the U.S. & Canada (5,100 employees)



World's largest recycler of aluminum (75 billion cans recycled per year globally)



Leading producer of flat-rolled aluminum products to the aerospace, automotive, beverage can and specialty markets



Proud partner to some of the world's leading brands including Coca-Cola, Ball Corporation, Ford Motor Company, Toyota and many more



Committed to be a carbon neutral company by 2050 or sooner, with a 30% reduction in CO₂ footprint by 2026

Novelis

May 2022



WHAT TO KNOW ABOUT THE HUBZone PROGRAM

The HUBZone program fuels the growth of small businesses in historically underutilized business zones (HUBZones) by providing certification for preferential access to federal contracts. The federal government has a goal to award at least 3 percent of all federal contracting dollars to HUBZone-certified small businesses each year.

HUBZone certification qualifies you to:

- Bid on contracts reserved for HUBZone businesses.
- Receive 10 percent price evaluation preference in full and open competition procurements.

HUBZone Program Qualifications

A HUBZone firm must:

- Be a small business according to SBA size standards.
- Be at least 51 percent owned by U.S. citizens OR be a business owned by:
 - Indian Tribal Government
 - Alaska Native Corporation
 - Community Development Corporation
 - Native Hawaiian Organization
 - Small Agricultural Cooperative
- Have a principal office located in a HUBZone.
- Have at least 35 percent of its employees living in a HUBZone.

Full qualification criteria can be found in [Title 13 Part 126 Subpart B](#) of the Code of Federal Regulations (CFR).

View location eligibility:

maps.certify.sba.gov/hubzone/map

HUBZone Certification

1. Review program criteria and application instructions at sba.gov/hubzone.
2. Make sure you have a [SAM.gov](https://sam.gov) account.
3. Register for an [SBA Connect](https://connect.sba.gov) account at connect.sba.gov and request access to the HUBZone portal. View the [instructional video](#).
4. Apply for HUBZone certification in the HUBZone portal.
5. Check your email for time-sensitive instructions to electronically verify your application within 2 business days.
6. Submit **all** requested supporting documentation within 3 business days; your submission cannot be assigned for eligibility review until all required documents are submitted.

Getting the Most Out of the HUBZone Certification

Market Your Business to Federal Buyers

- Become familiar with government contracting requirements and procedures.
- Identify and reach out to federal buyers in your niche market.

Take Advantage of SBA's Resources

- Receive coaching and training about business plans, marketing, government contracting, and financing through SBA's website and network of partners.
- Gain access to further contracting opportunities by combining the HUBZone certification with other certifications for which you qualify, such as 8(a), WOSB, and VOSB.

Utilize the SBA Mentor-Protégé Program

- Enhance capabilities through mentor support.
- Form a joint venture which allows you to compete for contracts as a certified HUBZone enterprise.

Learn about recent improvements to the HUBZone program and read our detailed FAQ at sba.gov/hubzone.



U.S. Small Business
Administration

PLANNING IN ACTION

JULY 2025

PROJECT SNAPSHOT

NEW DEVELOPMENT UPDATE

NAME: 31 Commons

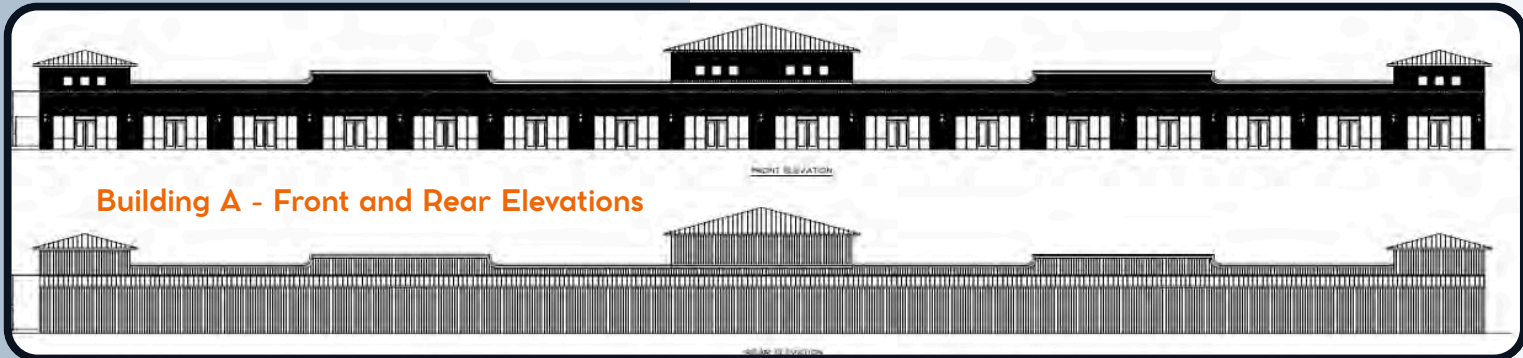
LOCATION: West side of S US Hwy 31 at Rain Drive

DEVELOPER: TR Peed Properties, LLC

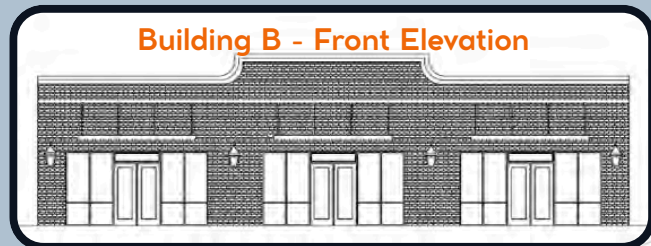
SITE INFO: ±4.60 acres // B-2, General Business Case SP-25005, the 31 Commons commercial project, received conditional Site Plan approval from the Planning Commission on June 12, 2025. It includes the new construction of two commercial buildings: a 24,600 sq ft shopping center with 16 retail units, and a separate 4,500 sq ft commercial building. The site has over 600 feet of frontage on Hwy 31 and will provide 101 parking spaces and extensive landscaping. This development supports continued commercial growth along one of Bay Minette's key corridors.



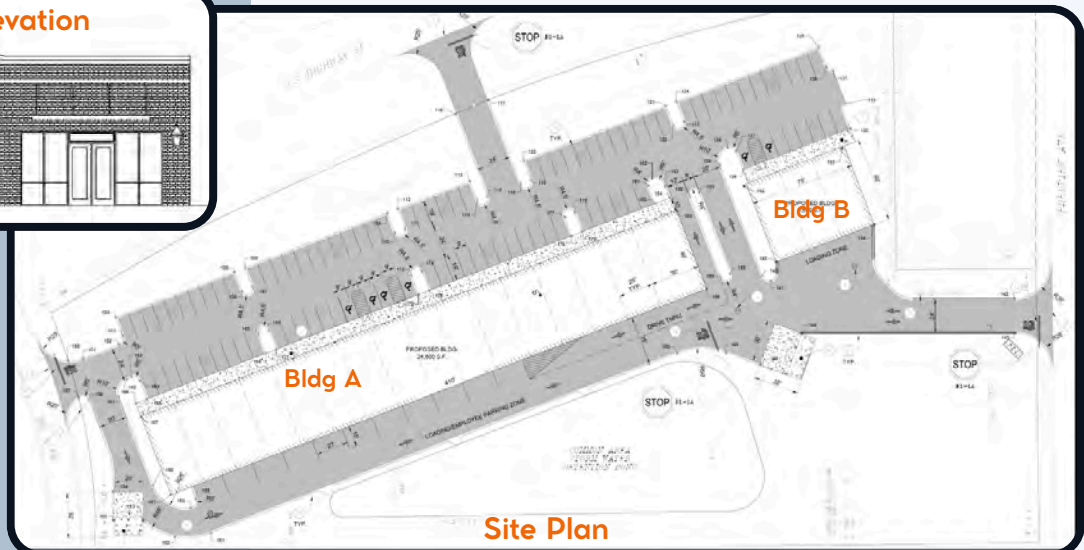
Locator Map



Building A - Front and Rear Elevations



Building B - Front Elevation



Site Plan

The City of Bay Minette Planning Commission holds regularly scheduled meetings on the 2nd Thursday of each month at 8:00AM in the City Hall Council Chambers at 301 D'Olive Street, Bay Minette, AL 36507. More information can be found on the Planning Dept website.



CITY OF BAY MINETTE PLANNING & DEVELOPMENT SERVICES DEPARTMENT
cityofbayminetteal.gov/departments/planning-and-development
COBM_Planning@cityofbayminetteal.gov (251) 580-1650

PLANNING IN ACTION

AUGUST 2025

PROJECT SNAPSHOT

NAME: Old Towne Commons - Phase 1A & 1B

LOCATION: AL 59/US 31, Appx .75 miles south of Holly Hills Municipal Golf Course

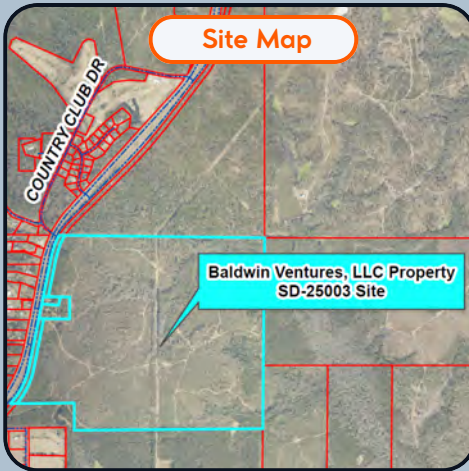
DEVELOPER: Baldwin Ventures, LLC

APPLICANT: Dewberry

SITE INFO: ±413 acres // Planned Unit Development

Phase 1A and 1B of the multi-phase Old Towne Commons master planned development received conditional Preliminary Plat approval from the Planning Commission on August 14, 2025. Phase 1A contains 77 single-family lots and Phase 1B contains 115 lots. Future plans for the entire development propose a total of 764 single-family lots, 392 multi-family units and ±47 acres of commercial space. The initial site work and infrastructure construction can now proceed for Phase 1A & 1B while residential construction will commence after Final Plat approval.

The City of Bay Minette Planning Commission holds regularly scheduled meetings on the 2nd Thursday of each month at 8:00AM in the City Hall Council Chambers at 301 D'Olive Street, Bay Minette, AL 36507. More information can be found on the Planning Dept website.



Site Map

Baldwin Ventures, LLC Property
SD-25003 Site

PHASE SUMMARY

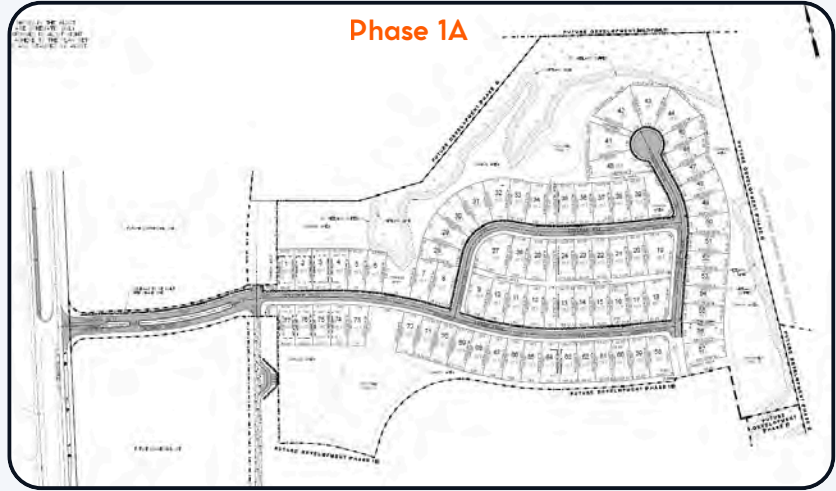
PHASE ONE	40 FT. LOTS = 65	
	50 FT. LOTS = 50	
	60 FT. LOTS = 77	
PHASE TWO	60 FT. LOTS = 135	
PHASE THREE	40 FT. LOTS = 133	
	50 FT. LOTS = 106	
PHASE FOUR	40 FT. LOTS = 43	
PHASE FIVE	70 FT. LOTS = 155	

SITE SUMMARY

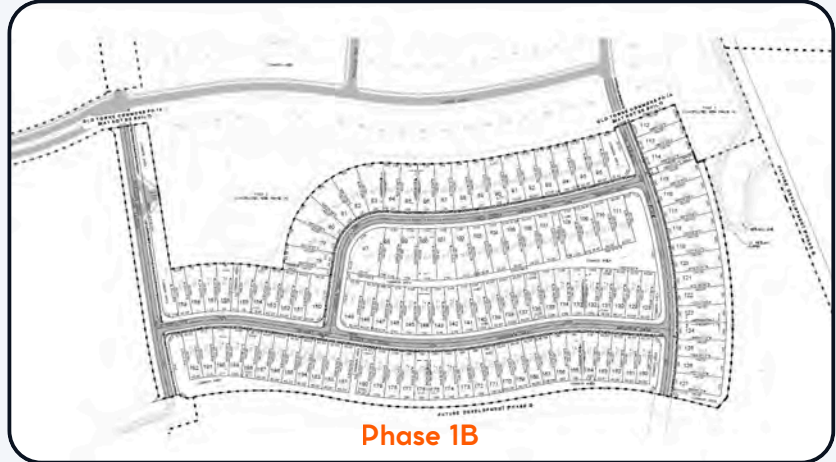
TOTAL AREA	413.4 AC.
TOTAL UNITS	1,219
DENSITY	2.9
COMMERCIAL	46.8 AC. (11%)
*IMPERVIOUS	82 AC. (20%)
STREET LENGTH	38,714 L.F.
*EXCLUDES COMMERCIAL	



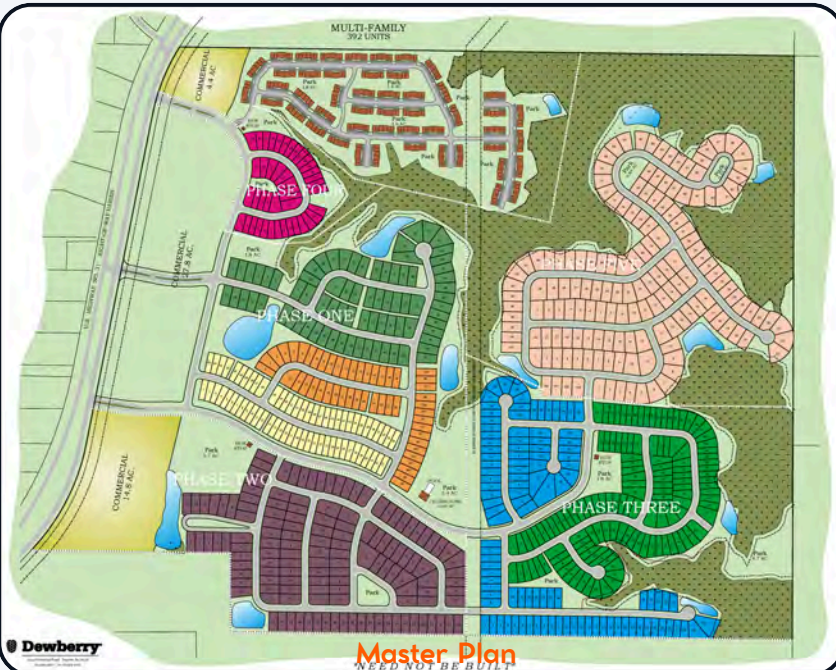
NEW DEVELOPMENT UPDATE



Phase 1A



Phase 1B



Master Plan

CITY OF BAY MINETTE PLANNING & DEVELOPMENT SERVICES DEPARTMENT

cityofbayminetteal.gov/departments/planning-and-development

COBM_Planning@cityofbayminetteal.gov

(251) 580-1650

EXCITING ANNOUNCEMENT

AUGUST 2025

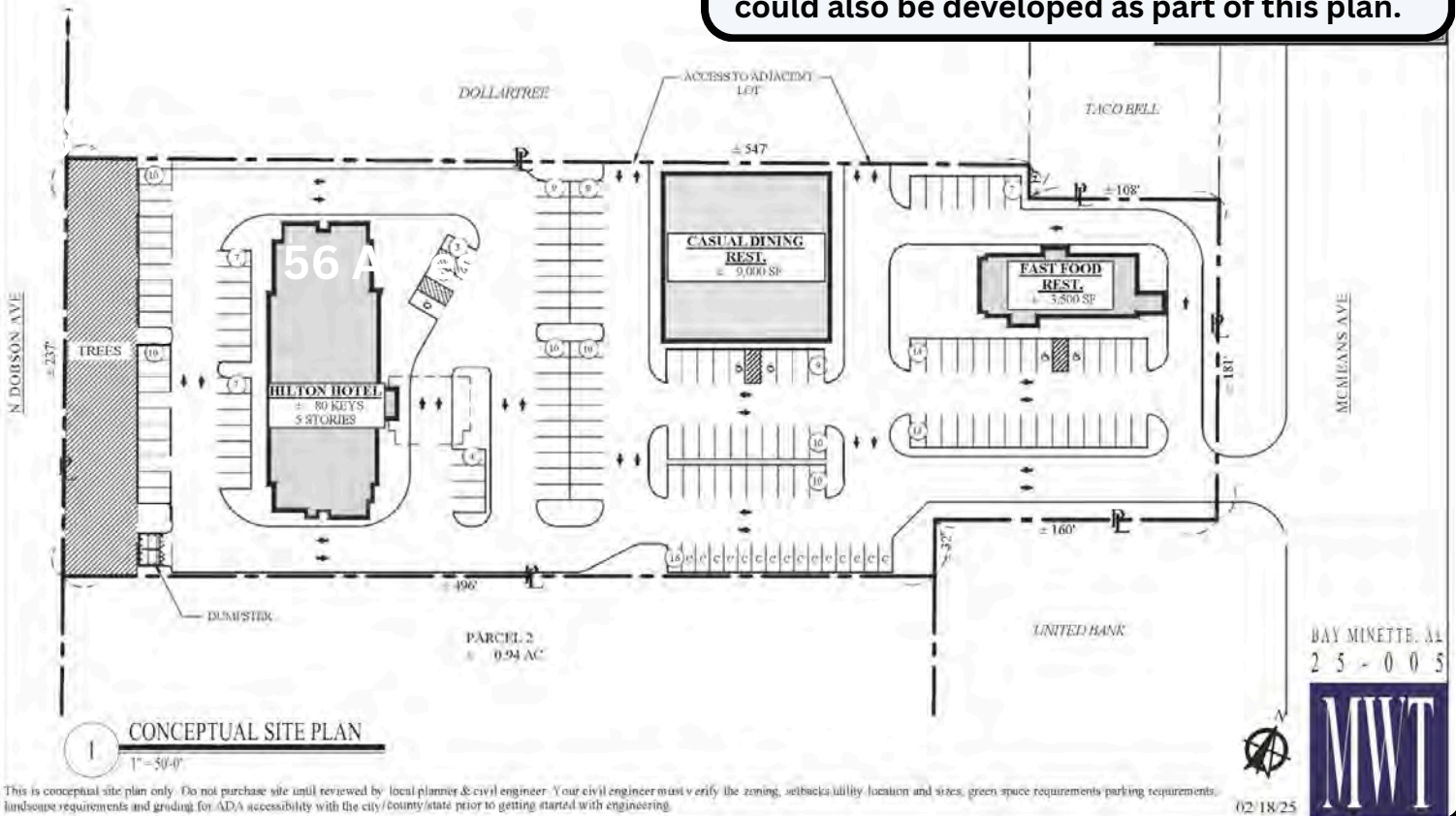
NEW DEVELOPMENT UPDATE

NAME: Mixed-Use Development

LOCATIONS: 611-613 McMeans Avenue

PURCHASED BY: Bay Minette Development Group LLC

Bay Minette City Council approved Ordinance No. 1060, on second reading, to authorize the sale of the former Recreation Center to Bay Minette Development Group LLC. The site - located at 611 and 613 McMeans Avenue - is under contract for \$1.3 million. According to its Conceptual Site Plan, the Mixed-Use Development will include an 80-room hotel, 9,000 SF casual dining restaurant and 3,500 SF fast food restaurant. Other adjacent parcels could also be developed as part of this plan.



PROJECT SNAPSHOT

Description: 80 room hotel, Casual Dining Restaurant and Fast Food Restaurant

Jobs Created: 50

Sales & Lodging Tax Revenue: Annual estimates of \$350,000 to \$450,000



BIG CITY QUALITY, SMALL TOWN VALUES...



BAY MINETTE, AL

212 W 1st Street Bay Minette, AL 36507

Map It



CHECK IN

CHECK OUT



BOOK NOW

MODIFY RESERVATION

COMING SOON TO BAY MINETTE, ALABAMA

Our 100% smoke free location offers the amenities you need to relax and recharge, including an indoor pool, onsite fitness center, Seattle’s Best coffee service, and high-speed internet access throughout the hotel. We offer a complimentary breakfast each morning and complimentary onsite parking for cars, recreational vehicles, and trucks. The Cobblestone Hotel & Suites is located in downtown Bay Minette, directly across from city hall and within minutes of countless downtown restaurants and local shops. We are located just off US 31, which leads into the Mobile metropolitan area 35 minutes south of Bay Minette. Visitors will appreciate the convenience of staying just minutes from major local businesses such as Novelis, the North Baldwin Infirmary, and Plasmine Technology. Bay Minette is a city steeped in southern charm and surrounded by miles of serene forest. Visitors will enjoy taking in the city at their own pace, with countless opportunities to experience the culture of southern Alabama alongside the people who call Bay Minette home. Picturesque

We use cookies to understand how you use our site and to improve your experience. To learn more, click [click here](#). By continuing to use our site, you accept our use of cookies and understand our privacy policy.



Accept

Our hotel provides guests with the complete Cobblestone experience, offering a variety of onsite services for the modern traveler. Every guest room comes equipped with flat panel televisions, personal coffee brewers, and refrigerators, so you can enjoy the comforts of home while away. Guestrooms also feature extra charging outlets for all of your devices, conveniently located at the in-room desk and bedside tables. The Cobblestone Marketplace is open 24 hours for guests in need of essential toiletries, snacks and beverages. On onsite laundry room is available to all guests, complete with a washing machine and dryer. This location also caters to those in town for business, with a private meeting space that is available to rent, and a business center equipped with a computer and printer.

[□ READ MORE](#)

FEATURING A VARIETY OF AMENITIES



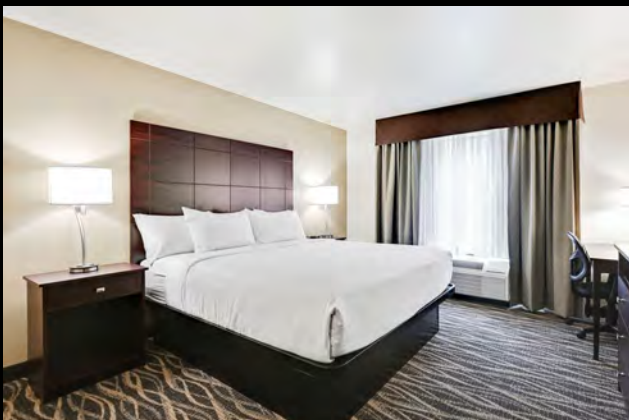
FRESH BREAKFAST

Start your day in Bay Minette with our delicious complimentary breakfast.



SWIMMING POOL

Fun for the whole family awaits you in our swimming pool.



MODERN ROOMS

At the Cobblestone Hotel & Suites Main Street, our cozy and spacious guestrooms let you unwind, relax, and rest peacefully.

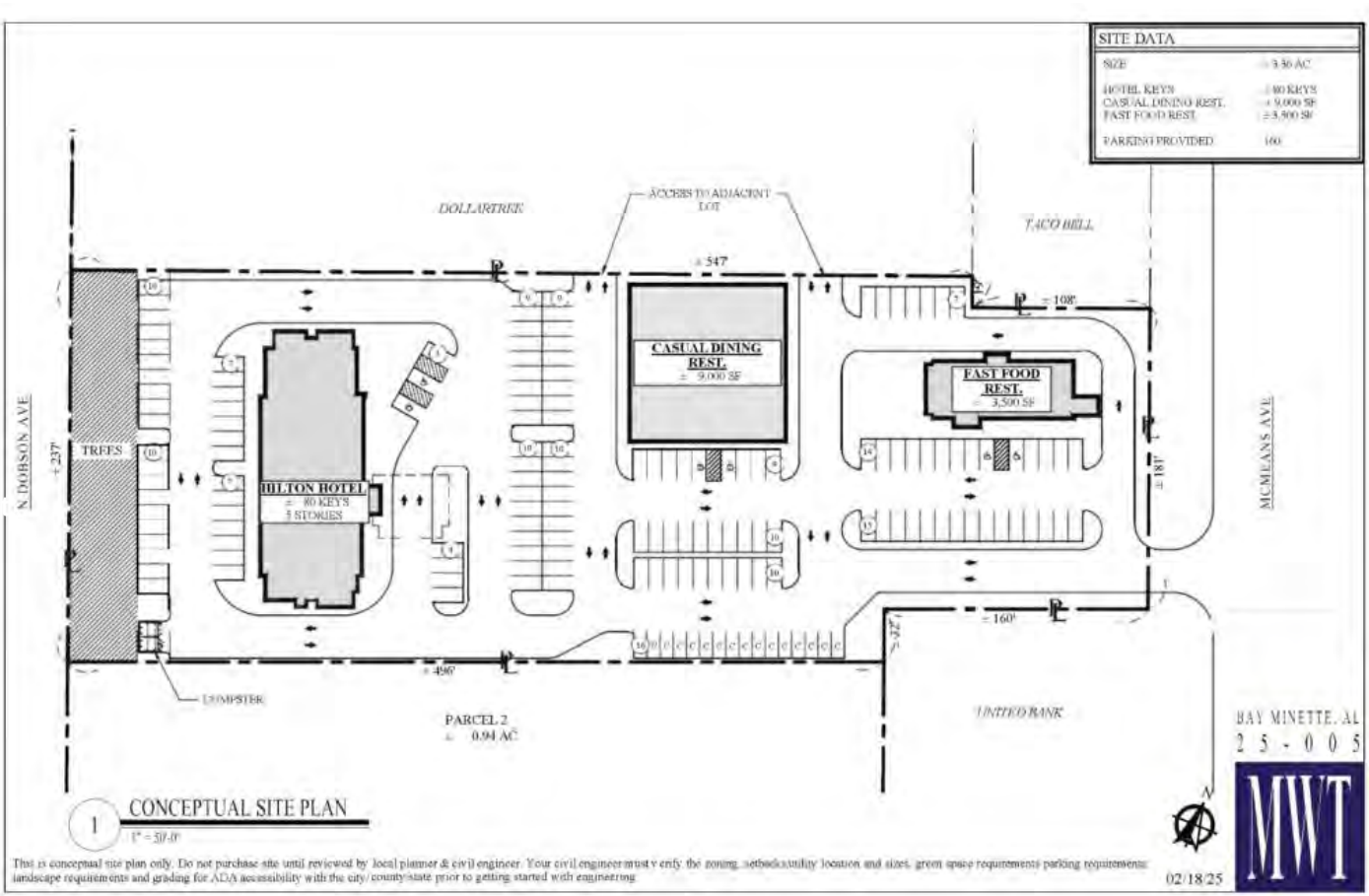
BUSINESS CENTER

Finish your work at our 24-hour business center.

FULL LIST OF AMENITIES

- ☐ 100% Smoke Free
- ☐ Accessible Features
- ☐ Accessible Hotel
- ☐ Accessible Walkways
- ☐ Braille Coded Exits and Signage
- ☐ Braille Elevator
- ☐ Business Center
- ☐ Complimentary High Speed Internet
- ☐ Complimentary Hot Breakfast
- ☐ Complimentary Parking
- ☐ Elevator
- ☐ Flat Panel TVs
- ☐ Guest Laundry
- ☐ Hairdryer in Every Room
- ☐ Hearing Impaired Accessible Guestrooms Available
- ☐ Iron and Ironing Board in Every Room
- ☐ Meeting Room(s)
- ☐ Microwave in Every Room
- ☐ Mobility Accessible Guestrooms Available
- ☐ Onsite Convenience Store
- ☐ Onsite Exercise Facility
- ☐ Onsite Lounge
- ☐ Phone for Hearing Impaired
- ☐ Refrigerator in Every Room
- ☐ Dog Friendly: \$25/dog per night
- ☐





“Bay Minette Development Group, LLC and Herrington Realty, who will be marketing the outparcel for restaurant use, are pleased to be a part of the continued growth of the City of Bay Minette,” said Tim Herrington of Herrington Realty.

The redevelopment project is being supported through a public-private partnership model and is part of the city’s long-term strategy to revitalize the city while enhancing quality of life and visitor experience.

“This is exactly the kind of project that reflects the direction Bay Minette and Baldwin County are headed,” said Lee Johnson, Executive Vice President of BCEDA. “We’re seeing the impact of industrial recruitment ripple into all areas of our economy—creating jobs, boosting tourism, and attracting thoughtful development like this.”

Construction timelines and restaurant partner announcements are expected later this year. The City and its development partners will release additional details once the project agreement is finalized.

About Baldwin County Economic Development Alliance (BCEDA)

BCEDA is a coalition of local public and private professionals, leaders, and officials dedicated to fostering economic growth and prosperity in Baldwin County. The organization is committed to promoting Baldwin County as a premier location in the U.S. for investment and continuing to raise the quality of life in the community. For more information, visit www.baldwineda.com.





Complimenting this development is Big Mike’s Steakhouse — an Alabama favorite with six locations, including one in Orange Beach — which will soon open on North Hoyle Avenue in downtown Bay Minette. Known for its premium steaks and welcoming atmosphere, the restaurant will offer afternoon and dinner service, creating an estimated 40 new jobs for the community. Construction will begin in the coming weeks, and the restaurant is estimated to be open in July 2025.

“Big Mike’s has a great track record in other cities similar to ours in bringing patrons to the downtown area,”

said Wills. “We anticipate that they will be equally as successful in Bay Minette.

Wills sees these projects as just the beginning of a new era of growth for Bay Minette. “The vibrancy of its downtown area is the key to the health and progress of any city. With the addition of Big Mike’s and Cobblestone Hotel, we are very optimistic and excited about the future of Bay Minette,” said Wills.

These announcements come as Novelis, a global leader in aluminum recycling, makes progress on its \$4.1 billion investment in an aluminum manufacturing facility set to create 1,000 jobs in North Baldwin. Novelis’s indirect impact is already benefitting the community as it is attracting more commercial activity. Bay Minette is experiencing steady growth, with more retail and accommodations expected to benefit residents for years to come.

“The economic impact of Novelis in North Baldwin County is already evident, and we’re only beginning to see the ripple effects of this generational economic development project,” said Lee Lawson, President and CEO of the Baldwin County Economic Development Alliance. “The arrival of Cobblestone Hotels and Big Mike’s Steakhouse reflects the growth and opportunity in Bay Minette, benefitting businesses and residents for years to come by bringing sales and lodging tax revenue and helping to revitalize downtown. I applaud the dedication of Mayor Bob Wills and Bay Minette leaders in driving these projects and meaningful progress for the community.”

About BCEDA

BCEDA is a coalition of local public and private professionals, leaders, and officials dedicated to fostering economic growth and prosperity in Baldwin County. The organization is committed to promoting Baldwin County as a premier location in the U.S. for investment and continuing to raise the quality of life in the community. For more information, visit www.baldwineda.com.

[Share the article](#)

BALDWIN ALLIANCE

Other Articles

Baldwin County Economic Development Alliance Announces Leadership Promotions and Welcomes New Talent

January 5, 2026

[LEARN MORE >](#)

Crown West Realty Breaks Ground on First Building at Loxley

COMPREHENSIVE PLAN BAY MINETTE, ALABAMA

ADOPTED BY PLANNING COMMISSION OCTOBER 9, 2025
RATIFIED BY CITY COUNCIL OCTOBER 20, 2025



Great Place,
GREATER FUTURE



Volkert, Inc.
1110 Montlimar Drive, Suite 1050
Mobile, Alabama 36609
PH 251.342.1070

Prepared By:

VOLKERT

ADOPTION RESOLUTION

RESOLUTION NUMBER PC1025-01

CITY OF BAY MINETTE, ALABAMA PLANNING COMMISSION

A RESOLUTION ADOPTING THE CITY OF BAY MINETTE COMPREHENSIVE PLAN AND RECOMMENDING RATIFICATION OF SAME TO THE CITY COUNCIL OF THE CITY OF BAY MINETTE, ALABAMA

WHEREAS, pursuant to *Sections 11-52-8 through 11-52-11 of the Code of Alabama (1975)*, as amended, it is the function and duty of the City of Bay Minette Planning Commission to make and adopt a master plan for the physical development of the municipality and any areas related to it; and

WHEREAS, the City of Bay Minette Planning Commission has engaged in a comprehensive planning process to prepare an updated Comprehensive Plan to guide growth and development through the year 2035; and

WHEREAS, the Comprehensive Plan has been developed through a public process that included workshops, surveys, stakeholder engagement, and input from citizens, businesses, property owners, and partner agencies; and

WHEREAS, in the preparation of the Comprehensive Plan, the Planning Commission has made careful and comprehensive surveys and studies of present conditions and future growth of the City of Bay Minette and its environs, with due regard to their relation to neighboring territory, as required by *Section 11-52-9 of the Code of Alabama (1975)*, as amended; and

WHEREAS, the Comprehensive Plan has been prepared with the general purpose of guiding and accomplishing a coordinated, adjusted, and harmonious development of the City and its environs, which will best promote the health, safety, morals, order, convenience, prosperity, and general welfare of the public, as well as efficiency and economy in the process of development, including, among other things, adequate provision for traffic, the promotion of safety from fire and other dangers, adequate provision for light and air, the promotion of the healthful and convenient distribution of population, the promotion of good civic design and arrangement, wise and efficient expenditure of public funds, and the adequate provision of public utilities and other public requirements; and

WHEREAS, the Comprehensive Plan updates and supersedes the previously adopted 2013 Comprehensive Plan and sets forth a vision for the future physical development of the City of Bay Minette, including all maps, descriptive materials, and the major chapters addressing population and economy, housing, transportation, land use, natural resources, parks and recreation, downtown and historic resources, community facilities and services, and community design; and

WHEREAS, the Comprehensive Plan provides a framework to guide land use decisions, public investments, and community initiatives over the next ten years and beyond.

NOW, THEREFORE, BE IT RESOLVED, that the Planning Commission of the City of Bay Minette hereby adopts the City of Bay Minette Comprehensive Plan, including without limitation each of the maps and descriptive matters contained therein, as presented to the Planning Commission at its regular meeting of October 9, 2025, and as shall be attached to the Minutes of said meeting. Upon adoption by the Planning Commission, this

ADOPTION RESOLUTION (CONT)

document will become the official Comprehensive Plan for the City of Bay Minette and will intend to serve as a guide for land use developments, and used as a basis for the Commission's review and approval of proposed projects; and

BE IT FURTHER RESOLVED, that the Planning Commission recommends that the City Council of the City of Bay Minette ratify the Comprehensive Plan as adopted.

DONE, this the 9th day of October, 2025.



Todd Stewart, Planning Commission Chairman
City of Bay Minette, Alabama

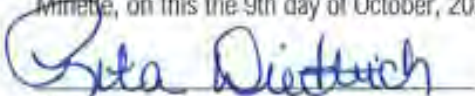
ATTEST:



Rita Diedrich, City Clerk

I, the undersigned qualified and acting Clerk of the City of Bay Minette, Alabama, do hereby certify that the above and foregoing is a true copy of a resolution lawfully passed and adopted by the City of Bay Minette Planning Commission at a regular meeting of such commission, held on the 9th day of October, 2025, and that said Resolution is on file in the office of the Bay Minette City Clerk.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the City of Bay Minette, on this the 9th day of October, 2025,



Rita Diedrich
City Clerk



RATIFICATION RESOLUTION

RESOLUTION NUMBER 1025-13

CITY OF BAY MINETTE, ALABAMA

A RESOLUTION RATIFYING THE CITY OF BAY MINETTE PLANNING COMMISSION'S ADOPTION OF THE CITY OF BAY MINETTE COMPREHENSIVE PLAN

WHEREAS, pursuant to Sections 11-52-8 through 11-52-11 of the *Code of Alabama (1975)*, as amended, it is the function and duty of the City of Bay Minette Planning Commission (the "Planning Commission") to make and adopt a master plan for the physical development of the municipality and any areas related to it; and

WHEREAS, the City of Bay Minette Planning Commission has engaged in a comprehensive planning process to prepare an updated Comprehensive Plan to guide growth and development through the year 2035; and

WHEREAS, the Comprehensive Plan has been developed through a public process that included workshops, surveys, stakeholder engagement, and input from citizens, businesses, property owners, and partner agencies; and

WHEREAS, in the preparation of the Comprehensive Plan, the Planning Commission has made careful and comprehensive surveys and studies of present conditions and future growth of the City of Bay Minette and its environs, with due regard to their relation to neighboring territory, as required by Section 11-52-9 of the *Code of Alabama (1975)*, as amended; and

WHEREAS, the Comprehensive Plan has been prepared with the general purpose of guiding and accomplishing a coordinated, adjusted, and harmonious development of the City and its environs, which will best promote the health, safety, morals, order, convenience, prosperity, and general welfare of the public, as well as efficiency and economy in the process of development, including, among other things, adequate provision for traffic, the promotion of safety from fire and other dangers, adequate provision for light and air, the promotion of the healthful and convenient distribution of population, the promotion of good civic design and arrangement, wise and efficient expenditure of public funds, and the adequate provision of public utilities and other public requirements; and

WHEREAS, the Comprehensive Plan sets forth a vision for the future physical development of the City of Bay Minette and a framework for achieving that vision, including all maps, descriptive materials, and major chapters addressing population and economy, housing, transportation, land use, natural resources, parks and recreation, downtown and historic resources, community facilities and services, and community design; and

WHEREAS, prior to adopting the Comprehensive Plan, the Planning Commission held a duly noticed public hearing pursuant to Section 11-52-10 of the *Code of Alabama (1975)*, as amended; and

WHEREAS, at its regular meeting of October 9, 2025, following a public hearing, the Planning Commission approved Resolution No. PC1025-01 adopting the City of Bay Minette Comprehensive Plan and recommending ratification of same to the City Council of the City of Bay Minette.

RATIFICATION RESOLUTION (CONT)

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF BAY MINETTE, ALABAMA, WHILE IN REGULAR SESSION ON OCTOBER 20th, 2025, that the City Council of the City of Bay Minette, hereby ratifies the Planning Commission's adoption of the City of Bay Minette Comprehensive Plan, including without limitation each of the maps and descriptive matters contained therein, as adopted by the Planning Commission at its regular meeting of October 9, 2025, and as shall be attached to the Minutes of said meeting.

DONE, this the 20th day of October, 2025.


Robert A. "Bob" Wills, Mayor
City of Bay Minette, Alabama

ATTEST:


Rita Diedrich, City Clerk

I, the undersigned qualified and acting Clerk of the City of Bay Minette, Alabama, do hereby certify that the above and foregoing is a true copy of a resolution lawfully passed and adopted by the City of Bay Minette at a regular meeting of such council, held on the 20th day of October, 2025, and that said Resolution is on file in the office of the Bay Minette City Clerk.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the City of Bay Minette, on this the 20th day of October, 2025.


Rita Diedrich
City Clerk



ACKNOWLEDGEMENTS

Mayor Council Members Staff	Planning Commission
Mayor – Robert Wills	Chairman – Todd Stewart
Council Member – Pete Sellers	Vice Chairman – Neal Covington
Council Member – Mike Phillips	Mayor – Robert Wills
Council Member – Matt Franklin	City Council/Commission Member – William Taylor
Council Member – William Taylor	Building Official/Commission Member – Rob Madison
Council Member – Shannon Clemmons	Commission Member – Ray Clark
City Administrator – Tammy Smith	Commission Member – Earl Emmons
City Planner – Clair Dorough	Commission Member – Hiram Templeton
Community Relations – Tina Covington	Commission Member – Jim Faulkner

Stakeholder Committee
Mayor – Robert Wills
City Administrator – Tammy Smith
City Planner – Clair Dorough
Community Relations – Tina Covington
Police Chief – Al Tolbert
Fire Chief – Mike Minchew
North Baldwin Chamber of Commerce – Kristina Pittman

Planning Team Key Members
Principal in Charge - Harold Z. Eubanks, PE
Project Manager - James E. Thomas, PE
Team Member - James D. New, PE, RSP1
Team Member - Zihe (Coral) Zhang, PhD
Team Member – Lauren Mitchell



Funding for this project provided by the Alabama Department of Conservation and Natural Resources (ADCNR), State Lands Division, Coastal Section, in part, by a grant from the National Oceanic and Atmospheric Administration, Office of Ocean and Coastal Resource Management, Award #CZM-306-24-1.

TABLE OF CONTENTS

ADOPTION RESOLUTION	i
RATIFICATION RESOLUTION	iii
ACKNOWLEDGEMENTS	v
INTRODUCTION	1
<i>Comprehensive Plan Purpose</i>	<i>1</i>
<i>Role in Local Government</i>	<i>1</i>
<i>Planning Process</i>	<i>1</i>
<i>City of Bay Minette Comprehensive Plan 2025</i>	<i>1</i>
<i>City of Bay Minette Comprehensive Plan 2013</i>	<i>1</i>
<i>City of Bay Minette Zoning Ordinance</i>	<i>2</i>
<i>City of Bay Minette Citywide Traffic Analysis</i>	<i>2</i>
<i>Structure of the Plan</i>	<i>2</i>
<i>Living Document</i>	<i>2</i>
<i>Comprehensive Plan Users</i>	<i>2</i>
<i>Elected and Appointed Officials</i>	<i>2</i>
<i>City Staff</i>	<i>2</i>
<i>Development Community</i>	<i>3</i>
<i>City of Bay Minette Residents and Civic Organizations</i>	<i>3</i>
<i>Use by Other Agencies and Partners</i>	<i>3</i>
<i>Plan Updates and Monitoring</i>	<i>3</i>
PLANNING PROCESS	4
<i>Comprehensive Plan Development Process</i>	<i>4</i>
<i>Phase 1</i>	<i>4</i>
<i>Phase 2</i>	<i>4</i>
<i>Phase 3</i>	<i>4</i>
<i>Phase 4</i>	<i>4</i>
<i>Public Engagement</i>	<i>5</i>
<i>Stakeholder Committee Meetings</i>	<i>5</i>
<i>Public Engagement Meetings</i>	<i>5</i>
<i>Key Findings of Public Engagement #1</i>	<i>6</i>
<i>Ranking Areas of Investment</i>	<i>6</i>
<i>Greatest Opportunity for Growth</i>	<i>6</i>
<i>Perceived Impact on Bay Minette by Type of Development</i>	<i>7</i>
<i>Non-Motorized Mobility</i>	<i>8</i>
<i>Community Image</i>	<i>8</i>
<i>Housing</i>	<i>9</i>
<i>Streets</i>	<i>9</i>
<i>Parks & Recreation</i>	<i>9</i>
<i>Quality of Life</i>	<i>10</i>
<i>Public Engagement Participant Demographics</i>	<i>10</i>
<i>Home and Work of Public Engagement Participants</i>	<i>11</i>
<i>Public Engagement Participant Comments</i>	<i>12</i>
<i>Key Findings of Public Engagement #2</i>	<i>12</i>
<i>Existing Land Use Map</i>	<i>13</i>
<i>Existing City Council Districts Map</i>	<i>14</i>
<i>Bay Minette Area Breakdown Map</i>	<i>15</i>
<i>Ranking Land Use Preferences Area 1</i>	<i>16</i>
<i>Ranking Land Use Preferences Area 2</i>	<i>16</i>
<i>Ranking Land Use Preferences Area 3</i>	<i>16</i>
<i>Ranking Land Use Preferences Area 4</i>	<i>17</i>
<i>Ranking Land Use Preferences Area 5</i>	<i>17</i>

Ranking Land Use Preferences Area 6.....	17
Ranking Land Use Preferences Area 7.....	18
Ranking Land Use Preferences Area 8.....	18
Ranking Roadway Connectivity.....	19
Ranking Trail/Greenway Connectivity.....	19
Guiding Principles – Vision, Goals and Objectives.....	20
Comprehensive Plan Vision Statements.....	20
Comprehensive Plan Goals and Objectives.....	21
Built Environment.....	21
Education.....	22
Natural Environment.....	23
Population and Economy Services.....	23
Growth and Development.....	25
Infrastructure.....	26
Annexation Strategies.....	27
Housing and Neighborhoods.....	27
Resilience and Hazard Mitigation.....	28
Intergovernmental and Agency Coordination.....	28
Implementation and Monitoring.....	29
COMMUNITY PROFILE.....	30
Demographics.....	30
Population.....	30
Regional Population Comparison.....	30
Population by Race.....	31
Population by Age.....	31
Education.....	32
Education Attainment.....	32
Income Data.....	32
Employment.....	33
Employment Status.....	33
Employment by Type of Industry.....	34
Housing.....	34
Housing Occupancy.....	34
Average Household Size Comparison.....	35
New Construction Permits.....	35
Transportation.....	35
Roadways.....	35
Functional Classification.....	35
Functional Classification Access Versus Mobility.....	36
Daily Traffic Volumes.....	36
Functionally Classified Roadways Map.....	37
Travel Time to Work.....	38
Railroad.....	38
Natural Resources.....	38
Public Parks.....	38
Water Access.....	39
Land Use.....	39
Existing Land Use.....	39
Existing Land Use Map.....	40
Public Infrastructure, Facilities and Services.....	41
Police Protection.....	41
Fire Protection.....	42
Municipal Administration and Service Capacity.....	43
Water, Gas and Sewer Services.....	45
Garbage and Recycling Services.....	46
Public Library.....	47

Great Place,
GREATER FUTURE



<i>Parks and Recreation.....</i>	<i>48</i>
<i>Public Works and Infrastructure</i>	<i>49</i>
<i>Code Enforcement.....</i>	<i>50</i>
<i>Community Engagement and Communications</i>	<i>51</i>
<i>North Baldwin Chamber of Commerce.....</i>	<i>52</i>
<i>Baldwin County School System.....</i>	<i>53</i>
<i>Healthcare Services.....</i>	<i>53</i>
FUTURE PLANNING	54
<i>Preferred Plan.....</i>	<i>54</i>
<i>Role of the Preferred Plan</i>	<i>54</i>
<i>Land Use.....</i>	<i>55</i>
<i>Transportation.....</i>	<i>56</i>
<i>City Resources and Infrastructure.....</i>	<i>58</i>
<i>Preferred Plan Map.....</i>	<i>59</i>
<i>Plan Amendment Process</i>	<i>60</i>
<i>Actionable Plan.....</i>	<i>61</i>
<i>Types of Implementation Actions.....</i>	<i>61</i>

COMPREHENSIVE PLAN PURPOSE

The Comprehensive Plan is the City of Bay Minette's official policy guide for future growth, development and public investment. It establishes a long-term vision for the community and sets forth measurable goals, objectives and strategies to provide guidance on how to best utilize city resources. The plan serves as the legal foundation for zoning, subdivision regulations, capital improvement programming and other local policies that shape the built and natural environment.

Comprehensive plans, as vision and policy documents, must remain advisory and conceptual. The Comprehensive Plan is designed as a flexible document to be updated as conditions change over time.

ROLE IN LOCAL GOVERNMENT

This plan provides a framework for consistent and defensible decisions by elected officials, appointed boards and City staff. It ensures that actions related to land use, infrastructure, housing, transportation and economic development are coordinated and aligned with community priorities. The Comprehensive Plan also strengthens the City's position when seeking state and federal funding by demonstrating a clear, adopted vision.

PLANNING PROCESS

The 2025 update reflects an extensive process of research, public engagement and intergovernmental coordination. The plan is based on demographic and economic analysis, mapping of environmental and infrastructure conditions and the input of residents, business leaders and regional partners. It is intended to be a realistic, data-driven roadmap that balances community aspirations with practical implementation.

City of Bay Minette Comprehensive Plan 2025

This plan was initiated in 2024 and adopted by the City of Bay Minette in 2025 and is its most recent Comprehensive Plan.

City of Bay Minette Comprehensive Plan 2013

The plan was created by the City of Bay Minette with the assistance of South Alabama Regional Planning Commission and discussed natural resources, land use, population, recreation, transportation and economic development. This is the past comprehensive plan for the City of Bay Minette.

Legal Basis for Comprehensive Plans

2020 Alabama Code Section 11-52-8 requires municipalities to develop and adopt a comprehensive plan.

- a) It shall be the function and duty of the commission to make and adopt a master plan for the physical development of the municipality, including any areas outside of its boundaries which, in the commission's judgement, bear relation to the planning of such municipality.
- b) The plan, with the accompanying maps, plats, charts, and descriptive matter shall show the commission's recommendations for the development of said territory, including, among other things, the general location, character and extent of streets, viaducts, subways, bridges, waterways, waterfronts, boulevards, parkways, playgrounds, squares, parks, aviation fields and other public ways, grounds and open spaces, the general location of public buildings and other public property, the general location and extent of public utilities and terminals, whether publicly or privately owned or operated, for water, light, sanitation, transportation, communication, power, and other purposes, the removal, relocation, widening, narrowing, vacating, abandonment, change of use, or extension of any of the foregoing ways, grounds, open spaces, buildings, military installations, property, utilities, or terminals; as well as a zoning plan for the control of the height, area, bulk, location, and use of buildings and premises.
- c) As the work of making the whole master plan progresses, the commission may from time to time adopt and publish a part or parts thereof, any such part to cover one of more major sections or divisions of the municipality or one or more of the aforesaid or other functional matters to be included in the plan.
- d) The commission may from time to time amend, extend, or add to the plan.

City of Bay Minette Zoning Ordinance

This ordinance was recommended by the Bay Minette Planning Commission and adopted by the Bay Minette City Council in 2020 with the most recent amendments in 2025. The adopted ordinance provides an update and is the recent guidance for the City.

City of Bay Minette Citywide Traffic Analysis

This study identified priority intersections and roadway segments in need of improvement and provided recommendations to mitigate those identified concerns. The study was completed in September of 2018.

STRUCTURE OF THE PLAN

The Comprehensive Plan is organized into chapters that address major community systems, including land use, housing, transportation, utilities, public services, parks and recreation and economic development. Each chapter identifies existing conditions, challenges and opportunities, followed by goals, policies and recommended actions. The Implementation and Action Plan consolidates these strategies into a prioritized framework with measurable benchmarks.

LIVING DOCUMENT

This plan is not static. It must be actively used, monitored and periodically updated to remain effective. Progress should be reviewed annually in coordination with the City's budget and capital improvements program. Formal updates should occur at least every five years or as significant changes in conditions or priorities arise.

COMPREHENSIVE PLAN USERS

The Comprehensive Plan represents the shared vision of the Bay Minette community, incorporating diverse perspectives into a single framework for action. It sets a clear course for the City's future, balancing ambitious long-term goals with practical strategies that can be implemented in the near term. Some recommendations are transformative and may take decades to achieve, while others are more immediate and readily attainable. The plan should not be viewed as a static report, but as a living, practical tool to guide decision-making, shape regulations, direct investments and measure consistency with community objectives. Users should apply the plan as follows:

Elected and Appointed Officials

City Council and Mayor: Use the plan to evaluate rezoning requests, annexation petitions, capital improvement programming and budget priorities. Decisions should be tested against the plan's goals, policies and growth framework.

Planning Commission and Board of Adjustment: Apply the plan when reviewing rezoning requests, site plan applications, variance requests and subdivision plats. All applications should be consistent with the Preferred Plan Land Use Map and categories with appropriate City and public input.

City Staff

Planning & Development Services: Use the plan when preparing staff reports, reviewing applications, drafting ordinance amendments and making recommendations for facilities, services and capital improvement projects.

Building, Fire, Engineering and Public Works: Reference the plan's infrastructure, transportation and public safety policies when reviewing development proposals, maintaining current infrastructure and planning future facilities.

Administration and Other Department Heads: Use the plan as the basis for preparing departmental work programs, annual budgets, staffing levels and capital improvement priorities. Park planning, land dedication requirements and facility investments should follow the recreation and open space policies outlined in the plan. Relevant decisions made by all levels of staff should be consistent with the plan's guiding principles and specific recommended actions.

Development Community

Developers, Builders and Property Owners: Use the plan to design projects and site plans that reflect community expectations and advance sustainable development—both environmentally and economically. Consult the Preferred Plan Land Use Map and related policies early in project planning to understand expectations for density, design and infrastructure. Proposals should be evaluated within the broader citywide context and tailored to align with the community vision, which will also facilitate a more efficient approval process.

City of Bay Minette Residents and Civic Organizations

Residents and Neighborhood Groups: Use the plan to understand how growth will affect your community and to participate effectively in public hearings. The Comprehensive Plan serves as a point of reference to stimulate productive conversations about growth, development and the future of Bay Minette.

Business and Civic Leaders: Review the economic development and corridor strategies to support local investment and community initiatives while implementing mutually beneficial projects.

Use by Other Agencies and Partners

County, State and Utility Providers: Reference the plan to coordinate infrastructure extensions, transportation improvements and service delivery within the City's growth boundaries to ensure investments are efficient, reduce duplication of effort and support growth in areas the community has identified as priorities.

PLAN UPDATES AND MONITORING

The Comprehensive Plan should be actively monitored and updated at regular intervals. The Implementation and Action Plan provides the framework for measuring progress, assigning responsibilities and identifying priority projects. Amendments may be considered as conditions change, but all modifications must remain consistent with the City's long-term vision.

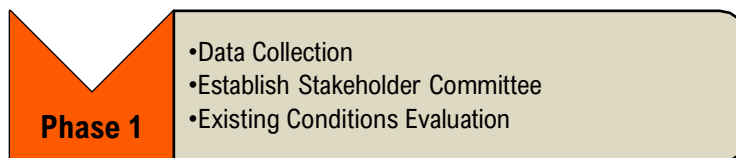
PLANNING PROCESS

A thorough planning process was established to ensure this Comprehensive Plan reflects the needs of the community. Residents and stakeholders provided a wealth of information to be incorporated within the Plan. Below are the focuses of the process to demonstrate the different aspects of the process from start to finish.

COMPREHENSIVE PLAN DEVELOPMENT PROCESS

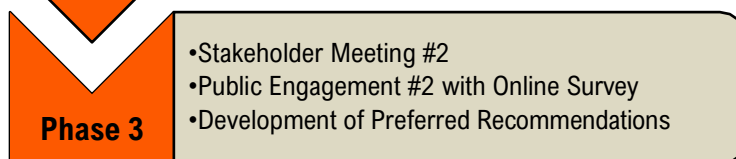
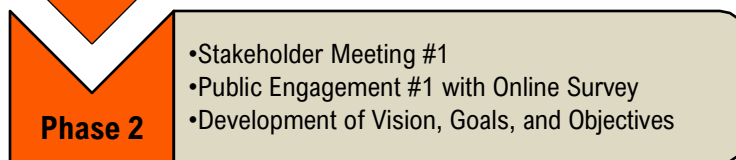
Phase 1

- Data Collection
 - ▼ Socio-Economic Data
 - ▼ Land Use Data
 - ▼ Transportation
 - ▼ Planning and Policy Documentation
- Establish Stakeholder Committee
- Existing Conditions Evaluation



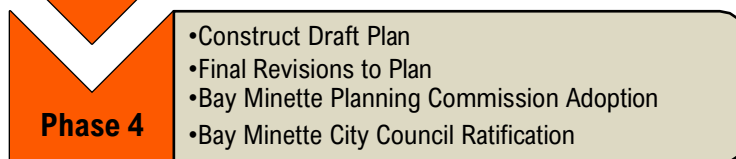
Phase 2

- Stakeholder Meeting #1
 - ▼ Existing Conditions Evaluation
- Public Engagement #1 – In-Person and Online Survey
 - ▼ Existing Conditions Evaluation
- Development of Vision, Goals and Objectives
- Development and Evaluation of Initial Recommendations



Phase 3

- Stakeholder Meeting #2
 - ▼ Public Engagement #1 Review
 - ▼ Initial Recommendation Review
- Public Engagement #2 – In-Person and Online Survey
 - ▼ Initial Recommendation Review
- Development of Preferred Recommendations



Phase 4

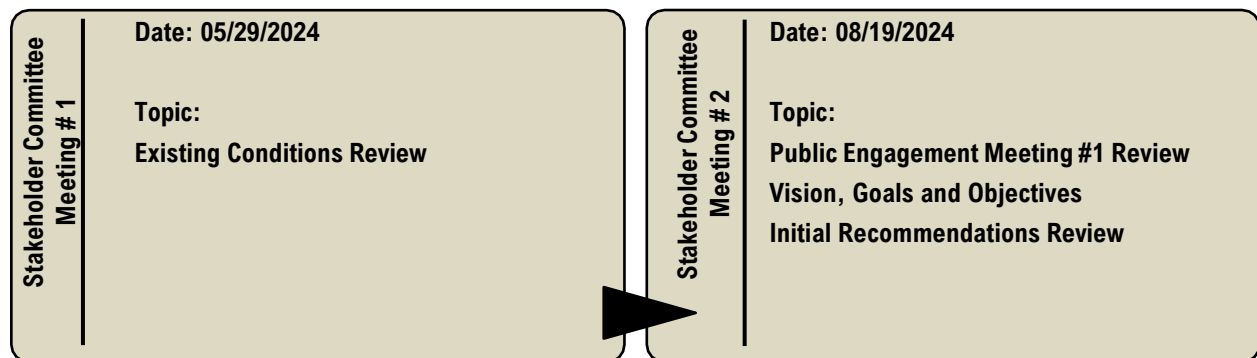
- Construct Draft Plan
- Final Revisions to Plan
- Bay Minette Planning Commission Adoption
- Bay Minette City Council Ratification

PUBLIC ENGAGEMENT

Public outreach is an integral part of the planning process. Community leaders and key stakeholders were also engaged throughout the entire process of developing the Comprehensive Plan. Each group was provided the opportunity to participate in the process and actively consider concerns, desires and vision for the future of Bay Minette. Both in-person and online participation options were provided.

Stakeholder Committee Meetings

The Stakeholder Committee was established to provide guidance throughout the development of the Comprehensive Plan. The Stakeholder Committee was made up of a diverse group of City officials, staff, active community advisors and members of the consultant team. The Stakeholder Committee supplied direction and feedback to the planning team at milestones throughout the planning process. Two meetings were held and included a presentation from the planning team.



Public Engagement Meetings

Two series of Public Engagement Meetings were held, the first on June 25, 2024, and the second on September 12, 2024, at the City of Bay Minette City Hall.

An online survey was developed to include the public engagement materials for each public engagement meeting, allowing the opportunity for those not attending in-person to be able to provide feedback.



Source: Volkert, Inc.



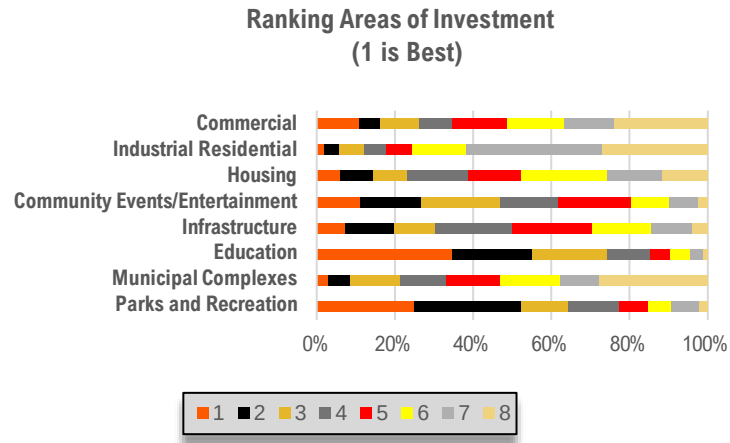
Source: Volkert, Inc.

Key Findings of Public Engagement #1

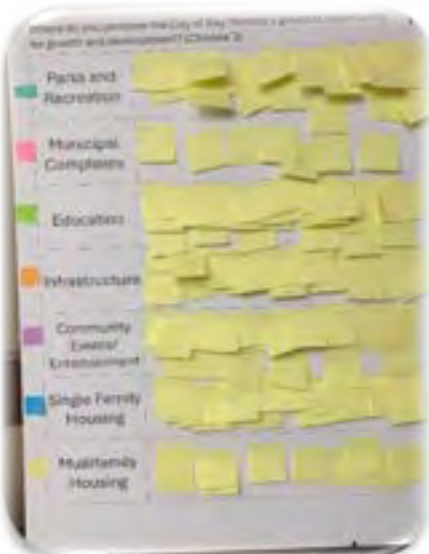
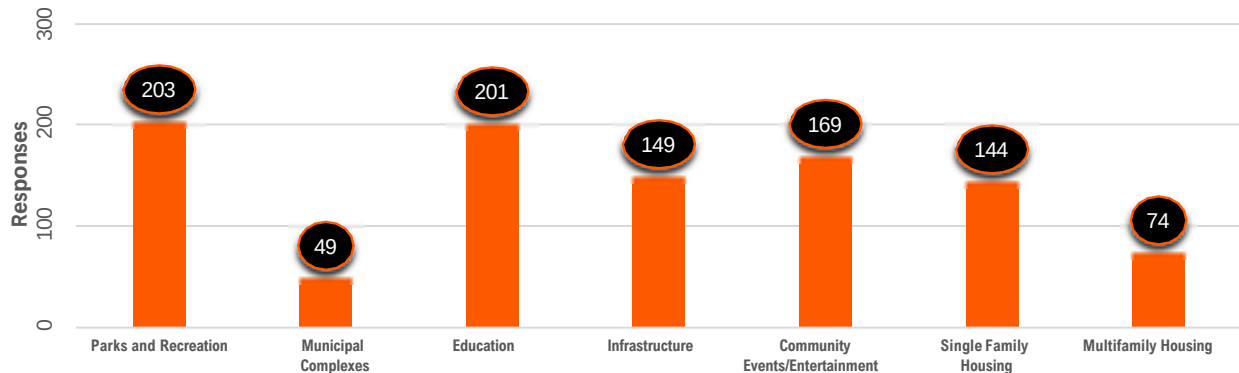
The first public engagement meeting was held on June 25, 2024, and the online survey was open for feedback from June 11, 2024, to June 25, 2024. All results from the in-person meeting and online survey are summarized in the following sections.

Ranking Areas of Investment

- **Top 3 Areas**
 - o Education – 35%
 - o Parks and Recreation – 25%
 - o Community Events/Entertainment – 11%
- **Bottom 3 Areas**
 - o Municipal Complexes – 28%
 - o Industrial – 27%
 - o Commercial – 24%



Greatest Opportunity for Growth and Development



Source: Volkert, Inc.

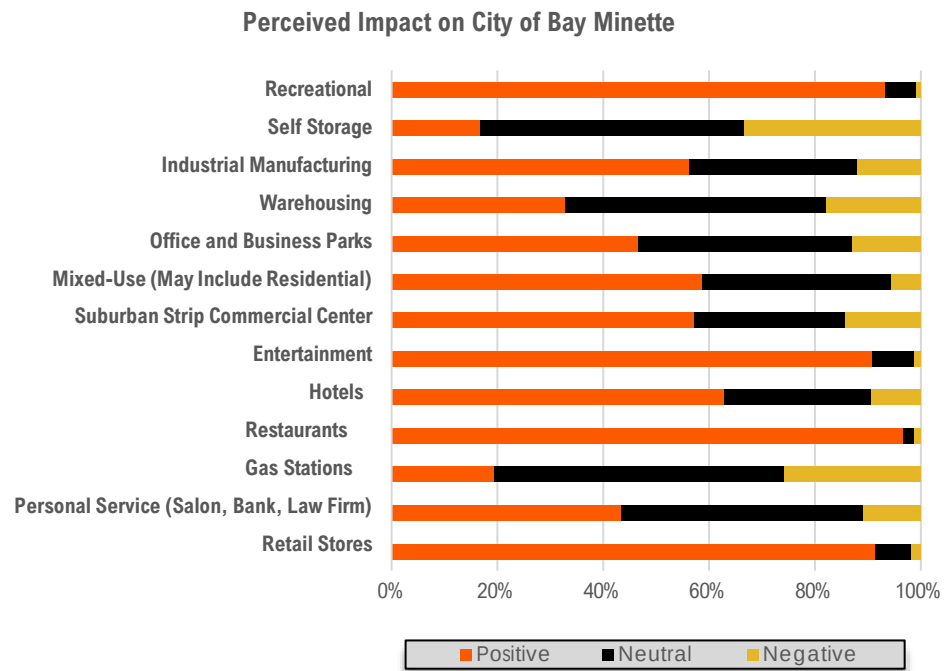
Greatest Opportunity for Growth

- **Top 3 Opportunities**
 - o Parks and Recreation
 - o Education
 - o Community Events/Entertainment



Perceived Impact on Bay Minette by Type of Development

- **Top 4 (Positive)**
 - o Restaurants
 - o Entertainment
 - o Retail Stores
 - o Recreational
- **Bottom 2 (Negative)**
 - o Gas Stations
 - o Warehousing



Source: Volkert, Inc.

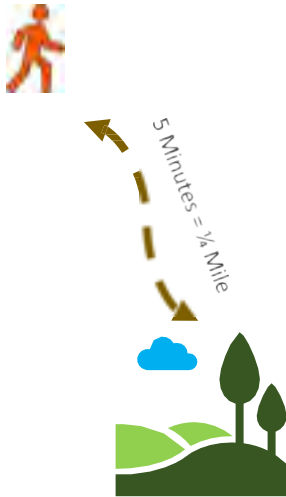


Source: Volkert, Inc.

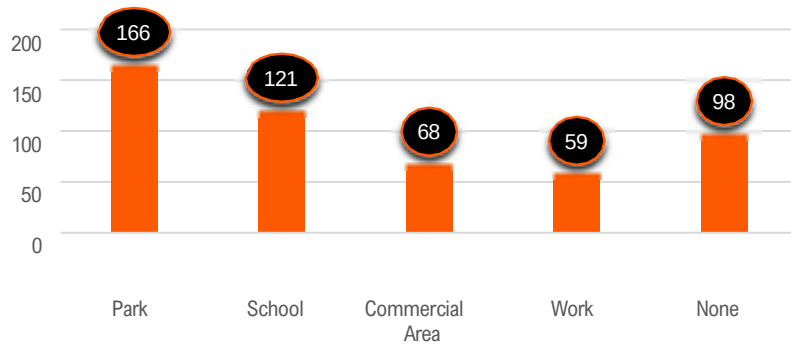
Non-Motorized Mobility

• Destination and Distance

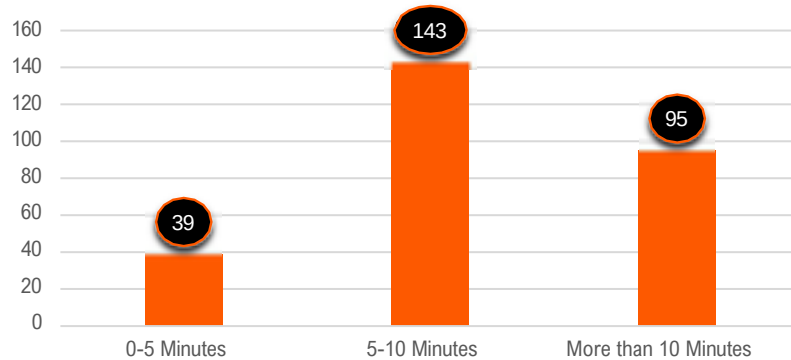
- o Parks are the top destination for pedestrians according to participants.
- o Participants are willing to walk to a destination 5 to 10 minutes away.



Pedestrian Destinations

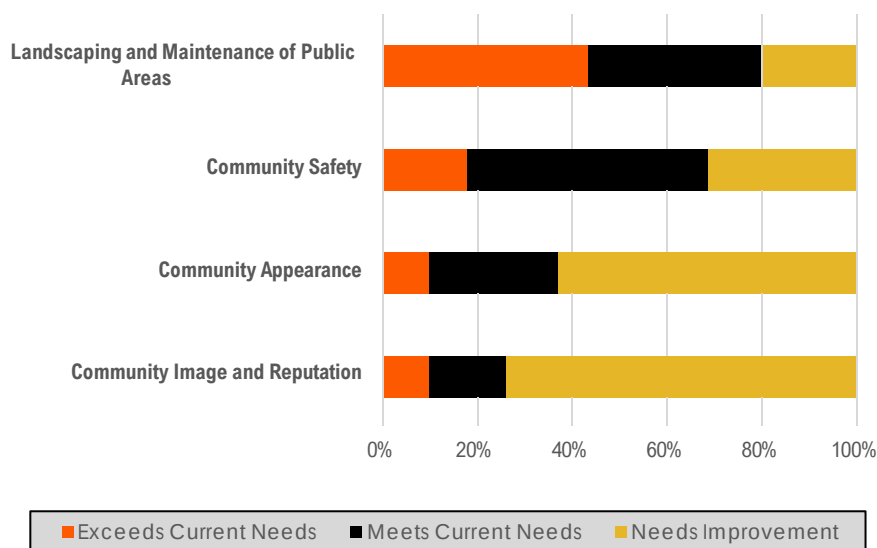


How Far Are You Willing to Walk?



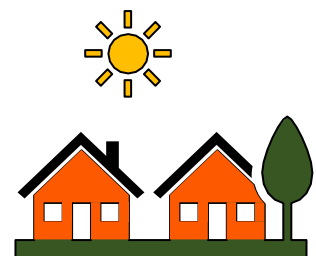
Community Image

Community Perception



• Public Image Concerns

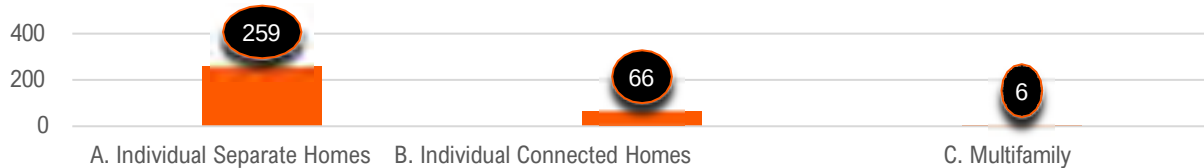
- o Aesthetics
 - Downtown area
- o Maintenance
 - Public areas such as the Courthouse Square



Housing – Participants chose between the housing types depicted to determine the most visually appealing.
Option A Option B Option C



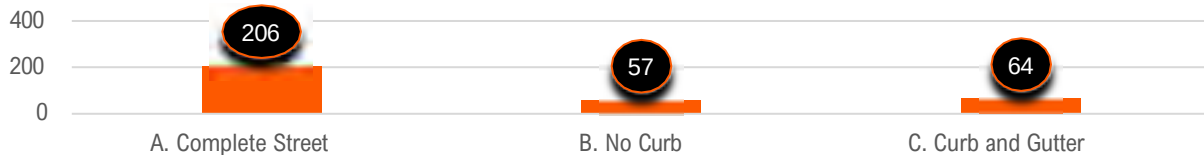
Which Type of Housing is the Most Visually Pleasing?



Streets – Participants chose between the street types depicted to determine the most visually appealing.
Option A Option B Option C



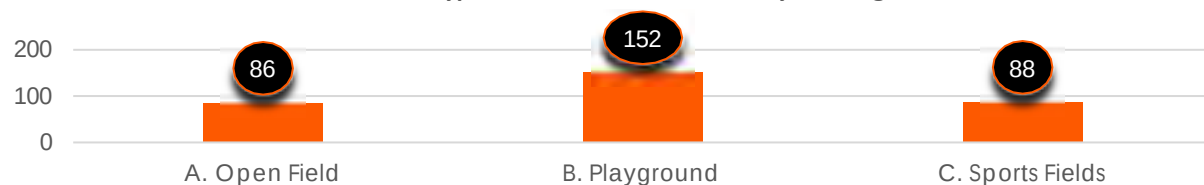
Which Type of Street is the Most Visually Pleasing?



Parks & Recreation – Participants chose between the parks depicted to determine the most visually appealing.
Option A Option B Option C



Which Type of Park is the Most Visually Pleasing?

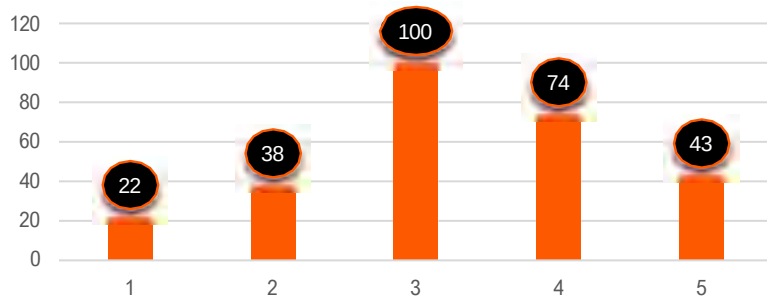


Quality of Life

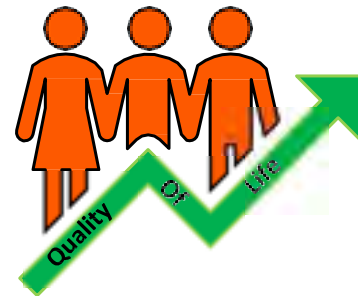
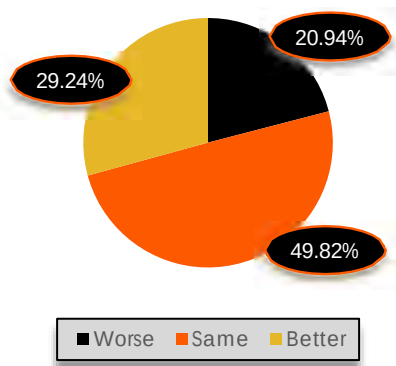
Rating and Comparative

- o Average Overall Rating of 3.28
- o 49.82% Better Now Than 10 Years Ago

Rating Quality of Life
(5 is Best)

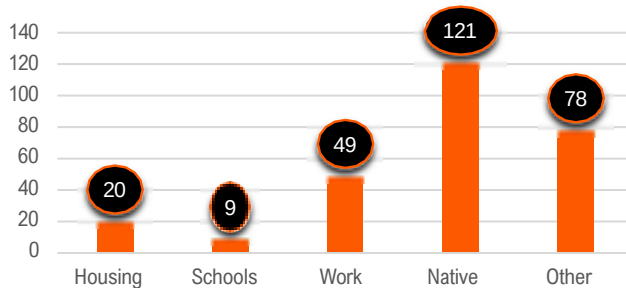


Quality of Life Compared to 10 Years Ago



Public Engagement Participant Demographics

What Brought You to Bay Minette?



Commitment to Community

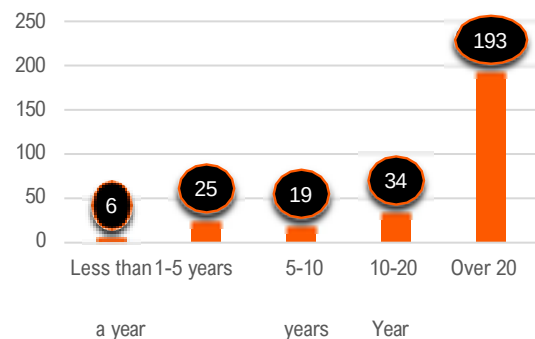
- o Above average tenure



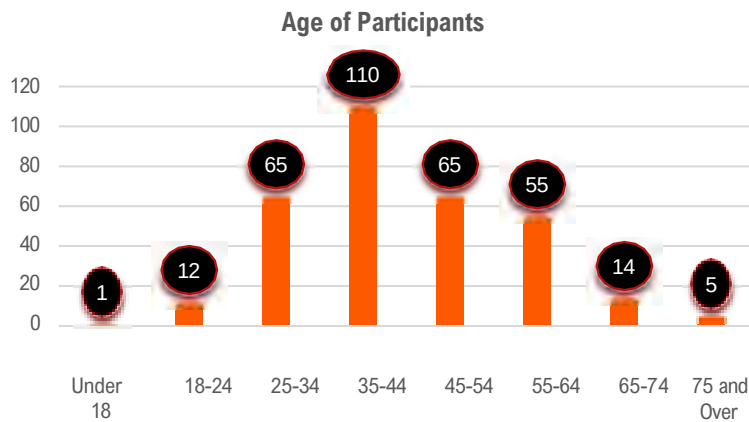
Residents

- o Bay Minette provides a place where residents want to live and raise families across multiple generations.

How Long Have You Lived in Bay Minette?



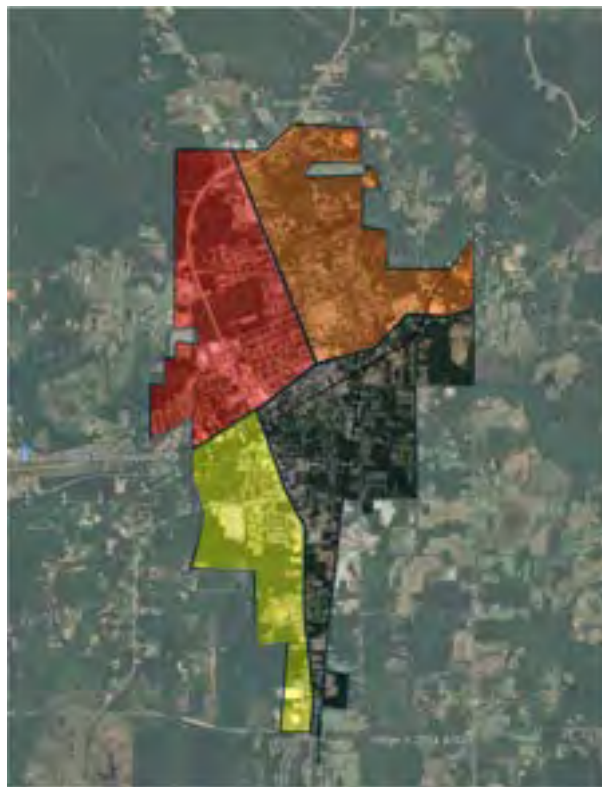
Public Engagement Participant Demographics (Continued)



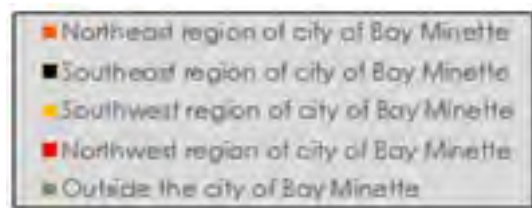
• **Top 3 Age Groups (of Participants)**

- o 35 to 44
- o 25 to 34
- o 45 to 54

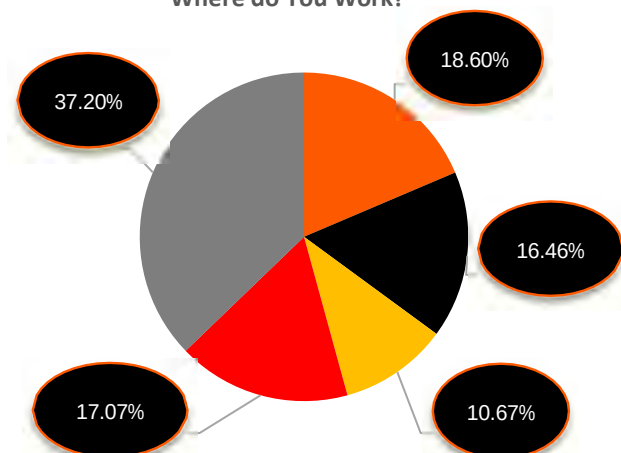
Home and Work of Public Engagement Participants



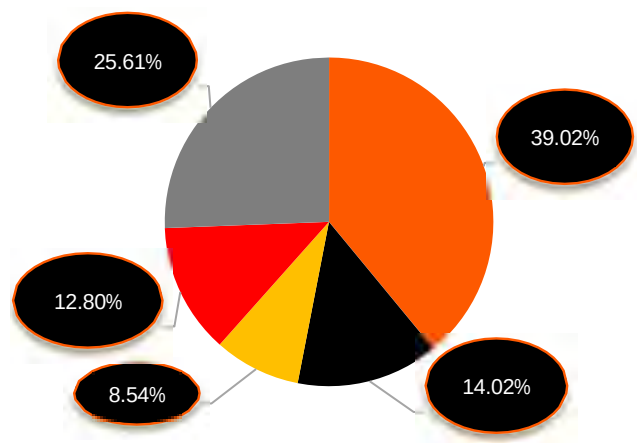
Source: Google Earth Pro



Where do You Work?



Where do You Live?



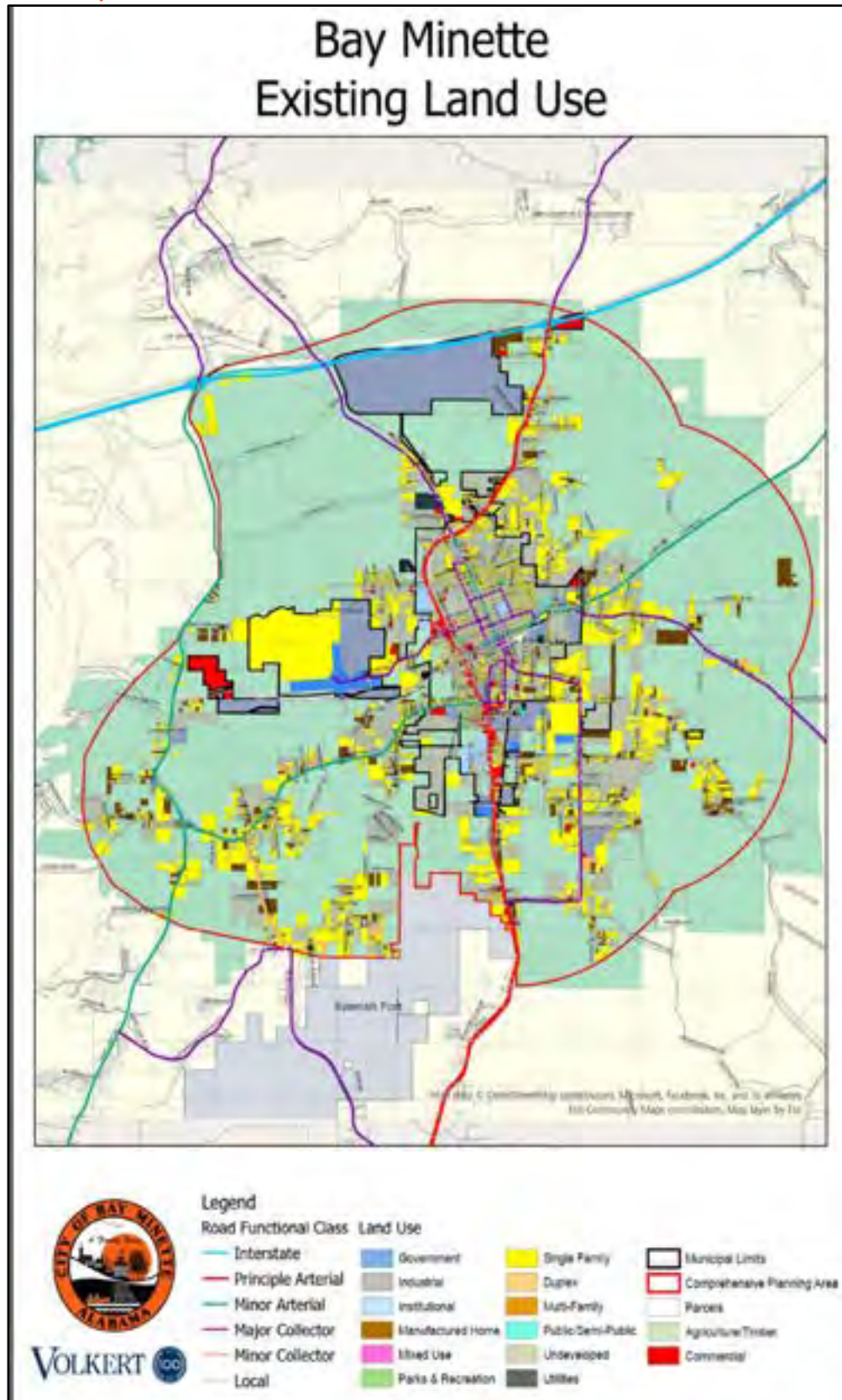
- o Transportation (Repair, Widen, Traffic, Etc.)
 - SR 59
 - Reduce speeding
 - D'Olive St
 - Beach Traffic
 - Update sidewalks and improve walkability
 - Add bike lanes
- o Recreation and Entertainment
 - More youth activities
 - More activities in town
 - Use downtown area for events
- o Restaurants and Shopping
 - More sit-down restaurants – less fast food
 - Additional grocery stores
 - More shopping options in town instead of 30 minutes away

- Remove crumbling buildings
- Update or remove abandoned buildings
- Continue the landscaping efforts

- Need single family and multifamily housing
- Need affordable housing
- Need additional housing so new Novelis employees do not live elsewhere

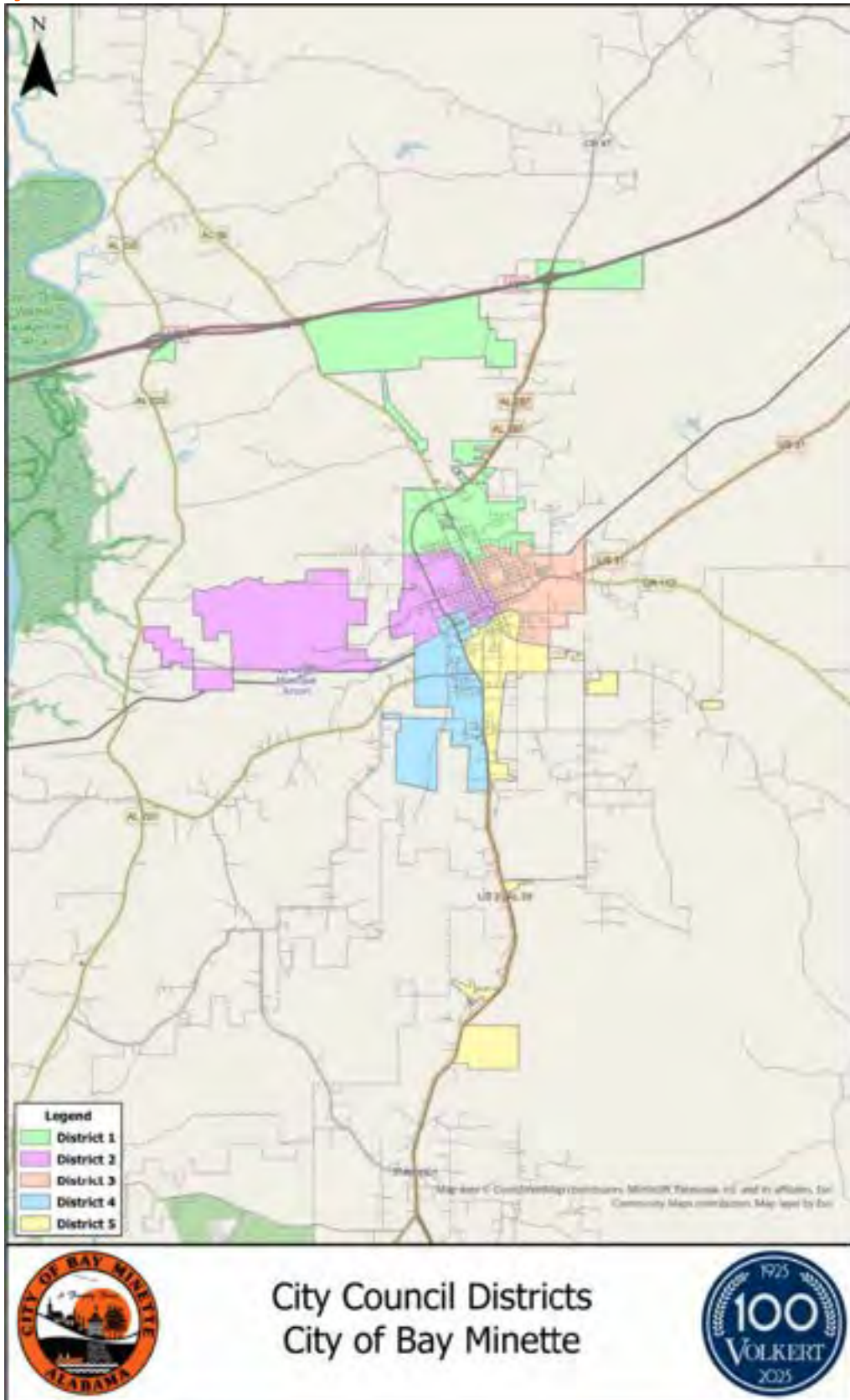
- Update current parks
- Provide open space instead of the sports fields
- Add dog park

The second public engagement meeting was held on September 12, 2024, and the online survey was open for feedback from September 12, 2024, to September 26, 2024. The City of Bay Minette's existing land use map was presented, and the planning team divided the City of Bay Minette's limits into eight separate areas of focus. All results from the in-person meeting and online survey are summarized in the following sections.



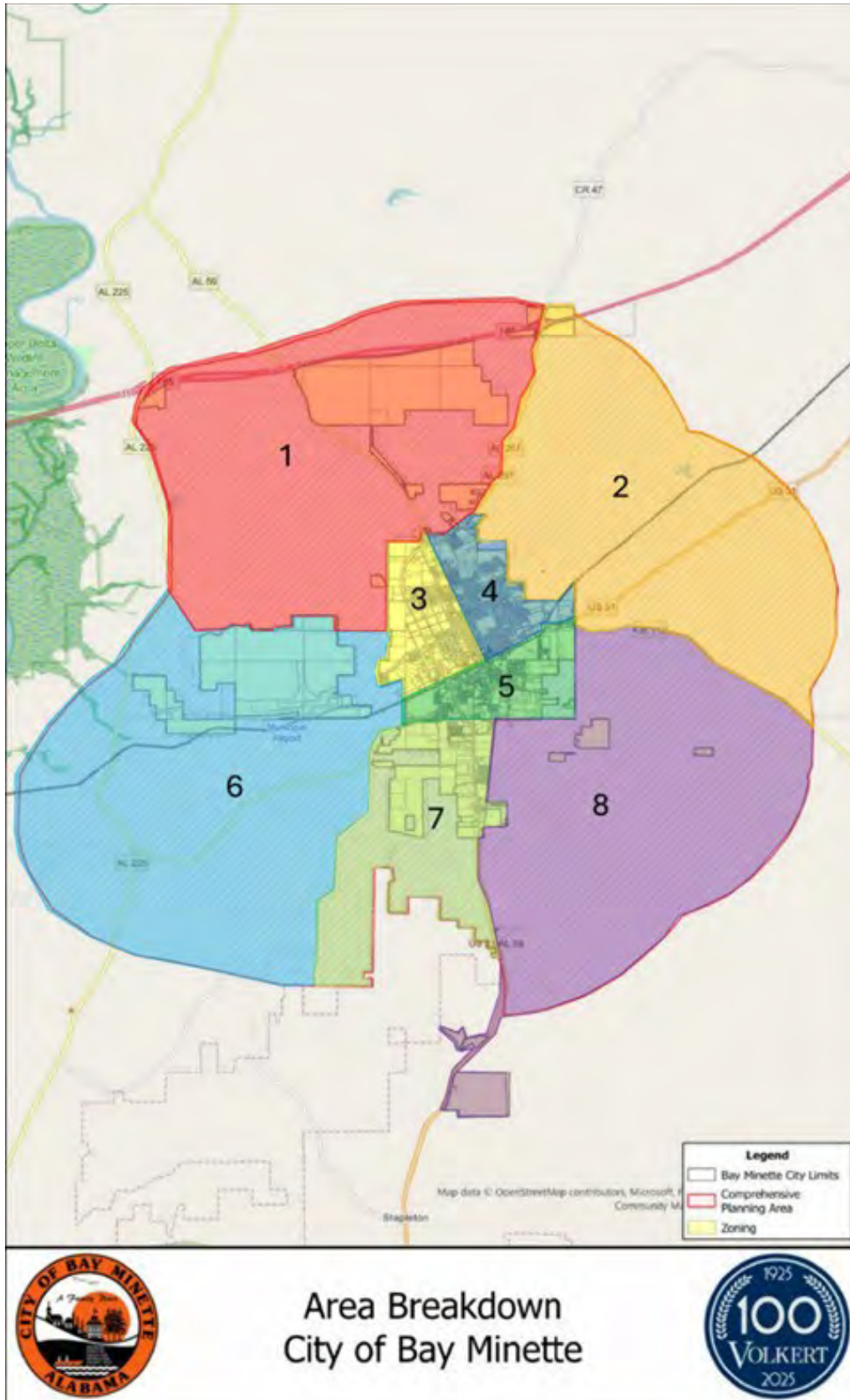
Great Place,
GREATER FUTURE

Existing City Council Districts

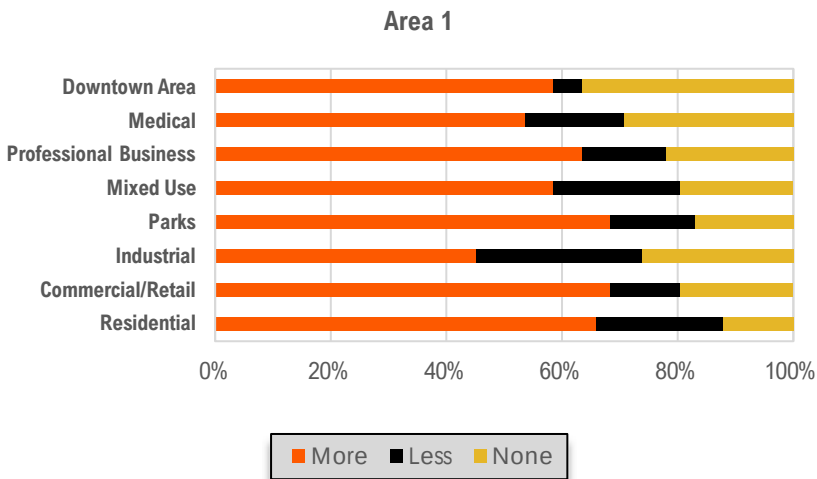


Great Place,
GREATER FUTURE

Bay Minette Area Breakdown Map

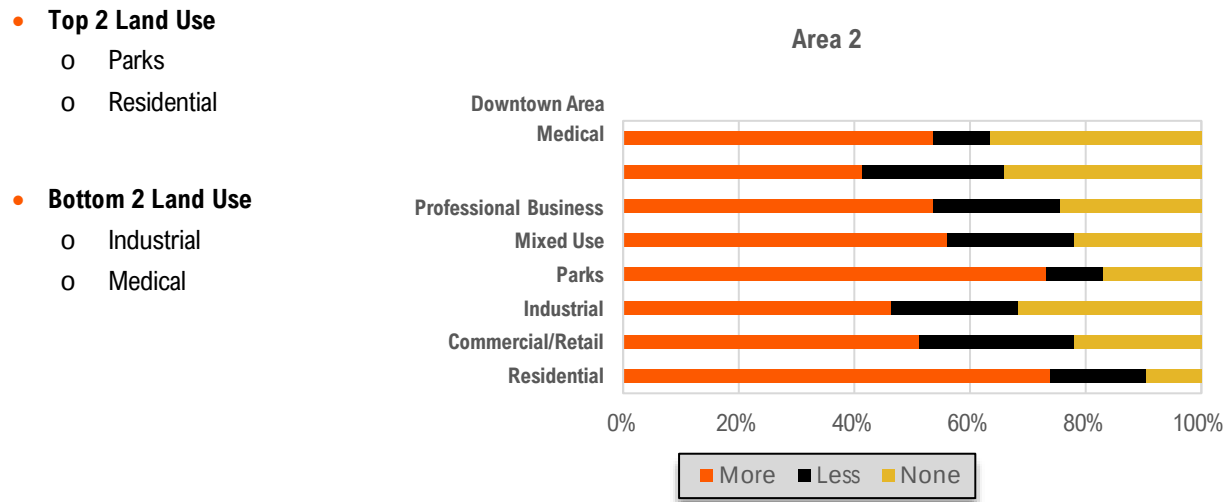


Ranking Land Use Preferences Area 1

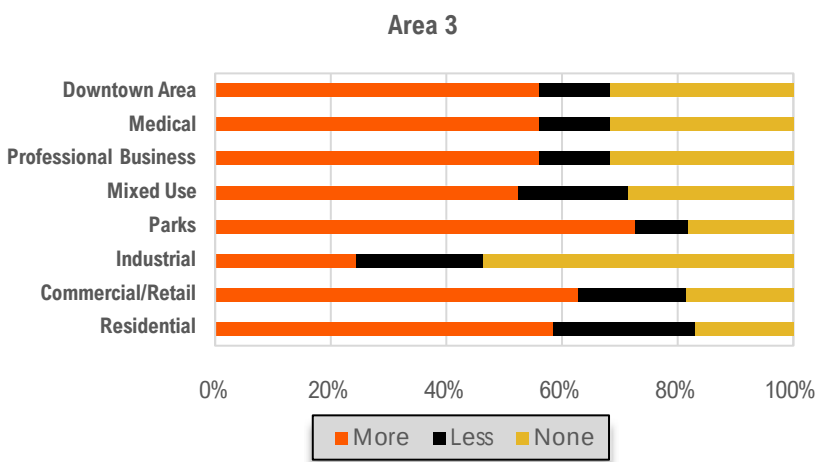


- **Top 2 Land Use**
 - Parks
 - Commercial Retail
- **Bottom 3 Land Use**
 - Industrial
 - Medical

Ranking Land Use Preferences Area 2

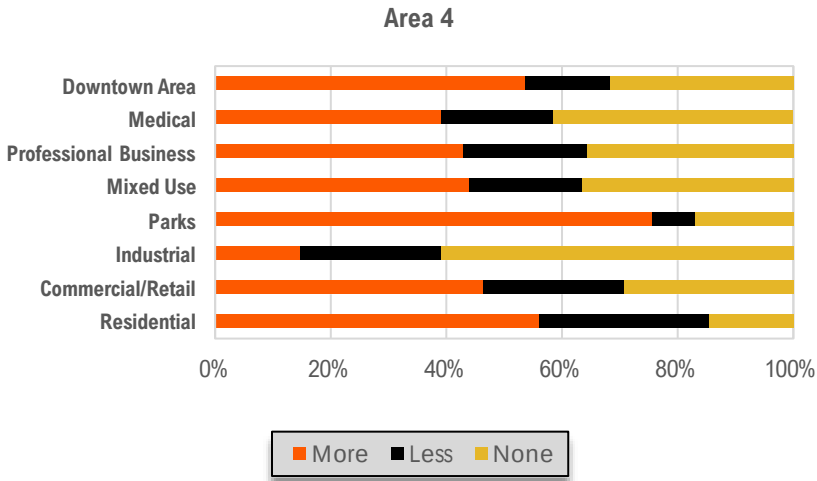


Ranking Land Use Preferences Area 3



- **Top 2 Land Use**
 - Parks
 - Commercial/Retail
- **Bottom 2 Land Use**
 - Industrial
 - Mixed Use

Ranking Land Use Preferences Area 4



• **Top 2 Land Use**

- Parks
- Residential

• **Bottom 2 Land Use**

- Industrial
- Medical

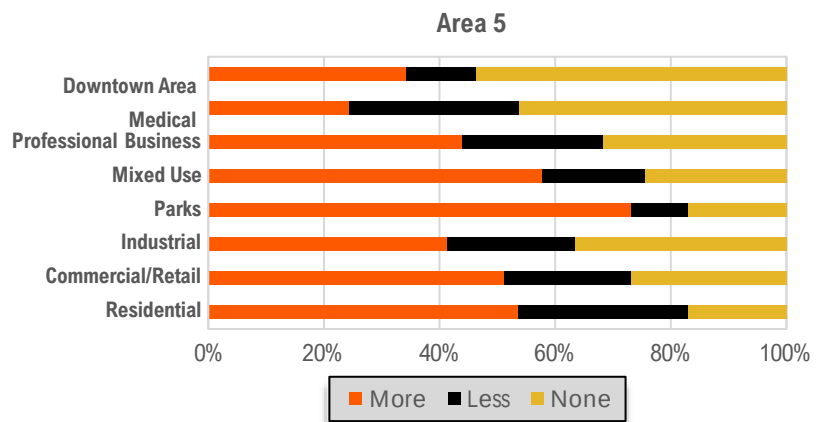
Ranking Land Use Preferences Area 5

• **Top 2 Land Use**

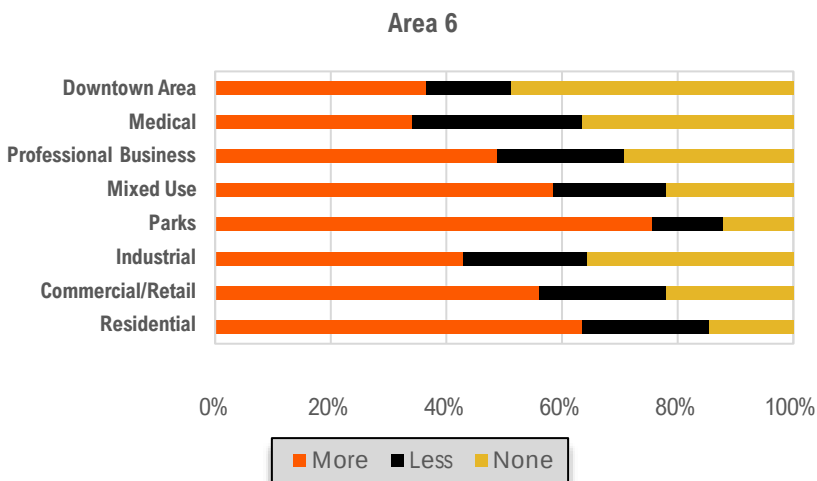
- Parks
- Mixed Use

• **Bottom 2 Land Use**

- Medical
- Downtown Area



Ranking Land Use Preferences Area 6



• **Top 2 Land Use**

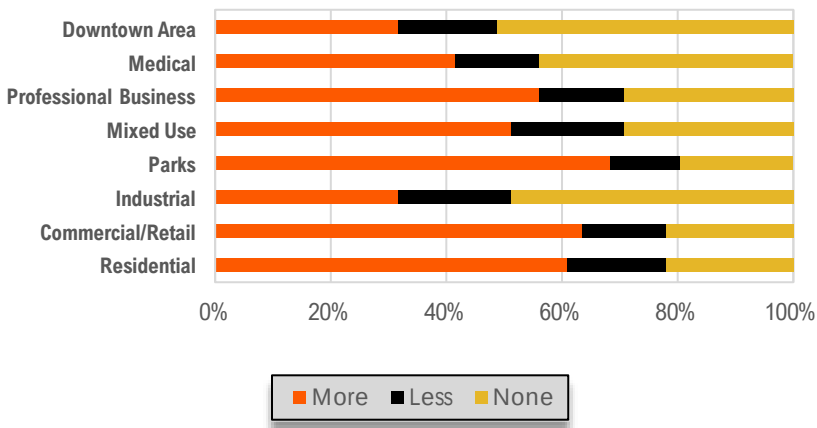
- Parks
- Residential

• **Bottom 2 Land Use**

- Medical
- Downtown Area

Ranking Land Use Preferences Area 7

Area 7

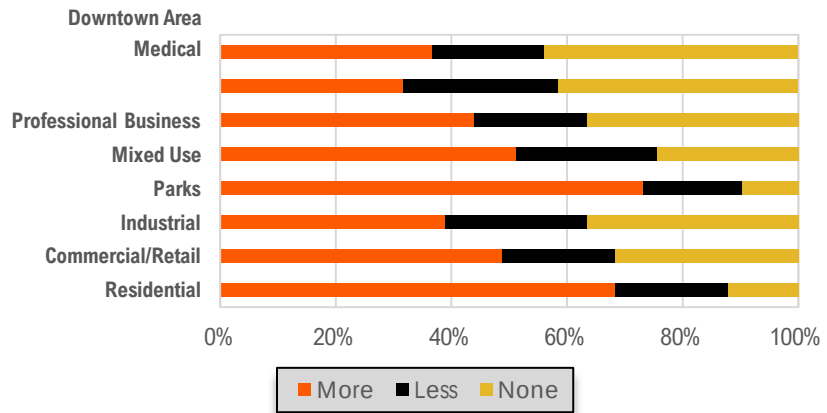


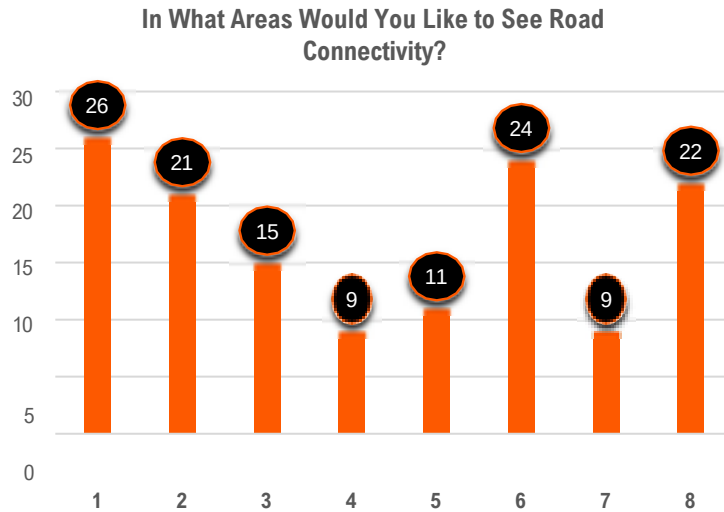
- **Top 2 Land Use**
 - o Parks
 - o Residential
- **Bottom 2 Land Use**
 - o Industrial
 - o Downtown Area

Ranking Land Use Preferences Area 8

Area 8

- **Top 2 Land Use**
 - o Residential
 - o Parks
- **Bottom 2 Land Use**
 - o Industrial
 - o Downtown Area

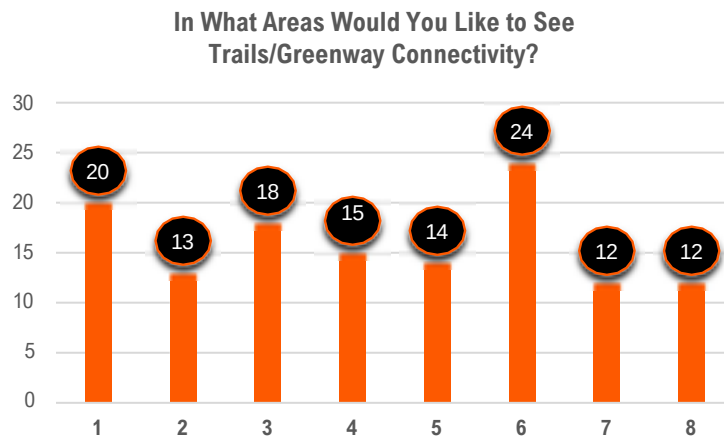
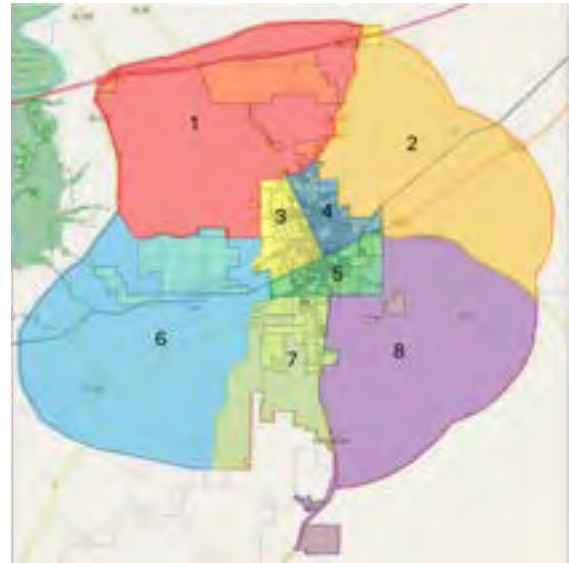




Ranking Roadway Connectivity

- **Top 2 Areas**
 - o Area 1
 - o Area 6
- **Bottom 2 Areas**
 - o Area 4
 - o Area 7

Connecting a community is a vital portion of any transportation system. This promotes efficient travel and strengthening of the community through economic growth, increased safety and enhanced quality of life.



Ranking Trail/Greenway Connectivity

- **Top 2 Areas**
 - o Area 6
 - o Area 1
- **Bottom 2 Areas**
 - o Area 7
 - o Area 8

GUIDING PRINCIPLES – VISION, GOALS AND OBJECTIVES

Bay Minette is a community that shares a strong vision for the future with a distinct southern character of service. Bay Minette’s motto “A great place to live, work, & play!” is echoed within the Vision Statement showcasing a community aiming towards a vibrant future for all people of all ages and abilities opportunities to thrive in life, work and play.

Comprehensive Plan Vision Statements



Focus on Quality of Life

Bay Minette continues to exemplify this adage through the increase in new single and multi-family developments, the addition of the Novelis site outside of the City limits, improvements to recreational facilities and a strong commitment to infrastructure. Development that occurs beyond current City boundaries highlights the need for clear annexation and growth boundary policies to ensure that new growth aligns with long-term service capacity, land use goals and infrastructure planning. Bay Minette is striving to be a desired location for all areas of life.



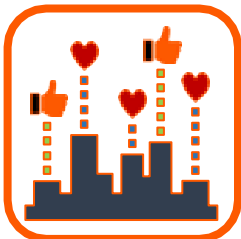
Continue to Build a Safe Connected Community

Bay Minette will prioritize public safety as the community grows, recognizing that a thriving city depends on the strength of its first responders. The City’s Police and Fire Departments will continue to provide high-quality protection and emergency response, ensuring residents feel secure in their homes, businesses, schools and public spaces. A safe community also depends on thoughtful connections. Investment in multi-modal transportation facilities will provide residents with reliable, safe access between neighborhoods, schools, parks, shopping centers and employment areas. These facilities will reduce congestion, improve health, expand recreational options and support economic vitality. By integrating strong public safety services with modern, connected infrastructure, Bay Minette will foster a community where growth enhances quality of life rather than undermines it.



Strengthening Infrastructure

The City of Bay Minette takes pride in its infrastructure and is committed to addressing infrastructure-related issues. Projects like the Red Hill Road Extension demonstrate strong leadership and commitment to future growth. The City will continue to leverage federal, state and local funding opportunities to advance infrastructure projects, while also preparing and adopting Transportation Corridor Master Plans to guide development along major arterial and collector roads. These master plans will establish standards for multimodal improvements, access management, landscaping and right-of-way preservation to ensure that new growth remains consistent with long-term service capacity and the City’s growth boundary policies.



Community Pride and Citizen Engagement

The City of Bay Minette is committed to fostering growth that strengthens, rather than erodes, its small-town character. High-quality, well-designed development will reflect the community’s vision for a distinctive built environment, while honoring the City’s existing assets and sense of place. Beyond the physical landscape, Bay Minette will invest in

community pride and meaningful civic engagement opportunities. The City will leverage its Community Relations staff and actively partner with the North Baldwin Chamber of Commerce to create, promote and expand opportunities for family-friendly and community-wide events. These partnerships will be used to highlight local culture, encourage citizen participation, support local businesses and build lasting traditions that strengthen the social fabric of Bay Minette. By aligning growth, design quality and community engagement, Bay Minette will ensure that residents not only enjoy a high quality of life, but also feel connected to and invested in the future of their City.



Economic Growth

The City of Bay Minette supports sustainable growth that promotes diverse housing, redevelopment of existing properties and new businesses. Highlighting and supporting the community's strengths to attract high-quality companies, entrepreneurs and business will continue to build a community that is attractive to both employers and their employees. To reinforce this vision, the City will adopt and implement a Commercial Corridor Overlay District to establish clear design standards and permitted use criteria along major transportation corridors. This will ensure high-quality, compatible development, discourage low-value uses and align with the City's adopted Zoning Ordinance and Subdivision Regulations.



Environmental Stewardship

The City of Bay Minette supports the management, maintenance and improvement of environmental assets. Efforts to identify areas where natural features provide opportunities for parks and trails will remain a priority. In addition, the City will adopt and enforce updated stormwater management and wetland protection regulations, strengthen erosion and sediment control ordinances and encourage low-impact development designs that minimize runoff and preserve natural systems. These efforts will ensure that environmental stewardship is integrated directly into land use, subdivision and infrastructure decisions.



World-Class Education

Bay Minette will cultivate an education system that equips all residents—youth and adults—for lifelong success. By partnering with the Baldwin County Board of Education and Coastal Alabama Community College, the City will support high-quality K-12 outcomes, strengthen workforce readiness and expand access to higher education and training. Education will be positioned as both a community asset and an economic driver, ensuring opportunities that are equitable, future-focused and aligned with Bay Minette's long-term growth.

Comprehensive Plan Goals and Objectives

BUILT ENVIRONMENT

Improve the Visual Identity of Bay Minette

- Develop gateways into Bay Minette as growth continues, with design standards adopted by 2028 and reviewed every five years. Progress to be measured by the number of gateways completed and conformity with adopted guidelines.

- Redevelop and support downtown Bay Minette through adoption of a Downtown/Mixed-Use Overlay District by 2028, establishing design standards for commercial and mixed-use projects. Success measured by number of redevelopment projects approved under overlay standards.
- Identify locations for civic/government development near downtown by 2029 through a municipal facilities siting plan. Success tracked by plan adoption and implementation of at least one project within five years.
- Prioritize rehabilitation of dilapidated structures with an enforcement program adopted by 2030. Track through number of structures rehabilitated, demolished, or brought into compliance annually.
- Monitor and update the landscaping ordinance at least every five years, with compliance measured through development review records.
- Promote public landscaping opportunities through an incentive program by 2030. Success measured by square footage of landscaped public space created.
- Enhance streetscapes through adoption of a Streetscape Improvement Plan by 2028. Progress tracked by annual completion reports.
- Establish Commercial Corridor Overlay Districts to promote high-quality development along designated corridors, encourage reinvestment and protect the visual and economic character of the community.
- Partner with the Baldwin County Commission to leverage resources and opportunities from the Tax Increment Finance District by the implementation of related Transportation Corridor Master Plans.

EDUCATION

Continue to Support a World-Class Education System

- Collaborate with the Baldwin County Board of Education, Coastal Alabama Community College and other partners to ensure that schools and training programs support both student success and the City's long-term growth. Education will be treated as both a community value and an economic driver.
- Support K-12 Excellence
 - o Partner with the Baldwin County Board of Education to support teacher recruitment and professional development.
 - o Coordinate long-term enrollment projections with the Board of Education and integrate school siting needs into the City's Transportation Corridor Master Plans by 2028. Measured by inclusion of sidewalks, crosswalks and transit stops in approved projects.
- Leverage Coastal Alabama Community College
 - o Formalize partnerships to align curriculum with Bay Minette's economic development priorities, including health sciences, trades and technology.
 - o Expand dual-enrollment and workforce training programs to prepare students and adult learners for local career opportunities.
 - o Support campus expansion or satellite facilities in Bay Minette through infrastructure or land partnerships.
- Enhance Education Support Services
 - o Partner with the Baldwin County Board of Education to establish a Five-Year Education Support Facilities Plan by 2030 to guide investment in libraries, recreation facilities and other non-classroom services. Success measured by adoption of the plan, capital investments and documented usage levels.
 - o Promote equitable access to after-school and enrichment programs through City partnerships and shared use of public facilities.
- Link Development to Education Capacity
 - o Require residential developments of 50 or more units to analyze student generation rates and

- propose mitigation measures beginning 2027. Success measured by compliance and adoption of mitigation agreements.
- o Adopt a School Coordination Policy by 2027, requiring consultation with the Baldwin County Board of Education for all developments generating more than 50 residential units to evaluate bus routes, safety and school capacity. Success measured by documented consultation in Planning Commission staff reports and coordination with the school board.
 - o Integrate school bus routing and access improvements into Transportation Corridor Master Plans by 2028. Track through corridor plan adoption and number of projects addressing school access.
 - o Continue to support student services outside the classroom (library, recreation) by adopting a Joint Facilities Plan with Baldwin County by 2029. Success measured by number of joint-use facilities and usage rates.
 - Lifelong Learning and Workforce Readiness
 - o Encourage adult education, retraining and continuous learning opportunities through Coastal Alabama Community College and local employers.
 - o Coordinate with businesses and industries to identify workforce needs and ensure educational programs align with future employment trends.

NATURAL ENVIRONMENT

Protect and Enhance Natural Environment for the Benefit of the City

- Support enhancements to current and future parks.
- Acquire additional parkland in environmentally sensitive areas.
- Enforce required green/common space in new developments.
- Utilize natural resources to promote quality of life, strengthen the community through economic benefit and offer additional recreational opportunities.
- Adopt and implement updated stormwater management regulations by 2026, including measurable standards for detention, retention and water quality treatment. Track compliance through annual reporting and review of development applications.
- Adopt a wetland protection ordinance by 2027 requiring delineation, protective buffers and mitigation standards consistent with state and federal law. Success measured by ordinance adoption, number of wetlands preserved/mitigated and annual enforcement reporting.
- Adopt and enforce an erosion and sediment control ordinance by 2026 requiring site-specific erosion control plans for all developments disturbing one acre or more. Success measured by site inspection compliance rates and documented reductions in sediment violations.
- Encourage and incentivize low-impact development (LID) techniques to minimize runoff and nonpoint source pollution, through density bonuses, expedited permitting, or reduced impact fees. Success measured by number of projects incorporating LID strategies and documented reductions in impervious surface coverage.
- Review and update landscaping requirements for new development to ensure alignment with stormwater, wetland and erosion control standards.

POPULATION AND ECONOMY SERVICES

Continue to Deliver Exceptional Services to Citizens in a Financially Responsible Manner

Police

- Adopt a comprehensive staffing and recruitment plan by 2028 to ensure adequate officer coverage as population grows. Track compliance through annual officer-to-resident ratio reporting.

- Provide consistent funding for advanced training, necessary equipment and technology upgrades through annual budgets and grant programs.
- Expand crime prevention and public education programs, introducing at least two new initiatives by 2028. Measure effectiveness through participation levels and pre/post surveys.
- Strengthen community policing efforts, conduct a minimum of four outreach events annually, with outcomes documented in the Police Department's annual report.
- Establish or expand a school and youth engagement program in partnership with Baldwin County Schools by 2028. Track involvement by the number of events, student participation and joint safety exercises.

Fire

- Adopt a Fire Department Capital Improvements Plan by 2028 to guide equipment purchases, station upgrades and personnel expansion. Monitor through annual CIP progress reports.
- Maintain or improve Bay Minette's ISO fire rating through regular compliance reviews and documentation of inspections, hydrant testing and training hours.
- Provide stable funding for firefighter training and equipment replacement, tracked through annual operating budgets and grant receipts.
- Launch or expand a public fire safety and prevention campaign (including school visits, business inspections and community workshops) by 2030. Track through annual participation and fire incident reduction statistics.
- Implement joint Police–Fire emergency response drills at least twice per year to improve interdepartmental coordination, with performance measured by after-action reviews.

Municipal

- Conduct a Citizen Safety and Satisfaction Survey every three years beginning 2028 to measure public confidence in Police, Fire and municipal services.
- Adopt a Digital Communications Strategy by 2028 to streamline notifications of emergencies, traffic disruptions and public safety updates. Success measured by increases in social media reach, email subscriptions and resident feedback.
- Develop and adopt a Connected Infrastructure Plan by 2030 that prioritizes sidewalks, trails and crosswalks linking neighborhoods to schools, parks, shopping centers and civic facilities. Track through annual mileage of facilities installed or upgraded.
- Require annual joint training and tabletop exercises between Police, Fire, Public Works and Planning to ensure coordinated emergency response to incidents affecting infrastructure and transportation systems.
- Develop a Municipal Facility Needs Assessment Study by 2030 and implement recommendations within five years of adoption.
- Address community nuisances (abandoned houses, dilapidated structures, litter) through an enhanced Code Enforcement Program adopted by 2030. Success measured by number of violations corrected annually and reduction in recurring nuisance properties.
- Maintain a balanced budget while meeting resident needs, documented through annual budget adoption and external financial audits.
- Adopt a Parks Master Plan with the goal of meeting or exceeding the National Recreation and Park Association (NRPA) standard of 10.6 acres of parkland per 1,000 residents (current level: 9.5 acres).
- Establish a greenway and trail network policy requiring developer participation in extending trail systems.
- Expand passive recreation opportunities, including open spaces, walking trails and dog parks, in response to public input.

GROWTH AND DEVELOPMENT

Evolve Into a Regional Destination That Provides a Variety of High-Quality Choices

- Actively pursue strategies that strengthen the local economy, diversify employment opportunities and enhance the quality of life for residents by attracting and retaining businesses that are compatible with the City's long-term vision.
- Adopt corridor overlay districts for US 31, SR 59 and SR 287 to ensure high-quality commercial development, signage, landscaping and buffering of industrial uses.
- Evaluate surrounding land uses and adopt a Land Use Compatibility & Density Gradient Policy by 2029 to guide transitions between zoning districts. Success measured by policy adoption and application in at least three development approvals within five years.
- Identify opportunities for the formation or expansion of Cooperative Districts to promote economic development, tourism and community initiatives. Adopt enabling legislation or local policy by 2028. Success measured by number of districts created and investment levels within each.
- Develop and adopt Transportation Corridor Master Plans for key gateways and arterial corridors to ensure coordinated land use, access management and infrastructure investment. Success measured by corridor plan adoption, number of projects designed to multimodal standards and documented reduction in access conflicts.
- Encourage commercial and mixed-use nodes at major intersections, supported by multi-modal access, to create vibrant centers of commerce.
- Prioritize infrastructure improvements in designated economic development districts to support target industries, small business growth and retail services.
- Introduce Downtown revitalization incentives, including façade improvement grants, mixed-use zoning flexibility and event programming.
- Support small business development through streamlined permitting, incubators and shared commercial facilities.
- Target industry recruitment strategies for healthcare, advanced manufacturing (including Novelis suppliers) and tourism.
- Partner with regional and state economic development agencies to promote the City as a competitive location for investment.
- Ensure that new development along corridors contributes to a positive community image through design standards, landscaping, signage control and appropriate transitions to adjacent residential areas.
- Promote diversity in business development by working with the North Baldwin Chamber of Commerce to establish a Business Recruitment and Retention Strategy by 2029, with benchmarks for small, medium and large enterprises. Success tracked by number of new businesses locating in Bay Minette and retention rates of existing businesses.
- Partner with the North Baldwin Chamber of Commerce to identify opportunities for community and family events by adopting a Community Events Strategic Plan by 2028. Track through number of new events established and annual attendance metrics.
- Continue to market Bay Minette as a regional destination in support of the North Baldwin Chamber of Commerce, with adoption of a Regional Marketing Plan by 2030. Progress measured by number of campaigns launched, visitor counts and investment in local tourism infrastructure.
- Seasonal Festivals & Markets
 - o Establish at least two recurring, City-supported signature events (e.g., Fall Festival, Holiday Market) within the next five years.
 - o Partner with the Chamber of Commerce to recruit local vendors and promote Bay Minette

businesses as event sponsors and participants.

- Downtown Activation
 - Host quarterly family-oriented events downtown (e.g., outdoor movie nights, live music, food truck rallies) to strengthen local commerce and walkability.
 - Require event planning coordination with Community Relations staff to maximize publicity and participation.
- Community Engagement
 - Launch a rotating “Block Party” series where City staff, local businesses and community groups collaborate on block-style events in different areas of Bay Minette.
 - Track attendance and survey residents to evaluate how events improve perceptions of safety, pride and connectedness.

INFRASTRUCTURE

Continue to Provide Excellent Infrastructure That Successfully Balances Competing Needs

- Adopt a Transportation Master Plan (TMP) by 2025, including roadway classifications, multimodal improvements and access management standards. Success measured by plan adoption, incorporation into the Capital Improvements Program and annual reporting on completed projects.
- Future Land Use designations shall be evaluated for consistency with the roadway classifications and capacity standards outlined in the TMP. Development approvals, including rezonings, subdivisions and site plans, must demonstrate that proposed land use intensity and density are supported by adequate roadway capacity, multimodal facilities and connectivity standards identified in the TMP.
- Develop and adopt a Capital Improvements and Maintenance Plan by 2028 to guide budgeting and project prioritization. Progress tracked through annual budget allocations and completion of scheduled projects.
- Transportation corridors are critical to the City’s identity, economic vitality and mobility. Create master plans for primary corridors to guide land use, transportation and aesthetic improvements.
- Conduct corridor studies to evaluate current conditions, future traffic projections, access management needs and redevelopment opportunities.
- Adopt a Complete Streets Policy requiring all new and reconstructed roadways to include pedestrian and bicycle facilities.
- Require sidewalk and trail connectivity in all new subdivisions and site plan approvals.
- Develop a Safe Routes to School program with targeted sidewalk and crosswalk improvements.
- Establish a Traffic Impact Analysis policy requiring major developments to identify and mitigate congestion impacts.
- Establish land use frameworks that balance commercial vitality with residential livability, discouraging strip development patterns and promoting consolidated access points.
- Integrate streetscape, pedestrian and bicycle facilities into corridor planning to improve safety and accessibility.
- Coordinate corridor planning with utility providers to ensure adequate water, sewer, stormwater and broadband capacity to serve projected growth.
- Adopt corridor overlay districts in the Zoning Ordinance to implement plan recommendations.
- Identify multimodal network needs and adopt a Multimodal Connectivity Strategy by 2030, addressing sidewalks, trails, bicycle facilities and transit access. Success measured by miles of new facilities added annually and connectivity gaps closed.
- Proactively manage stormwater runoff by adopting updated Stormwater Management Regulations by 2026, with measurable standards for detention, retention and water quality treatment. Success tracked

by compliance rates in new developments and annual reporting on system performance.

- Further develop and utilize GIS systems to manage City infrastructure assets, with a citywide infrastructure database operational by 2028. Success measured by annual updates to the GIS system and integration of GIS into capital planning and asset management.

ANNEXATION STRATEGIES

Planned Annexation for Community Benefit

- Align Annexations with City Goals by requiring consistency findings with the Comprehensive Plan, Zoning Ordinance and Subdivision Regulations. Success measured by percentage of annexations approved that meet adopted standards.
- Adopt an Annexation Policy Framework by 2026 that establishes criteria for evaluating annexation requests, including fiscal impact, infrastructure capacity, land use compatibility and consistency with the Comprehensive Plan. Success measured by policy adoption and documented application in each annexation petition.
- Conduct a Growth Boundary Study by 2027 to define logical annexation areas based on service delivery efficiency, infrastructure capacity and avoidance of leapfrog development. Success measured by study completion and City Council adoption of designated growth boundaries.
- Require Fiscal Impact Analyses for all annexation petitions beginning 2027 ensuring annexations do not become a net drain on City resources. Success measured by adoption of fiscal review standards and annual reporting on annexation-related service costs versus revenues.
- Implement Service Delivery Agreements by 2026 for newly annexed areas, identifying responsibility for police, fire, utilities and road maintenance. Success measured by execution of agreements and tracking compliance annually.
- Evaluate Annexation Impacts on Infrastructure as part of the City's Capital Improvements Program, updating cost estimates and capacity needs within one year of annexation approval.

HOUSING AND NEIGHBORHOODS

Provide Diverse, Affordable and High-Quality Housing Options

- Conduct a Housing Needs Assessment by 2030 to identify demand for workforce, affordable, senior and multifamily housing. Success measured by adoption of the study and incorporation of recommendations into zoning and subdivision policies.
- Encourage a diversity of housing types, including accessory dwelling units (ADUs), small-lot single family homes and 'missing middle' housing by mandating an inclusion of varied housing types in new subdivisions of 50+ units beginning 2030. Compliance tracked through Planning Commission approvals.
- Pursue a Mixed-Income Incentives Program, offering tools such as density bonuses, fee reductions, or expedited review. Success measured by the number of projects approved under the program.
- Encourage Property Maintenance Standards by evaluating options for updating or adopting a Property Maintenance Code, or equivalent program, to address housing quality and safety. Track success through annual review of housing condition surveys, inspection reports and voluntary compliance measures.
- Promote Infill and Redevelopment by adopting incentives for redevelopment of vacant or underutilized lots within existing neighborhoods by 2030. Success measured by the number of infill housing units approved annually.
- Support Senior and Accessible Housing by integrating universal design and accessibility standards

into zoning and subdivision regulations by 2028. Success measured by percentage of new residential units incorporating age-friendly or ADA-compliant features.

- Pursue Affordable Housing Partnerships with state, regional and nonprofit housing organizations to leverage funding and technical assistance. Success measured by the number of external partnerships and housing units produced through collaboration.
- Link Housing to Infrastructure Capacity by requiring an infrastructure and service availability assessment for all subdivisions of 25+ units beginning 2028. Success measured by Planning Commission review findings and documented mitigation measures.

RESILIENCE AND HAZARD MITIGATION

Prepare for Severe Weather, Flooding and Other Hazards

- Adopt a Local Hazard Mitigation & Resilience Plan by 2028, consistent with Baldwin County EMA and FEMA guidance. Success measured by adoption and annual update reports.
- Require integration of FEMA floodplain maps and hazard data into all development reviews beginning 2026. Success measured by Planning Commission staff reports citing hazard compliance.
- Adopt a Critical Facilities Siting Policy by 2027, ensuring schools, fire stations and utilities avoid hazard-prone areas. Track compliance by location of new facilities.
- Incorporate resilience standards into subdivision regulations by 2029, requiring redundant utilities, secondary access routes and shelter capacity. Success measured through subdivision approvals and compliance checks.

INTERGOVERNMENTAL AND AGENCY COORDINATION

Leveraging Partnerships to Support Infrastructure and Growth

- Adopt an Intergovernmental Coordination Framework by 2030 establishing annual joint planning meetings with Baldwin County, ALDOT and adjacent municipalities. Success measured by number of meetings held and signed agreements executed.
- Execute Utility Service Agreements with providers (water, sewer, electric) for areas within the growth boundary by 2030. Success measured by signed agreements and service expansions consistent with the Comprehensive Plan.
- Chamber Collaboration
 - o Formalize an annual calendar of joint Chamber-City events (business expos, community showcases, ribbon cuttings) to highlight economic growth and civic engagement.
 - o Use Chamber communication networks to expand outreach beyond City Hall and reach regional stakeholders.
- Community Relations Integration
 - o Task Community Relations staff with creating an annual engagement strategy that includes targeted social media campaigns, press releases and video recaps of major community events.
 - o Evaluate engagement metrics (social shares, attendance, volunteer sign-ups) to track effectiveness.
- Educational & Civic Engagement
 - o Partner with schools, civic clubs and local nonprofits to incorporate educational elements (student art exhibits, civic showcases) into at least two City events per year.
 - o Develop volunteer and internship pipelines through these partnerships to support event staffing and long-term civic leadership.

IMPLEMENTATION AND MONITORING

Ensure Accountability and Measurable Progress

- Adopt a Comprehensive Plan Implementation Matrix by 2026, listing each goal, responsible department, deadline and tracking metric. Success measured by adoption and annual updates.
- Publish an Annual Progress Report to Planning Commission and City Council beginning 2027. Success measured by report completion and inclusion of performance metrics.
- Conduct a 5-Year Comprehensive Plan Evaluation by 2030, documenting progress, necessary amendments and updated priorities. Success measured by completion of the evaluation and Council adoption of amendments.
- Establish a Public Engagement Framework by 2030 requiring citizen input in all major plan updates. Track through number of public meetings, surveys conducted and documented citizen responses incorporated into final updates.

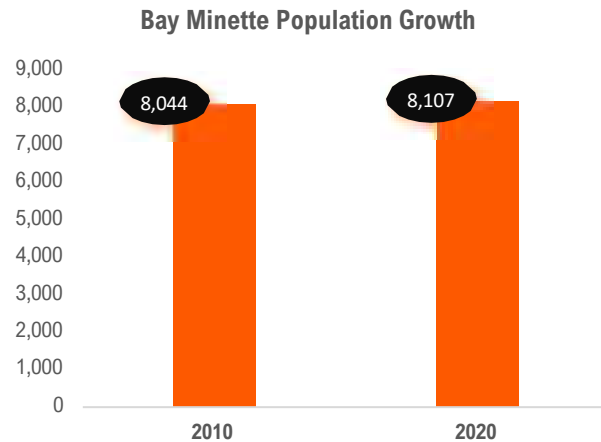
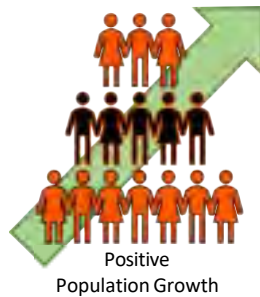
COMMUNITY PROFILE

The City of Bay Minette is an incorporated city in Baldwin County, Alabama. Bay Minette became the county seat of Baldwin County in 1901 and it was incorporated in 1907. As seen in this section, there are many demographic markers from 2010 to 2020 that point to a growing and vibrant community.

DEMOGRAPHICS

Population

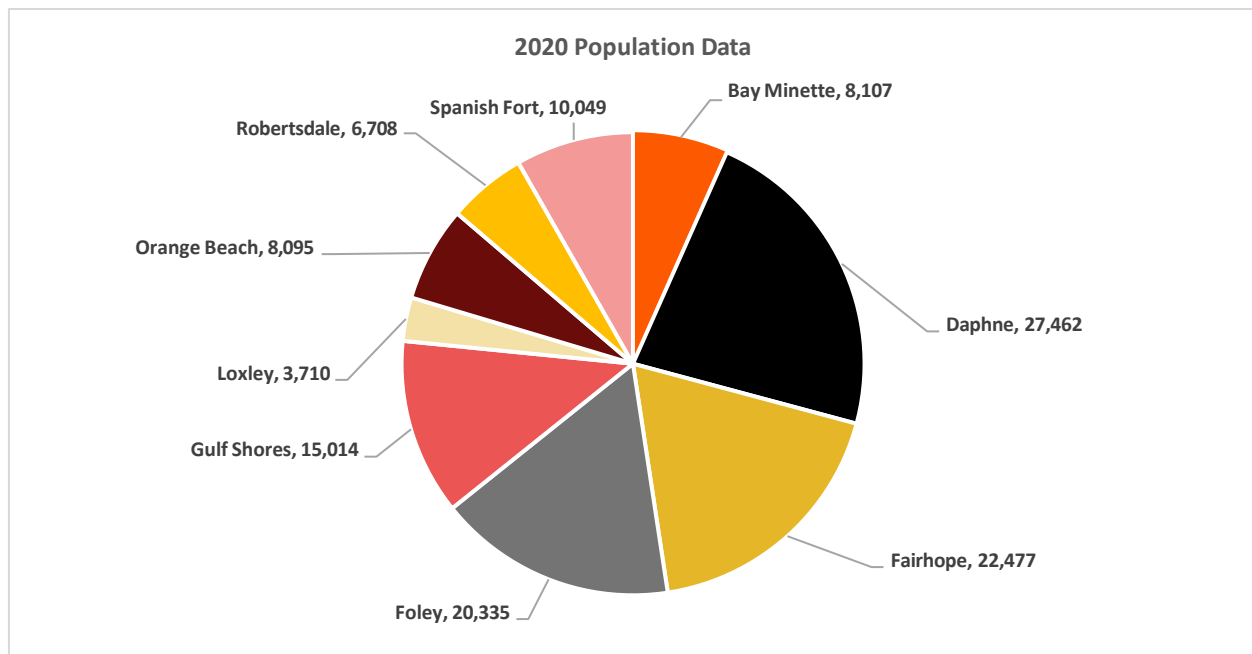
Bay Minette's population experienced a slight growth between 2010 and 2020, the population increased by 0.78% from 8,044 to 8,107 people.



Source: US Census 2010 & 2020

Regional Population Comparison

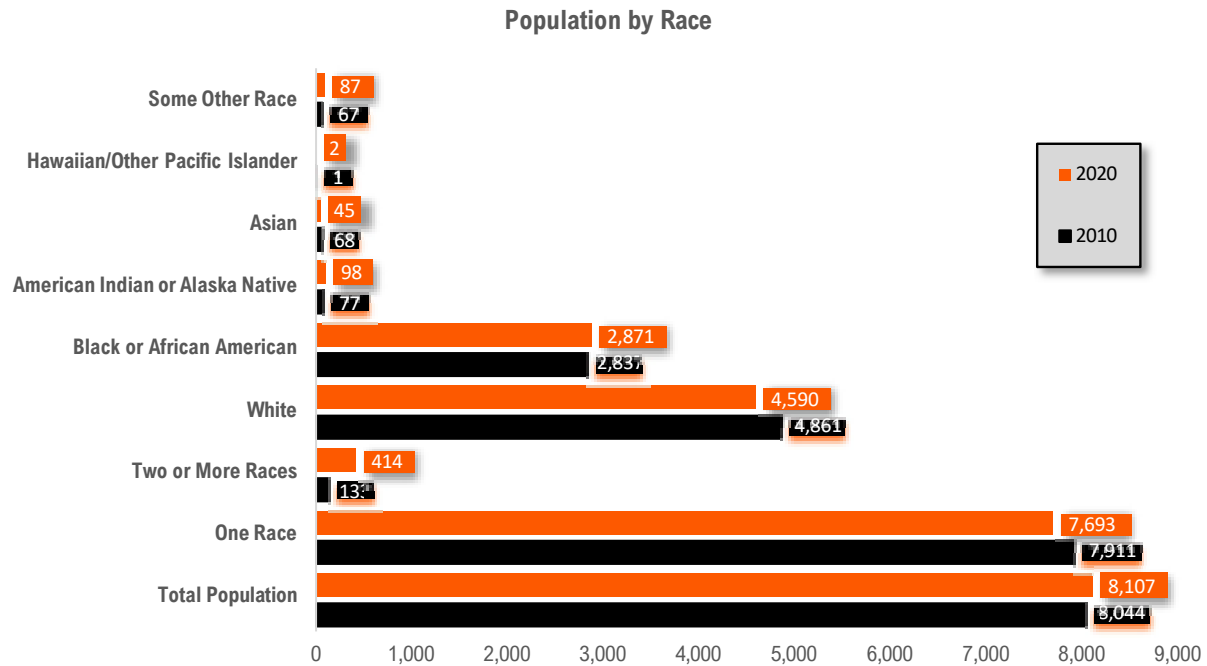
This chart showcases the 2020 population and cities within Baldwin County and surrounding area for evaluation.



Source: US Census 2020

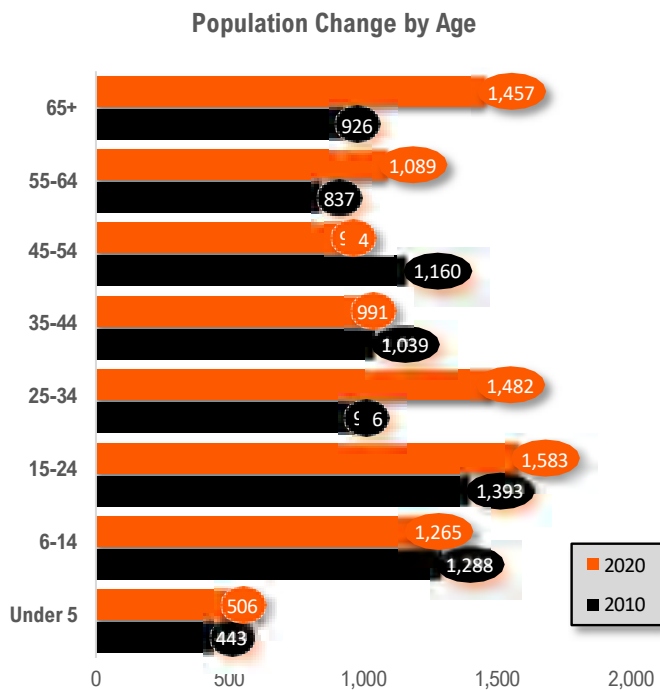
Population by Race

Bay Minette has a diverse population and many of the reported categories increased from 2010 to 2020.



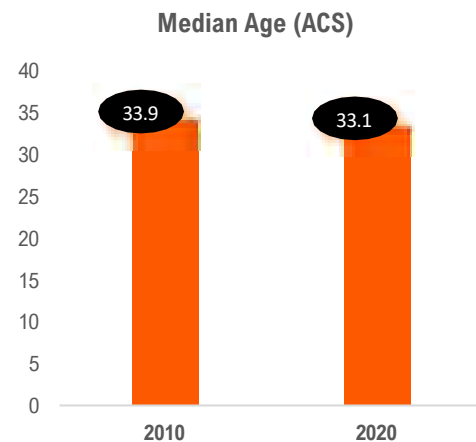
Source: US Census 2010 & 2020

Population by Age



Source: US Census 2010 & 2020

Bay Minette's population experienced an increase in all reported age groups except 6 to 14 years, 35 to 44 years and 45 to 54 years. The largest increase reported was in the 65+ year group. In conjunction, Bay Minette's median age decreased by 2.36% from 2010 to 2020.

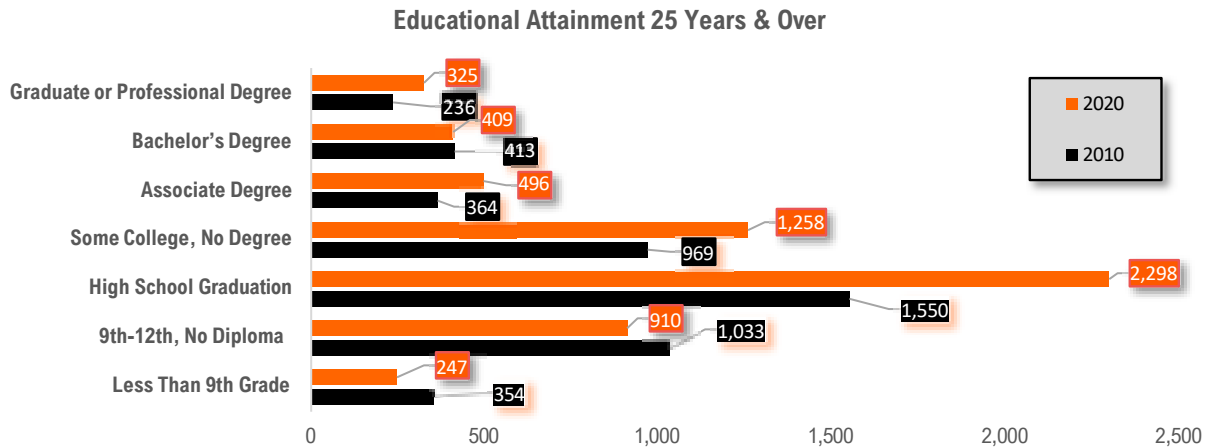


Source: ACS 2020

EDUCATION

Education Attainment

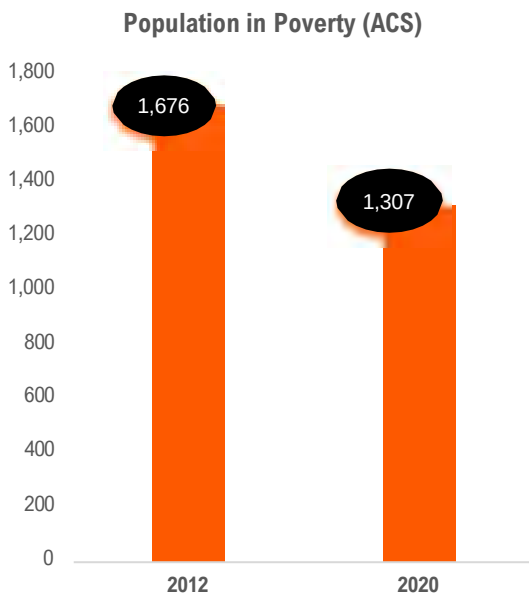
Data is reported for age 25 years and up. Bay Minette had an increase in all categories except for bachelor's degrees; the largest increase is in high school graduation.



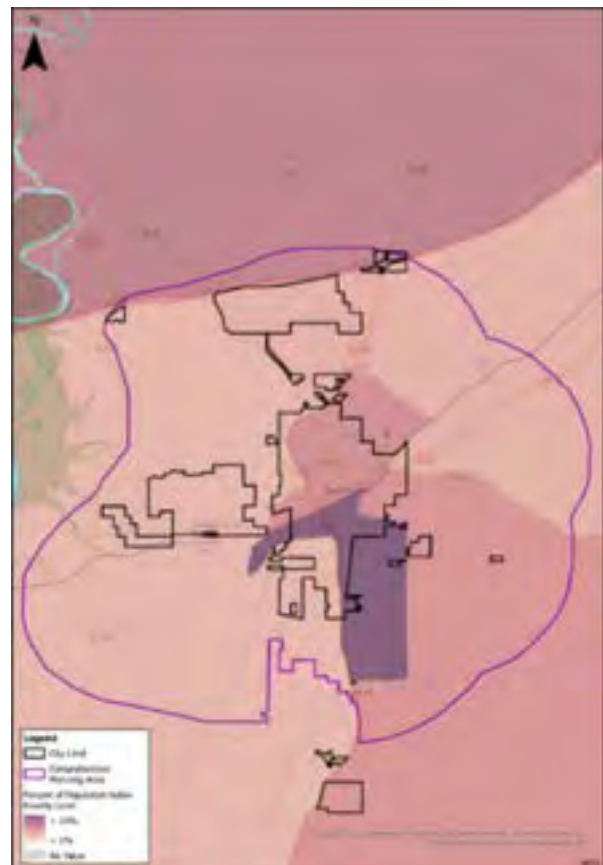
Source: US Census 2020

Income Data

Data showed a decrease in the amount of Bay Minette population under poverty from 2010 to 2020. In correlation the median household income in Bay Minette increased by 22.4% from 2010 to 2020.



Source: ACS 2010 & 2020

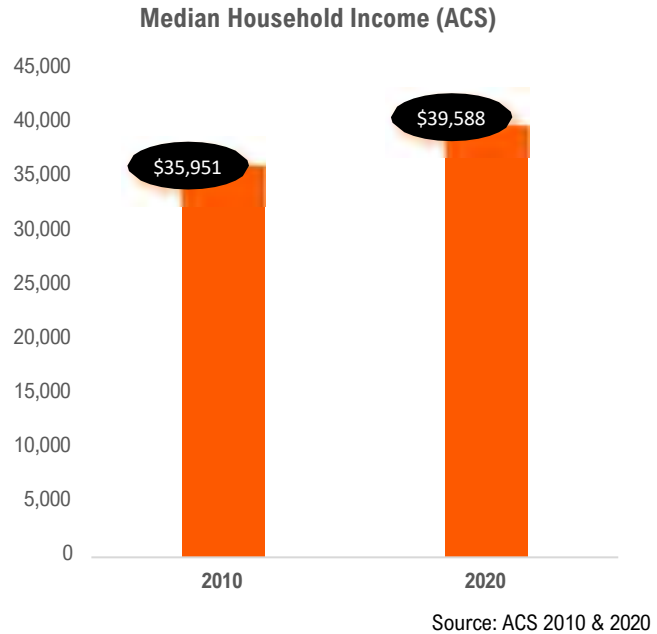


Source: Census 2020



Source: Census 2020

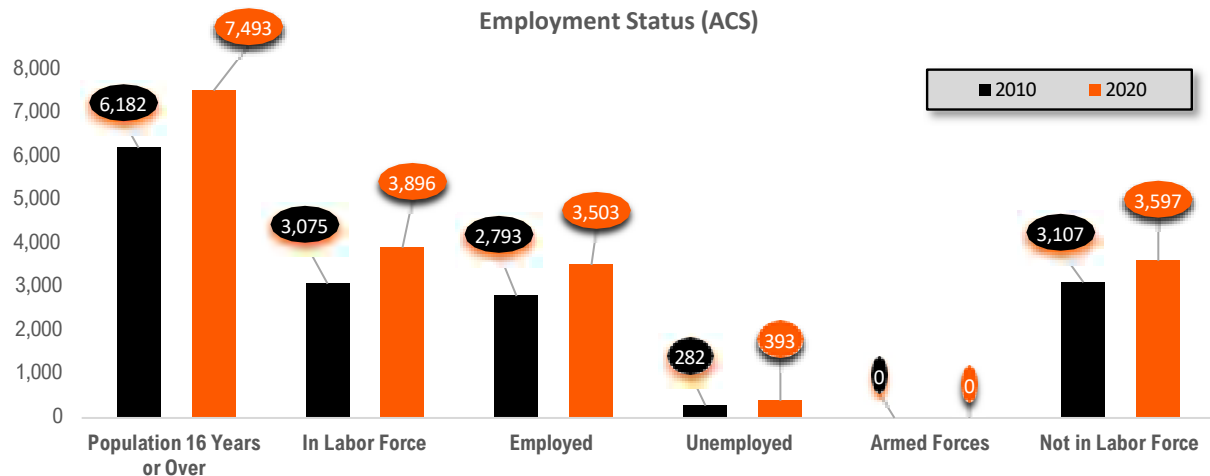
The reported 2020 median household income for Bay Minette of \$39,588 is lower than the reported 2020 median household income of Alabama of \$52,035.



EMPLOYMENT

Employment Status

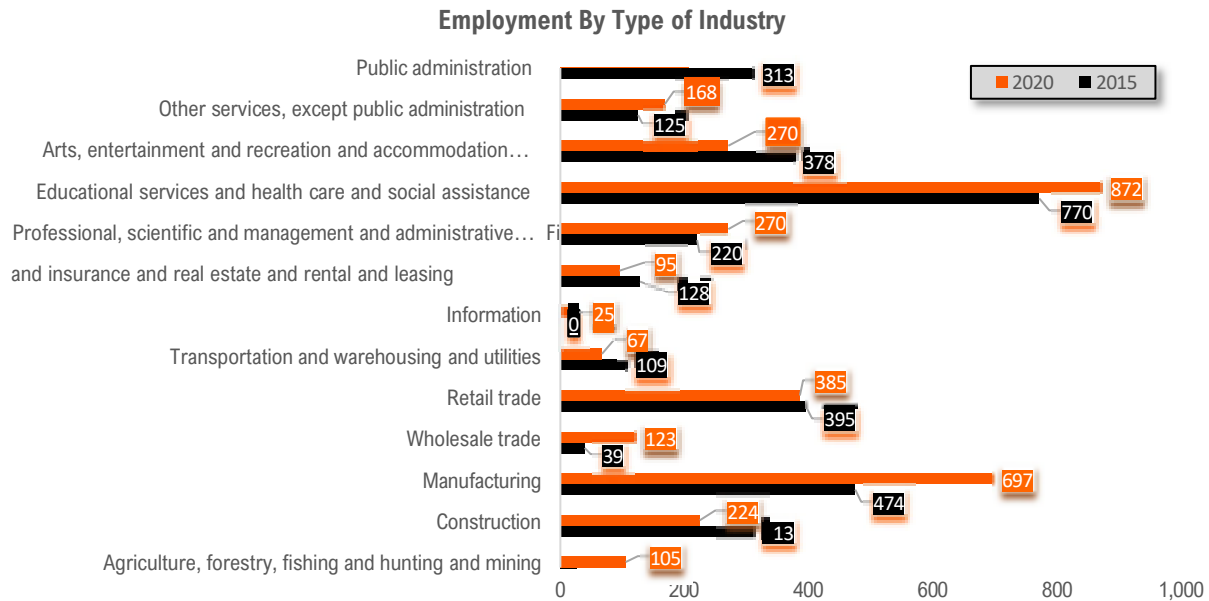
Relating to the growth in population, Bay Minette also experienced a similar trend in employment population 16 years or over. From 2010 to 2020 an increase in working-age population from 6,182 to 7,493 or 21.21% was reported.



Source: ACS 2000, 2010, & 2020

Employment by Type of Industry

The City of Bay Minette has been increasing the number of industry partners, which accounts for the large increase in manufacturing jobs.

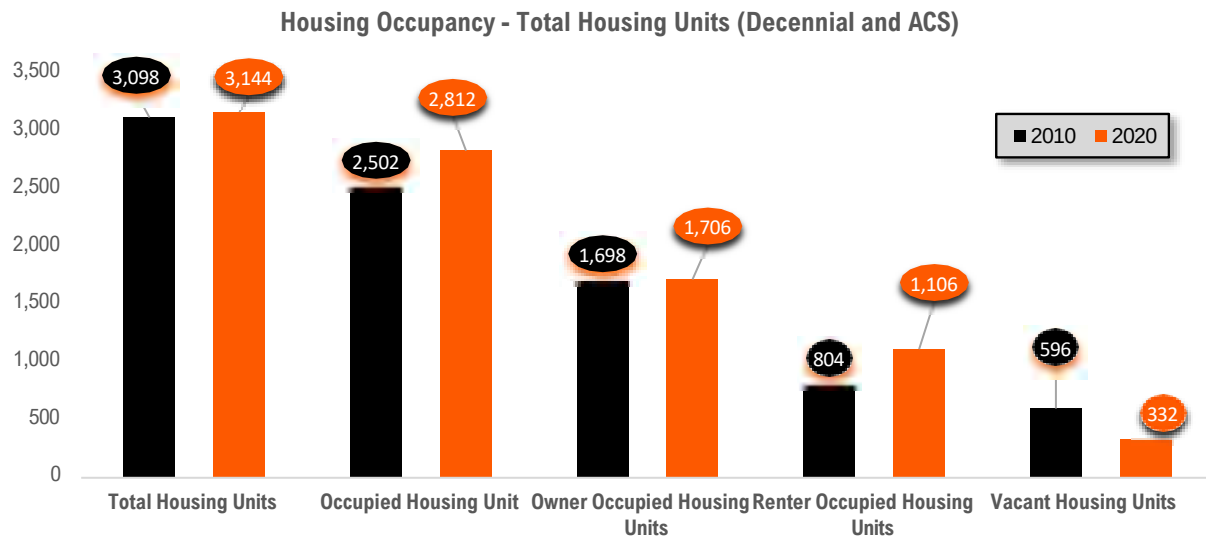


Source: ACS 2010 & 2020

HOUSING

Housing Occupancy

To accommodate the increase in population from 2010 to 2020, the total number of available housing units also increased to accommodate the inflow of additional persons. The overall percentage of occupied houses increased within the same time period, decreasing the amount of vacant or available housing units within the City of Bay Minette.



Source: US Census 2000 - ACS 2010 & 2020

Average Household Size Comparison

The average household size in Bay Minette is slightly lower than that of Alabama and the United States. This may be a function of the types of work bringing people to Bay Minette.

Bay Minette
2.43



Alabama
2.53



United States
2.57



New Construction Permits



New construction was an important part of being able to accommodate the population growth from 2010 to 2020 and add to the total number of housing units available.

Source: City of Bay Minette

TRANSPORTATION

Roadways

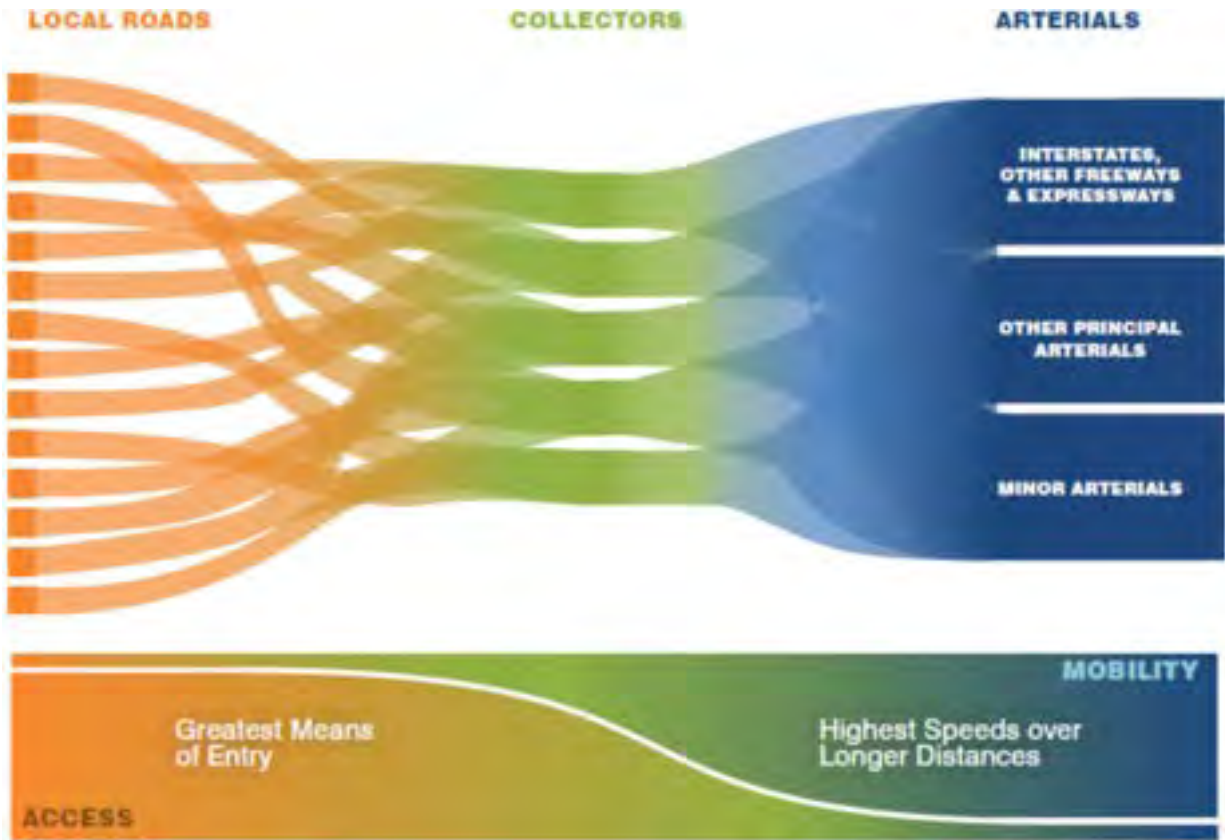
Bay Minette has Interstate 65 (I-65) that generally runs north-south, but in this area, runs east-west along Bay Minette's northern City limits. This links Bay Minette to Mobile to the south and Escambia County to the north. There are three I-65 interchanges within or bordering Bay Minette: exit 31 at Alabama State Route 225 (SR 225), exit 34 at Alabama State Route 59 (SR 59) and exit 37 at Alabama State Route 287 (SR 287). US 31 runs east-west before turning north-south in the southern section of Bay Minette. Most of the downtown corridor is along US 31. SR 59 and SR 287 run north-south through Bay Minette.

Functional Classification

The concept of functional classification defines the role that a particular roadway segment plays in serving traffic flow through the network. All roadways serve at least one function and, in some cases, both functions of mobility and/or access. Mobility provides few opportunities for entry and exit (low friction), and access provides many opportunities for entry and exit (high friction).

- Interstates – Highest classification, limited access, highest mobility
- Freeways and Expressways – Directional travel lanes, limited access although at-grade intersections allowed
- Principal and Minor Arterials – Access includes at-grade intersections and driveways to specific parcels
- Major and Minor Collectors – Higher connecting driveway density than arterials and access includes at-grade intersections and general driveways
- Local Roads – Account for largest percentage of all roadways in terms of mileage

Functional Classification Access Versus Mobility

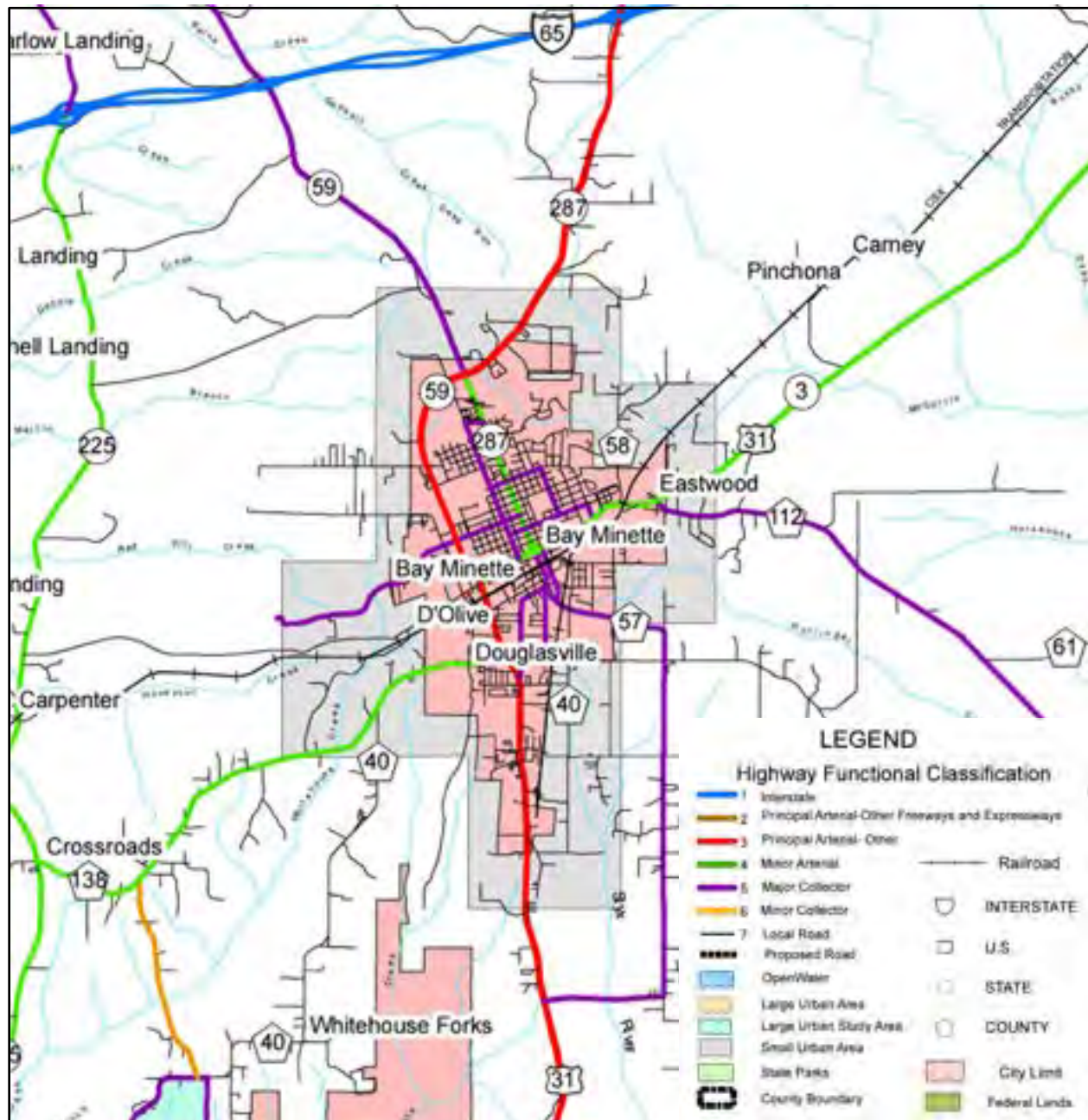


Source: FHWA

Daily Traffic Volumes

As discussed in previous sections, the City of Bay Minette has seen continued growth in several socioeconomic measures showcasing a community experiencing positive economic growth. With that growth in areas such as population, daily traffic volumes on the transportation network within Bay Minette have also increased. While Bay Minette has a large amount of connectivity within the City limits, the increased volumes tend to impact the major roadways disproportionately.

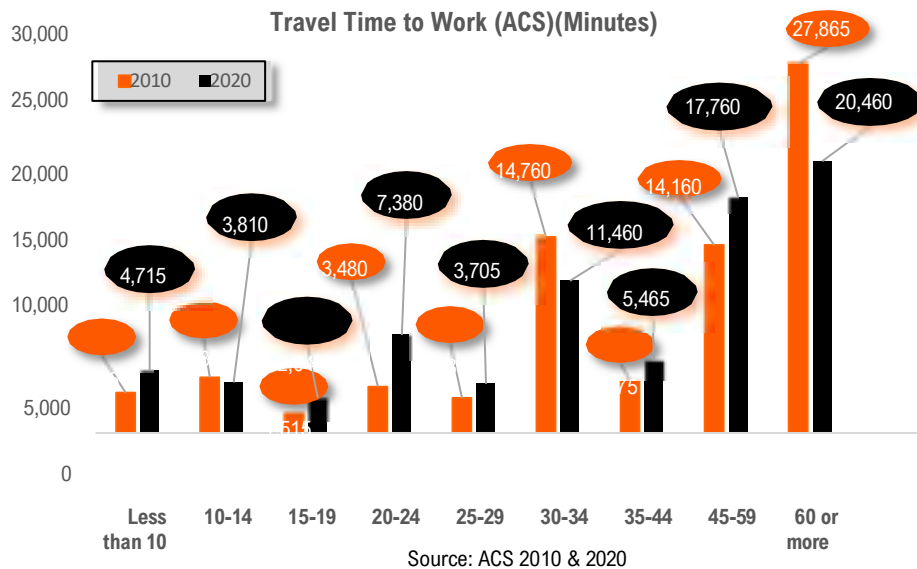
Functionally Classified Roadways Map – Bay Minette



Source: Officially Adopted ALDOT Baldwin County 2021 Highway Functional Classification Map

The map above is a representative capture of the functionally classified roadways within Bay Minette from ALDOT's online webpage.

Travel Time to Work



The City of Bay Minette has been expanding and annexing property further away from the City center. This accompanied by a

current lack of additional north-south and east-west local and collector-based network connectivity are contributing factors to the

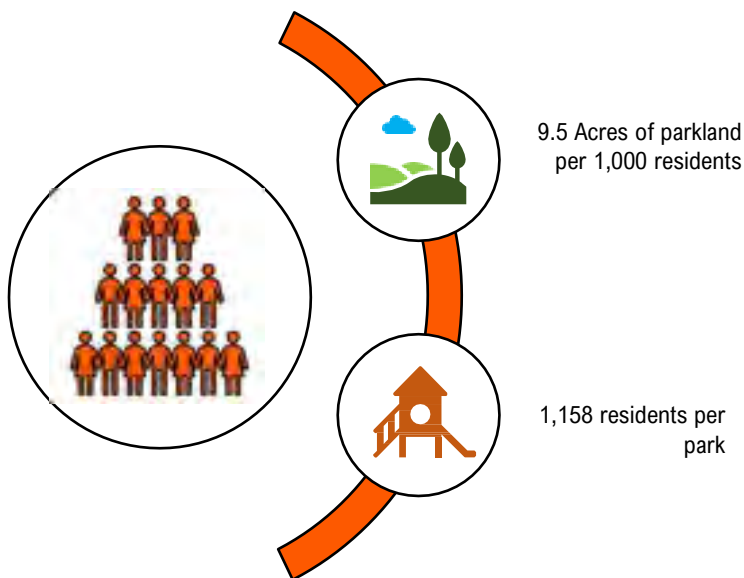
increase in travel time to work for the City of Bay Minette.

Railroad

CSX has an east-west and north-south freight line that runs through the city limits of Bay Minette.

NATURAL RESOURCES

The City of Bay Minette has several public parks and public recreation areas within the city limits that provide the public access to outdoor recreation resources and promote an active and healthy lifestyle. Activities such as walking/running, swimming, athletic outdoor sports, indoor sports and trails are all available to be enjoyed in Bay Minette.



Public Parks

Bay Minette has a multitude of parks that the City operates and maintains within the city limits. There are parks



Rex Courtyard
Source: City of Bay Minette



Universal Playground
Source: City of Bay Minette

located in all areas of the city offering convenient access to citizens across the community.

Water Access

The City of Bay Minette does not have water access within the city limits, but Baldwin County provides access to the Tensaw River through the Live Oak Landing Forever Wild Tract.

LAND USE

The purpose of land use planning is to provide a consistent set of policies that will guide development and growth and provide a basis for land use decisions. Active planning translates the community vision for the future into a recommended physical pattern of neighborhoods, commercial and industrial areas, roads and public facilities.

Existing Land Use

Bay Minette's land use and zoning ordinances were updated in 2025 and existing mapping was updated in 2013. Each was considered during the Comprehensive Plan update.



Live Oak Landing
Source: Baldwin County

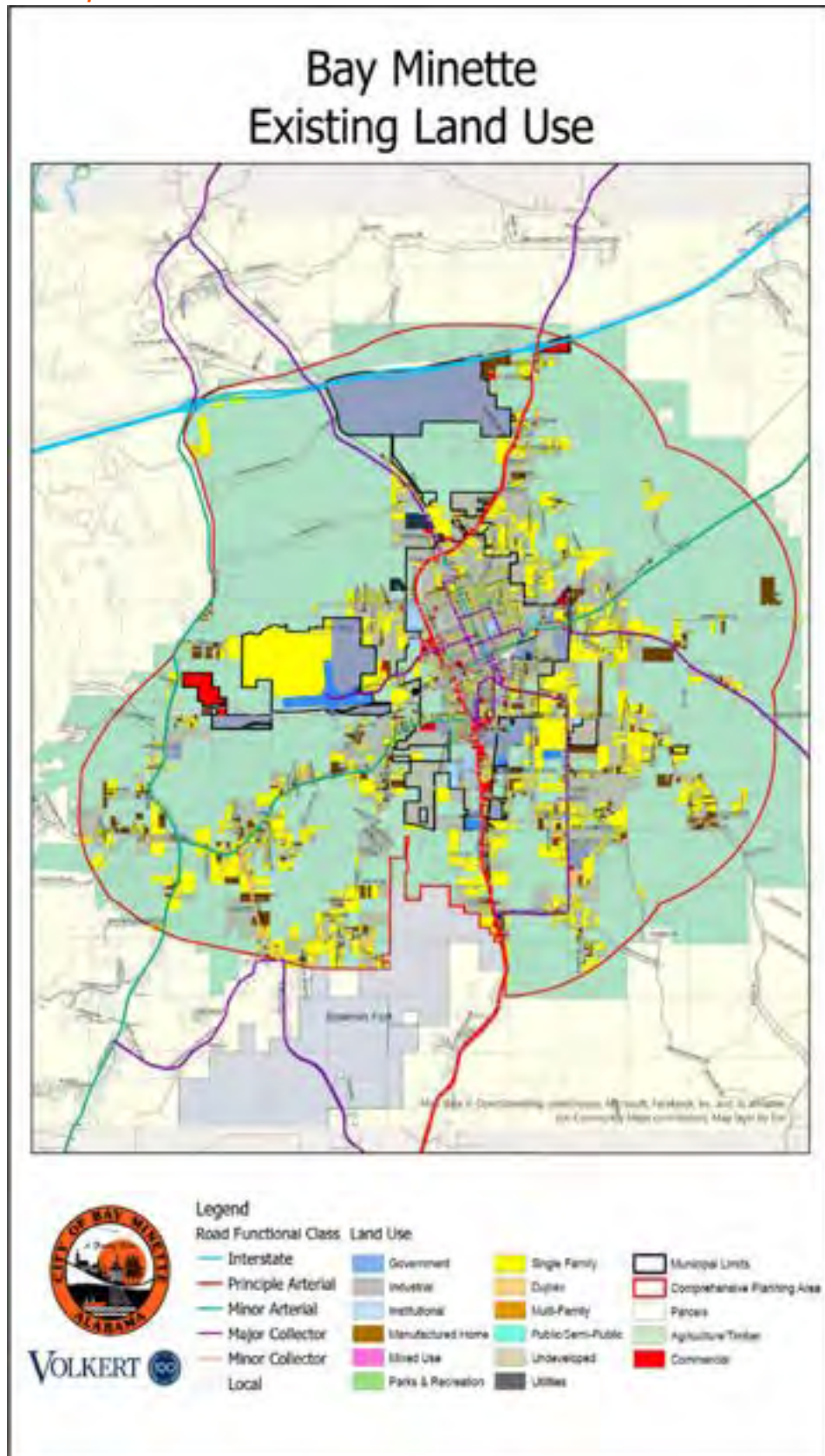
Bay Minette can be divided into four quadrants, 1) west of SR 287 and north of US 31, 2) east of SR 287 and north of US 31, 3) west of US 31 and south of D'Olive Street and 4) east of US 31 and south of US 31.

Quadrant 1 is currently developed the most in the southern portion with residential and industrial. It contains a few large undeveloped areas and multiple commercial opportunities along SR 59.

Quadrant 2 has the densest development and is largely residential with some institutional as well. There is more recent residential development on the outer edges, while the older infrastructure is closer to downtown.

Quadrant 3 has a mix of industrial and commercial. The commercial areas are mainly along US 31. It has large portions of the quadrant that are currently undeveloped.

Quadrant 4 has the most variety of land uses within it including different commercial, residential, industrial and government land uses.





Source: City of Bay Minette

PUBLIC INFRASTRUCTURE, FACILITIES AND SERVICES

A City's infrastructure, facilities and services present an important resource for its citizens. The services a community provides are critical to the City's growth potential and are often an important factor in keeping current residents. The City of Bay Minette is responsible for most public facilities and services in the community, including police protection, fire protection, some garbage services and parks and recreation. Other services like water and sewer service, remaining garbage and recycling and schools are not directly provided by the City, but it does play a role in the distribution to the community. Responsibilities for the different categories are spread across multiple City departments.

All components in a comprehensive plan are interconnected and the sum of those factors add up to a community's quality of life, including the built and natural environments, economic prosperity, social stability, educational opportunity and cultural, entertainment and recreation possibilities.

Police Protection

Goal: Ensure safe, effective and responsive policing services that grow with Bay Minette's population.

Bay Minette's police department is budgeted for twenty-six (26) sworn officers, one (1) animal control officer and nine (9) support personnel (2024). There are sixteen (16) patrols that are split between four (4) squads with four (4) officers each that work 12-hour shifts. The department also includes four (4) school resource officers and four (4) investigators (criminal and narcotics). They receive a \$35,000 grant for the drug task force and one (1) investigator sits with the county full time for the task force. There is one headquarter facility and no additional substations. Their service area primarily covers the Bay Minette City limits, but they provide assistance when required to the county, state and marine.

As the City continues to grow and develop, the police force will grow and respond as well. Bay Minette

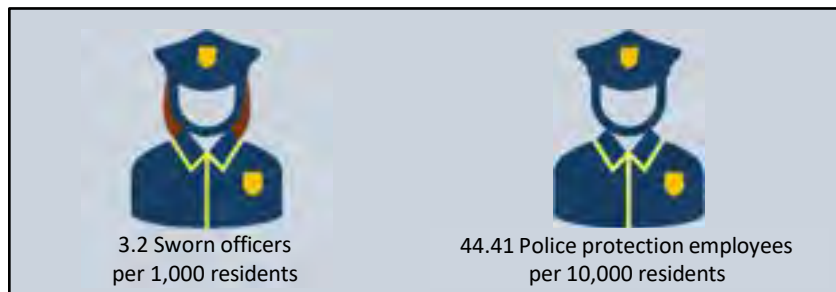


Source: City of Bay Minette

continues to attract sporting and entertainment events, which require additional police presence. The U.S. Department of Justice produces the Bureau of Justice Statistics, which shows that the State of Alabama averages 2.4 sworn officers per 1,000 residents. The City of Bay Minette currently exceeds this average with a ratio of 3.2 sworn officers per 1,000 residents. The expanding City limits also create a larger area for the police department to cover and still respond quickly. The City should consider the police department as it moves forward and makes decisions.

Objectives:

- Maintain a minimum ratio of 2.5 sworn officers per 1,000 residents, updated annually based on Census or City population estimates.
- Complete a Police Facilities and Substation Feasibility Study by 2027 to address coverage gaps and response times; implement recommendations within 3 years.
- Publish an Annual Police Services Report beginning in 2026, with benchmarks for crime rates, clearance rates and community policing activities.
- Adopt a 5-Year Capital Equipment & Vehicle Replacement Plan by 2026. Track compliance through Council-approved budget allocations.



Source: City of Bay Minette

Fire Protection

Goal: Maintain high-quality emergency response and improve insurance ratings through proactive staffing, facilities and equipment planning.

Bay Minette's fire department is a Class 3 ISO Public Protection Classification (2024). The department is made up of sixteen (16) full-time employees including fifteen (15) firefighters, one (1) inspector and four (4) engines (2 first-out and 2 backup). The



Source: City of Bay Minette

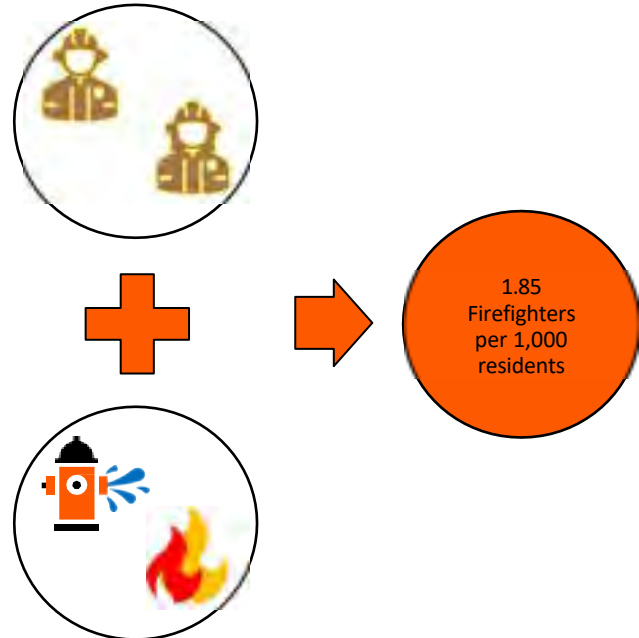
department is accountable for fire suppression, emergency preparedness, emergency medical, fire prevention and public education. The department is responsible for fifteen thousand (15,000) people in a ninety-eight (98) square mile area, which extends beyond the Bay Minette City limits. There is currently one (1) station in operation. The surrounding area is covered by nine (9) volunteer stations, so the department is called to assist in areas outside its jurisdiction.

As the community grows, the fire department will need to make updates and grow along with it. Multiple locations outside of a 5-mile radius of the current station could become available and could be considered for an additional station

location. Additional engines and personnel will need to be added to accommodate the growing population and the requirements to have three (3) engines and a ladder truck at every structure fire. With the increase in the number of structures due to growth the City will need to continue to support the department in protecting Bay Minette and the surrounding areas.

Objectives:

- Maintain a Class 3 or better ISO rating and target a Class 2 rating by 2030. Track through official ISO evaluations.
- Adopt a Fire Department Facilities Expansion Plan by 2026, identifying additional station sites to cover all areas within a 5-mile service radius.
- Achieve staffing and response standards consistent with NFPA 1710 (arrival of 15 personnel within 9 minutes, 90% of the time). Track compliance through annual performance reporting.
- Implement a Capital Equipment Replacement Schedule by 2026 for engines, ladder trucks and apparatus. Success measured by adherence to replacement timelines.



Municipal Administration and Service Capacity

Goal: Strengthen the City's organizational capacity and administrative systems to ensure the efficient delivery of high-quality public services, the retention of skilled personnel and the effective implementation of the community's long-term vision.

Municipal administration serves as the foundation for all public services provided by the City of Bay Minette. It is central to maintaining institutional memory and legal integrity, especially in a growing city like Bay Minette where annexations, subdivisions, right-of-way dedications and zoning actions are increasing. The City's administrative departments oversee daily operations, coordinate essential public services and support the work of all departments through sound governance, fiscal responsibility and personnel management. A strong administrative framework is critical to sustaining municipal capacity, supporting staff performance and maintaining public confidence. Strategic planning, professional development and technological innovation are essential tools that allow the City to adapt to changing needs while continuing to serve residents effectively and efficiently.



Source: City of Bay Minette

Objectives:

Administration & Records Management

- Develop and maintain a Citywide Strategic Plan that aligns departmental goals, capital improvements and service delivery strategies with the community's long-term vision and priorities.
- Ensure the accurate compilation, indexing and permanent retention of official City records, including ordinances, resolutions, minutes, legal instruments and related documentation, in accordance with state law and municipal policy.
- Develop and maintain a comprehensive digital archive for deeds, easements, rights-of-way, annexation documents and zoning records to support interdepartmental coordination, legal compliance and public access.
- Implement standardized procedures for recording, indexing and cross-referencing land conveyance instruments (e.g., deeds, easements, ROW dedications) with associated plats, zoning actions and subdivision approvals.
- Coordinate with Planning, Engineering and Legal staff to ensure that all dedications, annexations, zoning decisions and development approvals are properly recorded, filed and easily retrievable.
- Pursue modern document management technologies and scanning protocols to reduce reliance on physical records, improve accessibility and safeguard official records against loss or damage.
- Review and update records retention schedules and policies regularly to ensure compliance with Alabama law and best practices for municipal recordkeeping.

Workforce & Personnel Policies

- Utilize technology to increase the efficiency and accessibility of administrative and personnel functions, including benefits management, policy documentation and internal communications.
- Progress toward recognition as an Employer of Choice to position the City as a preferred, desirable

and competitive workplace.

- Implement innovative recruitment strategies to attract well-qualified applicants for all departments and job classifications.
- Develop progressive strategies for compensation, benefits and job satisfaction to retain talented employees and reduce turnover.
- Maintain competitive salaries and pay scales through regular wage and benefit analyses to attract and retain high-quality employees.
- Expand training programs for exempt and non-exempt employees by establishing a structured calendar of regular training and educational opportunities on relevant topics such as safety, health, standard operating procedures for applicable departments and ethics.
- Conduct comprehensive reviews of job descriptions at least every five years to ensure they accurately reflect duties, responsibilities and organizational needs.
- Ensure the City's employment and personnel policies support high-level recruitment, retention and equitable management practices.
- Regularly update and increase employee access to the Employee Handbook, Pay Plan and Benefits Guide to support transparency and communication.

Water, Gas and Sewer Services

Goal: Ensure reliable, coordinated and sustainable provision of water, sewer and natural gas services through continued collaboration with North Baldwin Utilities and other regional providers, while integrating utility planning into subdivision design, land use decisions and future annexation areas.



Source: City of Bay Minette

North Baldwin Utilities

(NBU) provides water, wastewater *and* natural gas service to most residents, businesses *and* industries within and around the City of Bay Minette. As an independent public utility, NBU operates separately from the City but works in close coordination with City departments and the Planning Commission to ensure utility infrastructure supports current and future growth. NBU's two wastewater treatment plants, one with a capacity of 2 million gallons per day (MGD) and a second at 0.5 MGD, serve the community's sanitary sewer needs, with expansion plans underway to support industrial growth such as the Novelis Mega Site. The sewer system

Great Place, GREATER FUTURE



occasionally experiences stress during major rain events when storm drains discharge into the sanitary system, underscoring the need for continued infrastructure upgrades and coordination during development review.

Potable water service is provided to residents within Bay Minette and extends northward into Baldwin County. Natural gas services are also available within City limits *and* demand continues to increase as new subdivisions and commercial projects seek natural gas connections. Although NBU remains the primary utility provider, smaller regional utilities operate on the outskirts of the City's jurisdiction and may serve future growth areas as annexation and development occur. Continued collaboration between the City and NBU is essential to maintaining adequate capacity, avoiding service duplication *and* aligning infrastructure expansion with planned growth.



Source: North Baldwin Utilities

Objectives:

- Maintain ongoing coordination with North Baldwin Utilities during subdivision, site plan and annexation review processes to ensure adequate water, sewer and gas service capacity for new development.
- Require connection to existing water and sanitary sewer systems where available within City limits and areas subject to future annexation, consistent with subdivision and zoning regulations.
- Encourage early utility coordination meetings between NBU, City Planning and development representatives during concept and preliminary design phases to evaluate infrastructure needs and system capacity.
- Coordinate infrastructure planning with NBU's capital improvement schedules to ensure system expansions support future land use patterns identified in the Comprehensive Plan.
- Monitor and plan for future wastewater system upgrades to address inflow and infiltration issues that contribute to overloading during major rain events.
- Promote compact and contiguous development patterns that support efficient utility extensions and minimize the cost-of-service delivery.
- Incorporate utility infrastructure considerations into subdivision design standards, annexation policies and site plan approvals to prevent future service conflicts and capacity limitations.
- Encourage the extension of natural gas services to new residential and commercial areas where feasible to support energy diversification and development flexibility.
- Facilitate interagency coordination with smaller regional providers near City limits to avoid duplication of service areas and to ensure long-term utility compatibility as urban growth expands outward.



Source: City of Bay Minette

Garbage and Recycling Services

Goal: Provide efficient, reliable and sustainable garbage and recycling services that protect public health, maintain community cleanliness and promote environmentally responsible practices.



Source: City of Bay Minette

Garbage and recycling services for most Bay Minette residents are provided by the Solid Waste Authority of Baldwin County, which manages regular household garbage collection within City limits and operates two recycling drop-off stations. While curbside recycling is not currently offered, the drop-off stations provide opportunities for residents to participate in recycling efforts. The City of Bay Minette Streets and Sanitation Department supplements these services by performing weekly curbside collection of bulky waste and yard debris for residential customers within the City. The Department also provides garbage collection services for the City's downtown businesses.

Together, these services ensure that solid waste is managed efficiently, support community cleanliness and provide the foundation for potential future enhancements in recycling and waste diversion.

Objectives:

- Coordinate with the Baldwin County Solid Waste Authority to ensure consistent, high-quality household garbage collection services for all City residents.
- Maintain and improve bulky waste and yard debris collection provided by the City's Streets and Sanitation Department to ensure timely and effective service.
- Enhance recycling opportunities by evaluating the feasibility of expanding recycling drop-off stations and exploring options for future curbside recycling collection.
- Support public education initiatives on proper waste disposal and recycling practices to increase participation and reduce contamination.
- Monitor service delivery and capacity needs as population and development grow, ensuring that collection schedules, routes and infrastructure remain efficient and cost-effective.
- Coordinate with downtown businesses to maintain effective and regular garbage collection that supports economic activity and downtown vitality.

Public Library

The Bay Minette Public Library was founded in 1922 by the Women's Civic Improvement Association. In 1925 it went under the direction of a five-member board of directors. It has continued under this direction as a city department with funding from the Bay Minette City Council. The library provides many community services for both adults and children such as access to public computers, Wi-Fi hot spot, faxing, printing, copying, meeting room space, paperback swaps, free magazines and children's readings.



Source: City of Bay Minette



Source: City of Bay Minette



Source: City of Bay Minette

Parks and Recreation

Goal: Expand recreational opportunities and facilities to meet the needs of a growing community while maintaining a high standard of quality.

The City of Bay Minette takes pride in its parks and recreational facilities. These assets contribute to the overall health, quality of life and economy of the City and adjacent areas. The parks are run and maintained by two groups: Recreation Department and Parks and Grounds Department. The Recreation Department runs and organizes events for the parks, pickleball courts, volleyball courts, softball fields and city pool. The Parks and Grounds department is responsible for the upkeep of all those facilities along with the landscaping at other government locations. The National Recreation and Parks Association (NRPA) collects and distributes data on parks nationally. Their 2024 Performance Review found that municipalities nationally average 10.6 acres of parkland per 1,000 residents. The City of Bay Minette is currently below the national average with 9.5 acres of parkland per 1,000 residents. As Bay Minette continues to grow in area and population, working to meet or exceed the national average of parkland per resident should be a priority.



Source: City of Bay Minette

Objectives:

- Increase parkland to meet or exceed the NRPA national standard of 10.6 acres per 1,000 residents by 2035. Track in the Comprehensive Plan Annual Report.
- Adopt a Parks and Recreation Master Plan Update by 2027 to prioritize land acquisition, facility upgrades and programming.
- Implement an Annual Parks Condition Assessment beginning in 2026, rating facilities with a standardized scorecard and directing funding to deficient facilities.
- Establish Level of Service (LOS) standards (e.g., playground within ½ mile of every neighborhood, one sports field per 5,000 residents) and track compliance annually.
- Evaluate staffing capacity to ensure adequate personnel availability to meet the needs of citizens and maintain facility service levels.
- Partner with the Baldwin County Board of Education to establish a Five-Year Education Support Facilities Plan by 2030 to guide investment in libraries, recreation facilities and other non-classroom services. Success measured by adoption of the plan, capital investments and documented usage levels.

- Develop and launch at least two new recreational or community programs by 2027 that respond to identified community needs, support youth and adult participation and enhance the City's overall parks and recreation offerings.

Public Works & Infrastructure

Goal: Use modern asset management and GIS tools to manage, maintain and expand infrastructure effectively.

The Public Works and Infrastructure functions of the City of Bay Minette are critical to maintaining the community's physical framework and supporting future growth. Streets, sidewalks, stormwater systems, signage and related infrastructure require consistent investment, proactive maintenance and accurate data to ensure that systems remain safe, reliable and cost-effective. As the City continues to grow, the ability to plan, manage and coordinate infrastructure improvements will depend increasingly on the use of modern asset management practices and Geographic Information Systems (GIS). By building a comprehensive inventory of existing assets, integrating GIS into daily operations and improving coordination with utility providers and developers, the City can enhance decision-making, prioritize capital improvements strategically and promote transparency for both staff and the public. These efforts will allow Bay Minette to sustain a high-quality infrastructure network that supports economic development, neighborhood vitality and long-term resilience.



Source: City of Bay Minette

Achieving the City's infrastructure and GIS objectives will require dedicated staffing, interdepartmental coordination and consistent funding. Establishing a structured asset management program—either through hiring GIS personnel or contracting specialized services—will be essential to build and maintain accurate datasets. Public Works, Engineering, Planning and utility partners should collaborate on data collection standards, as-built submittal requirements and shared platforms to ensure infrastructure information remains current and reliable. Incorporating these practices into subdivision and development review processes will support more efficient maintenance scheduling, capital project prioritization and transparent decision-making.

Objectives:

- GIS Staffing & Policy: Hire dedicated GIS staff or contract GIS services by 2026. Require all new infrastructure projects to provide GIS-compatible as-built data.
- Roadway Inventory: Complete a GIS-based roadway inventory by 2027, rating pavement condition using a Pavement Condition Index (PCI). Maintain an average citywide PCI score of "Good" or better.

- Sidewalk Inventory: Complete a GIS-based sidewalk inventory by 2027. Adopt a 5-Year Sidewalk Improvement Plan, with progress tracked by annual upgrades and ADA compliance.
- Storm drain & Stormwater Mapping: Develop a full GIS stormwater layer by 2027. Require GIS-format stormwater as-builts for all new subdivisions beginning in 2026.
- Road Sign Inventory: Complete a GIS-based road sign inventory by 2027, documenting condition and MUTCD compliance. Replace deficient signs annually with progress reports.
- Utility Coordination Platform: Establish a GIS-based platform for utility coordination by 2028 with active data-sharing agreements from all providers.
- Public GIS Portal: Launch a public-facing GIS portal by 2028 providing zoning, infrastructure and development data to residents and developers.

Code Enforcement

Goal: Promote and maintain a safe, healthy and attractive community through consistent, proactive and fair enforcement of City codes and ordinances, including nuisance, unsafe structures and property maintenance standards.

Effective code enforcement plays a critical role in protecting public health and safety, preserving neighborhood integrity and maintaining the overall appearance and livability of the City. In Bay Minette, the Building Official is the primary enforcement authority for the City's codes and ordinances as adopted by the City Council with the Planning Department sharing responsibility for reviewing zoning-related ordinances. These

responsibilities include administration and enforcement of building codes, zoning regulations, nuisance ordinances, property maintenance standards and the Unsafe Structures Ordinance, among others. Through coordinated efforts, enforcement staff address violations ranging from overgrown lots and inoperative vehicles to dangerous or dilapidated structures that pose threats to health and safety. As Bay Minette continues to grow, a clear and consistent code enforcement framework will be essential for sustaining community character, encouraging reinvestment and supporting economic development.



Source: City of Bay Minette

Objectives:

- Enforce adopted building, zoning, property maintenance, nuisance and unsafe structure codes consistently and effectively to protect public health, safety and welfare.
- Strengthen coordination between departments to ensure clear communication and efficient enforcement actions across building, zoning and property maintenance responsibilities.
- Proactively identify unsafe and dilapidated structures for repair or removal in accordance with the Unsafe Structures Ordinance, prioritizing those that present the greatest public hazard.
- Promote voluntary compliance through education and outreach, providing property owners with clear information on code requirements and procedures before formal enforcement actions are initiated.
- Maintain accurate records of enforcement actions, including complaints, inspections, notices and

resolutions, to support transparency and track progress over time.

- Regularly review and update codes and ordinances to align with best practices and evolving community standards, including nuisance abatement and property maintenance provisions.
- Incorporate code enforcement considerations into planning and redevelopment initiatives, especially in areas with concentrations of aging structures or chronic violations.
- Explore technology solutions for reporting, tracking and managing code enforcement cases to increase efficiency and accessibility for both staff and the public.

Community Engagement and Communications

Goal: Foster strong connections between the City and its residents through transparent communication, accessible information and support for community programs and events that strengthen civic identity and public participation.

The City of Bay Minette increasingly relies on digital platforms, public events and partnerships to keep residents informed and engaged. Recent improvements to the City's online and social media presence have provided more accessible channels for sharing information, announcements and emergency alerts, while also

giving residents a convenient way to communicate with City officials and departments. Beyond digital outreach, Bay Minette supports a variety of youth activities, recreational programming and community events—often in partnership with schools, civic organizations and local businesses—that foster social connections and enhance the City's quality of life. As Bay Minette continues to grow, maintaining a coordinated, transparent and inclusive

approach to communication and engagement will be essential for ensuring residents remain informed, involved and connected to their community.

Objectives:

- Maintain and expand the City's digital communication platforms, including the website, social media and public notification systems, to provide accurate, timely and accessible information to residents and businesses.
- Develop a coordinated communications strategy that includes branding, message consistency and



Source: City of Bay Minette



Source: City of Bay Minette

Great Place, GREATER FUTURE



scheduled updates across all platforms.

- Enhance two-way communication by promoting opportunities for residents to provide input, share concerns and engage with City leadership through public meetings, surveys and digital tools.
- Support youth programs, recreational activities and community events that build civic pride and strengthen social connections among residents of all ages.
- Partner with schools, civic organizations and the Chamber of Commerce to broaden outreach and increase participation in community initiatives.
- Ensure accessibility and inclusivity in all communication and engagement efforts, including accommodations for different languages, abilities and levels of digital access.
- Regularly evaluate engagement tools and strategies to ensure they remain effective, relevant and responsive to community needs.



Source: City of Bay Minette

North Baldwin Chamber of Commerce

The North Baldwin Chamber of Commerce is an independent, non-profit organization with more than 320 members representing a broad cross-section of local businesses, industries and civic groups. Although separate from municipal government, the Chamber serves as a key partner in advancing Bay Minette's economic development goals and enhancing the quality of life for residents. The Chamber collaborates closely with the City on initiatives such as business retention and recruitment, workforce development, marketing and branding, tourism promotion and community events. These efforts support many of the Comprehensive Plan's policies related to economic diversification, downtown revitalization,



Source: City of Bay Minette

tourism development and strategic partnerships with local organizations. As Bay Minette continues to grow, strengthened communication and coordination between the City and the Chamber will be essential to aligning

Great Place, GREATER FUTURE

business advocacy, infrastructure planning and community development efforts, ensuring that future growth is both economically vibrant and strategically guided.

Baldwin County School System

Bay Minette is part of the Baldwin County School System. There are approximately 31,000 students in the entire system. Bay Minette has three Baldwin County schools within the City limits: Bay Minette Elementary School (Grades Pre K-6), Bay Minette Middle School (Grades 7-8) and Baldwin County High School (Grades 9-12). There is also one Baldwin County School just outside the City limits: Pine Grove Elementary School (Grades Pre K – 6). Bay Minette can continue to improve the community by supporting the schools within the City.



Source: City of Bay Minette



Source: City of Bay Minette

Healthcare Services

Healthcare services available in Bay Minette have expanded over the past decade including medical, dental, vision and specialty care. North Baldwin Infirmary provides many medical services and is the only designated Baby-Friendly hospital in the region. The expansion of healthcare services within Bay Minette has not only improved access for those within Bay Minette but also adjacent areas in Baldwin County.

Future planning is an integral part of the overall planning process, providing a vision for long-range planning and is intended to be utilized as a guide for future development or land use decisions.

Communities are constantly changing, inheriting both the desirable and unwanted characteristics of the past. Today many communities are facing land use and developments that are undesirable to the community, incompatible land use relationships and traffic congestion on roadways insufficiently designed for current volumes and Bay Minette has not been immune itself. The primary cause for these difficulties is a lack of proper planning for the future and sticking to those goals and objectives set forth by the community.

PREFERRED PLAN



The Preferred Plan represents the community's shared vision for Bay Minette's future growth and development. It is the direct outcome of an extensive public engagement process, including interactive online surveys, public workshops and stakeholder committee meetings. The Preferred Plan illustrates how the City intends to accommodate growth in a way that strengthens neighborhoods, supports economic development, protects community character and coordinates public investment.

The Plan identifies both areas where existing land uses are reinforced and locations where land use change is encouraged, whether through redevelopment, new development, or long-range planning for future opportunities. The intent is not to diminish the value of existing uses, but to set out a strategic, long-term framework for how land can be reconfigured and utilized as growth pressures emerge.

The Preferred Plan provides a comprehensive framework for guiding Bay Minette's growth. By integrating land use, transportation, infrastructure and implementation strategies, it ensures the City can proactively shape development, maintain community character and strategically allocate resources. The Plan will be refined over time through amendments and periodic reviews, but its core structure provides a stable, policy-driven foundation for decision-making.

Role of the Preferred Plan

The Preferred Plan functions as a generalized policy map, not a regulatory zoning map. It provides a strategic vision for how different areas of Bay Minette should evolve over time, guiding zoning decisions, capital investments and development review.

Key principles include:

- The Preferred Plan is not an existing land use or zoning map, though in some cases future uses may align closely with existing conditions.
- Rezoning decisions should be guided by the Preferred Plan but interpreted alongside the Comprehensive Plan's goals, policies and guiding principles.
- Zoning maps establish the regulatory details, such as height, setbacks, parking and specific use permissions, while the Preferred Plan sets broad categories of appropriate use and intensity.
- The Plan provides a basis for anticipating and managing change, rather than reacting piecemeal, so that future growth strengthens the community's desired character.

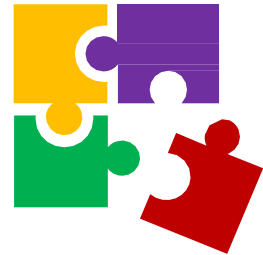
Based on the prioritization of the goals and objectives of the Comprehensive Plan, the Preferred Plan sets out a plan to help anticipate change, create positive change and to make the best decisions possible. The Preferred Plan incorporates the following:

Land Use

Goal: Promote a well-planned, compatible and sustainable development pattern that supports a safe and connected community, strong neighborhoods, quality infrastructure and long-term economic growth.

One of the staples of proper future planning is ensuring that compatible land uses are promoted, this does not necessarily mean “the same” but that compatibility refers to the sensitivity of development proposals in maintaining the character of existing development.

Through the planning process, it was identified that the existing land use layout has multiple areas of competing purposes within Bay Minette City limits. Adhering to the goals and objectives of building a safe and connected community, outstanding infrastructure, neighborhood pride and economic growth all stakeholders involved in the Plan were able to identify areas and travel corridors that would benefit from complementary land uses. The US 31 corridor, identified by the community as the top area for revitalization, is an example of this commitment through the Plan’s designation of a defined *Downtown Bay Minette*.



Complemented by the various opportunities offered through *Mixed Use* development. Bay Minette has built a foundation for sustainable growth through their significant contributions and support of the County school system, as such areas for growth of school facilities were provided in the Preferred Plan.

The Plan identified areas for commercial and business growth surrounding SR 59, to capitalize on the increasing demand for commercial and retail needs within Bay Minette. A professional business office area was also identified in an area south of the hospital. The demand for such development has risen in the past decade as economic measures such as educational attainment, median household income and quality of life have increased considerably.

The Novelis Mega site, located on SR 287, will be a significant development for Bay Minette. The Preferred Plan identifies a complementary *Regional Business* area around the interstate exit near the site to provide supporting opportunities for the facility and the goal of the Mega site to attract talented workers to the City of Bay Minette.

This section outlines how the City will promote compatible, sustainable and economically strategic development patterns, with particular emphasis on:

- Corridor revitalization along US 31
- Targeted commercial and institutional growth areas (e.g., SR 59 corridor, hospital area)
- Strategic employment development near the Novelis Mega Site on SR 287
- Integration of mixed-use opportunities and growth planning for schools and civic institutions.

Objectives:

- Encourage Compatible Development Patterns
 - o Guide new development and redevelopment to respect the character of existing neighborhoods while allowing appropriate transitions in intensity and use.
 - o Evaluate proposed land uses based on their ability to complement surrounding uses through design, scale and operational compatibility.
 - o Integrate buffering, transitional land uses, or form-based strategies where needed to ensure compatibility between differing uses.
- Strengthen Key Corridors and Activity Centers
 - o Reinforce the US 31 Corridor as a primary revitalization focus by promoting complementary land uses that support a vibrant and defined Downtown Bay Minette.

- o Utilize mixed-use development strategies to support housing, commercial and civic functions in walkable, context-sensitive patterns.
- o Prioritize infill and redevelopment along major corridors to enhance connectivity and reduce infrastructure costs.
- Plan for Economic Development and Institutional Growth
 - o Designate and preserve sites for future school facility expansion, recognizing the City's partnership with the Baldwin County School System as a cornerstone of sustainable growth.
 - o Promote commercial and retail growth in areas surrounding SR 59, responding to increasing market demand while ensuring orderly access and circulation.
 - o Support the establishment of a professional business office district south of the hospital to meet rising demand for service and professional sector growth.
- Support Regional Employment Initiatives by:
 - o Implement complementary Regional Business land use designations around the Novelis Mega Site (SR 287) to provide supporting services, commercial amenities and workforce-attracting development near the interstate interchange.
 - o Coordinate land use policies with transportation improvements to ensure efficient access to the Mega Site and surrounding development areas.
- Guide Future Growth Strategically
 - o Use the Preferred Growth Plan to direct development toward areas with available infrastructure and away from environmentally sensitive or capacity-limited areas.
 - o Regularly review and update zoning and subdivision regulations to align with the land use plan and emerging development trends.
 - o Promote development patterns that support multimodal connectivity and preserve community character.

Transportation

Goal: Promote a safe, connected and efficient multimodal transportation system that supports existing neighborhoods, future growth and economic development.

Communities across the nation, regardless of size, are experiencing an increase in congestion. There are various strategies to mitigate congestion that also promote greater community investment and sustainability. General roadway improvements such as widening, connectivity from new roadways, on-network multi-modal improvements such as complete streets and off-network improvements such as greenways and trails are all strategies included in the Preferred Plan.

Roadway improvement needs were identified along Airport Road. Improvements could include roadway widening, geometric upgrades, intersection control improvements and safety upgrades to mitigate capacity or other operational constraints.

Roadways that could benefit from complete street strategies were identified in the Preferred Plan. While there are many definitions of complete street strategies for the understanding of this Comprehensive Plan, it is defined as on-network improvements that promote connectivity of non-motorized transportation and coordinating land uses such as parks and schools.

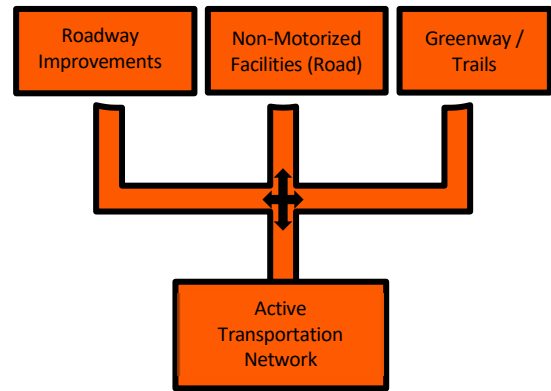
New roadway alignments that promote added north-south and east-west connectivity through Bay Minette are identified in the Preferred Plan. Additional connectivity will provide alternate options for traffic away from the main throughfares, providing improvements in traffic operations for residents and visitors.

A connected network of parks with a greenway/trail system is identified in the Preferred Plan. This system is located near the center of Bay Minette.

The purpose of these roadway improvements and new alignments is to provide a plan for the future to build an active, sustainable and reliable transportation network. An example is time reliability, defined as the variance of travel times over a course of time. The additional roadway capacity, operational improvements and alternate routing would help to provide greater consistency in travel times in Bay Minette.

The Preferred Plan envisions a safe, connected and efficient multimodal transportation network that supports planned growth and community mobility. Transportation priorities include:

- Coordinating roadway improvements with planned land use changes, particularly along major corridors.
- Implementing context-sensitive street designs that balance vehicle movement with pedestrian, bicycle and transit accessibility.
- Prioritizing infrastructure investments that improve connectivity between neighborhoods, activity centers and regional corridors.
- Evaluating and designating future road extensions, realignments, or functional classification changes to support long-term development patterns.
- Supporting traffic management strategies, such as access management and corridor studies, to maintain safety and efficiency as development occurs.



Objectives:

- Improve roadway connectivity and circulation throughout the City.
- Ensure that new development is matched with adequate transportation infrastructure and multimodal access.
- Establish measurable performance standards to guide transportation investment and subdivision design.
- The City shall apply transportation performance metrics consistent with the Transportation Master Plan (TMP), including:
 - o Maintain arterials and collectors at Level of Service C or better, with LOS D acceptable only in constrained urban contexts.
 - o Require new subdivisions to achieve a street connectivity index of at least 1.4.
 - o Incorporate pedestrian and bicycle facilities into all major roadway projects and subdivision designs consistent with TMP standards.
- Rezoning, subdivision and site plan approvals shall be reviewed for consistency with these transportation performance metrics to ensure that growth is orderly and sustainable.
- The City shall review and update TMP metrics as conditions change, ensuring continued alignment with the Comprehensive Plan, Zoning Ordinance and Subdivision Regulations.

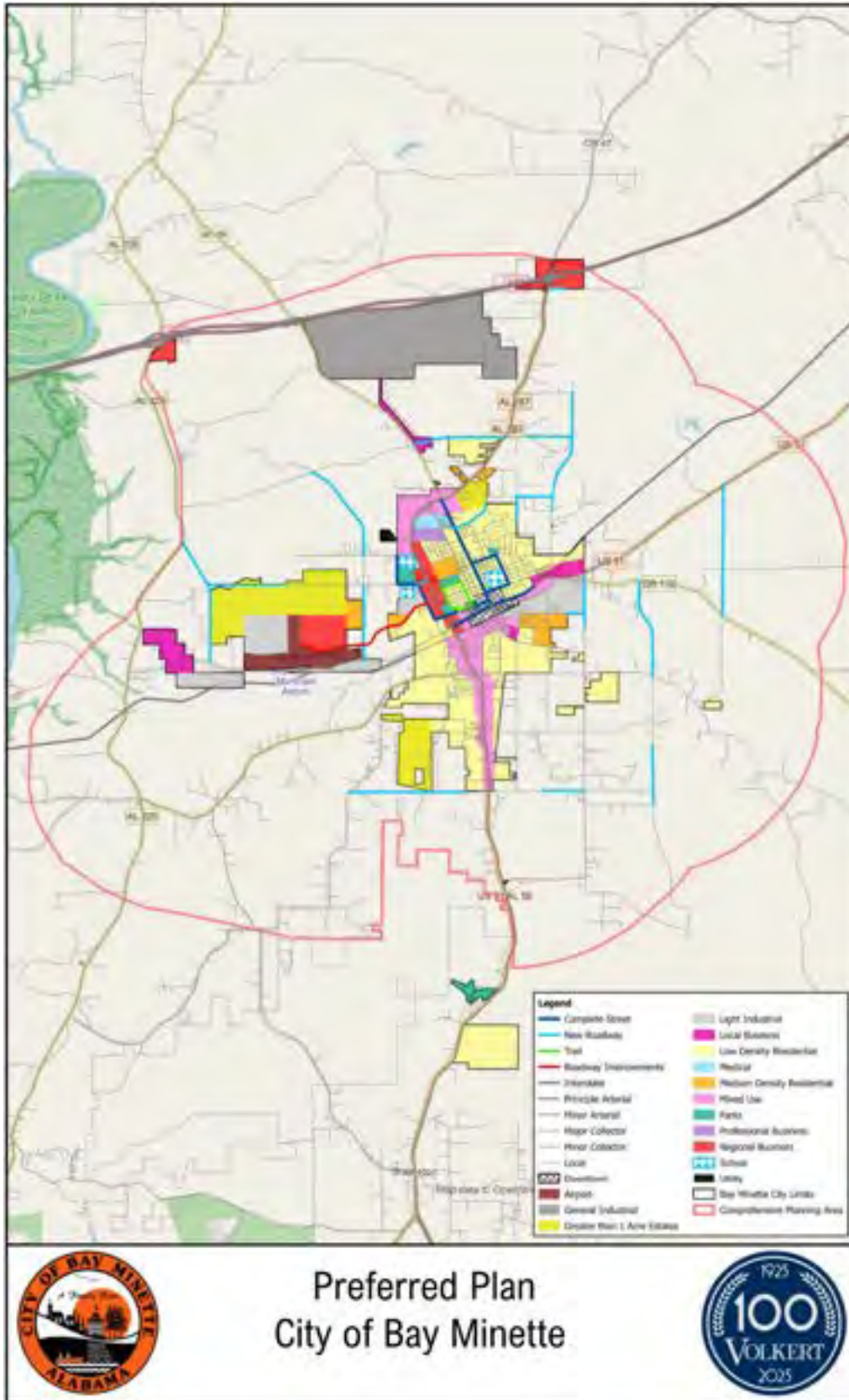
City Resources and Infrastructure

The Preferred Plan aligns land use and transportation strategies with the City's capacity to deliver services. It identifies areas designated for City resources such as public parks, government buildings and an area along US 31 for an identified Downtown Bay Minette.

Key priorities include:

- Coordinating infrastructure extensions (water, sewer, stormwater and roads) with planned growth areas to ensure cost-effective, staged expansion.

- Identifying priority service areas for capital investment that align with future land use designations.
- Ensuring public facilities, including schools, parks and emergency services, are strategically located to serve future populations.
- Maintaining infrastructure investment policies that protect existing neighborhoods while supporting growth corridors.



Plan Amendment Process

The Preferred Plan is intended to be a living document, providing flexibility to respond to new conditions while maintaining a consistent policy direction. Amendments may be initiated by the City of Bay Minette Planning Commission (for major amendments) or by the Planning and Development Services Department (for administrative amendments).

- Amendments should be considered through a formal public process involving the Planning Commission and City Council.
- Amendments should demonstrate consistency with the Comprehensive Plan's guiding principles, goals and objectives, or justify a clear policy evolution.
- Plan amendments should be evaluated for infrastructure capacity, transportation impacts and land use compatibility prior to adoption.
- Regular periodic reviews (e.g., every 5 years) should assess whether the Plan continues to reflect community priorities and emerging development trends.



Source: City of Bay Minette

Major Amendments

Major amendments involve substantive changes to the Plan's goals, policies, or future land use designations and require formal public review and action by the Planning Commission. Examples include:

- Comprehensive updates to the Plan, typically conducted every five years or more.
- Revisions to goals and policies based on new information, data, or community priorities.
- Preparation of new or more detailed plan elements.
- Changes to future land use designations, including adding or removing categories.
- Updates to maps reflecting changes to the City's planning boundary.

Major amendments follow a public process, including staff review, public notice and public hearings before the Planning Commission.

Administrative Amendments

Administrative amendments are technical or editorial in nature and do not substantively affect the Plan's goals, policies, or land use designations. These amendments are processed by staff without formal action by the Planning Commission or City Council. Examples include:

- Map updates to reflect newly annexed areas.
- Technical updates to maps showing revised data such as roads, hydrology, hazard areas, or environmental features. (Future land use designations cannot be changed through this process.)
- Minor clarifications to future land use place types.
- Graphic updates.
- Corrections of typographical errors or omissions.

Actionable Plan

To move from vision to implementation, the Preferred Plan is supported by an Actionable Plan that identifies specific steps, responsibilities and priorities.

These include:

- Zoning and regulatory updates to align local codes with Preferred Plan designations and objectives.
- Capital Improvement Plan (CIP) coordination, ensuring infrastructure investments are prioritized in areas targeted for growth or reinvestment.
- Corridor and small area planning to provide more detailed guidance in high-priority areas such as US 31 and the Mega Site vicinity.
- Annual reporting on development activity, rezonings and infrastructure projects to track progress toward Preferred Plan goals.
- Establishing clear triggers for infrastructure upgrades, rezonings, or area plan initiation based on development activity levels or service thresholds.



Source: City of Bay Minette

The adoption of this Comprehensive Plan represents the first step in its implementation. Its effectiveness will be determined by how consistently it is used in daily decision-making, including policy development, infrastructure programming, development review and interagency coordination.

City leaders should use the Plan as a guiding framework when:

- Developing or revising policies, regulations and programs.
- Prioritizing and programming infrastructure investments.
- Evaluating development applications and ensuring consistency with the City's long-term vision.
- Coordinating with regional and state agencies on shared initiatives.

From time to time, individual development proposals may conflict with one or more Plan recommendations. In such cases, City officials will need to carefully balance competing priorities and consider whether plan amendments, policy adjustments, or alternative approaches are appropriate to achieve the Plan's intended outcomes.

Types of Implementation Actions

The Plan's recommendations can generally be grouped into four categories:

- **Plans and Studies** – Detailed corridor plans, small area plans, or technical studies that provide guidance for targeted locations or issues.
- **Projects** – Capital investments such as transportation improvements, park expansions, or utility extensions that support planned growth.
- **Policies** – Updates to zoning ordinances, subdivision regulations, or administrative procedures to align regulatory frameworks with the Plan's goals.
- **Initiatives** – Programs, partnerships and other non-capital actions that support community objectives.

Some actions can be undertaken immediately, while others will be phased over time as resources, staffing and

development activity allow. This Comprehensive Plan is not law or intended to be a zoning ordinance. It is a policy guide for community decision- making regarding land use, development, growth management and capital improvement decisions. This Comprehensive Plan should be revisited and updated over time to ensure that goals and objectives still meet the desires of the community and to ensure there is adequate support for ongoing planning efforts. The following recommendations are a synopsis of everything discussed in the full plan.

- **Built Environment**

- Support current and new development in downtown Bay Minette through identifying locations for civic/government development near downtown Bay Minette and prioritize the rehabilitation of dilapidated structures.
- Review and update current landscaping requirements for new development.

- **Education**

- Future development(s) should complement school locations, bus routes and students.
- Priority should be placed on development that aids the public library and other resources that support students outside the classroom.

- **Natural Environment**

- Support enhancements to current and future parks and acquire additional parkland in environmentally sensitive areas to work towards meeting or exceeding the national average of parkland per 1,000 residents.
- Requirement of green/common areas in new development(s) in support of developing low impact communities.
- Implement good stormwater management principles and floodplain practices in land use development regulations that meet or exceed state and federal requirements.
- Encourage low-impact design and development to minimize runoff and nonpoint source pollution.

- **Population and Economic Services**

- Provide police department funding for necessary personnel, equipment and training to continue to meet or exceed the state average of sworn officers per 1,000 residents.
- Provide fire department funding for necessary personnel, equipment and training to work to maintain or increase current number of firefighters per 1,000 residents.
- Provide resources necessary for continued emergency response to growing areas of coverage.
- Promote productive communication between the City and residents.
- Maintain balance between budgeting and residents' needs.
- Develop a municipal facility needs assessment study for public buildings, as necessitated.

- **Growth and Development**

- Develop a context sensitive growth process by evaluating the existing surrounding land uses through the application of density gradients that strike a balance between land use transitions, current infrastructure and future infrastructure necessary to support the development.
- Promote diversity in business development (small, medium and large) across various industries.
- Promote context-based roadway projects based on industry standards to include multi-modal transportation infrastructure connectivity within Bay Minette.
- Encourage alignment between City regulations and City Comprehensive Plan for new development, redevelopment and rehabilitations.
- Identify opportunities for community engagement and family events.
- Continue to market Bay Minette as a regional destination and support the North Baldwin Chamber of Commerce.

- **Infrastructure**

- o Develop a transportation master plan that reenforces the vision, goals and objectives of the Comprehensive Plan.
- o Develop a capital improvements and maintenance plan to serve as a platform for budgeting annual infrastructure maintenance information.
- o Further develop and utilize GIS systems to manage City infrastructure assets.
- o The City should continue to work closely with North Baldwin Utilities (NBU) to align utility infrastructure planning with land use, subdivision, site plan review and annexation decisions. This may include establishing formal coordination procedures or memoranda of understanding (MOUs) to ensure NBU is engaged early in the development review process and that future capital improvements are synchronized with the City's growth areas. Regular communication and data sharing between NBU and City staff will support informed decision-making and efficient infrastructure expansion.





New & Expanding Industry Announcements

2025 REPORT

MADE IN
ALABAMA

New & Expanding Industry Announcements

2025 REPORT

- I.** Executive Summary
- II.** By the Numbers
- III.** County Summary
 - a. Overview
 - b. Counties in Depth
- IV.** Industries
 - a. Industries in Depth
- V.** Foreign Direct Investment
 - a. Countries in Depth
- VI.** RURAL New and Expanding Announcements
 - a. Overview

MADE IN
ALABAMA

Alabama's Momentum is Building the Future



Alabama's economy is riding a wave of historic momentum, with signs of success in every corner of our state. Innovative developments, high-quality jobs and transformative investments are ushering in an extraordinary era of prosperity, as new companies move in and existing ones expand.

This growth is the result of a strategic economic development plan and the hard work of a team that is focused on keeping Alabama at the forefront of a competitive global economy. In 2025 alone, our efforts generated \$14.6 billion in capital investment – a record annual high – along with 9,388 new job commitments.

The success is detailed in the 2025 New & Expanding Industry Announcements Report, released today by the Alabama Department of Commerce.

We have seen remarkable progress since I took office in April 2017. Since then, our economic development team has secured \$69 billion in investment, which has created 100,000 new jobs. The gains have been seen across a wide spectrum of business sectors, including many with major industry leaders, putting Alabama's workforce on the pioneering edge of international developments.

It is important to note that these achievements stretch far beyond our largest cities. Rural counties have amassed impressive wins as well, which is evidence that they are no longer hidden gems of our state but sought-after communities for companies set on growth. In 2025, Alabama's rural counties attracted \$2 billion in capital investment and 2,011 new job opportunities.

As proud as we are of our past success, we are even more excited for the future.

The results found in this report show that "Catalyst," our economic development strategic plan, is exceeding expectations, and we will continue to build on this bold, comprehensive initiative designed to fuel sustained growth over the next decade.

We are open for business, ready to embrace new challenges and poised to welcome even more world-class companies, advanced technologies and groundbreaking products.

To be sure, we will help them find the perfect new home here in Alabama.

A handwritten signature in black ink that reads "Kay Ivey". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Kay Ivey
Governor of Alabama



A Historic Year for Alabama Economic Development



I am proud to present the 2025 New & Expanding Industry Announcements Report, which reflects a tremendous year of success for economic development in Alabama.

Last year, our team helped secure \$14.6 billion in capital investment – the highest annual total in state history – and 9,388 new job commitments across 234 projects.

The results prove that our pro-business climate, highly-skilled workforce and supportive community partnerships are a winning combination that continue to propel our state as a top destination for world-class companies.

A few of the year's pivotal projects show the wide variety of business sectors that are flourishing in Alabama.

 Pharmaceutical giant **Eli Lilly and Company** plans to spend more than \$6 billion to build an advanced manufacturing operation in Huntsville and Limestone County. The synthetic medicine active pharmaceutical ingredient facility, which will create 450 jobs for engineers, scientists, lab technicians and other skilled personnel, represents the largest initial investment in Alabama history.

 **ArcelorMittal** is investing \$1.2 billion in Mobile County to produce a specialty electrical steel that is used in EV motors and other applications. The project will create more than 200 jobs.

 **Owens Corning** announced plans to open a \$325 million state-of-the-art shingle manufacturing plant in Prattville that will add 89 jobs in Autauga County.

Rural Alabama also made a strong showing in 2025. Our “targeted” rural counties combined to register a total capital investment of \$2 billion and 2,011 new job opportunities.

One substantial investment in this region is Georgia Pacific’s plans to spend \$800 million in Monroe County to modernize, expand and streamline production capabilities at the company’s Alabama River Cellulose mill. The project will make the Perdue Hill facility the largest softwood pulp mill in the U.S.

2025’s results confirm an impressive debut for “Catalyst,” the strategic economic growth plan that the Commerce Department launched in late 2024. Just over a year later, we are confident that this plan will continue to map solid growth in key industries.

At the same time, initiatives such as SEEDS and Growing Alabama are helping communities prepare industrial sites and infrastructure, while business and government leaders collaborate on ways to maintain a competitive edge. The Alabama Legislature’s steadfast support is crucial to our efforts.

Alabama’s economic development efforts are thriving, and we have all the ingredients to continue that momentum, creating jobs and prosperity in communities across our state.

A handwritten signature in black ink, reading "Ellen McNair".

Ellen McNair
Secretary of Commerce

MADE IN
ALABAMA

OVERVIEW

BY THE NUMBERS

2025 New & Expanding Industry Announcements



Project Announcements

Top Counties

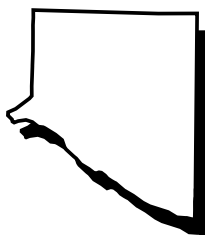
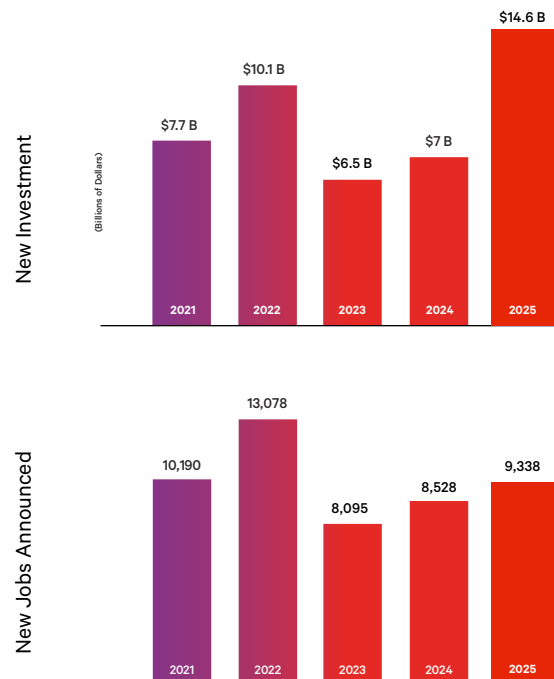
\$14.6

Billion

New Investment

9,388

New Jobs Announced



Top County for New Investment

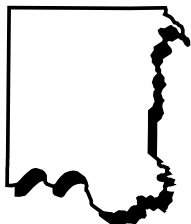
Limestone County

\$6.6 B

Top County for New Jobs

Madison County

2,424



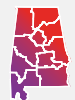
TOP COUNTIES FOR NEW INVESTMENT	
County	Investment
Limestone	\$6,653,127,635
Mobile	\$2,416,839,840
Montgomery	\$1,199,901,023
Monroe	\$819,020,000
Lee	\$570,825,343
Autauga	\$351,000,000

TOP COUNTIES FOR JOBS	
County	Jobs
Madison	2,424
Limestone	858
Mobile	553
Montgomery	500
Macon	480
Jefferson	392

OVERVIEW

BY THE NUMBERS

2025 New & Expanding Industry Announcements



RURAL
Overview



New Capital
Investment



New Jobs
Created

TOP COUNTIES FOR NEW INVESTMENT	
County	Investment
Monroe	\$819,020,000
Dallas	\$260,387,452
Macon	\$233,798,285
Cleburne	\$203,000,000
Franklin	\$102,090,000
Colbert	\$68,786,000

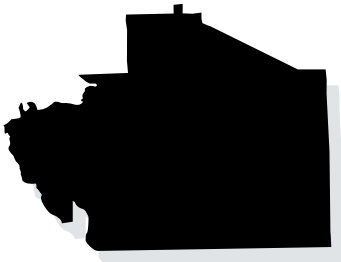


Top Rural County for
New Investment

Monroe County

\$819 M

TOP COUNTIES FOR JOBS	
County	Jobs
Macon	480
Franklin	312
Monroe	309
Butler	198
Cleburne	160
Lawrence	100



Top Rural County for
New Jobs

Macon County

480

OVERVIEW

COUNTY BREAKDOWN

2025 New & Expanding Industry Announcements

COUNTY		NEW		EXPANDING			TOTAL		
County	Projects	Jobs	Investment	Projects	Jobs	Investment	Projects	Jobs	Investment
Autauga	1	89	\$325,000,000	1	25	\$26,000,000	2	114	\$351,000,000
Baldwin	3	198	\$81,950,000	—	—	—	3	198	\$81,950,000
Barbour*	—	—	—	1	6	\$4,800,000	1	6	\$4,800,000
Bullock*	—	—	—	2	—	\$13,643,683	2	—	\$13,643,683
Butler*	1	40	\$5,000,000	2	158	\$60,129,629	3	198	\$65,129,629
Calhoun	1	70	\$15,000,000	10	289	\$269,591,918	11	359	\$284,591,918
Chambers*	1	15	\$1,500,000	1	15	\$3,443,000	2	30	\$4,943,000
Cleburne*	1	30	\$7,000,000	2	130	\$196,000,000	3	160	\$203,000,000
Coffee*	2	22	\$11,050,000	1	5	\$400,000	3	27	\$11,450,000
Colbert*	—	—	—	1	48	\$68,786,000	1	48	\$68,786,000
Covington*	2	59	\$11,125,000	—	—	—	2	59	\$11,125,000
Cullman	3	31	\$27,563,000	21	312	\$115,427,000	24	343	\$142,990,000
Dallas*	—	—	—	1	—	\$260,387,452	1	—	\$260,387,452
DeKalb	1	38	\$2,750,000	3	60	\$26,275,000	4	98	\$29,025,000
Escambia*	1	—	\$30,000,000	2	8	\$1,600,000	3	8	\$31,600,000
Etowah	4	145	\$19,500,000	1	30	\$15,000,000	5	175	\$34,500,000
Franklin*	—	—	—	3	312	\$102,090,000	3	312	\$102,090,000
Henry*	1	20	\$5,400,000	—	—	—	1	20	\$5,400,000
Houston	2	43	\$25,730,000	4	155	\$93,000,000	6	198	\$118,730,000
Jackson*	1	28	\$800,000	2	10	\$41,711,941	3	38	\$42,511,941
Jefferson	4	198	\$13,322,000	6	194	\$80,585,000	10	392	\$93,907,000
Lawrence*	—	—	—	1	100	—	1	100	—
Lee	4	109	\$458,933,137	12	219	\$111,892,206	16	328	\$570,825,343

*Rural Counties

OVERVIEW

COUNTY BREAKDOWN

2025 New & Expanding Industry Announcements

COUNTY		NEW			EXPANDING			TOTAL		
County	Projects	Jobs	Investment	Projects	Jobs	Investment	Projects	Jobs	Investment	
Limestone	4	580	\$6,069,500,000	12	278	\$583,627,635	16	858	\$6,653,127,635	
Macon*	4	470	\$203,698,285	1	10	\$30,100,000	5	480	\$233,798,285	
Madison	3	1,335	\$3,700,000	8	1,089	\$135,320,000	11	2,424	\$139,020,000	
Marengo*	—	—	—	1	2	\$2,000,000	1	2	\$2,000,000	
Marshall	1	82	\$64,438,400	13	235	\$65,827,703	14	317	\$130,266,103	
Mobile	5	267	\$1,171,900,000	11	286	\$1,244,939,840	16	553	\$2,416,839,840	
Monroe*	2	307	\$12,485,000	2	2	\$806,535,000	4	309	\$819,020,000	
Montgomery	2	25	\$99,100,000	19	475	\$1,100,801,023	21	500	\$1,199,901,023	
Morgan	2	150	\$7,150,000	10	123	\$125,450,552	12	273	\$132,600,552	
Pike*	1	—	\$42,000,000	—	—	—	1	—	\$42,000,000	
Randolph*	—	—	—	1	—	\$7,812,786	1	—	\$7,812,786	
Russell*	2	84	\$19,558,742	2	10	\$29,257,537	4	94	\$48,816,279	
Shelby	—	—	—	5	81	\$36,509,104	5	81	\$36,509,104	
St. Clair	—	—	—	2	46	\$4,968,231	2	46	\$4,968,231	
Sumter*	—	—	—	1	42	\$4,400,000	1	42	\$4,400,000	
Tallapoosa*	1	68	\$21,802,154	—	—	—	1	68	\$21,802,154	
Tuscaloosa	1	16	\$508,000	4	74	\$86,554,176	5	90	\$87,062,176	
Walker	—	—	—	3	30	\$116,875,000	3	30	\$116,875,000	
Washington*	—	—	—	1	10	\$2,005,550	1	10	\$2,005,550	
TOTALS	61	4,519	\$8,757,463,718	173	4,869	\$5,873,746,966	234	9,388	\$14,631,210,684	

*Rural Counties

COUNTIES IN DEPTH

COUNTY SUMMARY

2025 New & Expanding Industry Announcements

New/Expanding	Company	City	NAICS	Business Activity	Jobs	Capital Investment
---------------	---------	------	-------	-------------------	------	--------------------

AUTAUGA

New	Owens Corning Corporation	Prattville	324122	Asphalt Shingle and Coating Materials Manufacturing	89	\$325,000,000
Expansion	OWI Industries LLC	Prattville	325998	Windshield Washer Fluid, Components for Windshield Wipers	25	\$26,000,000
TOTALS FOR AUTAUGA (2 PROJECTS)					114	\$351,000,000

BALDWIN

New	Maximus Meats	Summerdale	311611	Meat Processing and Distribution	38	\$16,750,000
New	Butting USA Inc.	Loxley	331210	Pipe Manufacturing	110	\$61,700,000
New	Green Health Laboratories	Foley	541380	Testing Laboratories and Services	50	\$3,500,000
TOTALS FOR BALDWIN (3 PROJECTS)					198	\$81,950,000

BARBOUR*

Expansion	Elm Machining Corporation	Eufaula	332999	Metal Fabrication	6	\$4,800,000
TOTALS FOR BARBOUR (1 PROJECT)					6	\$4,800,000

BULLOCK*

Expansion	Wayne-Sanderson Farms	Union Springs	311615	Poultry Processing	—	\$2,908,755
Expansion	Wayne-Sanderson Farms	Union Springs	311615	Poultry Processing	—	\$10,734,928
TOTALS FOR BULLOCK (2 PROJECTS)					—	\$13,643,683

BUTLER*

New	Phoenix Building Solutions	Greenville	321991	Park Model Manufacturer	40	\$5,000,000
Expansion	Hubbell Corporation	Greenville	335931	Electrical Connectors	118	—
Expansion	Hwashin America Corporation	Greenville	336110	Stamped Automotive Car Parts	40	\$60,129,629
TOTALS FOR BUTLER (3 PROJECTS)					198	\$65,129,629

*Rural Counties

to ignite biopharma innovation in Rocket City

PRESENTED BY ELI LILLY AND COMPANY



Governor Kay Ivey announced pharmaceutical giant Eli Lilly and Company's plans to invest more than \$6 billion in a new advanced manufacturing operation in Huntsville.

(Governor's Office/Hal Yeager)

COUNTIES IN DEPTH

COUNTY SUMMARY

2025 New & Expanding Industry Announcements

New/Expanding	Company	City	NAICS	Business Activity	Jobs	Capital Investment
---------------	---------	------	-------	-------------------	------	--------------------

CALHOUN

Expansion	Altex Packaging Inc.	Anniston	322211	Packaging - Wood and Plastic/Foam	36	\$8,007,000
Expansion	M&H Valve	Anniston	332101	Pipe and Hydrant Manufacturing	—	\$6,885,445
Expansion	Interstate Sheet Metal	Anniston	332322	Sheet Metal Work Manufacturing	27	\$2,100,000
Expansion	AMZ Alabama Inc.	Anniston	336992	Armored Vehicle Manufacturing	50	\$22,020,000
New	Amazon	Oxford	493110	Distribution and Delivery	70	\$15,000,000
Expansion	Kronospan	Oxford	321219	Engineered Wood Products	—	\$200,000,000
Expansion	Doncasters	Oxford	331512	Investment Castings	76	\$7,000,000
Expansion	Kobay Enstal	Oxford	332116	Automotive Metal Stamping	70	\$12,000,000
Expansion	Bryant Machine	Jacksonville	332710	Machine Shop	12	\$3,200,000
Expansion	M&H Valve	Anniston	332911	Fire Hydrant Manufacturing	—	\$4,879,473
Expansion	Changer & Dresser	Anniston	333992	Welding and Soldering Equipment Manufacturing	18	\$3,500,000

TOTALS FOR CALHOUN (11 PROJECTS)

359

\$284,591,918

CHAMBERS*

New	MR6 Tech Services Inc.	Lanett	333519	Rolling Mill and Other Metalworking Machinery Manufacturing	15	\$1,500,000
Expansion	JOON LLC (AJIN USA)	Cusseta	336370	Automotive Stamping	15	\$3,443,000

TOTALS FOR CHAMBERS (2 PROJECTS)

30

\$4,943,000

CLEBURNE*

Expansion	Southwire Company/Forte Power Systems LLC	Heflin	331410	Nonferrous Metal (except Aluminum) Smelting and Refining	85	\$176,000,000
Expansion	Tree Brand Packaging	Ranburne	321999	Wood Pallet Manufacturer	45	\$20,000,000
New	Contour Fabrication and Mechanical (CFM)	Heflin	332999	Provides Fabrication Services and On-Site Mechanical Support	30	\$7,000,000

TOTALS FOR CLEBURNE (3 PROJECTS)

160

\$203,000,000

*Rural Counties

COUNTIES IN DEPTH

COUNTY SUMMARY

2025 New & Expanding Industry Announcements

New/Expanding	Company	City	NAICS	Business Activity	Jobs	Capital Investment
---------------	---------	------	-------	-------------------	------	--------------------

COFFEE*

Expansion	River Valley Packing	Elba	311612	Meat Processing	5	\$400,000
New	Hello Chonky Cookie	Enterprise	311821	Cookie Manufacturing	20	\$10,000,000
New	Alfab Inc.	Enterprise	493110	General Warehouse	2	\$1,050,000
TOTALS FOR COFFEE (3 PROJECTS)					27	\$11,450,000

COLBERT*

Expansion	Constellium	Muscle Shoals	331314	Recycled Aluminum Products	48	\$68,786,000
TOTALS FOR COLBERT (1 PROJECT)					48	\$68,786,000

COVINGTON*

New	Sims Bark	Floral	321113	Mulch Manufacturing	40	\$8,000,000
New	Aqua Technics (aka Aquatic Leisure)	Opp	326199	Fiberglass Swimming Pool Manufacturer	19	\$3,125,000
TOTALS FOR COVINGTON (2 PROJECTS)					59	\$11,125,000

CULLMAN

New	Verus Works	Cullman	336413	Aerospace Product and Parts Manufacturing	6	\$1,000,000
Expansion	Tyson	Garden City	311613	Poultry Processing	20	\$9,200,000
Expansion	Goat Island Brewing	Cullman	312120	Brewery	—	\$190,000
Expansion	Louisiana Pacific	Cullman	321999	OBS Board Manufacturer	10	\$19,650,000
Expansion	Corrugated Supplies Corporation	Cullman	322211	Corrugated Packaging	25	\$21,500,000
Expansion	Rusken Packaging	Cullman	322211	Corrugated Packaging	15	\$25,600,000
New	SRM Concrete	Cullman	327320	Ready-Mix Concrete Manufacturing	20	\$26,000,000

*Rural Counties

COUNTIES IN DEPTH

COUNTY SUMMARY

2025 New & Expanding Industry Announcements

New/Expanding	Company	City	NAICS	Business Activity	Jobs	Capital Investment
CULLMAN						
Expansion	AGCOR Steel	Good Hope	332311	Fabricated Metal Products Manufacturer	—	\$78,000
Expansion	Schulte Building Systems	Cullman	332311	Manufacturer of Pre-engineered Metal Buildings and Building Components	17	\$1,220,000
Expansion	North Alabama Fabricating Company	Cullman	332312	Structural Metal	16	\$17,700,000
New	CoFAX LLC	Bremen	332710	Machine Shop - Fabricated Metal	5	\$563,000
Expansion	Apel Machine & Supply	Cullman	332710	Machine Shop and Metal Fabrication Company	—	\$500,000
Expansion	Cobra Metal	Cullman	332710	Metal Fabrication and Precision Machining	10	\$500,000
Expansion	Advanced Heat Treat	Cullman	332811	Metal Coating	—	\$400,000
Expansion	HH Technologies	Bremen	333111	Farm Machinery and Equipment Manufacturing	—	\$2,000,000
Expansion	Grain 8 Technologies	Bremen	333111	Poultry Products	—	\$358,000
Expansion	Advanced Rotors Inc.	Cullman	335312	Manufacture, Repair and Engineer Core Components of Electric Motors and Generators	10	\$1,000,000
Expansion	Busted Knuckle Offroad	Dodge City	336110	OEM of Off-Road Vehicles	—	\$720,000
Expansion	RESRG Automotive	Cullman	336211	Plastic Injected Automotive Parts	30	\$8,000,000
Expansion	Cardington Yutaka Technologies	Cullman	336350	Exhaust Systems	—	\$1,044,000
Expansion	Topre America Corporation	Cullman	336370	Automotive Stamping	159	—
Expansion	General Dynamics	Cullman	336419	Defense Manufacturing	—	\$5,000,000
Expansion	Cullman Cabinet	Cullman	337110	Cabinet and Furniture Manufacturing	—	\$757,000
Expansion	Keystone Automotive	Cullman	423120	Aftermarket Part Manufacturer	—	\$10,000
TOTALS FOR CULLMAN (24 PROJECTS)					343	\$142,990,000

COUNTIES IN DEPTH

COUNTY SUMMARY

2025 New & Expanding Industry Announcements

New/Expanding	Company	City	NAICS	Business Activity	Jobs	Capital Investment
DALLAS*						
Expansion	International Paper Company	Selma	322130	Global Manufacturer of Renewable Fiber - Based Products	—	\$260,387,452
TOTALS FOR DALLAS (1 PROJECT)					—	\$260,387,452
DEKALB						
New	Sovereign American Industries LLC	Rainsville	314999	Industrial Sewing	38	\$2,750,000
Expansion	Nucor Vulcraft Group	Fort Payne	332312	Fabricated Structural Metal Manufacturing	—	\$18,915,000
Expansion	Feralloy Corporation (dba GH Metal Solutions)	Fort Payne	332322	Sheet Metal Work Manufacturing	—	\$2,915,000
Expansion	G2 Supply LLC	Valley Head	321920	Manufactures Packaging of Customized Wood Boxes and Pallets	60	\$4,445,000
TOTALS FOR DEKALB (4 PROJECTS)					98	\$29,025,000
ESCAMBIA*						
New	Perdido River Farms/Poarch Band of Creek Indians	Atmore	311612	Meat Processing	—	\$30,000,000
Expansion	Caliber Stamping	East Brewton	332116	Construction Bracket Metal Stamping	2	\$500,000
Expansion	AAA Cooper Transportation	Brewton	493110	Transportation and Logistics	6	\$1,100,000
TOTALS FOR ESCAMBIA (3 PROJECTS)					8	\$31,600,000
ETOWAH						
New	Pencco	Gadsden	325998	Manufacturer and Distributor of Water/Wastewater - Treatment	30	\$10,000,000
New	SMD Steel	Rainbow City	332313	Plate Work Manufacturing	80	\$9,000,000
Expansion	Choice Fabricators	Rainbow City	332322	Fabricated Metal Product Manufacturing	30	\$15,000,000
New	Omaha Track	Attalla	488210	Rail Tie Disposal	10	\$500,000
New	Takkion	Gadsden	493110	General Warehousing and Storage	25	—
TOTALS FOR ETOWAH (5 PROJECTS)					175	\$34,500,000

*Rural Counties

COUNTIES IN DEPTH

COUNTY SUMMARY

2025 New & Expanding Industry Announcements

New/Expanding	Company	City	NAICS	Business Activity	Jobs	Capital Investment
FRANKLIN*						
Expansion	Pilgrims	Russellville	311615	Poultry Processing	260	\$90,000,000
Expansion	Franklin Manufacturing Inc.	Russellville	332312	Fabricated Structural Metal Manufacturing	24	\$6,715,000
Expansion	G&G Steel Inc.	Russellville	332312	Fabricated Structural Metal Manufacturing	28	\$5,375,000
TOTALS FOR FRANKLIN (3 PROJECTS)					312	\$102,090,000
HENRY*						
New	Oldcastle Lawn & Garden	Abbeville	321999	Wood Mulch	20	\$5,400,000
TOTALS FOR HENRY (1 PROJECT)					20	\$5,400,000
HOUSTON						
New	Construction Partners Inc.	Dothan	518210	Road Construction Company/Data Processing for Headquarters	20	\$20,000,000
New	Venture Milk LLC	Cowarts	311511	Milk Processing and Yogurt Processing	23	\$5,730,000
Expansion	AAA Cooper Transportation	Dothan	493110	Provides a Range of Transportation and Logistics Solutions/HQ	80	\$8,000,000
Expansion	AmerisourceBergen (ASD Specialty Care Healthcare LLC)	Dothan	424210	Global Pharmaceutical Sourcing and Distribution Company	55	\$70,000,000
Expansion	Qualico	Webb	332900	Steel Fabrication	20	\$10,000,000
Expansion	Wayne-Sanderson Farms	Dothan	311615	Poultry Processing	—	\$5,000,000
TOTALS FOR HOUSTON (6 PROJECTS)					198	\$118,730,000

*Rural Counties

COUNTIES IN DEPTH

COUNTY SUMMARY

2025 New & Expanding Industry Announcements

New/Expanding	Company	City	NAICS	Business Activity	Jobs	Capital Investment
JACKSON*						
Expansion	Lozier	Scottsboro	337215	Shelving and Locker Manufacturing	6	\$2,711,941
New	Advance Displays Inc.	Scottsboro	423990	Wholesale Distribution Hub	28	\$800,000
Expansion	Yamaha Motor Corporation USA	Bridgeport	541715	Marine Test and Development Facility	4	\$39,000,000
TOTALS FOR JACKSON (3 PROJECTS)					38	\$42,511,941
JEFFERSON						
Expansion	Royal Cup Inc.	Birmingham	311920	Coffee and Tea Importer, Roaster, Blender, Manufacturer and Distributor	30	—
Expansion	Evonik Degussa	Birmingham	325100	Biotech	45	—
Expansion	U.S. Steel Corporation	Fairfield	331110	Steel Making and Processing	44	\$75,000,000
New	Mapremac	Birmingham	332710	Designs, Manufactures and Distributes Precision Metal - Mechanical Parts	10	—
Expansion	Foxhound Bee Company	Birmingham	424490	Food Distributors	6	\$3,935,000
New	Quanta Power Solutions	Birmingham	541330	A Full Service, Engineering, Procurement and Construction Company	92	\$872,000
New	SmartWiz	Birmingham	541511	Tax Software Technology Company	66	\$125,000
Expansion	Weelth Inc./TaxxWiz	Birmingham	541511	Tax Prep Software Development	65	\$150,000
New	Valicor Environmental Services	Adamsville	562213	Sustainable Solutions for Waste Management	30	\$12,325,000
Expansion	ReWorld (CIRCON Environmental)	Birmingham	562920	Materials Recovery Facilities	4	\$1,500,000
TOTALS FOR JEFFERSON (10 PROJECTS)					392	\$93,907,000
LAWRENCE*						
Expansion	Lockheed Martin	Courtland	336414	Targets Programs	100	—
TOTALS FOR LAWRENCE (1 PROJECT)					100	—

*Rural Counties

COUNTIES IN DEPTH

COUNTY SUMMARY

2025 New & Expanding Industry Announcements

New/Expanding	Company	City	NAICS	Business Activity	Jobs	Capital Investment
LEE						
Expansion	Pharmavite LLC	Opelika	325411	Manufactures and Markets Vitamins, Minerals and Other Dietary Supplements	—	\$13,668,849
Expansion	GE Aerospace	Auburn	336413	Aerospace Product and Parts Manufacturing	10	\$35,300,000
New	Stinson Breads LLC	Opelika	311812	Manufacturing Fresh and Frozen Bread	29	\$1,318,137
New	Oak Bowery Spirits LLC	Opelika	312140	Distillery	20	\$1,145,000
Expansion	I-PEX USA Manufacturing Inc.	Auburn	326199	Plastic Components	7	\$2,950,000
Expansion	SCA Inc.	Auburn	326199	Plastics Product Manufacturing	13	\$19,610,000
Expansion	Pyongsan America Inc.	Auburn	332912	Produces Automotive Plastic and Fluid-Handling Components	30	\$9,713,547
Expansion	2A USA Inc.	Auburn	332999	Aluminum Components Metal Product Manufacturing	4	\$2,725,000
Expansion	Miele Manufacturing Inc.	Opelika	335220	Cooking Appliances, Ovens and Range Cookers	10	\$2,000,136
Expansion	Briggs & Stratton LLC	Auburn	336310	Gasoline Engines	35	\$8,157,000
Expansion	HL Mando America Corporation	Opelika	336330	Automotive - Supplier	15	\$5,155,800
Expansion	Seohan Auto USA Corporation	Auburn	336350	Axle and Steering Components	8	\$5,016,000
Expansion	AGS America Inc.	Opelika	336390	Motor Vehicle Parts Manufacturing	70	\$3,595,874
Expansion	Korea Fuel Tech America Inc.	Auburn	336399	Plastic Fuel Tanks	17	\$4,000,000
New	Core Scientific	Auburn	518210	Multi Tenant Data Center	40	\$424,000,000
New	SEUNGWON USA Inc.	Opelika	561910	Specialized Packaging Solutions	20	\$32,470,000
TOTALS FOR LEE (16 PROJECTS)					328	\$570,825,343

LIMESTONE

Expansion	Toyota Tsusho	Huntsville	221114	Solar Power Generation	—	\$163,285,235
Expansion	Asahi Kasei Plastics North America Inc.	Athens	325211	Manufacturer of Innovative, High Performance, Engineered Polymers and Chemically Coupled Polypropylene Resins	—	\$1,500,000
New	Eli Lilly	Huntsville	325412	Pharmaceutical Preparation Manufacturing	450	\$6,000,000,000
New	Loftis Steel & Aluminum Inc.	Decatur	331210	Precision Metal Processing Services, Including Laser Cutting, Plasma Cutting and Water Jet Cutting	20	\$6,500,000
Expansion	Cast Products Inc.	Athens	331524	Aluminum Foundries (except Die-Casting)	25	—

*Rural Counties

COUNTIES IN DEPTH

COUNTY SUMMARY

2025 New & Expanding Industry Announcements

New/Expanding	Company	City	NAICS	Business Activity	Jobs	Capital Investment
LIMESTONE						
Expansion	Madison Metal Processing	Huntsville	332312	Steel Processing Service Center for Mazda Toyota Manufacturing	2	\$1,650,000
Expansion	Morgan Metals Inc.	Athens	332322	Custom Metal Fabricator and Installer	3	\$75,000
New	Titomic USA Inc.	Huntsville	332812	Titanium Additive Coatings	60	\$30,000,000
Expansion	Northrop Grumman	Huntsville	334511	Missile Defense and Space Technology	—	\$20,000,000
Expansion	GE Aerospace	Huntsville	336412	Carbon Composites	84	\$22,000,000
New	Aleut (ARE) & Strata-G	Tanner	336413	Other Aircraft Parts and Auxiliary Equipment Manufacturing	50	\$33,000,000
Expansion	Exalta (formally Intech/Turner Medical)	Athens	339112	Medical Devices	39	\$900,000
Expansion	Daikyo Nishikawa USA Inc.	Huntsville	326199	Automotive Parts Manufacturing	53	\$18,000,000
Expansion	Carpenter Tech IIII	Tanner	331111	Stainless Steel, Titanium and Other Specialty Metals and Engineered Products Manufacturing	62	\$354,250,000
Expansion	Claborn Manufacturing	Tanner	332999	Designs, Engineers and Manufactures Detention-Grade Metal Security Furniture and Accessories	2	\$967,400
Expansion	North Alabama LaserFab Inc.	Lester	333517	Laser Cutting/Metalworking	8	\$1,000,000
TOTALS FOR LIMESTONE (16 PROJECTS)					858	\$6,653,127,635
MACON*						
New	TSA LLC	Tuskegee	336110	Specialty Automotive Fabricator	30	\$3,000,000
New	Samkwang	Tuskegee	336211	Manufactures Injection-Molded, Painted and Assembled Parts for the Automotive Industry	240	\$35,000,000
New	CPT America LLC	Tuskegee	336370	Steel-Stamping Automotive Parts Manufacturing	187	\$163,363,285
Expansion	Samkee America Inc.	Tuskegee	336390	Automotive Parts, Process of Alloy Production, Casting and Machining	10	\$30,100,000
New	SABCO Investments LLC (South Alabama Brick Company) dba Capital Brick	Unincorporated	423320	Brick Distribution Yard	13	\$2,335,000
TOTALS FOR MACON (5 PROJECTS)					480	\$233,798,285

*Rural Counties

COUNTIES IN DEPTH

COUNTY SUMMARY

2025 New & Expanding Industry Announcements

New/Expanding	Company	City	NAICS	Business Activity	Jobs	Capital Investment
MADISON						
Expansion	Plasma Processes	Huntsville	332812	Advanced Materials and Metal Coatings	10	\$6,895,000
Expansion	L3Harris Technologies	Huntsville	334511	Rocket Engine Manufacturing	40	\$20,000,000
Expansion	Northrop Grumman	Huntsville	334511	Missile Systems Manufacturing	200	\$72,000,000
Expansion	SEA Wire & Cable	Madison	335929	Wire and Cable Distributor	57	\$4,825,000
Expansion	Performance Drone Works	Huntsville	336411	Drone Manufacturing	525	\$9,100,000
Expansion	SES Inc.	Huntsville	336411	Aircraft Integration	—	\$17,000,000
New	Hybird Space Systems	Huntsville	336412	Rocket Engine Manufacturing	20	\$700,000
New	Draxxon	Huntsville	336999	Specialty Vehicle Manufacturing and Mobile Systems Integration	3	\$3,000,000
Expansion	Parsons Corporations	Huntsville	541512	Intelligence Services	198	\$5,000,000
Expansion	Infinity Labs	Huntsville	541715	Technology and Defense Consulting and Software Solutions Company	59	\$500,000
New	U.S. Space Command	Huntsville	551114	Federal Organization/Headquarter Operations	1,312	—
TOTALS FOR MADISON (11 PROJECTS)					2,424	\$139,020,000
MARENGO*						
Expansion	Superior Inland Terminals	Demopolis	488320	Marine Cargo Handling	2	\$2,000,000
TOTALS FOR MARENGO (1 PROJECT)					2	\$2,000,000

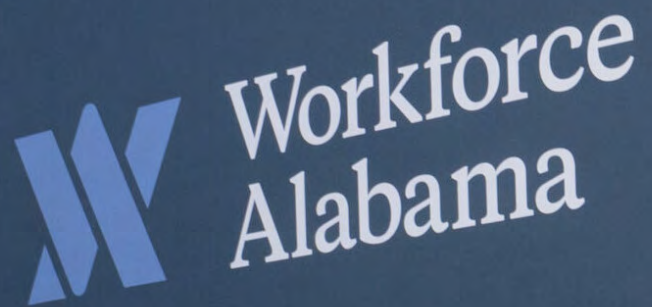
*Rural Counties

COUNTIES IN DEPTH

COUNTY SUMMARY

2025 New & Expanding Industry Announcements

New/Expanding	Company	City	NAICS	Business Activity	Jobs	Capital Investment
MARSHALL						
Expansion	Cargill	Guntersville	311224	Soybean Processing	—	\$40,000,000
Expansion	Noralco Industries/Shutters By Design	Albertville	321911	Window Treatment Manufacturing	—	\$132,200
Expansion	Marshall Pallet Company LLC/McGee Properties LLC	Albertville	321920	Wood Pallet Fabrication and Assembly	2	\$962,000
Expansion	PrismFlex	Guntersville	325910	Industrial Printing	25	\$2,226,000
Expansion	Southern Metal Fabricators	Albertville	332312	Metal Fabrication	—	\$700,000
Expansion	Metal Research Inc./Wolford Bros. Leasing LLC	Guntersville	332710	Advanced Manufacturing - Automated Machining	—	\$6,057,120
Expansion	Metal Research	Guntersville	332721	Precision Machining	—	\$3,440,654
Expansion	Highline Warren	Guntersville	333248	Blow Molding - Manufacturing	—	\$750,000
Expansion	BK Aerospace	Arab	336413	Aerospace - Metal Fabricating	2	\$300,000
Expansion	Mueller	Albertville	423510	Fire Hydrants - Foundry	2	\$2,451,227
Expansion	Mueller	Albertville	423510	Fire Hydrants - Foundry	3	\$3,347,269
Expansion	Ace Aeronautics LLC	Guntersville	488190	MRO Rotorcraft	189	\$4,250,000
Expansion	A&G Holdings LLC	Arab	493110	Warehouse/Distribution	12	\$1,211,233
New	Envision Cold Storage Boaz	Boaz	493120	Cold Storage	82	\$64,438,400
TOTALS FOR MARSHALL (14 PROJECTS)					317	\$130,266,103



Governor Kay Ivey officially unveiled the Alabama Department of Workforce at The Alabama State Capitol Thursday October 16, 2025 in Montgomery, Ala.

(Governor's Office/Hal Yeager)

COUNTIES IN DEPTH

COUNTY SUMMARY

2025 New & Expanding Industry Announcements

New/Expanding	Company	City	NAICS	Business Activity	Jobs	Capital Investment
MOBILE						
New	Prodose	Mobile	336413	Tier-1 Airbus Supplier of Potable Water Systems and Ground Support Tooling	10	—
Expansion	Canfor Southern Pine	Axis	321113	Lumber Manufacturer	—	\$2,900,000
Expansion	Kimberly-Clark	Mobile	322120	Paper Manufacturing	29	\$136,700,000
Expansion	Evonik	Theodore	325199	Methyl Mercaptan Production	—	\$77,500,000
New	Primo	Mobile	326121	Plastic Extrusion	12	\$5,800,000
New	ArcelorMittal Calvert	Mobile	331110	Non-Grain Oriented Steel (NOES)	205	\$1,163,900,000
Expansion	ArcelorMittal Calvert	Calvert	331110	Electric Arc Furnace Steel Making Facility	—	\$865,707,778
Expansion	SSAB	Axis	331110	Steel Manufacturer	12	\$75,000,000
New	Dynasty Fab LLC	Chickasaw	332000	Metal Product Fabrication for Defense, Aerospace and Automotive	30	\$2,000,000
Expansion	Master Boat Builders Inc.	Coden	336611	Boat Manufacturers	85	\$7,800,000
Expansion	SLB OneSubsea	Mobile	339999	Subsea Solutions	—	\$1,363,470
Expansion	Gulf Distributing	Mobile	424810	Beverage Distribution	—	\$11,500,000
New	Derichebourg	Mobile	488190	Aerospace Staffing	10	\$200,000
Expansion	APM Terminals	Mobile	488320	Container Terminal	8	\$58,600,000
Expansion	Prism Systems	Mobile	541511	Software Engineering Firm	52	\$6,418,592
Expansion	AAA USA	Mobile	561320	Corporate HQ/Insurance Companies	100	\$1,450,000
TOTALS FOR MOBILE (16 PROJECTS)					553	\$2,416,839,840

*Rural Counties

COUNTIES IN DEPTH

COUNTY SUMMARY

2025 New & Expanding Industry Announcements

New/Expanding	Company	City	NAICS	Business Activity	Jobs	Capital Investment
MONROE*						
Expansion	Scotch Plywood	Beatrice	321212	Plywood	2	\$6,535,000
Expansion	Alabama River Cellulose (Georgia Pacific)	Monroeville	322110	Paper Product Manufacturing - Pulp Mill	—	\$800,000,000
New	Bad Boy Mowers	Monroeville	333112	Mowers and Tractors	57	\$10,485,000
New	Webster Fulfillment	Monroeville	493110	General Warehousing and Storage	250	\$2,000,000
TOTALS FOR MONROE (4 PROJECTS)					309	\$819,020,000
MONTGOMERY						
Expansion	Lightsource BP	Montgomery	221114	Solar Power Generation	—	\$21,546,771
Expansion	SoGo Packaging LLC	Montgomery	311930	Syrup and Bottled Fruit Juices	—	\$12,422,938
Expansion	Browder Veneer Works Inc.	Montgomery	321211	Hardwood Veneer	30	\$1,500,000
Expansion	Viscofan	Montgomery	326121	Sausage Casings	—	\$5,000,000
Expansion	Genpak LLC - Hope Hull	Montgomery	326140	Styrofoam Food Containers	—	\$9,200,000
Expansion	Smith Industries Inc./Jay R. Smith Manufacturing Company	Montgomery	332913	Commercial Plumbing Equipment	—	\$8,909,927
Expansion	DAS North America Inc.	Montgomery	336360	Automotive Seat Components	10	\$5,100,701
Expansion	DAS North America Inc.	Montgomery	336360	Automotive Seat Components	101	\$77,620,000
Expansion	Ju-Young Manufacturing America Inc.	Montgomery	336360	Seat Harness and Levers	94	\$15,700,000
Expansion	Lear Corporation	Montgomery	336360	Automobile Seats	—	\$10,854,928
Expansion	Guyoungtech USA Inc.	Montgomery	336390	Automobile Body Parts	20	\$34,000,000
Expansion	MOBIS of Alabama LLC	Montgomery	336390	Cockpit and Chassis Modules, Bumper Assembly and Service Parts	—	\$12,775,157

*Rural Counties



General Stephen Whiting, of U.S. Space Command, meets with Governor Kay Ivey to discuss the relocation and the command's mission. Huntsville, Alabama was selected in September 2025 as the new home of Space Force Command HQ.

(Image: Governor's Office/Hal Yeager)

COUNTIES IN DEPTH

COUNTY SUMMARY

2025 New & Expanding Industry Announcements

New/Expanding	Company	City	NAICS	Business Activity	Jobs	Capital Investment
---------------	---------	------	-------	-------------------	------	--------------------

MONTGOMERY

Expansion	Hartzell Engine Technologies	Montgomery	336412	Aircraft and Engine Components	10	\$350,000
Expansion	GLOVIS Alabama LLC	Montgomery	423120	Automotive Distribution	—	\$3,705,733
Expansion	Frito-Lay Inc.	Montgomery	424490	Packaged Food Distributor	35	—
Expansion	Kukdong USA Inc.	Montgomery	424690	Brake Fluid, Washer Fluid and Antifreeze for Automobiles	35	\$9,814,868
New	Alabama State Port Authority	Montgomery	488210	Inland Port	25	\$94,000,000
New	James Worldwide Inc.	Montgomery	488510	International Logistics and Freight Forwarding Company	—	\$5,100,000
Expansion	CIRG Industries	Montgomery	493110	Just in Time Sequencing	70	\$14,300,000
Expansion	Dotier LLC (Meta)	Montgomery	518210	Data Storage and Distribution	70	\$800,000,000
Expansion	Alfa Insurance	Montgomery	551114	Corporate HQ/Insurance Companies	—	\$58,000,000

TOTALS FOR MONTGOMERY (21 PROJECTS) 500 \$1,199,901,023

MORGAN

Expansion	J.M. Smucker Co.	Decatur	311111	Manufactures Cat Food	—	\$28,000,000
Expansion	OCI Alabama LLC	Decatur	325188	Sodium Percarbonate	5	\$19,150,000
Expansion	Daikin America	Decatur	325211	Fluoropolymers	—	\$29,000,000
Expansion	Wolverine Industries	Decatur	331318	Integrated Aluminum Manufacturing	26	\$20,396,000
Expansion	Matthews Industries	Decatur	332116	Fabricated Metal Products - Metal Stamping	—	\$1,209,000
New	xPL Offsite LLC (a division of Turner Construction)	Decatur	332312	In-house Steel Fabrication Facility and Manufacturing Machinery Operation	120	\$7,150,000
Expansion	M&J Industries	Decatur	332710	Machine Shop (Aerospace, Defense, Energy)	44	\$9,600,000

*Rural Counties

COUNTIES IN DEPTH

COUNTY SUMMARY

2025 New & Expanding Industry Announcements

New/Expanding	Company	City	NAICS	Business Activity	Jobs	Capital Investment
MORGAN						
Expansion	Pro-Fab Machine of Hartselle	Hartselle	332710	Machine Shop/Fabricated Metal Products	40	\$13,500,000
Expansion	IMS (Industrial Manufacturing Specialties)	Decatur	332721	Precision Machine Parts	—	\$754,000
Expansion	Neo Industries (Alabama) Inc.	Decatur	332813	Steel/Aluminum Production	8	\$3,750,000
Expansion	JIT Industries	Hartselle	333995	Design & Manufactures Custom Hydraulic and Pneumatic Cylinders	—	\$91,552
New	Karman Space and Defense	Decatur	336414	Parts for Space Program and Missile Defense	30	—
TOTALS FOR MORGAN (12 PROJECTS)					273	\$132,600,552
PIKE*						
New	Sanders Lead Company	Troy	331492	Secondary Smelting, Refining and Alloying of Nonferrous Metal	—	\$42,000,000
TOTALS FOR PIKE (1 PROJECT)					—	\$42,000,000
RANDOLPH*						
Expansion	Airco Inc.	Wadley	337127	Steel Fab Patio Furniture	—	\$7,812,786
TOTALS FOR RANDOLPH (1 PROJECT)					—	\$7,812,786
RUSSELL*						
New	Cima Solutions LLC	Phenix City	326299	Rubber Mats	55	\$4,840,000
New	NVH Georgia LLC	Phenix City	336330	Automotive Floor Mats	29	\$14,718,742
Expansion	Johns Manville	Phenix City	327993	Rockwool Insulation	—	\$28,157,537
Expansion	Logan Machine Works	Phenix City	332710	Metal Fabrication	10	\$1,100,000
TOTALS FOR RUSSELL (4 PROJECTS)					94	\$48,816,279

*Rural Counties

COUNTIES IN DEPTH

COUNTY SUMMARY

2025 New & Expanding Industry Announcements

New/Expanding	Company	City	NAICS	Business Activity	Jobs	Capital Investment
SHELBY						
Expansion	Edgar's Old Style Bakery	Pelham	311812	Commercial Bakery	40	\$13,185,000
Expansion	RayPress Corporation	Hoover	323111	Manufacturer of Promotional and Industry-Specific Labels	7	—
Expansion	Specification Rubber	Pelham	326291	Rubber Product Manufacturing	20	\$16,114,104
Expansion	Swagelok Alabama	Pelham	332911	Manufactures Tube Fittings, Valves, Regulators, Hoses/Flexible Tubing, Tubing Accessories, Filters	6	\$3,400,000
Expansion	Research Solutions Group	Pelham	424690	Solvent Recycling	8	\$3,810,000
TOTALS FOR SHELBY (5 PROJECTS)					81	\$36,509,104
ST. CLAIR						
Expansion	Buckner Trailers	Springville	336212	Truck Trailer Manufacturing	26	\$1,500,000
Expansion	The Distribution Point LLC	Moody	423710	Plumbing Distribution	20	\$3,468,231
TOTALS FOR ST. CLAIR (2 PROJECTS)					46	\$4,968,231
SUMTER*						
Expansion	Prystup Packaging Products	Livingston	322212	Folding Paperboard Box	42	\$4,400,000
TOTALS FOR SUMTER (1 PROJECT)					42	\$4,400,000
TALLAPOOSA*						
New	JW Holdings	Dadeville	336390	Painting Auto Parts	68	\$21,802,154
TOTALS FOR TALLAPOOSA (1 PROJECT)					68	\$21,802,154
TUSCALOOSA						
Expansion	Southern Ionics Incorporated	Tuscaloosa	325180	Sodium Bisulfite	7	\$34,052,333
Expansion	Microchip Technology Inc.	Tuscaloosa	334413	Semiconductor and Related Device Manufacturing	14	\$4,966,637
Expansion	Tosyali International Ltd.	Tuscaloosa	339910	Jewelry Manufacturing	40	\$20,850,000
Expansion	Mercedes-Benz USA LLC	Vance	423110	Auto Merchant Wholesaler	13	\$26,685,206
New	Nat 20 Scientific LLC	Buhl	541715	Scientific Research and Development Services	16	\$508,000
TOTALS FOR TUSCALOOSA (5 PROJECTS)					90	\$87,062,176

*Rural Counties

COUNTIES IN DEPTH

COUNTY SUMMARY

2025 New & Expanding Industry Announcements

New/Expanding	Company	City	NAICS	Business Activity	Jobs	Capital Investment
WALKER						
Expansion	Jasper Lumber Company LLC	Jasper	321113	Saw Mill	—	\$95,000,000
Expansion	Nelson Brothers LLC	Parrish	325110	Specialty Chemicals and Commercial Explosives	5	\$19,375,000
Expansion	Jones Machine & Welding	Oakman	332710	Production, Welding, Warehouse	25	\$2,500,000
TOTALS FOR WALKER (3 PROJECTS)					30	\$116,875,000
WASHINGTON*						
Expansion	Cooper Marine Inc.	Calvert	488320	Barge Transportation	10	\$2,005,550
TOTALS FOR WASHINGTON (1 PROJECT)					10	\$2,005,550
TOTAL FOR ALL COUNTIES					9,388	\$14,631,210,684

*Rural Counties

2025 INDUSTRY SUMMARY			
Catalyst Sector	Projects	Jobs	Capital Investment
AGRICULTURE & FOOD	25	583	\$310,262,758
BIOSCIENCE	8	673	\$6,128,076,849
BUSINESS SERVICES (Enabler)	3	192	\$60,322,000
CHEMICAL MANUFACTURING	19	311	\$294,067,305
DEFENSE	8	1,695	\$122,020,000
FORESTRY & WOOD PRODUCTS	15	251	\$1,175,867,941
LOGISTICS & DISTRIBUTION (Enabler)	21	907	\$285,956,910
METALS AND ADVANCED MATERIALS	58	1,484	\$3,207,026,334
MOBILITY (Aerospace)	12	767	\$138,950,000
MOBILITY (Automotive)	33	1,580	\$628,005,756
OTHER	24	420	\$1,019,994,602
TECHNOLOGY	8	525	\$1,260,660,229
TOTALS	234	9,388	\$14,631,210,684

INDUSTRIES IN DEPTH

COUNTY SUMMARY

2025 New & Expanding Industry Announcements

New/Expanding	Company	City	County	NAICS	Business Activity	Jobs	Capital Investment
AGRICULTURE & FOOD							
New	Bad Boy Mowers	Monroeville	Monroe	333112	Mowers and Tractors	57	\$10,485,000
New	Hello Chonky Cookie	Enterprise	Coffee	311821	Cookie Manufacturing	20	\$10,000,000
New	Maximus Meats	Summerdale	Baldwin	311611	Meat Processing and Distribution	38	\$16,750,000
New	Oak Bowery Spirits LLC	Opelika	Lee	312140	Distillery	20	\$1,145,000
New	Perdido River Farms/Poarch Band of Creek Indians	Atmore	Escambia	311612	Meat Processing	—	\$30,000,000
New	Stinson Breads LLC	Opelika	Lee	311812	Manufacturing Fresh and Frozen Bread	29	\$1,318,137
New	Venture Milk LLC	Cowarts	Houston	311511	Milk Processing and Yogurt Processing	23	\$5,730,000
Expansion	Cargill	Guntersville	Marshall	311224	Soybean Processing	—	\$40,000,000
Expansion	Edgar's Old Style Bakery	Pelham	Shelby	311812	Commercial Bakery	40	\$13,185,000
Expansion	Foxhound Bee Company	Birmingham	Jefferson	424490	Food Distributors	6	\$3,935,000
Expansion	Frito-Lay Inc.	Montgomery	Montgomery	424490	Packaged Food Distributor	35	—
Expansion	Goat Island Brewing	Cullman	Cullman	312120	Brewery	—	\$190,000
Expansion	Grain 8 Technologies	Bremen	Cullman	333111	Poultry Products	—	\$358,000
Expansion	Gulf Distributing	Mobile	Mobile	424810	Beverage Distribution	—	\$11,500,000
Expansion	HH Technologies	Bremen	Cullman	333111	Farm Machinery and Equipment Manufacturing	—	\$2,000,000
Expansion	J.M. Smucker Co.	Decatur	Morgan	311111	Manufactures Cat Food	—	\$28,000,000
Expansion	Pilgrims	Russellville	Franklin	311615	Poultry Processing	260	\$90,000,000
Expansion	River Valley Packing	Elba	Coffee	311612	Meat Processing	5	\$400,000
Expansion	Royal Cup Inc.	Birmingham	Jefferson	311920	Coffee and Tea Importer, Roaster, Blender, Manufacturer and Distributor	30	—
Expansion	SoGo Packaging LLC	Montgomery	Montgomery	311930	Syrup and Bottled Fruit Juices	—	\$12,422,938
Expansion	Tyson	Garden City	Cullman	311613	Poultry Processing	20	\$9,200,000
Expansion	Viscofan	Montgomery	Montgomery	326121	Sausage Casings	—	\$5,000,000
Expansion	Wayne-Sanderson Farms	Union Springs	Bullock	311615	Poultry Processing	—	\$2,908,755
Expansion	Wayne-Sanderson Farms	Union Springs	Bullock	311615	Poultry Processing	—	\$10,734,928
Expansion	Wayne-Sanderson Farms	Dothan	Houston	311615	Poultry Processing	—	\$5,000,000
TOTALS FOR AGRICULTURE & FOOD (25 PROJECTS)						583	\$310,262,758

INDUSTRIES IN DEPTH

COUNTY SUMMARY

2025 New & Expanding Industry Announcements

New/Expanding	Company	City	County	NAICS	Business Activity	Jobs	Capital Investment
---------------	---------	------	--------	-------	-------------------	------	--------------------

BIOSCIENCE

New	Eli Lilly	Huntsville	Limestone	325412	Pharmaceutical Preparation Manufacturing	450	\$6,000,000,000
New	Green Health Laboratories	Foley	Baldwin	541380	Testing Laboratories and Services	50	\$3,500,000
New	Nat 20 Scientific LLC	Buhl	Tuscaloosa	541715	Scientific Research and Development Services	16	\$508,000
Expansion	AmerisourceBergen (ASD Specialty Care Healthcare LLC)	Dothan	Houston	424210	Global Pharmaceutical Sourcing and Distribution Company	55	\$70,000,000
Expansion	Exalta (formally Intech/ Turner Medical)	Athens	Limestone	339112	Medical Devices	39	\$900,000
Expansion	Infinity Labs	Huntsville	Madison	541715	Technology and Defense Consulting and Software Solutions Company	59	\$500,000
Expansion	Pharmavite LLC	Opelika	Lee	325411	Manufactures and Markets Vitamins, Minerals and Other Dietary Supplements	—	\$13,668,849
Expansion	Yamaha Motor Corporation USA	Bridgeport	Jackson	541715	Marine Test and Development Facility	4	\$39,000,000

TOTALS FOR BIOSCIENCE (8 PROJECTS)

673

\$6,128,076,849

BUSINESS SERVICES (Enabler)

New	Quanta Power Solutions	Birmingham	Jefferson	541330	A Full-Service Engineering, Procurement and Construction Company	92	\$872,000
Expansion	AAA USA	Mobile	Mobile	561320	Corporate HQ/Insurance Companies	100	\$1,450,000
Expansion	Alfa Insurance	Montgomery	Montgomery	551114	Corporate HQ/Insurance Companies	—	\$58,000,000

**TOTALS FOR BUSINESS SERVICES (enabler)
(3 PROJECTS)**

192

\$60,322,000

CHEMICAL MANUFACTURING

New	Aqua Technics (aka Aquatic Leisure)	Opp	Covington	326199	Fiberglass Swimming Pool Manufacturer	19	\$3,125,000
New	Cima Solutions LLC	Phenix City	Russell	326299	Rubber Mats	55	\$4,840,000
New	Pencoco	Gadsden	Etowah	325998	Manufacturer and Distributor of Water/Wastewater - Treatment	30	\$10,000,000
New	Primo	Mobile	Mobile	326121	Plastic Extrusion	12	\$5,800,000
Expansion	Asahi Kasei Plastics North America Inc.	Athens	Limestone	325211	Manufacturer of Innovative, High Performance, Engineered Polymers and Chemically Coupled Polypropylene Resins	—	\$1,500,000
Expansion	Daikin America	Decatur	Morgan	325211	Fluoropolymers	—	\$29,000,000

INDUSTRIES IN DEPTH

COUNTY SUMMARY

2025 New & Expanding Industry Announcements

New/Expanding	Company	City	County	NAICS	Business Activity	Jobs	Capital Investment
CHEMICAL MANUFACTURING							
Expansion	Evonik	Theodore	Mobile	325199	Methyl Mercaptan Production	—	\$77,500,000
Expansion	Evonik Degussa	Birmingham	Jefferson	325100	Biotech	45	—
Expansion	Genpak LLC - Hope Hull	Montgomery	Montgomery	326140	Styrofoam Food Containers	—	\$9,200,000
Expansion	I-PEX USA Manufacturing Inc.	Auburn	Lee	326199	Plastic Components	7	\$2,950,000
Expansion	Kukdong USA Inc.	Montgomery	Montgomery	424690	Brake Fluid, Washer Fluid and Antifreeze for Automobiles	35	\$9,814,868
Expansion	Nelson Brothers LLC	Parrish	Walker	325110	Specialty Chemicals and Commercial Explosives	5	\$19,375,000
Expansion	OCI Alabama LLC	Decatur	Morgan	325188	Sodium Percarbonate	5	\$19,150,000
Expansion	OWI Industries LLC	Prattville	Autauga	325998	Windshield Washer Fluid, Components for Windshield Wipers and Diesel Exhaust Fluid	25	\$26,000,000
Expansion	PrismFlex	Guntersville	Marshall	325910	Industrial Printing	25	\$2,226,000
Expansion	Research Solutions Group	Pelham	Shelby	424690	Solvent Recycling	8	\$3,810,000
Expansion	SCA Inc.	Auburn	Lee	326199	Plastics Product Manufacturing	13	\$19,610,000
Expansion	Southern Ionics Incorporated	Tuscaloosa	Tuscaloosa	325180	Sodium Bisulfite	7	\$34,052,333
Expansion	Specification Rubber	Pelham	Shelby	326291	Rubber Product Manufacturing	20	\$16,114,104
TOTALS FOR CHEMICAL MANUFACTURING (19 PROJECTS)						311	\$294,067,305
DEFENSE							
Expansion	AMZ Alabama Inc.	Anniston	Calhoun	336992	Armored Vehicle Manufacturing	50	\$22,020,000
New	Draxxon	Huntsville	Madison	336999	Specialty Vehicle Manufacturing and Mobile Systems Integration	3	\$3,000,000
Expansion	General Dynamics	Cullman	Cullman	336419	Defense Manufacturing	—	\$5,000,000
New	Karman Space and Defense	Decatur	Morgan	336414	Parts for Space Program and Missile Defense	30	—
Expansion	Lockheed Martin	Courtland	Lawrence	336414	Targets Programs	100	—
Expansion	Northrop Grumman	Huntsville	Limestone	334511	Missile Defense and Space Technology	—	\$20,000,000
Expansion	Northrop Grumman	Huntsville	Madison	334511	Missile Systems Manufacturing	200	\$72,000,000
New	U.S. Space Command	Huntsville	Madison	551114	Federal Organization/Headquarter Operations	1,312	—
TOTALS FOR DEFENSE (8 PROJECTS)						1,695	\$122,020,000

INDUSTRIES IN DEPTH

COUNTY SUMMARY

2025 New & Expanding Industry Announcements

New/Expanding	Company	City	County	NAICS	Business Activity	Jobs	Capital Investment
FORESTRY & WOOD PRODUCTS							
New	Oldcastle Lawn & Garden	Abbeville	Henry	321999	Wood Mulch	20	\$5,400,000
New	Sims Bark	Floral	Covington	321113	Mulch Manufacturing	40	\$8,000,000
Expansion	Alabama River Cellulose (Georgia Pacific)	Monroeville	Monroe	322110	Paper Products Manufacturing (Pulp Mill)	—	\$800,000,000
Expansion	Altex Packaging Inc.	Anniston	Calhoun	322211	Packaging - Wood and Plastic/Foam	36	\$8,007,000
Expansion	Browder Veneer Works Inc.	Montgomery	Montgomery	321211	Hardwood Veneer	30	\$1,500,000
Expansion	Canfor Southern Pine	Axis	Mobile	321113	Lumber Manufacturer	—	\$2,900,000
Expansion	Cullman Cabinet	Cullman	Cullman	337110	Cabinet and Furniture Manufacturing	—	\$757,000
Expansion	G2 Supply LLC	Valley Head	DeKalb	321920	Manufactures Packaging of Customized Wood Boxes and Pallets	60	\$4,445,000
Expansion	Jasper Lumber Company LLC	Jasper	Walker	321113	Saw Mill	—	\$95,000,000
Expansion	Kronospan	Oxford	Calhoun	321219	Engineered Wood Products	—	\$200,000,000
Expansion	Louisiana Pacific	Cullman	Cullman	321999	OBS Board Manufacturer	10	\$19,650,000
Expansion	Lozier	Scottsboro	Jackson	337215	Shelving and Locker Manufacturing	6	\$2,711,941
Expansion	Marshall Pallet Company LLC/McGee Properties LLC	Albertville	Marshall	321920	Wood Pallet Fabrication and Assembly	2	\$962,000
Expansion	Scotch Plywood	Beatrice	Monroe	321212	Plywood	2	\$6,535,000
Expansion	Tree Brand Packaging	Ranburne	Cleburne	321999	Wood Pallet Manufacturer	45	\$20,000,000
TOTALS FOR FORESTRY & WOOD PRODUCTS (15 PROJECTS)						251	\$1,175,867,941

INDUSTRIES IN DEPTH

COUNTY SUMMARY

2025 New & Expanding Industry Announcements

New/Expanding	Company	City	County	NAICS	Business Activity	Jobs	Capital Investment
LOGISTICS & DISTRIBUTION (ENABLER)							
New	Advance Displays Inc.	Scottsboro	Jackson	423990	Wholesale Distribution Hub	28	\$800,000
New	Alabama State Port Authority	Montgomery	Montgomery	488210	Inland Port	25	\$94,000,000
New	Amazon	Oxford	Calhoun	493110	Distribution and Delivery	70	\$15,000,000
New	Envision Cold Storage Boaz	Boaz	Marshall	493120	Cold Storage	82	\$64,438,400
New	Omaha Track	Attalla	Etowah	488210	Rail Tie Disposal	10	\$500,000
New	SABCO Investments LLC (South Alabama Brick Company) dba Capital Brick	Unincorporated	Macon	423320	Brick Distribution Yard	13	\$2,335,000
New	Takkion	Gadsden	Etowah	493110	General Warehousing and Storage	25	—
New	Webster Fulfillment	Monroeville	Monroe	493110	General Warehousing and Storage	250	\$2,000,000
Expansion	A&G Holdings LLC	Arab	Marshall	493110	Warehouse/Distribution	12	\$1,211,233
Expansion	AAA Cooper Transportation	Brewton	Escambia	493110	Transportation and Logistics	6	\$1,100,000
Expansion	AAA Cooper Transportation	Dothan	Houston	493110	Provides a Range of Transportation and Logistics Solutions/HQ	80	\$8,000,000
Expansion	Ace Aeronautics LLC	Guntersville	Marshall	488190	MRO Rotorcraft	189	\$4,250,000
Expansion	APM Terminals	Mobile	Mobile	488320	Container Terminal	8	\$58,600,000
Expansion	Cooper Marine Inc.	Calvert	Washington	488320	Barge Transportation	10	\$2,005,550
Expansion	Mueller	Albertville	Marshall	423510	Fire Hydrants - Foundry	2	\$2,451,227
Expansion	Mueller	Albertville	Marshall	423510	Fire Hydrants - Foundry	3	\$3,347,269
Expansion	Superior Inland Terminals	Demopolis	Marengo	488320	Marine Cargo Handling	2	\$2,000,000
Expansion	The Distribution Point LLC	Moody	St. Clair	423710	Plumbing Distribution	20	\$3,468,231
New	Alfab Inc.	Enterprise	Coffee	493110	General Warehouse	2	\$1,050,000
New	James Worldwide Inc.	Montgomery	Montgomery	488510	International Logistics and Freight Forwarding Company	—	\$5,100,000
Expansion	CIRG Industries	Montgomery	Montgomery	493110	Just in Time Sequencing	70	\$14,300,000
TOTALS FOR LOGISTICS & DISTRIBUTION (Enabler) (21 PROJECTS)						907	\$285,956,910

INDUSTRIES IN DEPTH

COUNTY SUMMARY

2025 New & Expanding Industry Announcements

New/Expanding	Company	City	County	NAICS	Business Activity	Jobs	Capital Investment
METAL & ADVANCED MATERIALS							
New	ArcelorMittal Calvert	Mobile	Mobile	331110	Non-Grain Oriented Steel (NOES)	205	\$1,163,900,000
New	Butting USA Inc.	Loxley	Baldwin	331210	Pipe Manufacturing	110	\$61,700,000
New	CoFAX LLC	Bremen	Cullman	332710	Machine Shop - Fabricated Metal	5	\$563,000
New	Contour Fabrication and Mechanical (CFM)	Heflin	Cleburne	332999	Provides Fabrication Services and On-Site Mechanical Support	30	\$7,000,000
New	Dynasty Fab LLC	Chickasaw	Mobile	332000	Metal Product Fabrication for Defense, Aerospace and Automotive	30	\$2,000,000
New	Loftis Steel & Aluminum Inc.	Decatur	Limestone	331210	Precision Metal Processing Services, Including Laser Cutting, Plasma Cutting and Water Jet Cutting	20	\$6,500,000
New	Mapremac	Birmingham	Jefferson	332710	Designs, Manufactures and Distributes Precision Metal-Mechanical Parts	10	—
New	SMD Steel	Rainbow City	Etowah	332313	Plate Work Manufacturing	80	\$9,000,000
New	Sanders Lead Company	Troy	Pike	331492	Secondary Smelting, Refining and Alloying of Nonferrous Metal	—	\$42,000,000
New	SRM Concrete	Cullman	Cullman	327320	Ready-Mix Concrete Manufacturing	20	\$26,000,000
New	Titomic USA Inc.	Huntsville	Limestone	332812	Titanium Additive Coatings	60	\$30,000,000
New	xPL Offsite LLC (a division of Turner Construction)	Decatur	Morgan	332312	In-house Steel Fabrication Facility and Manufacturing Machinery Operation	120	\$7,150,000
Expansion	2A USA Inc.	Auburn	Lee	332999	Aluminum Components Metal Product Manufacturing	4	\$2,725,000
Expansion	Advanced Heat Treat	Cullman	Cullman	332811	Metal Coating	—	\$400,000
Expansion	AGCOR Steel	Good Hope	Cullman	332311	Fabricated Metal Products Manufacturer	—	\$78,000
Expansion	Apel Machine & Supply	Cullman	Cullman	332710	Machine Shop and Metal Fabrication Company	—	\$500,000
Expansion	ArcelorMittal Calvert	Calvert	Mobile	331110	Electric Arc Furnace Steel Making Facility	—	\$865,707,778
Expansion	Bryant Machine	Jacksonville	Calhoun	332710	Machine Shop	12	\$3,200,000
Expansion	Claborn Manufacturing	Tanner	Limestone	332999	Designs, Engineers and Manufactures Detention-Grade Metal Security Furniture and Accessories	2	\$967,400
Expansion	Caliber Stamping	East Brewton	Escambia	332116	Construction Bracket Metal Stamping	2	\$500,000
Expansion	Carpenter Tech IIII	Tanner	Limestone	331111	Stainless Steel, Titanium and Other Specialty Metals and Engineered Products Manufacturing	62	\$354,250,000
Expansion	Cast Products Inc.	Athens	Limestone	331524	Aluminum Foundries (except Die-Casting)	25	—

INDUSTRIES IN DEPTH

COUNTY SUMMARY

2025 New & Expanding Industry Announcements

New/Expanding	Company	City	County	NAICS	Business Activity	Jobs	Capital Investment
METAL & ADVANCED MATERIALS							
Expansion	Choice Fabricators	Rainbow City	Etowah	332322	Fabricated Metal Product Manufacturing	30	\$15,000,000
Expansion	Cobra Metal	Cullman	Cullman	332710	Metal Fabrication and Precision Machining	10	\$500,000
Expansion	Constellium	Muscle Shoals	Colbert	331314	Recycled Aluminum Products	48	\$68,786,000
Expansion	Doncasters	Oxford	Calhoun	331512	Investment Castings	76	\$7,000,000
Expansion	Elm Machining Corporation	Eufaula	Barbour	332999	Metal Fabrication	6	\$4,800,000
Expansion	Feralloy Corporation (dba GH Metal Solutions)	Fort Payne	DeKalb	332322	Sheet Metal Work Manufacturing	—	\$2,915,000
Expansion	Franklin Manufacturing Inc.	Russellville	Franklin	332312	Fabricated Structural Metal Manufacturing	24	\$6,715,000
Expansion	G&G Steel Inc.	Russellville	Franklin	332312	Fabricated Structural Metal Manufacturing	28	\$5,375,000
Expansion	IMS (Industrial Manufacturing Specialties)	Decatur	Morgan	332721	Precision Machine Parts	—	\$754,000
Expansion	Interstate Sheet Metal	Anniston	Calhoun	332322	Sheet Metal Work Manufacturing	27	\$2,100,000
Expansion	Johns Manville	Phenix City	Russell	327993	Rockwool Insulation	—	\$28,157,537
Expansion	Jones Machine & Welding	Oakman	Walker	332710	Production, Welding, Warehouse	25	\$2,500,000
Expansion	Kobay Enstal	Oxford	Calhoun	332116	Automotive Metal Stamping	70	\$12,000,000
Expansion	Logan Machine Works	Phenix City	Russell	332710	Metal Fabrication	10	\$1,100,000
Expansion	M&H Valve	Anniston	Calhoun	332101	Pipe and Hydrant Manufacturing	—	\$6,885,445
Expansion	M&H Valve	Anniston	Calhoun	332911	Fire Hydrant Manufacturing	—	\$4,879,473
Expansion	M&J Industries	Decatur	Morgan	332710	Machine Shop (Aerospace, Defense, Energy)	44	\$9,600,000
Expansion	Madison Metal Processing	Huntsville	Limestone	332312	Steel Processing Service Center for Mazda Toyota Manufacturing	2	\$1,650,000
Expansion	Matthews Industries	Decatur	Morgan	332116	Fabricated Metal Products and Metal Stamping	—	\$1,209,000
Expansion	Metal Research	Guntersville	Marshall	332721	Precision Machining	—	\$3,440,654
Expansion	Metal Research Inc./Wolford Bros. Leasing LLC	Guntersville	Marshall	332710	Advanced Manufacturing and Automated Machining	—	\$6,057,120
Expansion	Morgan Metals Inc.	Athens	Limestone	332322	Custom Metal Fabricator and Installer	3	\$75,000
Expansion	Neo Industries (Alabama) Inc.	Decatur	Morgan	332813	Steel/Aluminum Production	8	\$3,750,000
Expansion	North Alabama Fabricating Company	Cullman	Cullman	332312	Structural Metal	16	\$17,700,000
Expansion	Nucor Vulcraft Group	Fort Payne	DeKalb	332312	Fabricated Structural Metal Manufacturing	—	\$18,915,000
Expansion	Plasma Processes	Huntsville	Madison	332812	Advanced Materials and Metal Coatings	10	\$6,895,000

INDUSTRIES IN DEPTH

COUNTY SUMMARY

2025 New & Expanding Industry Announcements

New/Expanding	Company	City	County	NAICS	Business Activity	Jobs	Capital Investment
METALS & ADVANCED MATERIALS							
Expansion	Pro-Fab Machine of Hartselle	Hartselle	Morgan	332710	Machine Shop/Fabricated Metal Products	40	\$13,500,000
Expansion	Qualico	Webb	Houston	332900	Steel Fabrication	20	\$10,000,000
Expansion	Schulte Building Systems	Cullman	Cullman	332311	Manufacturer of Pre-engineered Metal Buildings and Building Components	17	\$1,220,000
Expansion	Smith Industries Inc./Jay R. Smith Manufacturing Company	Montgomery	Montgomery	332913	Commercial Plumbing Equipment	—	\$8,909,927
Expansion	Southern Metal Fabricators	Albertville	Marshall	332312	Metal Fabrication	—	\$700,000
Expansion	Southwire Company/Forte Power Systems LLC	Heflin	Cleburne	331410	Nonferrous Metal (except Aluminum) Smelting and Refining	85	\$176,000,000
Expansion	SSAB	Axis	Mobile	331110	Steel Manufacturer	12	\$75,000,000
Expansion	Swagelok Alabama	Pelham	Shelby	332911	Manufactures Tube Fittings, Valves, Regulators, Hoses/ Flexible Tubing, Tubing Accessories and Filters	6	\$3,400,000
Expansion	U.S. Steel Corporation	Fairfield	Jefferson	331110	Steel Making and Processing	44	\$75,000,000
Expansion	Wolverine Industries	Decatur	Morgan	331318	Integrated Aluminum Manufacturing	26	\$20,396,000
TOTALS FOR METALS AND ADVANCE MATERIALS (58 PROJECTS)						1,484	\$3,207,026,334
MOBILITY (AEROSPACE)							
New	Aleut (ARE) & Strata-G	Tanner	Limestone	336413	Other Aircraft Parts and Auxiliary Equipment Manufacturing	50	\$33,000,000
Expansion	BK Aerospace	Arab	Marshall	336413	Aerospace Metal Fabricating	2	\$300,000
New	Derichebourg	Mobile	Mobile	488190	Aerospace Staffing	10	\$200,000
Expansion	GE Aerospace	Auburn	Lee	336413	Aerospace Product and Parts Manufacturing	10	\$35,300,000
Expansion	GE Aerospace	Huntsville	Limestone	336412	Carbon Composites	84	\$22,000,000
Expansion	Hartzell Engine Technologies	Montgomery	Montgomery	336412	Aircraft and Engine Components	10	\$350,000
New	Hybird Space Systems	Huntsville	Madison	336412	Rocket Engine Manufacturing	20	\$700,000
Expansion	L3Harris Technologies	Huntsville	Madison	334511	Rocket Engine Manufacturing	40	\$20,000,000
Expansion	Performance Drone Works	Huntsville	Madison	336411	Drone Manufacturing	525	\$9,100,000
New	Prodose	Mobile	Mobile	336413	Tier-1 Airbus Supplier of Potable Water Systems and Ground Support Tooling	10	—
Expansion	SES Inc.	Huntsville	Madison	336411	Aircraft Integration	—	\$17,000,000
New	Verus Works	Cullman	Cullman	336413	Aerospace Product and Parts Manufacturing	6	\$1,000,000
TOTALS FOR MOBILITY AEROSPACE (12 PROJECTS)						767	\$138,950,000

INDUSTRIES IN DEPTH

COUNTY SUMMARY

2025 New & Expanding Industry Announcements

New/Expanding	Company	City	County	NAICS	Business Activity	Jobs	Capital Investment
MOBILITY (AUTOMOTIVE)							
Expansion	AGS America Inc.	Opelika	Lee	336390	Motor Vehicle Parts Manufacturing	70	\$3,595,874
Expansion	Briggs & Stratton LLC	Auburn	Lee	336310	Gasoline Engines	35	\$8,157,000
Expansion	Buckner Trailers	Springville	St. Clair	336212	Truck Trailer Manufacturing	26	\$1,500,000
Expansion	Busted Knuckle Offroad	Dodge City	Cullman	336110	OEM of Off-Road Vehicles	—	\$720,000
Expansion	Cardington Yutaka Technologies	Cullman	Cullman	336350	Exhaust Systems	—	\$1,044,000
New	CPT America LLC	Tuskegee	Macon	336370	Steel - Stamping Automotive Parts Manufacturing	187	\$163,363,285
Expansion	Daikyo Nishikawa USA Inc.	Huntsville	Limestone	326199	Automotive Parts Manufacturing	53	\$18,000,000
Expansion	DAS North America Inc.	Montgomery	Montgomery	336360	Automotive Seat Components	10	\$5,100,701
Expansion	DAS North America Inc.	Montgomery	Montgomery	336360	Automotive Seat Components	101	\$77,620,000
Expansion	GLOVIS Alabama LLC	Montgomery	Montgomery	423120	Automotive Distribution	—	\$3,705,733
Expansion	Guyoungtech USA Inc.	Montgomery	Montgomery	336390	Automobile Body Parts	20	\$34,000,000
Expansion	HL Mando America Corporation	Opelika	Lee	336330	Automotive - Supplier	15	\$5,155,800
Expansion	Hubbell Corporation	Greenville	Butler	335931	Electrical Connectors	118	—
Expansion	Hwashin America Corporation	Greenville	Butler	336110	Stamped Automotive Car Parts	40	\$60,129,629
Expansion	JOON LLC (AJIN USA)	Cusseta	Chambers	336370	Automotive Stamping	15	\$3,443,000
Expansion	Ju-Young Manufacturing America Inc.	Montgomery	Montgomery	336360	Seat Harness and Levers	94	\$15,700,000
New	JW Holdings	Dadeville	Tallapoosa	336390	Painting Auto Parts	68	\$21,802,154
Expansion	Keystone Automotive	Cullman	Cullman	423120	Aftermarket Part Manufacturer	—	\$10,000
Expansion	Korea Fuel Tech America Inc.	Auburn	Lee	336399	Plastic Fuel Tanks	17	\$4,000,000
Expansion	Lear Corporation	Montgomery	Montgomery	336360	Automobile Seats	—	\$10,854,928
Expansion	Master Boat Builders Inc.	Coden	Mobile	336611	Boat Manufacturers	85	\$7,800,000
Expansion	Mercedes-Benz USA LLC	Vance	Tuscaloosa	423110	Auto Merchant Wholesaler	13	\$26,685,206
Expansion	MOBIS of Alabama LLC	Montgomery	Montgomery	336390	Cockpit and Chassis Modules, Bumper Assembly and Service Parts	—	\$12,775,157
New	NVH Georgia LLC	Phenix City	Russell	336330	Automotive Floor Mats	29	\$14,718,742

INDUSTRIES IN DEPTH

COUNTY SUMMARY

2025 New & Expanding Industry Announcements

New/Expanding	Company	City	County	NAICS	Business Activity	Jobs	Capital Investment
MOBILITY (AUTOMOTIVE)							
Expansion	Pyongsan America Inc.	Auburn	Lee	332912	Produces Automotive Plastic and Fluid - Handling Components	30	\$9,713,547
Expansion	RESRG Automotive	Cullman	Cullman	336211	Plastic Injected Automotive Parts	30	\$8,000,000
Expansion	Samkee America Inc.	Tuskegee	Macon	336390	Automotive Parts, Process of Alloy Production, Casting and Machining	10	\$30,100,000
New	Samkwang	Tuskegee	Macon	336211	Manufactures Injection-Molded, Painted and Assembled Parts for the Automotive Industry	240	\$35,000,000
Expansion	SEA Wire & Cable	Madison	Madison	335929	Wire and Cable Distributor	57	\$4,825,000
Expansion	Seohan Auto USA Corporation	Auburn	Lee	336350	Axle and Steering Components	8	\$5,016,000
New	SEUNGWON USA Inc.	Opelika	Lee	561910	Specialized Packaging Solutions	20	\$32,470,000
Expansion	Topre America Corporation	Cullman	Cullman	336370	Automotive Stamping	159	—
New	TSA LLC	Tuskegee	Macon	336110	Specialty Automotive Fabricator	30	\$3,000,000
TOTALS FOR MOBILITY AUTOMOTIVE (33 PROJECTS)						1,580	\$628,005,756
OTHER							
New	MR6 Tech Services Inc.	Lanett	Chambers	333519	Rolling Mill and Other Metalworking Machinery Manufacturing	15	\$1,500,000
New	Owens Corning Corporation	Prattville	Autauga	324122	Asphalt Shingle and Coating Materials Manufacturing	89	\$325,000,000
New	Phoenix Building Solutions	Greenville	Butler	321991	Park Model Manufacturer	40	\$5,000,000
New	Sovereign American Industries LLC	Rainsville	DeKalb	314999	Industrial Sewing	38	\$2,750,000
New	Valicor Environmental Services	Adamsville	Jefferson	562213	Sustainable Solutions for Waste Management	30	\$12,325,000
Expansion	Advanced Rotors Inc.	Cullman	Cullman	335312	Manufacture, Repair and Engineer Core Components of Electric Motors and Generators	10	\$1,000,000
Expansion	Airco Inc.	Wadley	Randolph	337127	Steel Fab Patio Furniture	—	\$7,812,786
Expansion	Changer & Dresser	Anniston	Calhoun	333992	Welding and Soldering Equipment Manufacturing	18	\$3,500,000
Expansion	Corrugated Supplies Corporation	Cullman	Cullman	322211	Corrugated Packaging	25	\$21,500,000
Expansion	Highline Warren	Guntersville	Marshall	333248	Blow Molding - Manufacturing	—	\$750,000
Expansion	International Paper Company	Selma	Dallas	322130	Global Manufacturer of Renewable Fiber-Based Products	—	\$260,387,452
Expansion	JIT Industries	Hartselle	Morgan	333995	Design and Manufactures Custom Hydraulic and Pneumatic Cylinders	—	\$91,552
Expansion	Kimberly-Clark	Mobile	Mobile	322120	Paper Manufacturing	29	\$136,700,000

INDUSTRIES IN DEPTH

COUNTY SUMMARY

2025 New & Expanding Industry Announcements

New/Expanding	Company	City	County	NAICS	Business Activity	Jobs	Capital Investment
OTHER							
Expansion	Lightsource BP	Montgomery	Montgomery	221114	Solar Power Generation	—	\$21,546,771
Expansion	Miele Manufacturing Inc.	Opelika	Lee	335220	Cooking Appliances, Ovens and Range Cookers	10	\$2,000,136
Expansion	Noralco Industries/Shutters By Design	Albertville	Marshall	321911	Window Treatment Manufacturing	—	\$132,200
Expansion	North Alabama LaserFab Inc.	Lester	Limestone	333517	Laser Cutting/Metalworking	8	\$1,000,000
Expansion	Prystup Packaging Products	Livingston	Sumter	322212	Folding Paperboard Box	42	\$4,400,000
Expansion	RayPress Corporation	Hoover	Shelby	323111	Manufacturer of Promotional and Industry - Specific Labels	7	—
Expansion	ReWorld (CIRCON Environmental)	Birmingham	Jefferson	562920	Materials Recovery Facilities	4	\$1,500,000
Expansion	Rusken Packaging	Cullman	Cullman	322211	Corrugated Packaging	15	\$25,600,000
Expansion	SLB OneSubsea	Mobile	Mobile	339999	Subsea Solutions	—	\$1,363,470
Expansion	Tosyali International Ltd.	Tuscaloosa	Tuscaloosa	339910	Jewelry Manufacturing	40	\$20,850,000
Expansion	Toyota Tsusho	Huntsville	Limestone	221114	Solar Power Generation	—	\$163,285,235
TOTALS FOR OTHER (24 PROJECTS)						420	\$1,019,994,602
TECHNOLOGY							
New	Core Scientific	Auburn	Lee	518210	Multi - Tenant Data Center	40	\$424,000,000
New	Construction Partners Inc.	Dothan	Houston	518210	Road Construction Company/Data Processing for Headquarters	20	\$20,000,000
New	SmartWiz	Birmingham	Jefferson	541511	Tax Software Technology Company	66	\$125,000
Expansion	Dotier LLC (Meta)	Montgomery	Montgomery	518210	Data Storage and Distribution	70	\$800,000,000
Expansion	Microchip Technology Inc.	Tuscaloosa	Tuscaloosa	334413	Semiconductor and Related Device Manufacturing	14	\$4,966,637
Expansion	Parsons Corporations	Huntsville	Madison	541512	Intelligence Services	198	\$5,000,000
Expansion	Prism Systems	Mobile	Mobile	541511	Software Engineering Firm	52	\$6,418,592
Expansion	Weelth Inc./TaxxWiz	Birmingham	Jefferson	541511	Tax Prep Software Development	65	\$150,000
TOTALS FOR TECHNOLOGY (8 PROJECTS)						525	\$1,260,660,229



2025 Foreign Direct Investment Breakdown

MADE IN
ALABAMA

OVERVIEW

BY THE NUMBERS

2025 New & Expanding Industry Announcements



Foreign Direct
Investment

2025 TOP COUNTRIES FOR INVESTMENT			
Country	Projects	Jobs	Capital Investment
AUSTRALIA	2	79	\$33,125,000
AUSTRIA	1	—	\$200,000,000
BRAZIL	1	260	\$90,000,000
CANADA	4	70	\$119,100,000
CZECH REPUBLIC	1	189	\$4,250,000
DENMARK	2	20	\$64,400,000
FRANCE	3	59	\$1,100,000
GERMANY	6	178	\$178,740,270
IRELAND	1	20	\$5,400,000
ITALY	1	4	\$2,725,000
JAPAN	11	243	\$273,598,084
LUXEMBOURG	2	205	\$2,029,607,778
NETHERLANDS	1	48	\$68,786,000
NORWAY	1	—	\$1,363,470
SOUTH KOREA	20	811	\$407,902,463
SPAIN	1	—	\$5,000,000
SWEDEN	1	12	\$75,000,000
UNITED KINGDOM	2	76	\$28,546,771
TOTALS	61	2,274	\$3,588,644,836



Foreign Investment

2,274
Jobs

Top Country for New Investment



Luxembourg
\$2 B

Top Country for Jobs



South Korea
811



COUNTRIES IN DEPTH

COUNTRY SUMMARY

2025 New & Expanding Industry Announcements

New/Expanding	Company	City	County	NAICS	Business Activity	Jobs	Capital Investment
AUSTRALIA							
New	Aqua Technics (aka Aquatic Leisure)	Opp	Covington	326199	Fiberglass Swimming Pool Manufacturer	19	\$3,125,000
New	Titomic USA Inc.	Huntsville	Limestone	332812	Titanium Additive Coatings	60	\$30,000,000
TOTALS FOR AUSTRALIA (2 PROJECTS)						79	\$33,125,000
AUSTRIA							
Expansion	Kronospan	Oxford	Calhoun	321219	Engineered Wood Products	—	\$200,000,000
TOTALS FOR AUSTRIA (1 PROJECT)						—	\$200,000,000
BRAZIL							
Expansion	Pilgrims	Russellville	Franklin	311615	Poultry Processing	260	\$90,000,000
TOTALS FOR BRAZIL (1 PROJECT)						260	\$90,000,000
CANADA							
Expansion	Canfor Southern Pine	Axis	Mobile	321113	Lumber Manufacturer	—	\$2,900,000
Expansion	Genpak LLC - Hope Hull	Montgomery	Montgomery	326140	Styrofoam Food Containers	—	\$9,200,000
Expansion	Jasper Lumber Company LLC	Jasper	Walker	321113	Saw Mill	—	\$95,000,000
Expansion	Kobay Enstal	Oxford	Calhoun	332116	Automotive Metal Stamping	70	\$12,000,000
TOTALS FOR CANADA (4 PROJECTS)						70	\$119,100,000
CZECH REPUBLIC							
Expansion	Ace Aeronautics LLC	Guntersville	Marshall	488190	MRO Rotorcraft	189	\$4,250,000
TOTALS FOR CZECH REPUBLIC (1 PROJECT)						189	\$4,250,000
DENMARK							
Expansion	APM Terminals	Mobile	Mobile	488320	Container Terminal	8	\$58,600,000
New	Primo	Mobile	Mobile	326121	Plastic Extrusion	12	\$5,800,000
TOTALS FOR DENMARK (2 PROJECTS)						20	\$64,400,000

COUNTRIES IN DEPTH

COUNTRY SUMMARY

2025 New & Expanding Industry Announcements

New/Expanding	Company	City	County	NAICS	Business Activity	Jobs	Capital Investment
FRANCE							
New	Derichebourg	Mobile	Mobile	488190	Aerospace Staffing	10	\$200,000
Expansion	Exalta (formally Intech/Turner Medical)	Athens	Limestone	339112	Medical Devices	39	\$900,000
New	Prodose	Mobile	Mobile	336413	Tier-1 Airbus Supplier of Potable Water Systems and Ground Support Tooling	10	—
TOTALS FOR FRANCE (3 PROJECTS)						59	\$1,100,000
GERMANY							
New	Butting USA Inc.	Loxley	Baldwin	331210	Pipe Manufacturing	110	\$61,700,000
Expansion	Evonik	Theodore	Mobile	325199	Methyl Mercaptan Production	—	\$77,500,000
Expansion	Evonik Degussa	Birmingham	Jefferson	325100	Biotech	45	—
Expansion	Lear Corporation	Montgomery	Montgomery	336360	Automobile Seats	—	\$10,854,928
Expansion	Mercedes - Benz USA LLC	Vance	Tuscaloosa	423110	Auto Merchant Wholesaler	13	\$26,685,206
Expansion	Miele Manufacturing Inc.	Opelika	Lee	335220	Cooking Appliances, Ovens and Range Cookers	10	\$2,000,136
TOTALS FOR GERMANY (6 PROJECTS)						178	\$178,740,270
IRELAND							
New	Oldcastle Lawn & Garden	Abbeville	Henry	321999	Wood Mulch	20	\$5,400,000
TOTALS FOR IRELAND (1 PROJECT)						20	\$5,400,000
ITALY							
Expansion	2A USA Inc.	Auburn	Lee	332999	Aluminum Components Metal Product Manufacturing	4	\$2,725,000
TOTALS FOR ITALY (1 PROJECT)						4	\$2,725,000

COUNTRIES IN DEPTH

COUNTRY SUMMARY

2025 New & Expanding Industry Announcements

New/Expanding	Company	City	County	NAICS	Business Activity	Jobs	Capital Investment
JAPAN							
Expansion	Asahi Kasei Plastics North America Inc.	Athens	Limestone	325211	Manufacturer of Innovative, High Performance, Engineered Polymers and Chemically Coupled Polypropylene Resins	—	\$1,500,000
Expansion	Cardington Yutaka Technologies	Cullman	Cullman	336350	Exhaust Systems	—	\$1,044,000
Expansion	Changer & Dresser	Anniston	Calhoun	333992	Welding and Soldering Equipment Manufacturing	18	\$3,500,000
Expansion	Daikin America	Decatur	Morgan	325211	Fluoropolymers	—	\$29,000,000
Expansion	Daikyo Nishikawa USA Inc.	Huntsville	Limestone	326199	Automotive Parts Manufacturing	53	\$18,000,000
Expansion	I-PEX USA Manufacturing Inc.	Auburn	Lee	326199	Plastic Components	7	\$2,950,000
Expansion	Madison Metal Processing	Huntsville	Limestone	332312	Steel Processing Service Center for Mazda Toyota Manufacturing	2	\$1,650,000
Expansion	Pharmavite LLC	Opelika	Lee	325411	Manufactures and Markets Vitamins, Minerals and Other Dietary Supplements	—	\$13,668,849
Expansion	Topre America Corporation	Cullman	Cullman	336370	Automotive Stamping	159	—
Expansion	Toyota Tsusho	Huntsville	Limestone	221114	Solar Power Generation	—	\$163,285,235
Expansion	Yamaha Motor Corporation USA	Bridgeport	Jackson	541715	Marine Test and Development Facility	4	\$39,000,000
TOTALS FOR JAPAN (11 PROJECTS)						243	\$273,598,084
LUXEMBOURG							
New	ArcelorMittal Calvert	Mobile	Mobile	331110	Non-Grain Oriented Steel (NOES)	205	\$1,163,900,000
Expansion	ArcelorMittal Calvert	Calvert	Mobile	331110	Electric Arc Furnace Steel Making Facility	—	\$865,707,778
TOTALS FOR LUXEMBOURG (2 PROJECTS)						205	\$2,029,607,778
NETHERLANDS							
Expansion	Constellium	Muscle Shoals	Colbert	331314	Recycled Aluminum Products	48	\$68,786,000
TOTALS FOR NETHERLANDS (1 PROJECT)						48	\$68,786,000

COUNTRIES IN DEPTH

COUNTRY SUMMARY

2025 New & Expanding Industry Announcements

New/Expanding	Company	City	County	NAICS	Business Activity	Jobs	Capital Investment
---------------	---------	------	--------	-------	-------------------	------	--------------------

NORWAY

Expansion	SLB OneSubsea	Mobile	Mobile	339999	Subsea Solutions	—	\$1,363,470
TOTALS FOR NORWAY (1 PROJECT)						—	\$1,363,470

SOUTH KOREA

Expansion	AGS America Inc.	Opelika	Lee	336390	Motor Vehicle Parts Manufacturing	70	\$3,595,874
Expansion	DAS North America Inc.	Montgomery	Montgomery	336360	Automotive Seat Components	10	\$5,100,701
Expansion	DAS North America Inc.	Montgomery	Montgomery	336360	Automotive Seat Components	101	\$77,620,000
Expansion	GLOVIS Alabama LLC	Montgomery	Montgomery	423120	Automotive Distribution	—	\$3,705,733
Expansion	Guyoungtech USA Inc.	Montgomery	Montgomery	336390	Automobile Body Parts	20	\$34,000,000
Expansion	HL Mando America Corporation	Opelika	Lee	336330	Automotive - Supplier	15	\$5,155,800
Expansion	Hwashin America Corporation	Greenville	Butler	336110	Stamped Automotive Car Parts	40	\$60,129,629
Expansion	JOON LLC (AJIN USA)	Cusseta	Chambers	336370	Automotive Stamping	15	\$3,443,000
Expansion	Ju-Young Manufacturing America Inc.	Montgomery	Montgomery	336360	Seat Harness and Levers	94	\$15,700,000
New	JW Holdings	Dadeville	Tallapoosa	336390	Painting Auto Parts	68	\$21,802,154

COUNTRIES IN DEPTH

COUNTRY SUMMARY

2025 New & Expanding Industry Announcements

New/Expanding	Company	City	County	NAICS	Business Activity	Jobs	Capital Investment
SOUTH KOREA							
Expansion	Korea Fuel Tech America Inc.	Auburn	Lee	336399	Plastic Fuel Tanks	17	\$4,000,000
Expansion	Kukdong USA Inc.	Montgomery	Montgomery	424690	Brake Fluid, Washer Fluid and Antifreeze for Automobiles	35	\$9,814,868
Expansion	MOBIS of Alabama LLC	Montgomery	Montgomery	336390	Cockpit and Chassis Modules, Bumper Assembly and Service Parts	—	\$12,775,157
Expansion	OCI Alabama LLC	Decatur	Morgan	325188	Sodium Percarbonate	5	\$19,150,000
Expansion	Pyongsan America Inc.	Auburn	Lee	332912	Produces Automotive Plastic and Fluid-Handling Components	30	\$9,713,547
Expansion	Samkee America Inc.	Tuskegee	Macon	336390	Automotive Parts, Process of Alloy Production, Casting and Machining	10	\$30,100,000
New	Samkwang	Tuskegee	Macon	336211	Manufactures Injection-Molded, Painted and Assembled Parts for the Automotive Industry	240	\$35,000,000
Expansion	SCA Inc.	Auburn	Lee	326199	Plastics Product Manufacturing	13	\$19,610,000
Expansion	Seohan Auto USA Corporation	Auburn	Lee	336350	Axle and Steering Components	8	\$5,016,000
New	SEUNGWON USA Inc.	Opelika	Lee	561910	Specialized Packaging Solutions	20	\$32,470,000
TOTALS FOR SOUTH KOREA (20 PROJECTS)						811	\$407,902,463
SPAIN							
Expansion	Viscofan	Montgomery	Montgomery	326121	Sausage Casings	—	\$5,000,000
TOTALS FOR SPAIN (1 PROJECT)						—	\$5,000,000

COUNTRIES IN DEPTH

COUNTRY SUMMARY

2025 New & Expanding Industry Announcements

New/Expanding	Company	City	County	NAICS	Business Activity	Jobs	Capital Investment
SWEDEN							
Expansion	SSAB	Axis	Mobile	331110	Steel Manufacturer	12	\$75,000,000
TOTALS FOR SWEDEN (1 PROJECT)						12	\$75,000,000
UNITED KINGDOM							
Expansion	Doncasters	Oxford	Calhoun	331512	Investment Castings	76	\$7,000,000
Expansion	Lightsource BP	Montgomery	Montgomery	221114	Solar Power Generation	—	\$21,546,771
TOTALS UNITED KINGDOM (2 PROJECTS)						76	\$28,546,771



RURAL New & Expanding Industry Announcements

RURAL
MADE IN ALABAMA

RURAL OVERVIEW

RURAL COUNTY BREAKDOWN

2025 New & Expanding Industry Announcements

COUNTY	NEW			EXPANDING			TOTAL		
County	Projects	Jobs	Investment	Projects	Jobs	Investment	Projects	Jobs	Investment
Barbour	—	—	—	1	6	\$4,800,000	1	6	\$4,800,000
Bullock	—	—	—	2	—	\$13,643,683	2	—	\$13,643,683
Butler	1	40	\$5,000,000	2	158	\$60,129,629	3	198	\$65,129,629
Chambers	1	15	\$1,500,000	1	15	\$3,443,000	2	30	\$4,943,000
Cleburne	1	30	\$7,000,000	2	130	\$196,000,000	3	160	\$203,000,000
Coffee	2	22	\$11,050,000	1	5	\$400,000	3	27	\$11,450,000
Colbert	—	—	—	1	48	\$68,786,000	1	48	\$68,786,000
Covington	2	59	\$11,125,000	—	—	—	2	59	\$11,125,000
Dallas	—	—	—	1	—	\$260,387,452	1	—	\$260,387,452
Escambia	1	—	\$30,000,000	2	8	\$1,600,000	3	8	\$31,600,000
Franklin	—	—	—	3	312	\$102,090,000	3	312	\$102,090,000
Henry	1	20	\$5,400,000	—	—	—	1	20	\$5,400,000
Jackson	1	28	\$800,000	2	10	\$41,711,941	3	38	\$42,511,941

RURAL OVERVIEW

RURAL COUNTY BREAKDOWN

2025 New & Expanding Industry Announcements

COUNTY	NEW			EXPANDING			TOTAL		
County	Projects	Jobs	Investment	Projects	Jobs	Investment	Projects	Jobs	Investment
Lawrence	—	—	—	1	100	—	1	100	—
Macon	4	470	\$203,698,285	1	10	\$30,100,000	5	480	\$233,798,285
Marengo	—	—	—	1	2	\$2,000,000	1	2	\$2,000,000
Monroe	2	307	\$12,485,000	2	2	\$806,535,000	4	309	\$819,020,000
Pike	1	—	\$42,000,000	—	—	—	1	—	\$42,000,000
Randolph	—	—	—	1	—	\$7,812,786	1	—	\$7,812,786
Russell	2	84	\$19,558,742	2	10	\$29,257,537	4	94	\$48,816,279
Sumter	—	—	—	1	42	\$4,400,000	1	42	\$4,400,000
Tallapoosa	1	68	\$21,802,154	—	—	—	1	68	\$21,802,154
Washington	—	—	—	1	10	\$2,005,550	1	10	\$2,005,550
NEW				EXPANDING			TOTAL		
ALL	20	1,143	\$371,419,181	28	868	\$1,635,102,578	48	2,011	\$2,006,521,759



Georgia-Pacific plans to invest \$800 million to modernize, expand and streamline the production capabilities of its Alabama River Cellulose mill in Monroe County. (Image: Georgia-Pacific)

MADE IN
ALABAMA

madeinalabama.com

JANUARY 2026