

**PERRY COUNTY BOARD OF COMMISSIONERS**  
**MINUTES – August 22, 2023**

The Perry County Board of Commissioners met at 6:00 p.m., as was duly advertised. Commissioners: President Randy Cole (RC), Rebecca Thorn (RT), and Randy Kleaving (RK) were in attendance. Auditor Kristinia Hammack and Sheriff Alan Malone were also present. There were no *Attorney* or *News Representative* in attendance.

The meeting opened with all present reciting the Pledge of Allegiance.

**AGENDA**

RK made a motion to approve the agenda as modified, seconded by RT. Motion carried 3-0.

**PUBLIC COMMENTS**

- a) There were no public comments.

**MINUTES**

- a) 08.07.2023

RK made motion to accept, and RT Seconded. Motion carried 3-0

**ERIN EMERSON, PCDC DIRECTOR**

- a) Erin Emerson, President and CEO of the Perry County Development Corporation, presented the PCDC Quarterly Update per the contract signed in June. It included information for all of 2023. They have a strategic plan which will be unveiled at their annual meeting on September 7<sup>th</sup>. This update included information on attraction, retention and expansion, talent retention and attraction, workforce development, community development, entrepreneurship and small business development, and regional activities and initiatives. Quarterly reports can be viewed on the Perry County website.

**KRISTINIA HAMMACK, AUDITOR**

- a) 08.14.2023 Payroll in the amount of \$162,619.11
- b) Health Insurance Claims: \$24,685.26

RT made a motion to accept, seconded by RK. Motion carried 3-0

- c) Approval of 8.22.2023 Claims Docket \$79,701.34 pending the additional appropriation of \$115,000.00 for Pauper Attorney Fees is approved by the County Council. The State of Indiana reimburses up to 40% of Pauper Fees.

RK made a motion to approved, seconded by RT. Motion carried 3-0

**STEVE HOWELL, HWY SUPERINDENDENT**

- a) Superintendent Howell presented the Perry County Distressed Road Loan Agreement for the Commissioners signature. This is a \$600,000 interest-free loan for 10 years. The county collects the money and it is paid in a lump sum at the end of the 10 years. This loan agreement will take approximately six to eight weeks to obtain INDOT signatures, plus an additional two weeks to receive the funds.

RT made a motion to approve applying for and signing the Distressed Loan Agreement, seconded by RK. Motion passed 3-0

**COMMISSIONERS**

- a) Ian Hahus asked Commissioners to sign a letter of support to name a creek in Oil Township as Esarey Creek. Hahus provided data from the 1800's that many Esareys lived there and were the first settlers in Oil Township. RC questioned to the board how to handle this request and requests in the future? How do you determine which generation names a creek? The request by Hahus was only to get support from the Commissioners, not to name the creek.

The request for support was tabled. RK made the motion, seconded by RT. Motion carried 3-0.

- b) Time and Attendance software was presented at previous special meetings by two vendors, LOW and An Island. Both systems are web based, LOW has been around for quite some time and utilized by several other counties. The An Island system has been developed but not actually put into service. Both have similar attributes. LOW system costs \$38,000 for the initial set-up. An Island's initial

set-up is \$18,000, primarily due to them wanting to get the system up and running to sell to other entities. The annual maintenance with An Island is \$8,000 and it is \$12,000 with LOW.

RT Asked Auditor Hammack which system she prefers and would work the best in her office. Hammack stated An Island's customer service is wonderful. They are very helpful and prompt. However, she is nervous about being the first county to use this software. As busy as the Auditor's office is and as efficient as she needs this software to run, especially when dealing with payroll, not paying employees adequately and on time is the best way to create enemies.

Auditor Hammack stated there is currently an issue with the Assessor using X-Soft software and the Auditor's Office using LOW software for the property tax system. The county was told these two softwares would talk to each other, just like we are being told An Island can talk with LOW. Experience with two different companies that have to talk to each other, X-Soft and LOW, does not go smoothly, which creates a lot of work in both the Auditor's office as well as the Assessor's office. Manual entries plus manual checking has to be done to prevent and minimize errors.

Attendance on Demand, a sister company of LOW, is already developed and being used in other counties. Hammack feels there will be less hurdles to set-up with LOW. She feels An Island will require a lot of time in set-up from the Auditor's office as well as assisting with getting it set-up. With LOW Time & Attendance, they are already established and the foundation is already there. The Auditor's office uses LOW Financials, LOW Payroll, LOW Budget, and LOW Property Tax.

An Island is a local company, but Hammack feels you have to put business, efficiency and getting the job done a priority. LOW Time & Attendance costs more money, but Hammack feels it would be a smoother transition for her office.

RT asked how long would it take to get set-up. Hammack responded that you have to get on a list, so the sooner the better. There will be a lot of work to be done in the upcoming months to be set to start in January. LOW Time & Attendance will be able to pull a lot of information for payroll that we already have.

RC stated we have two third-party vendors. This is not LOW but they work with LOW. They are both web-based and the way they track the time is very similar. The only difference is that one system has been utilized, and the other has not. RC feels that if we do not give someone in our community the opportunity to expand and improve their services, then how can we ask another county that adjoins Perry County or another county in the state to give An Island a chance. An Island has committed and will start now. They have a system developed and just need to make small adjustments for use by Perry County. As Perry County struggles for money, giving a local vendor the opportunity with stipulations that they either perform or the county is not obligated to pay them. RC feels An Island would work with this stipulation. LOW would not. He feels we should take care of local companies.

RK is concerned on budget finances down the pike, unexpected issues, that were brought before the Commissioners. He feels we should wait one year and see where the budget comes in at, such as cuts, insurance, etc. If he was to go with a time & Attendance software, it would be LOW.

The State Board of Accounts said the pencil system we currently use needs to go. The Time & Attendance software will be paid out of the Administrator's salary for 2023.

Sheriff Malone addressed the Commissioners as an elected official questioning why he, as an elected official, was not asked or consulted regarding this software. With rising costs in the jail as well as deputies needed for public safety, he feels the money could be better spent than on a Time & Attendance software. RC stated the cost for the Time & Attendance software is being paid out of the Auditor's budget from funds budgeted for the Administrator's position, which her office absorbed. RC further stated it comes down to getting the software for \$18,000 or hiring a deputy auditor to replace the open position which would be \$35,000 plus benefits. Sheriff Malone feels other options should be looked at. RC responded that if we proceed with the Time & Attendance software for \$18,000 versus a new deputy auditor costing \$55,000, this would free up money for the county for other uses.

RK stated he would support LOW Time & Attendance if it came down to it. He asked Auditor Hammack that if a software does not get approved, does she plan to replace the position in the Auditor's office? Hammack responded yes, the position is already approved by the Council to replace, but she was holding off because of these efficiency changes. If the county does not go with a Time & Attendance software, she will put the position back in the Auditor's budget. Kelli Harding addressed the Commissioners. She sat in on the State Board of Accounts audit along with RC, Hammack and others. They were very clear that the county's system is inefficient and a dinosaur. State Board of Accounts stated there were certain things they could not find or there was information missing because of our system being paper and pencil. There was no way to prove or disprove certain things, there was just not enough information. Harding is very much in favor of efficiencies, for Time & Attendance software if the Auditor's office is willing to do this, as it will be cheaper than hiring another employee in the Auditor's office plus benefits. In her opinion, we need to move forward with this. Since she is an elected official, she wanted to commend Hammack for looking into efficiencies, and she feels the Auditor's office is doing a fantastic job. Anywhere the county can be more efficient, we need to do it. We need to get away from pencil land paper, and she is in favor of spending less money instead of more.

Warren Taylor then addressed the Commissioners. He stated that when he logs into the LOW system at the Annex, it takes up to 20 minutes to connect. His concern is that if he has a problem, can he talk to someone right away? An Island is right there when he calls. Taylor's issue is that the equipment in his office is very old. He stated he has no problem with either system, he just wants to have someone to call when he has a problem.

RC made a motion to accept An Island with the stipulation of dates and successful implementation prior to paying for the system, seconded by RT. Motion carried 2-1.

- c) RT updated the Commissioners on the cell phone survey on the Perry County website as of August 22<sup>nd</sup>, with 455 responses on the survey. She contacted Pepper Mulherin with AT&T and she will be at the next meeting on September 19<sup>th</sup> to answer questions. RT plans to try to email the survey responses to Mulherin a week to ten days prior to this meeting date so she has time to review ahead of the meeting. RT stated Radius Teams go out and see what areas need service or are having more issues than other areas.

RK received a call from a landowner down by Troy who has signed a contract for a cell tower on his property with Verizon. It is being built soon. This should help Tell City as well as the western portion of the county.

- d) Charlie Baumeister submitted his resignation from the PCVB Board due to his current employment and the board's meeting time. This open position will be advertised.
- e) Kevin Herp, Veteran's Officer is requesting funding to go to Fort Campbell and is taking other employers from the county with him. The foundry has committed to go, and he is reaching out to Webb Wheel and ATTC. This is a two-day event at Fort Campbell for Military soldiers who are stepping out of service and looking for a place to relocate. The cost is \$200 to set up a booth plus fuel. Money in Economic Development can cover this. RC stated hopefully someone will have interest to relocate to this area. Total cost could possibly be as much as \$400 including food.

RT made a motion to fund the trip to Ft Campbell, seconded by RK. Motion carried 3-0.

- f) The Port Authority will be having a strategic planning meeting at Blue Heron on September 16<sup>th</sup>. Auditor Hammack needs a list of anyone who will be in attendance. RC would like to find out what their plans are going forward.

The meeting was adjourned at 7:40 p.m. CST.

RK made a motion to accept, seconded by RT. Motion carried 3-0.

The next meeting of the Board of Commissioners will be held on Tuesday, September 5, 2023, at 9:00 a.m.

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Randy Cole  
President

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Rebecca Thorn  
Vice-President

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Randy Kleaving

*Minutes prepared by:  
Kristinia L. Hammack, Auditor*