

PERRY COUNTY BOARD OF COMMISSIONERS
MINUTES –November 21, 2023

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

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

AGENDA

RT made a motion to approve the agenda, seconded by RC. Motion carried 2-0.

PUBLIC COMMENTS

- a) Molly Hagman with Rivers Edge Animal Shelter stated that while reviewing the Shelter Contract with the County, it states it is to be in effective on the execution date and terminate on December 31, 2023, unless terminated earlier as provided herein. This agreement shall be automatically renewed an additional year unless notice of termination is given by either party no later that December 1st of any year. Hagman reads this agreement that it will automatically renew unless the County tells her no go or she tell the County she is done. RC confirmed the December 1st date. Hagman asked if this would be addressed at the December Commissioner's meeting, with RC stating the December meeting would be too late. Hagman asked if they proceed on, this will automatically renew? RC confirmed this; it will renew. RC stated the County needs to look at the Inter-Local Agreement to make sure they have the same clause in them, or may need to be resigned. This would be on the County's end.

RT asked if there are any changes Hagman request in the contract, and she stated no.

- b) Eric Dickenson, Chief Deputy, appeared seeking the Commissioner's permission to trade-in one of their pool vehicles. This is a 2012 Dodge Ram that has approximately 99,000 miles. It is currently in need of repair at a cost of approximately \$1,000. This vehicle is mainly been used at the Sheriff's office as a 4x4 pool truck. In preparation for hiring two new deputies, there was discussion with the Council on how the Sheriff's Office would handle the fleet. The Sheriff and Dickenson believe that one of the pool vehicles would be suitable to issue and they were going to purchase a vehicle. They need the Commissioner's permission to be able to trade the 2012 Dodge Ram. The dealership is allowing \$7,000 trade-in for this 2012 Dodge Ram.

RT asked what dealership they are dealing with, and Dickenson stated Fredricks Chevrolet in Lebanon, PA. He further stated Indiana does not have any Tahoes. This dealership has offered a price at their state contract in the amount of \$46,000, with trade-in of \$7000, leaving a difference of \$39,000. In addition, they are willing to deliver the vehicle so they can pick up the trade-in. RT asked if this is equipped? Dickenson stated there is equipment inside the trade-in vehicle and the Sheriff will repurpose that equipment, transferring it over to the new vehicle. The only piece of equipment he is aware of that will need to be purchased for the new vehicle is the console. RT asked what that cost might be? Dickenson did not know that cost. He stated Ohio Valley Towing would most likely install the console.

RC asked how the Sheriff proposes to pay for this new vehicle? Dickenson stated he believes the Sheriff is prepared to use the Commissary fund to pay for this so they do not have to come back to the Council, plus with the two new deputies and the raises receiving in 2024, they are trying to be good stewards. RT asked if the total purchase plus the console will come out of Commissary, with Dickenson replying yes.

RT asked if this vehicle will be used for weather conditions? Dickenson stated it is a 4-wheel drive, and it will be used for daily service where the 2012 Dodge Ram was a pool vehicle.

RT asked what dealership will be used for maintenance since it is being purchased in PA? Dickenson stated the Sheriff's office has not had a Chevy in their fleet for quite some time, so that is something that would have to be discussed.

RT asked how many vehicles is the Sheriff's office going to purchase, and Dickenson stated they are purchasing one and using a pool vehicle for the second

deputy, which will leave the office with a Charger in the pool, as well as another vehicle. RC stated this new vehicle will impact the County's insurance due to going from a 2012 to a 2023.

Dickenson stated there are five trucks currently on lease. While doing a fleet analysis and with this lease getting closer to expiring on the five Dodge trucks they currently have, the Sheriff's office can sit down with elected leaders to see how their office can proceed. RC asked when the lease expires, and Dickenson stated it needs to be addressed in the 4th Quarter of 2024.

RC would have liked to have all the information prior to the meeting to review.

RT would like to have information emailed to the Commissioners and tabled until the December 4th meeting.

MINUTES

a) 11.06.23

RC made a motion to accept, seconded by RT. Motion carried 2-0.

KRISTINIA HAMMACK, AUDITOR

a) 11.20.2023 Payroll in the amount of \$160,217.79

RC made a motion to accept, seconded by RT. Motion carried 2-0.

b) Health Insurance Claims: \$70,267.41

RT made a motion to accept, seconded by RC. Motion carried 2-0.

b) Flex Spending Claims: \$771.79

RT asked Auditor Hammack if she was able to change this so that the employee cannot borrow from it, and should they leave employment, the County being stuck with paying it. Hammack stated with the new Health Insurance in January 2024, the Flex Spending is being eliminated.

RC made a motion to accept, seconded by RT. Motion carried 2-0.

c) Approval of 11.21.2023 Claim Docket: \$556,251.77

RC made a motion to approve the claim docket, seconded by RT. Motion carried 2-0.

COMMISSIONERS

a) **Additional Appropriations**

Perry County Highway Department-Community Crossings Grant

#9141.44501.00000.0534--\$863,400.00

Steve Howell, Perry County Highway Superintendent, asked for approval for an additional appropriation of \$863,400. This is money received from the State through the Community Crossing Grant. It has to be appropriated to pay the bills. This is for the paving done in the last couple of months.

RT made a motion to approve, seconded by RC. Motion carried 2-0.

General-Commissioners; Dedicated to PSAP 911-Dispatch

#1235.38000.00000.0068--\$46,555.00

RC stated that when the Council had their joint meeting with the City of Tell City, they were in agreement to pay an additional sum of money for those services.

RT made a motion to approve, seconded by RC. Motion carried 2-0.

General-Commissioners; Ambulance Service

#1000.38700.00000.0068--\$185,447.81

Jared Stimpson, CEO of Perry County Memorial Hospital, appeared requesting \$185,447.81 for operation expenses from June through December of this year, and \$11,000 for garage door repair. RT asked what was wrong with the garage doors? Stimpson stated one will not close all the way. They have had it looked at and it is unrepairable. One has to be completely replaced. RT asked how old the doors were, and Stimpson stated they are the originals from 2014. RT asked what company would be used to repair the garage doors, and Stimpson stated it is the same company who installed them. RC asked for clarification that the doors can not be repaired, that they would have to be completely replaced? Stimpson stated two can be repaired, and two need replaced. Stimpson further stated that Keith Huck reviewed the quote and Huck stated they are not commercial doors, which is a problem.

RC stated he does not have any documentation as far as the hospital's monthly requirements, but he did look at the contract between the County and EMS. It is from 2014 which states "the obligation of Perry County to make payments under the terms of this contract shall not exceed the funds appropriated by the Perry County Council". RC stated three members of the Commissioners/Council went to the EMS in January due to not having the additional ambulance operating, and they were concerned there were times the County was not covered. They came

back to EMS and had another discussion in February or early March. At that time, the County had \$250,000 that was appropriated for Ambulance Services. One of the challenges was the pay of the EMT Paramedics was not competitive. At that time, the County was asked for an additional \$25,000 appropriation which the County stated they would be willing to do. The County was told after that time that Medicare compensation was increased in July 1 up to \$7.00/hour and that would bring in additional revenue where they should be good for the year. Stimpson stated he believes that additional revenue would have never been enough to cover the expenses at the hospital. It would improve it, but it was dependent on the number of transfers they had. RC stated that was the incentive to get the \$25,000 for additional wages.

RC stated if you back out the door expense, they are looking at approximately \$175,000. He stated he is concerned as the Ambulance Service is only budgeted \$215,000 for 2024. Auditor Hammack stated the \$215,000 out of General and \$60,000 in Public Safety makes it a total of \$275,000 for 2024. Stimpson felt 2024 amounts should be fine as they are switching their billing company in January 2024. With their current billing company, they get \$.20 on the dollar, and with the new company it will be \$.32 on the dollar. Hammack reiterated in 2024 they will get \$215,000 out of General for Ambulance Services, \$60,000 out of Public Safety, and \$10,000 for Ambulance Lease, so the total they will get whether it is capital or whatever is the \$275,000. In 2023, \$215,000 was budgeted out of the Commissioner General, \$60,000 out of Public Safety, and then an additional \$25,000 out of Commissioner, so it was a total of \$300,000 this year.

RC stated they are asking for an additional \$175,000 to subsidize the Ambulance Service to the end of the year. Stimpson stated if they get \$275,000 next year, that will leave them approximately \$600,000 short according to their budget, but he does not feel it will be this aggressive. He further stated that is a huge amount for the hospital to have to cover for the EMS. This is assuming they have to purchase an ambulance and get cardiac monitors. Hammack stated when bills are sent in for the Ambulance Services, it is taken first from the \$215,000 and when it is gone, it moves to the \$60,000, which does not leave any money for capital improvement.

Hammack stated as of November 6, all of the \$300,000 for 2023 has been expended. She stated the hospital sends the full P&L, and it did not pay the full amount for September as the full amount has been expended. Stimpson stated they used some of the \$300,000 for 2023 to cover 2022 expenses, so that is the reason for the shortfall in 2023. Hammack responded she did not receive 2022 invoices until April 2023.

RC stated there are requirements under the contract that the County is to be kept informed about their costs and monthly expenses. Stimpson stated he thinks they are in a situation of a catch up.

RC stated this is a lot of money for 2023 and if they get additional revenue in from their provider who collects the bills, that will help for 2024.

RC feels they need to have further discussion on this due to the amount of money to have requested. He asked Stimpson if it will be critical to them if they sit down and have discussions on how they might address this issue, and he replied he would not mind doing this at all. RC stated his preference is to engage with Stimpson for a potential solution. RC also stated at the same time, they should review the Ambulance Services contract and get it updated. A time will be scheduled to discuss these issues.

RT commended the Hospital Cardiac Rehab that will be up and running on December 2nd. The Open House is November 30th. She feels this will be a great asset to this county and surrounding counties, as well as neighboring Kentucky counties.

Tabled.

General-Commissioners; Care of Patients Inst.

#1000.39106.00000.0068--\$55,026.24

This is for juvenile detention. Hammack stated the current invoice due is actually for October Care of Patients. The bill for October is \$25,026.24 and she added an additional \$30,000 to cover to the end of the year so she does not have to come back for additional appropriations. She wants to be able to get them paid. Hammack further stated she receives past due emails almost daily as well as the judge. She spoke to Judge Lucy Goffinet about the concerns that the County will be up a creek if this facility says they are not going to deal with the County in the

future. Hammack feels in 2024 appropriations need to be made in a timelier manner due to the new process of getting Commissioner approval to pay from their budget, then to Council for appropriation, and then back to Commissioner to pay. This will take time from getting these bills paid.

RC asked Hammack if she had a general idea of how much the County has paid out this year? Hammack stated the County was at \$242,000 plus an additional \$25,000, so up to \$267,000 and we are anticipating an additional \$25,000 to \$30,000 for the remainder of the year. RT stated next year the County budgeted \$212,000. Hammack stated the County can make adjustments after the Annual Financial Report as far as what the cash balances are. 2023 only had \$70,000 budgeted and in prior years this amount was OK.

RT asked if the County receives an itemized statement of everything? Hammack stated yes, and RT asked to have this emailed to her.

RC asked if this amount rolls back into General if it is not used, and Hammack confirmed this. Council Member Kelli Harding questioned the terms for payment, and possibly the County needs to have a discussion with the vendor to extend terms to NET45 or NET60.

RT made a motion to approve, seconded by RC. Motion carried 2-0.

Riverboat-Auditor; Consulting Services

#1191.31101.00000.0002--\$8,000.00

Hammack stated this is for consulting service over the budget season. She does not foresee needing this much for consulting next year as she has learned a lot.

This amount is for Baker Tilly. It was advertised to come out of the Commissioner's budget, and should have been the Auditor's budget.

RT made a motion to pay this amount out of the Auditor's budget and approve, seconded by RC. Motion carried 2-0.

b) Transfers

General: Commissioners L0068

From: 1000.11401.00000.0068 Administrator Salary \$20,000.00

To: 1000.36500.00000.0068 Software \$20,000.00

The County is using the Administrator's salary budgeted for 2023 to pay for the Time & Attendance System. Hammack stated she spoke to An Island and they are going to lease the equipment, which is a better deal rather than buying.

RC asked Hammack if she is satisfied with the program and she stated that at the first training, the whole An Island team was present working with the employees. The employee will begin using the system December 3rd, which will be the start of the pay period for January 2, 2024 payroll.

Hammack stated the Department Heads have a choice as to which route they want to use to log time. Most of the Department Heads are elected officials and Hammack is not going to tell them how to manage their people. Hammack just wants to be able to get the information to her office. They have the option of a thumbprint, computer access, or if mobile, they can use laptops or smartphone devices. If the Department Head want their employees to manually enter their time, the Department Head is still responsible as they will be signing off on everyone's time. The Department Head can submit a request to payroll stating they want their employees to be able to manually enter their time. An Island would then be able to set this up.

Hammack stated employees will be able to track their own hours for vacation, personal time, comp time, and sick time in this software. In addition, this software will free up payroll to ½ day from 5 days to process payroll.

RT made a motion to approve, seconded by RC. Motion carried 2-0.

c) Approval is needed for the Evapar contract for maintenance on the generator.

RT made a motion to approve, seconded by RC. Motion carried 2-0.

d) Balaji Kashyab, CEO of An Island, spoke regarding the overall training with the employees and Department Heads and said it went well. There was negative feedback regarding using the thumbprint and some refused to do it. He requested one thing based on his experience of implementations in different places. There are different options. One option is the thumb impression, another is logging into the web-based system on the computer or smartphone, and a third is a time sheet which is the approval sheet where times can be entered manually every day. By allowing everyone to do this would alleviate despair on the Department Heads and would eliminate negative feedback. He recommends giving options and the Department Heads know what their people are doing. He asks to let the Department Heads approve or disapprove. An Island is willing to add functionally to any department where it is needed.

Kashyab stated the vacation rules have all been taken care of in the software. Their biggest challenge is the vacation time taken before accrued, in which the employee would be charged back for the unearned time on their last paycheck if employment ceases. He stated this loaner bucket may not be ready immediately in the software.

Councilman Harding questioned if the Employee Handbook needs to be updated or have the employee sign something due to Labor Laws do not allow you to withhold pay. RC stated the County would not be withholding an employee’s pay; the employee would owe the County money. Hammack stated that signing the acknowledgement of the handbook should be enough. Harding stated as long as this is in the handbook; Hammack will verify that it is included.

RT made a motion to approve the contract with An Island, seconded by RC. Motion carried 2-0.

- e) RC stated there were two well qualified companies that made the County offers for Health Insurance Benefits. The County is going on a network that the County has never been eligible for due to not having a sufficient amount in the workforce. The County will be on Blue Cross/Blue Shield Anthem, which is the largest in the United States, the most affordable, and will actually save the employee \$1000 out of their pocket if they hit those maximums. It is a national network versus a regional network. This insurance should allow the County not to have to increase any rates for 2024 and should save the County a little money. It’s a win for the employee and a win for the County. We will have a better network.

RC stated the Commissioners have to accept the Health Insurance Benefits. The rates stay the same for 2024 and will have a new provider, or agent of record.

RT made a motion to accept the Anthem network and USI Insurance Agency as the provider for 2024, seconded by RC. Motion carried 2-0.

The meeting was adjourned at 7:28 p.m. CST.

RT made a motion to adjourn, seconded by RC. Motion carried 2-0.

The next meeting of the Board of Commissioners will be held on Monday, December 4, 2023, at 9:00 a.m.

Randy Cole
President

Rebecca Thorn
Vice-President

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