

PERRY COUNTY BOARD OF COMMISSIONERS
MEETING MINUTES
December 16, 2025

The Perry County Board of Commissioners met at 6:00 p.m., as was duly advertised. Commissioners: President Randy Cole (RC), Vice President Pam Jamniczky (PJ) and Rebecca Thorn (RT) were in attendance. Auditor Kristinia L. Hammack was also present. There was *Sheriff, Attorney or News Representative* in attendance.

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

AGENDA

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

PUBLIC COMMENTS

- a) Leonard Hahus, PCMH EMS Director

Hahus stated that there was confusion at the last meeting of the order of approving appropriations, being tabled when requested additional appropriation for EMS. Hahus has information that was requested at the last meeting. Hahus handed out the November P&L. The original request was \$209,000. Hahus stated one of the main questions from the Commissioners was the overtime expenses. Some different schedules were looked at trying to eliminate as much overtime as possible due to having 24-hour coverage. Hahus added it is really hard to have zero overtime for everybody. With their proposed schedule change, they would have eight hours per week of overtime versus their current average of approximately 32 hours per week.

Hahus stated the difference doing the two schedule changes is approximately \$61,154, switching from the current schedule they have to the proposed schedule, however, that would require hiring two additional part-time staff members. One would be a paramedic, and the other an EMT. Currently there are six fulltime paramedics and six fulltime EMTs, along with a handful of PRN staff for casual. Hahus stated that they do not feel that they have enough casual staff to just remove that day off the schedule and hope somebody would pick it up. If they could find the part-time staff to have a consistent schedule weekly, they feel that would be a better option. Finding the person or persons to fill that part-time spot has been a little difficult. There have been open spots for part-time since end of August/first of September. Hahus added this is not the first time they have looked at this, as they have been for several months trying to remedy the overtime. RC asked if this is a random part-time, or is this something that is consistent? Hahus responded that it would be a 24-hour shift weekly. RC stated possibly someone who worked somewhere else fulltime, if they pulled one additional day and it worked with their fulltime schedule, and Hahus responded that typically people that work EMS tend to have multiple jobs. Hahus added that they do not have a large pool of people to pull from that have shown interest up to this point.

Hahus handed out the overtime report per pay period. The total overtime per pay divided up per quarter starting in quarter three of 2024 is trending downwards.

Hahus stated that the 2024 average was 520 overtime hours per pay, and year to date they are down to 418 overtime hours per pay. This includes all twelve fulltime employees, which is the paramedics and EMTs. RC asked if a pay period is two weeks, and Hahus confirmed this.

RT asked if there are certain months where more overtime occurs, and Hahus responded not that is scheduled; it is fairly consistent from week to week. There are months when they do bi-monthly EMS training, audit review, and meetings which results in overtime. This results anywhere from two to four hours of overtime.

Hahus stated that another question that was brought up at the previous meeting was in regard to Deaconess helping to subsidize EMS. Deaconess does help subsidize the hospital, and it is up to the hospital board to determine where those funds are dispersed. The hospital could allocate all those funds to EMS if they chose to, or they can split it up among different departments. The amount received from Deaconess is \$50,000-\$75,000 per year. Hahus stated this is not a substantial amount compared to their losses in EMS.

PJ stated that in the beginning of the year, the Commissioners requested to meet with the hospital board, and Perry County Memorial Hospital President and CEO Jarad Stimpson would not let them. Thus, the Commissioners were not even able to have discussions about this. Hahus stated he could not speak of that, as he is not aware of it, but hopes it was just a misunderstanding. RC stated he could forward the emails to Hahus, as he was the one who requested to meet, and Stimpson did not think there was a need to meet.

PJ stated that the bad debt is such a large amount of money. She asked who is responsible and is it in writing that the County should be responsible for the bad debt? In addition, whose decision was it that it should be the County's responsibility? Hahus responded that the contract does not specify which line item is paid by whom. He added that the County appropriates money and that is what the County is required to pay. Any amount in addition to that, what is appropriated, is why Hahus was before the Commissioners. PJ stated she remembered seeing the email of the Commissioners wanting to review the contract because it was very non-specific of what the responsibilities were. Now the County is expected to pay for something that was not discussed. Hahus responded that the way the contract reads, the County does not have to pay it. This is EMS requesting, out of good faith hopefully, that the County can see their numbers and that they are losing money doing this service and help out EMS so the hospital doesn't have to.

Hahus stated that year to date, there is a \$234,986 loss after the County subsidies, as of closing in November. By looking at the income statement, there is a net loss of \$519,968 before the County subsidy.

RC stated he does not know how the home office allocation has worked out between the relationship, but that is probably a discussion the County needs to have with the hospital board, as it was projected to be substantial. RC added that \$50,000 or \$75,000 is a fraction, and that is where an engagement with the board and discussion of these things should have happened. Hahus responded that it is his understanding that the money from Deaconess is based on the money that Deaconess receives on Perry County's behalf. RC stated that Deaconess can cost shift, and whatever they could make with that shift, they were going to share or give it to the hospital, as that is what was explained to him. RC added it was a substantial amount that was projected. Hahus responded that it was his understanding that 50% of what Deaconess was receiving is what they were to share back to Perry County. RC reiterated that the County needs to engage with the entire hospital board for this discussion. As far as he knows, Perry County has not received a subsidy from that arrangement for the past two years, and the County paid whatever the bill was that was presented in front of them. Hahus stated that in 2024, the Commissioners and Council approved that basically the hospital had a net zero at the end of the year, or the end of November. RC stated that in 2023 and 2024, the County used its Tribal fund and Opiod fund to pay whatever the invoice amount was submitted to the County at that time. The County is trying to get a little more control on its cost, as it is really difficult. Hahus stated the \$519,000 loss, or expense, was actually less than what their projected budget was that they submitted back in July, which was \$563,000.

RC stated that in July, the P&L was in pretty good shape, and between July and November, it is a large amount. Hahus stated that in July, they showed a \$50,000 income, but in July, June, May, and April, there was no bad debt adjustments. There were four months of no bad debt adjustments. October was a really bad month, as they had \$123,000, which was discussed at the last meeting. Hahus added that the average for bad debt is \$18,000 a month. RC stated he saw \$532 for bad debt, and asked that they are still losing \$47,000? Hahus responded that their average for the year is \$47,270 per month loss. Hahus reiterated that the bad debt was basically people not paying their bills that has been sent to collections. Hahus stated that year-to-date, of \$4.8 million submitted to the patients for billing, a quarter of a million has been rolled off of bad debt. This amount has been sent to collections, hoping they can get something out of it. Hahus added that in past P&Ls, there are some months that show a negative. They made money those months, which would be the money they received from collections to counteract the negative for that month.

RT asked if it is bad debt was a normal trend certain times of the year? Hahus responded no, they are working with their billing company, Quick Med Claims (QMC), as they do not have a regular submission to bad debt, or to send off their bad debt to the collection agency. Currently, they do it whenever they want to.

Hahus added that they are trying to work with them to have something on a regular schedule so that there are not big months like October of \$123,000. Hopefully it will be spread out over each month so that it does not look like EMS lost \$200,000 in a month.

QMC is the EMS agency billing company. Their headquarters are in Pittsburgh, PA. They do nationwide business. Hahus stated that they have a bi-weekly meeting with them to go over what is going on, what EMS would like to see different, go over reports, and things such as that. RC asked what QMC told Hahus, and he responded that they are working on it.

RC stated that he thinks the Commissioners need to have a discussion with the hospital board, with Hahus suggesting that meeting or RC will reach back out to Stimpson. Hahus responded that he can suggest it. RT suggested that both reach out to Stimpson.

Hahus stated that another item that was discussed at the prior meeting was their truck expense. Hahus had a breakdown of their total maintenance cost for each truck, 2024 versus 2025. Medic 2 that is referenced is the truck that was purchased in 2024; it is the one with the blue wrap on it. That ambulance was purchased with ARP money. Hahus stated that the cost for that ambulance is significantly less for both years as far as cost with it being a new truck; preventative maintenance, oil, lube, filter, and some tires but nothing major. It has not had to have any overhauls or repairs. Several of the other trucks are creeping up on repair. Auditor Hammack asked how many trucks are in rotation, and Hahus responded all of them when they are up and running. Hahus added that they do not want to put all the miles on the brand-new truck and wear it out right away. They do not have the option to have all five trucks readily available to go. Hahus stated they have four monitors, four stretchers, and do not have a fifth to have all five trucks ready to go. If one truck goes out of service, they put the equipment on the fifth truck to have it in service. RC asked that two are kept active as much as they possibly can unless they are on one shift, and Hahus confirmed that. There is one at the hospital and one at the north station. Hahus stated that right now they are down to two trucks due to maintenance issues on the other three. One is out for a major engine overhaul.

PJ stated that she would like to meet with the hospital board. It was requested earlier in year and it was denied. The County can set a budget, but if things keep on getting thrown at the County that they are responsible for, the County needs to know about it. Hahus stated that the EMS is actually under their budget, not by much, but it is. Auditor Hammack stated that as a citizen looking at this bad debt of \$201,0000, and take that out of the \$234,000, that is a lot different picture. As a taxpayer, she does not like her tax dollars paying other people's bills that they are not paying. Hahus responded that he completely understood that. Hahus added that they cannot refuse service when they are called.

Hahus stated that with the ARP money for the truck that they do have, he believed there were some other items talked about getting, a stretcher, and decided not to. Four equipped trucks were sufficient. Hahus added they got Lucas devices and some other things. Hahus also thought there was something in the works for a second new truck purchase, and asked if the status on that vehicle is known? He believed it was a remount from one of the old trucks that they had. RC responded that the County has it. RC added that it is another discussion that the Commissioners need to have with the board because there were some offers about the County giving all their equipment to the hospital. By the consensus of what RC has read, he does not feel that the County would be interested in giving away all its equipment. In four or five years, at the end of that term, the County would have zero equipment and he did not know how the County funded them. RC added it was an offer from the board, and it needs to be discussed with them.

Hahus responded that he thought the particular agreement was that any county owned property that was given to the hospital would also revert back to the County at the end of its service life or at the end of that contract. RC responded that one of the problems with that scenario is generally a used ambulance is worth a lot with the equipment inside. The ambulance itself is not inexpensive, and has a service life. Then all of a sudden, the hospital can return it to the County, but it is of little or no value, and the County is faced with multiple ambulance purchases and multiple equipment purchases for the inside of them. RC is not sure where the County would come up with the money. Hahus asked if RC was concerned with the hospital breaking that agreement or is the County breaking that agreement with the hospital at that time if that were to happen? Hahus added that

RC stated he was concerned about having to buy trucks all at once. RC responded that the agreement only lasted for four or five years, and there is nothing that extends it at that reasonable rate, but there was no commitment from the hospital or the County to continue on with that after that period of time. Considering where the County would be at, say in four years, the County would have no equipment, everything is old and obsolete, and then the County would have to reoutfit four ambulances. The County would be looking at \$1.2 to \$1.5 million. Divide that back by five years, and the next thing you know, the County had \$300,000 to the low price it had, and the County is back up there where it is looking at EMS for \$500,000 again. RC added this puts the County in an uncomfortable situation if it has no equipment. In addition, a lot of times getting ambulances is not an overnight trick; it is not easy to do. RT stated that the County was fortunate to have the ARP funds to upgrade and update, plus put all the new equipment in the ambulances. Hahus responded that the remounts are obviously quicker.

RC asked Hahus that when there is a run to the nursing home, whether transporting them there or returning them there, is EMS compensated for that? Hahus responded yes, if EMS is going to the nursing home to get a patient, it is typically a 911 call, and most of the time insurance is going to pay for that. Getting them back to the nursing home is typically the individual's responsibility if they do not require an ambulance. Hahus added that patients that may require an ambulance are someone that has an altered level of consciousness that they could not safely sit in a wheelchair, or possibly they have a back fracture or hip fracture. That individual can not sit up, and would require an ambulance.

Insurance would pay for that. The patients that can sit in a wheelchair, Oakwood or even Brickyard, does have a wheelchair van that they will come and get patients and bring back to their facility after they are discharged. RC asked that EMS does get compensated, and Hahus responded that they get compensated the same as if EMS picks up an individual and they pay their bill, versus the ambulance picks up someone and they do not pay their bill. Hahus added that if EMS sends someone a bill, and they do not get compensated, they at least tried to get compensated for their service. Hahus stated that EMS cannot make someone pay their bill, as there are no repercussions to not paying their bill. Hahus added no one reports it to the credit bureaus, it does not hit that person's credit report, and it affects zero.

RC stated that the Commissioners needs to talk to the hospital.

b) Warren Taylor, Coroner

Taylor stated that he appeared representing the Parks Board. At the last Commissioner's meeting, he and Cindy Taylor spoke to the Commissioners regarding Eagles Bluff. C. Taylor reached out and received one bid on what a gate would cost. W. Taylor went before the CVB Board last week, and presented it to them, asking would they possibly help fund getting the gate since Eagle Bluff is part of the tourism for this county. The CVB Board asked W. Taylor to try to get a second bid. W. Taylor called a company in Jasper, Astro Security, about a gate and possibly cameras. Taylor was told that Astro Security does not handle gates. They recommended another firm, which was the firm who gave the first bid. In addition, Astro Security is running four to five months behind on the work they currently have, and they did not want to take on any new customers. The representative from Astro Security stated that he has been to Eagles Bluff, and that it might be a problem with cameras as far as setting them up and being able to monitor.

Taylor stated that it was discussed at a prior meeting that with a gate, if somebody is caught at Eagles Bluff and cannot get out, the Parks Board's concern was if there was a panic button or some type of monitoring where that person would have to push to get out. Taylor found out that this gate is set up with a pressure pad. Somebody cannot just walk in, jump up and down, and trip it. It has got to be a vehicle to hit a pad for the gate to open up. Taylor added this would answer the question if after hours with a vehicle and they need to get out.

Taylor stated that the Parks Board would like to know if they could have the Commissioner's approval to try to seek additional funding to get a gate without going through the County Council due to funding for next year is really tight. Taylor believes that the CVB Board is on board with helping with some of the cost, and hopefully all of it. RT asked Taylor where he would look for that type of funding? Taylor responded that besides the CVB Board, they would ask some of the industries around here if they would be willing to help.

Taylor stated that if they have a gate on an electric timer to open at 6:00 a.m. and shut the gate at 7:00-8:00 p.m., that would cover most of the time that people would want to be at Eagles Bluff.

RC asked Taylor if he has any idea what the annual maintenance is on a gate like that? Taylor responded that he was not provided any type of maintenance.

RC asked Taylor if the Parks department would not be saving some hours, and Taylor responded that they would be saving hours for the parks employees by not having to go up there every morning to open and every evening to close. RC stated that there will be a savings, and Taylor confirmed this.

RT stated that the gate and keypad is \$14,390, and Taylor confirmed that. Taylor stated that he approached the CVB for \$15,000 in case there are overruns. With the board members Taylor spoke to, he believes they are in favor of doing this. PJ stated that the discussion of a gate came about when the Commissioners were discussing hours. She asked if a decision has been made on the hours? Taylor responded no, due to their last meeting only had two people available. It had to be canceled due to not having a quorum for the December meeting. It will not be discussed until January. Taylor added that Greg Hendershot and Jake Austin are trying to keep it open as much as possible.

PJ stated that until the Commissioners know the schedule, she does not want to approve any money. PJ asked what if the Parks Board decides to keep it open 24 hours? Taylor responded that if they have a gate, it will shut at certain times. Signs will be posted as to the hours. RC stated that he does not have a problem with looking for funding. If it works to monitor that park, then the times can always be adjusted.

RT made a motion to allow the Parks Board to seek funding for the gate at Eagles Bluff, seconded by PJ. Motion carried 3-0.

MENDY LASSALINE, ASSESSOR

a) Cyclical Reassessment Bid

Lassaline appeared to approach again regarding the cyclical reassessment bid that was put out for bid based on the specs that the County published and advertised. RC stated that he thinks what the Commissioners would like to see is for Lassaline to create a RFB that changed from the automobile and the camera taking the pictures, to utilizing an overflight and a desktop review, with a requirement to go out to the site if there was a tree limb or something in the way. RC added that he thinks there are several vendors, and the County only had one bid on the other RFB. He would like to see what they would present price-wise to the County.

Lassaline stated that her only concern with that, and she will do due diligence, but her only concern is that it is the end of December and with holidays, it is going to be January. The County would have to put out bids for the flyovers. Fly over would have to be before March 1st. Lassaline has to start her cyclical reassessment May 1st, but the process is started to be put together in mid-March. Lassaline does not know if a fly over could even be ready to start by May 1st. RC stated that he does not know if the County will even be able to bid the fly over, as he has spoken to three or four different vendors and they all use Eagle View. Lassaline stated that RC had just stated that he wanted to get different vendors. RC responded that there is one company that does all the flying for the State of Indiana as far as this oblique imagery, and that is Eagle View. From the data that Eagle View collects, and to put it into a suitable format for the Assessor to do with whatever she has to do, there needs to be a vendor. RC added that Tyler Technologies said they would do that, as they do it in several counties already. There are several other vendors that RC thinks do similar work. If those other vendors are asked for a quote to take that flight data, and turn it into a situation that is workable for the Assessor. The County will take bids on that wedge between the flight and the Assessor's office.

Lassaline reiterated that she is concerned that Eagle View, this late in the game, not having anything ready to review. Lassaline added that unless RC has already got a deal worked out and they have already flown it, she does not see the County getting that data in time. RC responded that Eagle View offers a service for Perry County currently. Lassaline asked if the County has contracted with them already? RC responded that it means that it has already been flown. Lassaline asked when it was flown, and RC responded that he did not know the date. He knows it is an option that the County can buy because some of the insurance companies, different vendors that sell and offer service prices have that app on

their screen, and they can pull it up and look. RC stated he does not know when it was flown, but the County will get through that. RC added that if the County continues to put this off with the RFB, the County won't make its deadline. RC feels that the County should try to get something put together so that it can actually allow those bids to come in.

Lassaline asked RC that he is requesting a RFB that replaces field review with desktop review? RC responded that he does not know what Lassaline's other RFB stated, and Lassaline stated she sent a copy of it to all the Commissioners and all the County Council. RC responded that Lassaline will want to take out in the field in a vehicle with a camera. Lassaline stated that this field review will not be able to be replaced 100% based on the flyover, with three quarters of Perry County being wooded. RC stated that if there are woods in the way, the individual company would have to go out and physically visit that site, possibly making an appointment with whoever the property owner is, as not to find themselves on the wrong side of an issue.

Lassaline reiterated that the Commissioners want her to get a RFB that includes all of the other things that is currently in it, but replacing data review with desktop review. RC added utilizing the aerial picometre, with the requirement that if it is not conclusive, they would have to visit the actual site.

Lassaline asked when RC would like the RFB to be in place, and RC responded the sooner the better. Lassaline will send it to the Commissioners to review.

STEVE HOWELL, HIGHWAY SUPERINTENDENT

a) Forest Service Agreement on Mano Point

Howell stated that the County needs to renew its annual agreement, as the County cleans the ramp at Mano Point. Last year, the County spent \$5,261.75 on maintaining it. Howell stated that the Forest Service takes care of the mowing and bathrooms, and the County just cleans the mud off the ramp a few times whenever it needs it.

RT made a motion to continue to clean off the ramp at Mano Point in conjunction with the Forest Service, seconded by PJ. Motion carried 3-0.

b) Equipment Rental Rates

Howell stated that the County rental rates for 2026 will not change from 2025 rates. RC stated that the Commissioners just need to approve those rates, and it was his understanding that Howell use those on his grants and Highway Restricted funds. RT asked when was the last time those rates were increased, and Howell responded last year.

RT made a motion to approve the County Equipment Rates for 2026, seconded by PJ. Motion carried 3-0.

c) FEMA

Howell wanted to give the Commissioners an update that FEMA will be in his office this Thursday to file the final paperwork. Howell is not sure how much the County will be receiving. He thinks it will be between \$60,000-\$62,000. RT asked if this was on the slide, and Howell responded that they denied the slides. RT asked what this was for, and Howell responded it is for debris removal on the roads.

Howell stated that in regard to the slides, when FEMA came and looked at them, they determined that they may be pre-existing, and if Howell files for money and it is pre-existing, FEMA talked about lawsuits.

d) Solid Waste Concrete

RC stated he contacted multiple people, and he has one bid, it is from JPS Contracting. It is for a pad in the walls and what is required. They will have to move a little sod, put a little rock in, and pour some concrete so the new compactor can be set up at Cannelton. RC would like to get this bid approved, and get on the agenda so they can start as soon as they can. The price is \$17,000. Hammack asked what it would be paid out of, and RC responded the money in the General fund that was set aside for Solid Waste.

PJ made a motion to approve the bid, seconded by RT. Motion carried 3-0.

e) PSC Billing Error

RC stated that PSC had some errors in their billing through the years, and they are interested in rebating a little bit of money. RC stated that he has to get it on the books that the County is going to accept their check.

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

f) EMA Director

RC thanked Steve Hauser and Sandy Jarboe for all their years of service. He wished them both well in their retirement.

RC stated that the County received notice from Hauser and Jarboe at the end of October, and the County started advertisement for the positions. RC went before the County Council on November 20, 2025, to get approval to advertise the position and fill it. There was quite a bit of interest in both positions.

RC stated that as a board, they drafted questions to make sure they were in compliance with Federal law. Resumes were reviewed and interviews were conducted. RC stated that there was one candidate who had experience in budgeting, he had been in government, he also had quite a bit of experience in emergencies. When you are an Emergency Management Administrator, it is not a planned event. It happens and that person has to react and save lives, buildings, or whatever. In addition, this person has 29 years' experience as an EMA Assistant Director.

RT made a motion to appoint the EMA Director, Greg Linne, seconded by PJ. Motion carried 3-0.

g) Logo Discussion

A RJL Solutions representative presented the official logo and new brand guide for the County. This logo emphasized Perry County's respect for the land, heritage, and community while embracing progress and opportunity. It represents a balance of authenticity, nature, and has a welcoming spirit.

PJ made a motion to adopt the logo as presented, seconded by RT. Motion carried 3-0.

h) RJL Solutions

A brief update was given on what they have been doing for economic development.

- December 1, RJL facilitated a conversation with Senator Young, with several County officials attending.
- RJL is continuing to review documents related to the 61-acre tract south of Waupaca. The legal came back with the property analysis, but found no record supporting the office claim. RJL has requested supporting documentation from them and also the former LEGO for RJL to see if they could figure it out.
- Community Engagement – Under the community survey to gather input on growth challenges, housing, and infrastructure, and that will be released on Monday, December 22nd on social media.
- A draft Tax Abatement Policy has been prepared for the County Council.

MINUTES

a) 12.02.2025

PJ made a motion to approve, seconded by RC. Motion carried 2-0-1 (RT abstained).

KRISTINIA HAMMACK, AUDITOR

a) 12.05.2025 Payroll: \$185,416.08

RT made a motion to approve, seconded by PJ. Motion carried 3-0.

b) 12.05.2025 Payroll W/H: \$39,814.99

RT made a motion to approve, seconded by PJ. Motion carried 3-0.

c) 12.19.2025 Payroll: \$187,547.78

PJ made a motion to approve, seconded by RT. Motion carried 3-0.

d) 12.19.2025 Payroll W/H: \$40,578.31

RT made a motion to approve, seconded by PJ. Motion carried 3-0.

e) Health Claims: \$70,409.11

PJ made a motion to approve, seconded by RT. Motion carried 3-0.

f) 12.16.2025 Solid Waste Accounts Payable Claim Docket: \$610.72

RT made a motion to approve, seconded by PJ. Motion carried 3-0.

g) 12.16.2025 Account Payable Claim Docket: \$996,125.56

PJ made a motion to approve, seconded by RT. Motion carried 3-0.

h) CVET and FIT Distribution-Under HEA 1392

This is Commercial Vehicle Excise Tax and Financial Income Tax. Hammack stated that with HEA 1392, it simplified the distribution process for both the Commercial Vehicle Excise Tax and the Financial Institution Tax. County auditors are no longer required to calculate fund levy level allocations. Instead, they will use the State's report to distribute lumpsum payments to eligible taxing units. Hammack added that these updates do not affect eligibility and county allocation, as they remain unchanged. Taxing units may deposit CVET and FIT funds into any fund they maintain and use them for any lawful purpose.

Hammack is asking the Commissioners to tell her how they want her to proceed in depositing these funds. RC asked where were they originally? Hammack responded that currently the County has a breakdown and that is what she provided to the Commissioners. Hammack added that this is received twice a year, and it is based on the prior year's calendar year's collections. A lot of counties have continued to distribute it the same way, and some counties have put it all in the General fund.

RC asked when does this need to be decided, and Hammack responded she will need to know by the end of December. RC stated that the Commissioners need to consider the amount of money, and whether they want to continue with the distribution where it is currently going, or whether they want to change that to something else. RC asked if these used to be restricted as where they could be deposited, and Hammack confirmed that, but stated that now the County has the luxury to pick where they put these funds.

Tabled until 12/31/25.

COMMISSIONERS

a) Opening of 2026 County Supply Bids

• **Fuel Bids**

1. ITEM #5: 30,000 gallons for police vehicles

a. C & S \$.08 per gallon discount off posted retail price at the time of fueling the vehicle at any one of their stations

2. ITEM #6 – 15,000 gallons for county vehicles

a. C & S \$.08 per gallon discount off posted retail price at the time of fueling the vehicle at any one of their stations

b. Synergy Firm price is \$2.0745
The firm price will be looked at the time of acceptance subject to market price at that time, plus \$.02 for winter formulation
Flex price is \$2.0543

3. ITEM #1 – Premium Diesel Fuel - On Road

a. Synergy Firm price of \$2.625
Flex price of \$2.8179

ITEM #1 – Premium Diesel Fuel - Off Road

a. Synergy Firm price of \$2.628
Flex price of \$2.8209

ITEM #1 – Unleaded Gasoline

a. Synergy Firm price is \$2.0745
The firm price will be looked at at the time of acceptance subject to market price at that time, plus \$.02 for winter formulation
Flex price is \$2.0543

• **Rock Bids**

1. Item #2 – Crushed Stone, Sand and Rip Rap

a. Mulzer Crushed Stone, Inc.	Various prices from different Quarries/Tell City Yard
b. Robertson Stone	53's or 73's at their yard/quarry: \$12.80
c. Seifrig Trucking	Various prices for various stone/townships
d. C & R Construction	Various prices based on delivery to specific locations
e. Zach Marks Hauling	Various prices for various Stone/townships

• **Hourly Rate**

1. Item #7 – Grading, Ditching, Excavating, Hauling and Spreading, Stock Piling

a. Mulzer Crushed Stone, Inc.	Hauling, Spreading, Stockpiling on various county roads: \$140.00/hour
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b. Robertson Stone	Hauling rate: \$135.00/hour
c. Seifrig Trucking	Grading, ditching, excavating \$135.00/hour
d. Zach Marks Hauling	Hauling, spreading and stockpiling: \$125.00/hour
e. C & R Construction	Hauling rate: \$125.00/hour Labor straight time: \$60.00/hr Operator straight time: \$75.00/hr Superintendent: \$90.00/hr Carpenter straight time: \$70.00/hr Skid Loader: \$85.00/hr Excavator: \$100.00/hr Dynapac compactor: \$100.00/hr Triaxles: \$130.00/hr Other misc equip/rates

PJ stated that the County's goal is to have more than one vendor to call on.

RC stated that he truly appreciated all the interest and the County has a lot of options. These bids will be taken under advisement.

b) Personnel Policy Handbook updates to go into effect January 1, 2026.

1) RC stated that the majority of the updates dealt with the Highway department regarding the hours and how that was structured.

Howell made a public statement regarding the changes and asked that they not be approved due to his staff shortage, plus will make his job harder.

PJ stated that at this time, the County keeps the schedule for the Highway department the same as it is right now. However, she would like to see on-line requests for work. She feels this would be easier to keep track of the people who are calling in for requests. The County can work with An Island to get this set up, and they would go directly to the Highway department. PJ feels this type of tracking system would be very helpful.

PJ's second request is to have either weekly or bi-weekly updates on what is going on at the Highway department, such as what projects they have. This could be in the form of an email.

PJ made a motion to keep the Highway department schedule for the time being currently as it is until there is a near full staff, seconded by RT. Motion carried 3-0.

2) On Call Schedule at Highway Department

PJ stated that this is being changed from comp time to pay at least two hours for their call out. Hammack confirmed this, stating currently there are nine take-home vehicles, and Howell would create a schedule. Whoever is on call would do the take-home vehicles. PJ confirmed this.

Hammack stated that currently the highway received a minimum of four hours, and it goes directly to time worked. Anything over the 40 hours would go to comp time. RC asked that this change identified an individual or two to be on call. Howell stated that the Highway gets a lot of trees on the road that have to be cut and removed. Howell feels he needs to send the closest person to that tree in order to get lights flashing to keep anyone from hitting the tree. PJ asked if it is possible to create the schedule where there is one person on call that is northern section and one person in the southern part. Howell stated that when they get this call, he needs to send two people out for safety issues. RC stated he knows that Howell's staff is short, and he did not know where anybody is located. PJ reiterated that she feels an on-call schedule would be beneficial for the crew to know they need to be home on a certain weekend. She feels it would be better for Howell to know who is on call. PJ added that another item was all the vehicles that go home, with not everyone taking them home to be on call. Having a schedule would result in only a few vehicles going home, which would use less fuel. PJ stated that she would like to see a schedule, however, the other two Commissioners have their opinion as well. RC stated he can see the reasoning behind this, and he understands it. He stated that he sees both sides of it.

RT asked how many would be on call at a time, and PJ responded two in the northern portion and two in the southern portion of the county, making it four for each schedule. A question from the audience asked if they are going to be

on call, are they going to be compensated for being on call? He stated he is not going to sit at home if he is not going to be paid. RC stated that he would think if someone is on call, there would be some sort of stipend pay.

PJ believed a lot of this stemmed from all the comp time that was being earned. She asked why not change the comp time to paid time, leave their schedule as is, and meet in the middle? She asked if that was doable? RC added that the main thing is that highway employees get so much comp time accumulated, and then Howell does not have the workforce when there is sunshine; they have to use it or lose it.

PJ stated she is ok with leaving the schedule as is, and then figuring out what the County is going to do as far as figuring out how employees would be paid instead of comp time. Hammack asked if it was being left in where if the Highway gets called out, they get four hours, where other departments just get hour for hour? PJ responded that it was brought up that they would receive a minimum of two hours for actual time worked. RC stated that they need to look at the option to pay out comp time. He added that RT was provided comp time hours, and he would like to have those hours plugged in to see what it would cost to pay them out. RT stated that the average employee has 97 comp hours, and Howell confirmed this. Howell stated that it would be nice for the employees to have the option of if they wanted paid or the comp hours.

3) Vacation

Hammack stated that there have been employees that have taken their vacation in advance, and there have been situations where people took their vacation and then left employment. PJ stated that on page 30, all comments are being removed regarding taking your vacation in advance.

PJ made a motion to remove the advance use of vacation hours, seconded by RT. Motion passed 3-0.

c) PCDC Affidavit

RC stated that affidavit has to do with the last year in the weed control contract for the work next to the foundry.

PJ made a motion to approve, seconded by RT. Motion carried 3-0.

d) Discuss the possibility to shutdown County offices 12/26/25 and 1/2/26

PJ stated that it was brought to her attention by several different employees and departments regarding the Friday of December 26, 2025, and Friday January 2, 2026, and that they are not very productive days for the Courthouse. PJ wanted to entertain the idea of shutting down the Courthouse on the 26th and 2nd. The options for the employees would be to take it either unpaid, use comp time, vacation time, or if they had vacation scheduled, they could cancel it and take it unpaid or they can leave it as is. Hammack asked that PJ is asking to do this not as a holiday, and PJ responded correct. PJ added that if an employee wanted to come to work, they could come in. This would include the Courthouse, Health department, and Parks & Rec. RC stated that the Highway department is already off on these days, and the Solid Waste needs to work and Sheriff department needs to work. Also included in the shutdown is Purdue Extension.

PJ made a motion for those four departments to remove their schedule for the 26th and the 2nd, seconded by RT. Motion carried 3-0.

e) Commissioners and the County Council are accepting letters from residents who are interested in serving on any Local Governing Board for 2026.

RC stated that this can be done online, submit your letter of interest, or hand deliver to a Commissioner or Council member.

Appointments will be made in early 2026.

f) There will be a Special Meeting on December 31, 2025, at 9:00 a.m., strictly for the purpose of final claims for 2025.

The meeting was adjourned at 7:54 p.m. CST.

PJ made a motion to adjourn, seconded by RT. Motion carried 3-0.

Randy Cole
President

Pam Jamniczky
Vice-President

Rebecca Thorn

*Minutes reviewed by:
Kristinia L. Hammack, Auditor
Minutes prepared by:
Leisa M. Ecker, Deputy Auditor*