

**PERRY COUNTY COUNCIL
SPECIAL MEETING MINUTES
February 9, 2026**

The Perry County Council met on the above date at 11:30 a.m. as was duly advertised. Council members in attendance were Kelli Harding (Kelli), David Etienne (DE), Cory Filley (CF), Gale Garner (GG), Brad Harth (BH) and Paul Brockman (PB). Auditor Kristinia Hammack was also present. There was no *Sheriff, Attorney* or *News Representative* present.

The meeting opened with the Pledge of Allegiance.

AGENDA

BH made the motion to accept as presented, seconded by DE. Motion carried 6-0.

JOHN ROACH, SOLID WASTE DEPARTMENT DIRECTOR

a) Request to fill vacancy

Roach appeared requesting to fill a part-time vacancy.

Roach stated that he would like to maintain the status quo of the employees that he had when he began as director. He does not want to have to come before the Council every time an employee decides to not show up anymore. Roach added that it is very difficult to fill this quality of employees. He has done his best to hire and fire as he can, but he is not going to continue to take time to appear before the Council every time.

Roach stated when he took this position, it was for 90 days. Roach has asked the Commissioners if they have anything else that they wanted Roach to do, work on something in particular. Roach added it is very difficult for him to sit around while things are not working and not fix them. On the other hand, Roach stated he was not going to push a lot to fix these things either. Roach stated he can do pretty much anything from start to finish. He asked to just let him do it.

Roach stated that unless there is something that has been happening wrong that he is not aware of, he has not spoken to any of the Council, nor has the Council talked to him about it. Roach added that as far as he knows, he is doing everything right and probably doing things that the County did not even ask for that are better than what were happening before.

Roach asked the Council to let him work like he was working with the Commissioners, where he can just do this and make everything work, and not have to convince the Council to make things better?

Kelli states that the part-time position is just a vacancy and Roach is asking to refill it. Kelli added that they were talking right before the meeting and that with the handbook, and anytime any vacancy is open in any different department, it is across the board that they have to get Council approval. Roach responded that when he agreed to help with this department, he told the Commissioners that he did not want to deal with any of these meetings. Roach added he did not want to deal with politics, as it is too slow for how he works.

Roach stated that the individual that he wants to hire is already trained, and the idea that he even had to come before the Council to convince them to rehire this already trained and hard worker.

BH asked if Roach was asking to fill one position or two, and Roach responded one for now, but is about to lose another employee in approximately one week. Roach added if he would have to come back to the Council for the next vacancy, that means that for the people that are working, it makes it stressful and frustrating.

Roach stated that it is hard to know what is needed on site by not being on site. There are times his employees have nothing to do, and then there is other times the city is running trash and suddenly trailer after trailer is coming into the site.

BH stated that by statute, the Council is not allowed to give him cart blanche to replace these positions, and asked Kelli if this is what she is saying? Kelli responded that it is not by statute, it is per the handbook. There would have to be a carveout for Solid Waste if that was done, as everyone else has to follow the same policy. Roach stated that he hired three people during the last year without checking with the Council. Roach asked how did he do that? Kelli responded that she is not sure. Roach added those occurred in January and February, and

each time it was said that he needed to meet with Council. Roach believed that the Commissioners said to just let Roach hire them. Hammack stated that the Commissioners cannot tell the Council what to do, as they are two separate entities. Roach responded he has hired multiple people without checking with the Council, and nobody came back and said fire that guy, they are not supposed to be there. Roach added that if there are rules, he does not get them. BH responded that the rules are in place to prevent a snowball. Roach responded that if he is breaking a rule, it is because it should not be there; everything he does it to make things right.

Roach stated he has run all kinds of things at various scales. He is not going to mess up the County's stuff, nor take advantage of the County's stuff. There is nothing to take advantage of, but he can make it better.

Kelli asked Roach if he had a resignation for the position that he believes is going to leave, and he responded that he has not left yet and does not want to assume; he is waiting to get hired at one of the factories. Roach stated that all the hard workers work at the factories, and he is left to qualify individuals that are unqualified.

BH made a motion to allow the current open part-time position to be filled, seconded by DE. Motion carried 6-0.

Roach asked what happens if he hires someone with out checking with the Council? Kelli responded that she was not aware that Roach did that. Roach added that if there is a rule book and he has already done that, then nobody cares. Kelli responded that it never should have passed through the Auditor's office, as that is where HR is set up. DE stated that it is not that the Council did not care, they did not know about it. Kelli asked that it had been recent in the last year, and Roach responded he thinks the last person he hired was in February or March 2025 without checking with the Council. Roach added that since then, he has let him be kind of a dirt bag for six months to eight months, because no one really cares.

Roach stated he can do the job caring as little as most the people seem to do, or he can do the job the way he does a job, and probably infuriate some people too.

BH asked so that Roach does not have to appear, can he ask to be put on the agenda and then the Council just goes through the process without Roach having to come before the Council? Kelli responded this has been done before.

Roach asked if he could get a motion to just let him do the job, and if there is a problem, they could let him know. He has a number of employees, and he is not trying to go beyond that. Roach just wants to know that when he drops a person, and by running on the bare minimum, he needs to fill that position back in quickly. Roach added that if his employees know that he will drop them right away, they will behave better, as this is what he did right away when he was first hired. Kelli asked the Council how they felt about that. Kelli stated she does not feel it would be fair to all the other departments. BH agreed with Kelli. Roach stated he is happy to look into all the other departments when he is finished if the Council would like. Kelli asked Roach to look into them for what? Roach responded whatever the Council would like, as he is pretty good at finding information. Roach added he can do forensic accounting if the Council would really want.

DE stated that he believes the only issue is when Roach has someone resign and needs to replace them, then he would just follow the rules that everyone else does. Roach responded that he wants to be able to replace them immediately. DE stated that the Council can call a meeting pretty quickly, giving a 48-hour notice. BH added that if Roach would not be able to attend, then the Council could go ahead and make the motion to get it approved. BH added that the Council needs to be able to have consistency for all employees across the board, so that everybody feels that they are heard and being treated fairly.

The meeting was adjourned at 11:44 a.m. CST.

PB made a motion to adjourn, seconded by GG. Motion carried 6-0.

Minutes approved this 26th day of March, 2026.

President, Perry County Council

Minutes reviewed by:

Kristinia L. Hammack, Perry County Auditor

Minutes prepared by:

Leisa M. Ecker, Deputy Auditor