

MEETING MINUTES  
MONTGOMERY COUNTY COUNCIL  
MONTGOMERY COUNTY COMMISSIONERS  
June 13, 2023

The June 13, 2023, Montgomery County Council Meeting was held at 9:00 am at the Community Meeting Room of the Montgomery County Government Center. In attendance were Council President David Hunt and Council Members Jake Bohlander, Gary Booth, Brett Cating, Joyce Grimble, Steve Loy and Matt Nelson. Auditor Mindy Byers was present, along with Attorney Dan Taylor, Commissioner John Frey, and County Administrator Tom Klein.

- I. CALL TO ORDER: Council President Hunt called the meeting to order, followed by the Pledge of Allegiance and a prayer.
- II. CONSENT AGENDA: Council Member Bohlander moved to approve the Council Meeting minutes from May 9, 2023, as well as the claims from Peters Franklin and Taylor, Minnette, Schneider & Clutter. Motion was seconded by Council Member Grimble. Motion carried 7-0.
- III. PUBLIC COMMENT ON AGENDA ITEMS: None.
- IV. MONEY MATTERS:

ADDITIONAL APPROPRIATIONS:						
Fund	Fund Description	Dept #	Department Description	Account	Account Description	Additional Amount Requested
1000	County General	0061	Council	11090	Payroll	\$300,000.00
1000	County General	9655	EMA	30100	Vehicle Repair/Equipment	\$507.00
2500	County User Fee Fund	0235	Probation	21919	Incentives	\$345.00
9112	Women's Legacy Fund Grant	0235	Probation	21919	Incentives	\$3,050.00
TOTAL:						\$303,902.00

- A. Council Member Loy moved to approve the additional for Payroll, to be used to change the payroll schedules for all county employees. His motion included approval of keeping real-time employees at their 2023 budgeted pay amounts despite the transition, as well as covering two full weeks of pay for the arrears group. This motion was seconded by Council Member Bohlander. Motion carried 7-0.
- B. Council Member Booth moved to approve the additional appropriation request from the EM-HS Department for vehicle repair/equipment; this was seconded by Council Member Bohlander. Motion carried 7-0.
- C. Council Member Cating moved to approve the additional appropriation request for the county user fee fund incentives line for the Probation department. This was seconded by Council Member Bohlander. Motion carried 7-0.
- D. Council Member Booth moved to approve the additional appropriation request for the Women’s Legacy grant fund incentives line for the Probation department. This was seconded by Council Member Loy. Motion carried 7-0.

Fund	Fund Description	Dept #	Department	From Account	Account Description	To Account	Account Description	Transfer Amount Requested
2100	Supplemental Adult Probation	0235	Probation	11028	Salary	44523	Vehicle Purchase	\$55,000.00
4900	MCCCC	0303	CCC	11237	Dispatcher	11021	OT	\$15,000.00

- A. Council Member Booth moved to approve the transfer request from the Probation Department, changing the amount to \$50,000, as requested by Chief Probation Officer Andria Geigle. This was seconded by Council Member Loy. Motion carried 7-0.
- B. Council Member Loy moved to approve the transfer request from the Montgomery County Central Communications Center to the overtime line; this was seconded by Council member Nelson. Motion carried 7-0.

- V. NEW BUSINESS:
  - A. Council President Hunt and County Administrator Tom Klein discussed the various strategies for moving forward with the 2024 Budget planning season. Department Heads had requested what sort of a salary increase to include in their advertised 2024 Budgets, and the Council asked them to calculate an increase of 4.9%.
  - B. County Administrator Tom Klein and Auditor Mindy Byers then presented a compensation analysis report. The report was a follow-up to the Council’s request at the May meeting. Mr. Klein provided a brief history of the compensation arrangements, including the current series and grade methodology and the ERPS committee process. He reported that the ERPS committee had, since 2018, handled requests for salary changes for 55 positions at the county.

Auditor Byers had requested the 2023 salary ordinances from all of the surrounding counties, as well as like-sized counties all around the state and put the data from those counties' salaries into a spreadsheet that was shared with the Council. Overall, the comparative analysis showed that pay in Montgomery County was lower than almost all other counties that provided data. While all agreed that our county does not have the funding to compete with the 'doughnut' counties, there could be improvements. Numerous options and thoughts for improvement were discussed, including looking at CPI from April 2022 – April 2023, which was 4.9%, as well as a discussion of the idea that no full-time employee get paid less than \$40K. Ultimately, the consensus was that for the 2024 Budgets, the Council would like for department heads to request increases for employees' salaries in the amount of 4.9% above current 2023 salaries or ERPS/Council increases made effective in 2023. Ultimately, the Council will make salary determinations at the time of Budget adoption.

- C. County Administrator Klein brought forward the ERPS Committee's recommendations from their June 5<sup>th</sup> meeting. MCCCC director Sherri Henry had requested increases for MCCCC staff members, and asked that they go into effect on 7/1. The requests were:

Pay Request for 6-5-23 ERPS Committee Meeting with Recommendation to the Council

Department	Position	21 Base Pay	21 Requested Pay	23 Base Pay (Approved pay from 21)	23 Requested Pay	Governing Board Recommendation	ERPS Committee Recommendation	Pay Increase	Total Increase Incl. PERF	% Pay Increase	Existing Base Pay, Series & Grade
CCC	Telecommunicator (Dispatcher)	34,611.00	41,995.20	41,000.00	45,500.00	44,000	45,500	4,500.00	4,860.00	10.98%	7,2,5
CCC	Supervisor	37,000.00	48,006.40	46,000.00	52,000.00		52,000	6,000.00	6,480.00	13.04%	7,4,5
CCC	Supervisor (CAD)	37,000.00	52,000.00	49,500.00	55,500.00		55,500	6,000.00	6,480.00	12.12%	7,5,5
CCC	Assistant Director	51,500.80	59,009.60	56,000.00	62,500.00		62,500	6,500.00	7,020.00	11.61%	7,7
CCC	Director	54,600.00	70,000.00	63,000.00	70,000.00		70,000	7,000.00	7,560.00	11.11%	8,8
TOTAL											

A motion to approve the requests as submitted and recommended by the ERPS committee was made by Councilman Bohlander, seconded by Councilman Nelson. Motion carried 7-0. There followed a discussion regarding the ERPS committee. There were complaints about the process from department heads and also about the structure of the ERPS committee itself. While nothing was decided at this meeting it was agreed that the processes, uses and composition of that committee all should be assessed, but for now the process is to continue as-is.

- D. Sheriff Needham notified the Council that the Jail roof is in need of repairs and informed them that he would make an additional appropriation request to cover the cost. He cited the current interest being earned by the County as a source for the cost of the repairs.
- E. The next item addressed with the Council was Innkeeper's tax. Montgomery County currently has an Innkeeper's tax rate of 3%. Various members of the MC Visitor's Bureau and board, as well as the MC Convention and Visitor's Commission had been discussing and debating requesting that the Council increase the rate to 5%. Casey Hockersmith and Heather Shirk represented the Visitor's Bureau, and presented several reasons that indicated that the increase would benefit the County. Paul Parry and Nicky Chase represented the innkeeper community and stressed the opposite citing per-diem business competition. Ultimately, it is the County Council's decision to pass the ordinance for the Innkeeper's tax rate. Commissioner Frey and Council Member Loy suggested/requested that the Visitor's Bureau provide their budget and plans to the Visitor's Commission, who would then provide the Council with a recommendation for the rate ordinance.

VI. OLD BUSINESS: None.

VII. REPORTS:

- A. Sheriff Needham came to the Council asking for advice on how to proceed with the 2024 Budget. Current wages are not competitive, and 25-30% of his merit workforce will be retiring within the next 4-5 years. The advice was to advertise competitive wages in budget and reach out to ERPS committee.
- B. Assessor Sherri Bentley thanked the Council for their compensation improvement consideration. She encouraged them to move forward with a professional comprehensive analysis.
- C. Auditor Byers reported that the office is working on settlement as well as concluding the 2022 State and Federal audits.
- D. Council Member Booth commented that the Council will need to take long-term approaches to compensation and do what it can to keep experience people employed.

VIII. PUBLIC COMMENT:

- A. Sue Lucas of Crawfordsville Main Street pointed out that some of the comments made by the some present at this meeting and others' that there is 'nothing to do here' are working against growth and improvement to this community, as well as being untrue. She hopes that all can reconcile differences to do right by the citizens.
- B. Deantha Wright-Thornburg echoed Mrs. Lucas' thoughts on the innkeeper's tax conversation, and went on to say that the Council has a big and important job that she hopes they consider carefully,

in determining compensation for County employees.

- IX. NEXT MEETING: July 11 at 9:00 a.m. at Montgomery County Government Center, 1580 Constitution Row – Room E109.
- X. ADJOURN: Council Member Cating made a motion to adjourn, seconded by Council Member Nelson. Motion carried 7-0.

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David Hunt, Council President

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Jake Bohlander, Council Vice President

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Gary Booth, Council Member

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Brett Cating, Council Member

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Joyce Grimble, Council Member

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Steve Loy, Council Member

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Matt Nelson, Council Member

Attest:

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Mindy Byers, Auditor

