

MEETING MINUTES
MONTGOMERY COUNTY COUNCIL
MONTGOMERY COUNTY COMMISSIONERS
September 10, 2024

The September 10, 2024, 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 Members Jake Bohlander, Gary Booth, Brett Cating, Joyce Grimbale, Steve Loy, and Matt Nelson. Auditor Mindy Byers, Commissioner John Frey, County Administrator Tom Klein and Attorney Dan Taylor were also present.

- I. CALL TO ORDER: Council Vice President Bohlander called the meeting to order, followed by the Pledge of Allegiance, and prayer.
- II. CONSENT AGENDA:
 - A. Council Member Nelson moved to approve the consent agenda, seconded by Council Member Cating. Motion carried 6-0.
- III. PUBLIC COMMENT ON AGENDA ITEMS: Chief Public Defender Bryan Donaldson voiced concerns over the results of the compensation study. He pointed out that there are \$5,000 differences in the pay classifications for his office manager and office admin positions compared to the same positions in the Prosecutor's office. He wanted to make sure the Council was aware, and was not sure how the classifications differed from the Prosecutor's office positions, as they do the same jobs.

IV. MONEY MATTERS:

ADDITIONAL APPROPRIATIONS:

Fund	Fund Description	Dept #	Department Description	Account	Account Description	Additional Amount Requested
1170	Public Safety LIT	0005	Sheriff	30500	Equipment Repair	\$228,869.09
1197	Storm Water Review	0068	Commissioner	30194	Contractual Fees	\$30,000.00
TOTAL:						\$258,869.09

- A. Council Member Cating moved to approve the Sheriff's PS LIT fund additional appropriation request, to pay for kitchen improvements and appliances. The motion was seconded by Council Member Loy and carried 6-0.
- B. Council Member Nelson moved to approve the Commissioner's additional appropriation requests for Stormwater Reviews. The motion was seconded by Council Member Grimbale and carried 6-0.

REDUCTION of APPROPRIATIONS:

Fund	Fund Description	Dept #	Department	Account	Account Description	Reduction Amount Requested
1000	County General	0235	Probation	11032	Salary	\$7,255.00
1000	County General	0235	Probation	11209	Salary	\$2,402.00
1000	County General	0235	Probation	11213	Salary	\$1,112.00
1000	County General	0235	Probation	11523	Salary	\$8,500.00
TOTAL:						\$19,269.00

- A. Council Member Nelson moved to approve the salary reductions from the Probation Department's budget, which were due to change of personnel. The motion was seconded by Council Member Grimbale and carried 6-0.

TRANSFER of APPROPRIATIONS:

Fund	Fund Description	Dept #	Department	From Account	Account Description	To Account	Account Description	Transfer Amount Requested
1000	County General	0068	Commissioners	12095	Workers Comp Insurance	13000	Wellness Center	\$407.56
TOTAL:								\$407.56

- A. Council Member Loy moved to approve the Commissioner's transfer request. The motion was seconded by Council Member Grimbale and carried 6-0.

V. NEW BUSINESS:

- A. The Public Hearing for the Montgomery County Solid Waste Management District 2025 Budget

began at 9:11 am. There were no public comments.

B. The Public Hearing for the Montgomery County 2025 Budget began at 9:12 am. There were no public comments.

C. Council Member Cating shared the compensation committee’s bullet points regarding the adjustments for the 2025 compensation:

Recommendations from the Compensation Study Working Group

- 1. Effective date for new compensation plan: January 1, 2025.
- 2. The base salary for job categories shall be as follows:

PAT A:	External Low Salary
PAT B:	External Low Salary
COMOT A:	External Low Rate
COMOT B:	External Low Salary
COMOT C:	External Low Salary
COMOT D:	External Low Salary
COMOT E:	External Low Salary
COMOT F:	External Low Salary
LTC A:	External Low Salary
LTC B:	External Low Salary
LTC C:	External Low Salary includes Levels I to V for some positions
LTC D:	External Low Salary
LTC E:	External Low Salary
LTC F:	External Low Salary
LTC G:	External Low Salary
MERIT POLE A:	Market Midpoint Salary
MERIT POLE B:	Market Midpoint Salary
MERIT POLE C:	Market Midpoint Salary
MERIT POLE D:	Market Midpoint Salary
CIVILIAN POLE A:	External Low Salary
CIVILIAN POLE B:	External Low Salary
CIVILIAN POLE C:	External Low Salary
CIVILIAN POLE D:	External Low Salary
CIVILIAN POLE E:	External Low Salary
EXE A:	External Low Salary
EXE B:	External Low Salary
EXE C:	External Low Salary
SO ATTORNEYS:	External Low Salary includes Placement Levels 1 to 4

SO Special Occupations:

Chief Deputies in
Offices of Assessor,
Auditor, Clerk, Recorder,
Treasurer

85% of Elected Official’s External Weighted Average Salary

SO Special Occupations:

Other positions

External Low Salary

SO Probation
schedule

Indiana Judicial Conference 2025 Minimum Salary for Probation

Officers pay

Elected Officials

Weighted Average

- 3. For a current employee, not including elected officials or their chief deputies, with 2024 actual pay below the base salary for the position as identified in #2, the employee’s pay will be adjusted to the base salary for the position. Employees in this category will receive a 3% raise after their pay is adjusted to the base salary.
- 4. For current employees, not including elected officials or their chief deputies, with compensation between the external low and high salaries for the position, a 3% raise will be given using their actual salary for 2024.

5. For current employees, not including elected officials or their chief deputies, with compensation above the external high salary for the position, a 1% raise will be given using their actual salary for 2024.
6. For elected officials, the weighted average salary will become the salary for the current elected official and also the position. For current elected officials who have their 2024 actual salary above the weighted average, a 1% raise will be given using their actual salary for 2024. If the position becomes vacant for current elected officials who have their 2024 actual salary above the weighted average, then the salary will be the weighted average for the position.
7. For chief deputies of elected officials, their salary will be 85% of their elected official's salary. 3% will not be added to this amount.
8. Skill based pay plan will be developed by the end of the year with an effective date of January 1, 2025.
9. Longevity will not be implemented due to financial constraints and will be considered in the future.
10. Hire W.I.S. to assist with the maintenance plan and development of the skill-based pay plan.
11. For the five positions identified as below the FLSA salary threshold for exempt status in 2025, the positions shall be classified as non-exempt.
12. Auditor to prepare 2025 salary ordinance and adjust the 2025 budget to match the recommendations of the Working Group. The 2025 salary ordinance should be distributed in a timely manner for sufficient review by the County Council prior to the October County Council meeting.
 - a. Council Member Loy added that the working group had been looking to undo inequities and level the playing field. Jeff Peters had added \$6-700K as the 3% increases in the budget, and these changes are a little shy of \$1,000,000.
 - b. Council Member Cating said that the working group is also planning on adding longevity to the compensation plan at some point.
 - c. Council Member Booth thanked the working group for their efforts. He did express concerns about how experienced employees were to be rewarded and retained with the current plan.
 - d. Highway Director Jake Lough mentioned the same concerns, looking at retainage over new hires. He also asked if there were plans to increase revenue in order to support the new pay scale.
 - e. Treasurer Laffoon advised that all departments work on their expenditures and pool resources in order to support the new compensation plan.
 - f. Sheriff Needham expressed concerns about whether or not the County positions would stay competitive for the officers in his lines of work. He stressed that if he paid new hires as much as he paid his seasoned officers, the long-term officers would walk. He stressed enough that real-life experience is crucial to the safety of his officers and the safety of the public.
 - g. Building Director Marc Bonwell echoed the Sheriff's statements about experience and longevity, and the costs associated with training new employees.
 - h. CCC Director Sherri Hill expressed also her concerns over the compensation plan, and pointed out that it seems like all of that department's compensation plans for retaining employees have been undone.

Council Vice President Bohlander called for a motion from the Council to approve the Compensation Plan as presented, and Council Member Grimble moved to approve, seconded by Council Member Cating. Motion carried 5-1, with Council Member Booth voting against.

- D. County Administrator Klein reported that some changes that were set for INPRS in 1976 had not been adhered to over the decades and that he would keep the Council in the loop on any additional actions that would be needed to resolve the issue.
- E. Attorney Taylor introduced Ordinance 2024-1 – Recorder's Perpetuation Fund. Each year that the Council utilizes the Recorder's Perpetuation fund for completing the budget, they must receive certification from the Recorder that it will not adversely impact that office's ability to operate. That is handled within this Ordinance. This was introduction only.

VI. OLD BUSINESS: None

VII. REPORTS:

- A. Funded Organizations, Department Heads, Elected Officials:

1. County Administrator Klein reported that the Commissioners had received the bids for the Courthouse Project, and the lowest bid came in at \$4.586million. The architect's estimate had been over \$5million.
2. Chief Probation Officer Andria Geigle addressed the compensation plan and the struggle of dealing with turnover. She pointed out that she is seeing long-time employees begin to question why they should put in all the extra effort; changes like these do start taking a toll.

B. Councilors:

1. Council Member Cating asked Highway Director Lough for an update on the PHP project, between 231 South and Ladoga Road. Director Lough reported that the project is coming right along and is in keeping with the timeline to open this fall. Council Member Cating also pointed out that the Nucor Towers project is coming right along as well.
2. Council Member Nelson thanked the compensation committee for their efforts, but did add that there is still a lot of work to be done on it; and that he appreciates how big of a task this is.
3. Council Member Grimbale agreed with Council Member Nelson.
4. Council Member Loy said that he welcomes the input and the committee knows that they are not finished. He added that one of his biggest concerns has to do with the Criminal Justice costs. He plans to challenge the JRAC Committee to sit down and work on solutions as a team, figure out where the gaps are, and look at ways to figure things out. He plans to make this part of his agenda for the next year.
5. Council Member Booth thanked the compensation committee for their efforts.

VIII. PUBLIC COMMENT: None.

- IX. NEXT MEETING: October 8, 2024, at 9:00 a.m. at the Montgomery County Government Center, 1580 Constitution Row – Room E109.
- X. ADJOURN: Council Member Nelson made a motion to adjourn, seconded by Council Member Cating. Motion carried 6-0.

David Hunt, Council President

Jake Bohlander, Council Vice President

Gary Booth, Council Member

Brett Cating, Council Member

Joyce Grimbale, Council Member

Steve Loy, Council Member

Matt Nelson, Council Member

Attest:


Mindy Byers, Auditor

