Be it Remembered that the Greene County Council met in Special Session on Tuesday, August 13, 2024, at 2:00 p.m. in the Commissioners’ Room on the third floor of the Courthouse.

The meeting was called to order by Brent Murray.

The Pledge of Allegiance opened the meeting.

Those present were Bryan Woodall, Jerry Frye, Randall Brown, Brent Murray, Ron Lehman, Karen Abrams and County Attorney Marvin Abshire. Kelly Zimmerly was absent.

**Re: Discussion on Raises for Employees and Elected Officials**

Vice President stated that the meeting is just an informative meeting and that there would be no motions or votes to take place. Murray then opened the floor for discussion.

Randall Brown asked how the tier increments came about in 2019.

Nathan Abrams, who leads the Salary and Wage Committee for the County, offered the following in response:

* The Salary and Wage Committee started with the annual AIC “Facts” book. The book identifies each county first by population, then by salary of each county employee position.
* 10 counties were in the same population bracket as Greene County.
* Every Employee except for the Council and Commissioners in Greene County were in the 10th place (or the lowest paid) in the bracket.
* The Salary and Wage Committee decided to invest in finding a way to increase every employee’s pay to get them to be at least average in the bracket.
* The Committee decided on a tier system based on years of service that increases each employee’s pay every five years.
* The Council decided to not implement the tier system in 2019. Instead, the Council decided to increase the employee’s pay to be average in the bracket and the council would revisit the tier system the following year.
* The original plan offered by the Salary and Wage Committee would eliminate longevity after implementing the new tier system, until someone reached the 20-year mark, after they would receive longevity again.
* The tier system was not revisited until now.

Greene County Sheriff George Dallaire stated that he would like to see the plan implemented because he believes the plan would allow him to retain more officers instead of losing them to competition like the Indiana State Police and Bloomington Police Department.

Karen proposed that the following questions will need to be addressed during the budget hearings:

1. Will there be a reset of base salaries in 2025?
2. Will the tier system be adopted and, if yes, will levels be adopted as set out by Kelly and Nathan?  Karen recommended a vote on the issue during the budget hearings or other regular meeting and sought documentation of adoption in meeting minutes and a follow up resolution.
3. Will the tier system include elected officials?  If so, it should be done by vote documented in minutes and in any resolution describing adoption of the tier system.
4. Will adoption of the tier system eliminate the current longevity pay system and, if yes, what exceptions may apply - such as the over 20-year employees?  If so, it should be done by vote documented in minutes and in any resolution describing adoption of the tier system.
5. How are tier raises to be calculated?  Will COLA apply first and then the tier increase or is the tier increase applied first and then the COLA?  If so, it should be done by vote documented in minutes and in any resolution describing adoption of the tier system, in order to eliminate confusion in future budget sessions.

The Council members made no motions regarding budget or payroll matters during the meeting, and therefore no votes on those issues were made.

There being no further business to come before the council, Ron Lehman moved, and Bryan Woodall seconded, to adjourn. Motion passed 6-0.

Jerry R. Frye Ronald Lehman

Kelly Zimmerly Brent Murray

Karen Abrams Bryan Woodall

Randall Brown

Attest:

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Heather Perry, Auditor