

## **COUNTY COUNCIL SPECIAL MEETING – JUNE 3, 2024**

The meeting was called to order by President, Pamela Burton.

### **A. Roll Call**

The following members were present: John Myers, Jonathan T. Myers, John Mallers, and John Ditmars. Ron Deer and Melinda Griesemer were both present via Zoom. All votes were taken in a roll call format.

### **B. Discussion on Longevity Pay**

Mrs. Burton presented a proposal for longevity pay for Johnson County Government employees. She stated she felt longevity pay rewards employees for extended service and loyalty, boosts morale and retention, acknowledges the value of experience, and fosters a motivated workforce. She suggested offering longevity pay following three consecutive years of employment, with time accrued calculated by employees' anniversary date; Elected Officials would be excluded from the longevity pay. She noted this suggestion is for this year and may not be offered in the future. She then suggested offering a 4.5% raise to all employees for the 2025 budget and the following matrix for longevity pay:

<i>1-3 years of service</i>	<i>- \$ 0.00</i>
<i>3-5 years of service</i>	<i>- \$ 300.00</i>
<i>7-9 years of service</i>	<i>- \$ 700.00</i>
<i>10-12 years of service</i>	<i>- \$1,100.00</i>
<i>13-15 years of service</i>	<i>- \$1,500.00</i>
<i>16-18 years of service</i>	<i>- \$1,800.00</i>
<i>19-21 years of service</i>	<i>- \$2,100.00</i>
<i>22-24 years of service</i>	<i>- \$2,400.00</i>
<i>25-27 years of service</i>	<i>- \$2,700.00</i>
<i>28-30 years of service</i>	<i>- \$3,000.00</i>
<i>31-35 years of service</i>	<i>- \$3,500.00</i>
<i>36+ years of service</i>	<i>- \$4,000.00</i>

Mrs. Burton then opened the floor for discussion.

Mr. Jonathan T. Myers inquired about the cost of offering the proposed longevity matrix.

Mrs. Burton stated the cost of the longevity matrix would be \$514,000.00 and Mike Reuter, Financial Advisor, stated that the County could support this expenditure for the 2025 budget.

Ms. Griesmer suggested giving a higher yearly raise rather than offering longevity pay.

Mr. Deer stated his support for Mrs. Burton's proposal.

Mr. John Myers stated he would rather give employees a percentage raise each year that goes toward their pension rather than longevity pay for one year.

Mr. Mallers stated that he felt the proposed longevity matrix would not influence retention, as he did not believe there was a retention problem to begin with. He suggested creating a salary matrix to reward seniority and loyalty within the salaries of employees.

Mr. Ditmars agreed with Mr. Mallers as he felt the proposed matrix would not be influential enough to affect longevity.

Ms. Griesmer suggested increasing the employee salaries to 5% rather than offering longevity pay.

Mr. Jonathan T. Myers stated he appreciated the work done on this; however, he did not feel this was the best way to reward employees and utilize funds in a responsible manner.

Mr. Deer stated there is no guarantee of longevity pay nor a Council giving a pay increase each year.

Mrs. Burton stated the Council would work with Waggoner, Irwin, and Scheele for the 2026 budget to address salary matrixes and other personnel-related concerns.

Mr. Deer made a motion to move forward with longevity pay as presented by Mrs. Burton. Mrs. Burton seconded the motion, which failed 2-5; Ms. Griesemer, Mr. John Myers, Mr. Ditmars, Mr. Jonathan T. Myers, and Mr. Mallers all voted nay.

Mrs. Burton then opened the discussion of raises for employees for the 2025 budget.

Ms. Griesemer to offer a 5% raise for all employees. Mr. Deer seconded the motion, which carried 4-3; Mr. Mallers, Mr. Ditmars, and Mr. Jonathan T. Myers all voted nay.

### **C. 2025 Budget Dates and Guidelines**

Mrs. Burton suggested the 2025 Budget Hearing First Reading dates be set for September 3<sup>rd</sup> and September 5<sup>th</sup> and the Second Reading dates be set for September 12<sup>th</sup>. She also suggested final adoption be on October 14<sup>th</sup>.

Mrs. Burton stated the Social Security rate for the 2025 budget is 7.65% and the PERF rate is 11.2%. She noted that the health insurance rate for the 2025 budget is tentatively \$11,500; however, final confirmation from the Commissioners will be coming in the next few weeks.

Mrs. Burton then opened the discussion for holding budget workshops prior to the budget hearings.

Mrs. Thompson recommended pushing back the due date of budget submissions to the Auditor's Office to June 27<sup>th</sup>. She stated the budget books could be prepared for the Council by July 26<sup>th</sup>.

Ms. Griesemer suggested holding a special public meeting for the budget workshop.

The Council came to the consensus to hold a one-day special public meeting for a budget workshop on Monday, August 12<sup>th</sup>, 2024. The time will be determined based on department attendance.

Mr. Ditmars requested information regarding the use of ClearGov for the 2025 budget cycle.

Mrs. Thompson stated the ClearGov software will likely be utilized for creation of the budget books. She noted for next year to have the departments utilize the software to prepare their budgets.

Mrs. Burton recommended limiting all non-salary line items to a 5% increase, based on a zero-based budgeting style.

Mr. Mallers suggested limiting all non-salary line items to a 4% increase due to the statutory 4% levy growth limit.

Mr. Ditmars agreed with Mr. Mallers and a needs-based budgeting style as Mrs. Burton stated.

Mr. Mallers made a motion to approve the following regarding the 2025 Budgets:

- *First Reading on September 3<sup>rd</sup> and September 5<sup>th</sup> at 8:30 am*
- *Second Reading on September 12<sup>th</sup> at 8:30 am; Binding Units at 1:00 pm*
- *Final adoption on October 14<sup>th</sup> at 5:00 p.m. for the Binding Units; Johnson County's adoption at 6:00pm*
- *Social Security rate set at 7.65%*
- *PERF rate set at 11.2%*
- *Health Insurance rate set at \$11,500 per employee (\*subject to change)*
- *All non-salary line items limited to a 4% increase*
- *All department budgets due to the Auditor's Office on June 27<sup>th</sup>, 2024*
- *Budget books to be ready for Council by July 27<sup>th</sup>, 2024*
- *Budget Workshop to be held on August 12<sup>th</sup>, 2024*

Mr. Jonathan T. Myers seconded the motion, which carried unanimously.

**D. Old & New Business**

There was no old or new business.

**E. Adjournment**

There being no further business, Ms. Griesemer moved to adjourn the meeting. Mr. Mallers seconded the motion, which carried unanimously.

**June 3, 2024 – Special Meeting Minutes**

  
\_\_\_\_\_  
Pamela Burton, Council Member

  
\_\_\_\_\_  
John Mallers, Council Member

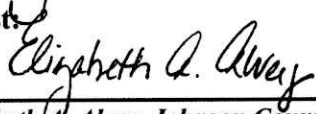
  
\_\_\_\_\_  
Ron Deer, Council Member

  
\_\_\_\_\_  
Jonathan T. Myers, Council Member

  
\_\_\_\_\_  
Melinda Griesemer, Council Member

  
\_\_\_\_\_  
John Myers, Council Member

  
\_\_\_\_\_  
John Ditmars, Council Member

Attest:  
  
\_\_\_\_\_  
Elizabeth A. Alvey, Johnson County Auditor