



CLARKSVILLE-MONTGOMERY COUNTY
REGIONAL PLANNING COMMISSION

Minutes

Regional Planning Commission Executive Committee Meeting

January 10, 2021 @ 10:00AM

Attendees:

Richard Swift – RPC Chairman (in-person)
Bryce Powers – RPC Vice Chairman (virtually)
Mayor Jim Durrett – County Mayor (virtually)
Mayor Joe Pitts – City Mayor (virtually)
Bill Kimbrough – RPC member/county mayor designee (virtually)
Jeffrey Tyndall – RPC Director
LaDonna Marshall – RPC Office Manager

The meeting was called to order at 10:05 AM

A statement was read into the record regarding meeting in a manner other than open and in the public due to the Governor's executive order on COVID-19.

First item of business as presented by Mr. Tyndall was an updated COVID-19 leave policy for the RPC to adopt through June 30th 2021. This policy matches the city and county policy regarding using up to 1 week of time to not count against the employee for the purpose of quarantining, awaiting test results, or being sick with COVID.

Both mayors thanked the RPC for adopting the same policy during these trying times.

There was no further discussion.

A motion for acceptance of the plan was made by Mayor Pitts seconded by Mayor Durrett. Chariman Swift called for a voice vote. The policy was adopted unanimously.

The second item of business was to update the 2020-2021 RPC budget.

Mr. Tyndall presented the updated budget. The budget which was adopted in July 2020 had not planned on a few expenses and revenues were not projected properly due to COVID concerns.

First expense which was unforeseen was an HVAC unit which was replaced by the RPC in July and cost \$5,500 which was unexpected in the Repairs and Maintenance line item so an additional \$5,500 was added to that.



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Secondly, salaries (to also include taxes and social security) were amended up to include a 3% COLA raise for all but the two employees hired after July 1, 2020. This raise was proposed to be retroactive to July 1, 2020 forward.

Finally, the revenue line items were increased. The RPC anticipated a drop in applications but growth in the city and county has not slowed down due to COVID as one would expect. To date the RPC has already exceeded the first 6 months of fees by 200%.

Chairman Swift called for discussion.

Mayor Durrett stated that he does not think the RPC is not deserving of a salary increase and they are working hard but the 3% and the retroactive time was an issue for him. Like the RPC the county did not budget a COLA in July last year, they did fund the step increases however. The budget committee is scheduled to meet soon and will vote on a 2% COLA for county employees but only retroactive until January 1, 2021.

Mayor Pitts stated that the city passed an updated budget at the end of October which included 3% COLA for all non-safety employees effective January 1, 2021 and public safety would have an overall wage increase above the COLA effective in March. The public safety increase was to help with retention of fire and police officers.

Mayor Durrett stated that the County did a significant wage increase for public employees based on a salary survey in 2019 to the tune of about \$4.1 million dollars with 53% going to first responders. He also stated that he would like the RPC to agree to follow the county or city for future compensation and even though it has never been formally agreed to, develop a compensation plan.

Mr. Tyndall stated that a compensation plan for the RPC is in their long term goals concentrating not just on salary but also current and retiree benefits that are pleasing to the employees but also save the RPC money.

Mayor Durrett made a motion to amend the budget to include all changes except the salaries and associated line items should reflect a 3% COLA effective January 1, 2021. Seconded by Mayor Pitts. Chairman Swift called for a voice vote. The motion passed unanimously.

Motion to adjourn and seconded at 10:34AM

Attest: Jeffrey Tyndall, Director RPC