

**COMMON COUNCIL
FINANCE COMMITTEE
MAY 22, 2025**

The City of Noblesville Council Finance Committee met pursuant to public notice in room A213 City Hall on Thursday, May 22, 2025. The meeting was called to order at 8:15 a.m. with Aaron Smith and Todd Thurston present. Mike Davis and Pete Schwartz were absent.

Also present were Community Development Director Sarah Reed, Paralegal Lindsay Downing, Executive Project Manager Jayme Thompson, Deputy Clerk Kimberly Stakelbeck, Human Resources Director Holly Ramon, Chief Financial Officer and Controller Jeff Spalding, Deputy Controller Caitlin Kesner, Deputy Finance Officer Tom MacDonald, and Finance Executive Assistant Cindy Frye. Consultant Greg O'Connor attended electronically via Microsoft Teams.

Claims Docket Review

The committee could not recommend approval of the claims due to lack of a quorum.

[POSTPONED] Update – 2026 Budget Preliminary Revenue Forecast

Mr. Smith stated staff were working to present the forecast at the June 5 meeting. Mr. Spalding stated the forecast remained on the agenda because in the normal yearly cycle, it would have been presented today.

Fiscal Action – Appropriation Transfer – Performance Management Software

Ms. Ramon stated currently there were six different paper forms used for performance reviews: 90 day, six months, and annual evaluations, as well as evaluation forms for supervisors and specific skill positions. She stated she had tried for the past two years to implement the performance management module in the UKG software work, without success. She stated she had consulted with Axiom for advice, and they concurred that the module did not meet the City's needs. She stated she had investigated four different software applications that were compatible with UKG. She stated she found one that was very customizable and would meet the City's needs. She stated the PerformYard, Inc. software would integrate with UKG and would allow her to access a wide range of data. She described the various functions of the software. She stated the software was the most affordable of those she considered. Ms. Reed stated her favorite feature was the ability to view the last review side-by-side with a current review, which she found very helpful. She stated the fee was per employee, so she recommended purchasing for 255 civilian employees. Mr. Thurston stated he had spent 30 minutes speaking with Ms. Ramon to understand the software. Mr. Spalding stated Police and Fire already have merit structures in place. The appropriation transfer would move \$13,500.00 from non-departmental contingency to the Human Resources budget.

Intentionally left blank

Review of Agenda Addendum

There were no changes to the addendum since the previous meeting.

Committee Items on Council Meeting Agenda – May 27, 2025

- *Ordinance #13-05-25 – 2025 Salary Revisions*
- *Transfer TA-02-25 – Performance Management Software*

Other Business at Discretion of Chairman

Mr. Smith asked how long the revenue forecast review at the next meeting was expected to last. Mr. Spalding replied he estimated the revenue forecast would last at least 30 minutes. He stated during that meeting they would touch on the effects of Senate Bill 1 on the City's budget. Ms. Reed thought that time frame was optimistic.

The meeting adjourned at 8:24 a.m.

MIKE DAVIS, COMMITTEE CHAIR

EVELYN L. LEES, CLERK
CITY OF NOBLESVILLE