



PERSONNEL & BENEFITS MEETING

Wednesday, June 25, 2025, at 7:30 a.m.

Memorandum

Mr. Hand called the meeting to order at 7:33 a.m.

Members Present: Members Eric Hand and Michael McDonald. Others in attendance were Legal Counsel Anne Poindexter, Utility Director Andrew Williams, Engineering Manager Wes Merkle, Controller Cindy Sheeks, Staff Member Daniel Rossman, and Administrative Assistant Maggie Crediford. Mr. Kimbell was absent.

PUBLIC COMMENT

There was no one present from the public.

SAFETY REPORT

Mr. Williams said there have been no lost time accidents. Staff updated safety equipment. TriCo had its yearly safety inspection by the IWEA Safety Committee, nothing of significance was found. Gate keypads have been added to the inside of the plant gates allowing employees to get out of the gates in an emergency. Previously you needed to be in a vehicle for the gate to open.

HCRUD AGREEMENT

Mrs. Poindexter told the committee that all the highlighted changes were made by either herself or TriCo staff. The different colors do not have any significance in importance, it just indicates who made the suggested changes. Hamilton County has indicated that they will accept all the proposed changes to the service agreement. Mr. Williams said TriCo may need to have a special Board meeting the week of July 7th to approve the contract so that HCRUD can approve it at their meeting on July 14th. They meet at 10:00 a.m. and TriCo's Board does not meet until 5:00 p.m. that night. Ms. Sheeks said CJ from HCRUD was at TriCo last Friday to learn about the billing system and ask questions. Mr. Merkle said TriCo has already been helping HCRUD with locates and attending equipment training. The contract needs to be approved in July. Mr. Williams said he is comfortable with the contract in its current form. It is written so TriCo customers take no responsibility or incur any risks for the operating costs associated with HCRUD. Hamilton County taxpayers will be subsidizing the cost of the HCRUD until they have a significant customer base so TriCo is excited to help them run in the most cost-effective and efficient way possible.

Mr. Merkle explained that TriCo will be in charge of locating, billing and inspecting the water mains as well as the sewers but will not be operating the water. Mr. McDonald asked who would be receiving payments. Ms. Sheeks and Mrs. Poindexter explained that HCRUD will need to figure that out on their own as TriCo will not be doing any of their

accounting, State financial reporting, or banking deposits. The funds cannot be commingled in any way.

Mr. Merkle explained that costs for needed operational materials and supplies will be purchased by TriCo and billed back to HCRUD. Fixed costs such as utilities will be paid by HCRUD directly. Mr. Hand asked if additional staff will be needed. Mr. Williams said he had not planned on added staff initially as we work through the startup of the utility. Once we see the time needed for connections inspections, operational needs and the rate of development, staff additions will be considered. The TriCo employee who takes on the responsibility of operator of record for HCRUD will be eligible for a premium pay of an additional \$2 to \$3 per hour. Mr. Williams will be reaching out to current employees who have the required Operator's license to see who would be interested in the additional responsibilities.

Mr. Williams encouraged committee members to email him if they had any further questions about the contract.

ADJOURNMENT

The Meeting was adjourned at 8:59 a.m.

Respectfully Submitted,



Andrew Williams
Utility Director