



TriCo Regional Sewer Utility

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Board of Trustees Meeting Agenda

Monday, November 10, 2025 @ 5:00 p.m.

TriCo WRRF

7236 Mayflower Park Drive, Zionsville, IN 46077

Board of Trustees

President

Carl Mills
Jan 2022-Dec 2025
Clay Township Trustee
Appointment

Vice President

Jeff Kimbell
Jan 2023-Dec 2026
Clay Township Trustee
Appointment

Treasurer

Jane Merrill
Jan 2022-Dec 2025
Hamilton County
Commissioners
Appointment

Secretary

Michael McDonald
Jan 2024-Dec 2027
Mayor of Carmel
Appointment

Members

Steve Pittman
Jan 2024-Dec 2027
Clay Township Trustee
Appointment

Jeff Hill
Jan 2024-Dec 2027
Clay Township Trustee
Appointment

Amanda Foley
Jan 2025-Dec 2028
Hamilton County
Council Appointment

Eric Hand
Jan 2025-Dec 2028
Boone County
Commissioners/
Zionsville Appointment

Loren Matthes
Jan 2025-Dec 2028
Clay Township Trustee
Appointment

AGENDA

1. Roll Call
2. Public Comment
3. Approval of Meeting Memorandum October 13, 2025
4. Approval of Claims Docket
5. Attorney's Report
 - a. Report on Pending Litigation
 - i. TPI/Bowan
 - ii. Jordan KS, LLC
6. Utility Director's Report
 - a. HCRUD Update
 - b. Utility Assistance Efforts
7. Committee Reports
 - a. Budget & Finance Committee
 - b. Personnel & Benefits Committee
 - i. Salary Range Adjustment
 - ii. Approval of the Plant and Field Operations Technician Position
 - iii. Insurance Coverage
 - c. Capital & Construction Committee
 - d. Infrastructure Security Committee
8. Old Business
9. New Business
10. Adjourn

Next Scheduled Meeting: December 8, 2025 @ 5:00 p.m.

7236 Mayflower Park Drive, Zionsville, IN 46077



BOARD OF TRUSTEE MEETING

Monday, October 13, 2025, 5:00 p.m.

Memorandum

Mr. Kimbell called the meeting to Order at 5:02 p.m.

ROLL CALL

Present: Vice President Jeff Kimbell, Treasurer Jane Merrill, Secretary Michael McDonald, members Steve Pittman, Eric Hand, Loren Matthes, and Amanda Foley. Others in attendance were Utility Director Andrew Williams, Controller Cindy Sheeks, and Administrative Assistant Maggie Crediford. Carl Mills and Jeff Hill were absent. Legal Counsel Anne Poindexter arrived at 5:09 p.m.

PUBLIC COMMENT

No one from the public was present.

APPROVAL OF MEETING MEMORANDUM

Ms. Merrill made a motion to approve the September 8, 2025, Board Memorandum. Mr. Pittman seconded the motion, and it was unanimously approved.

APPROVAL OF CLAIMS DOCKET

Ms. Sheeks said there were two docket reports to approve. She was on vacation, so the claims from October thirteenth were added as a handout for consideration. Ms. Merrill made a motion to approve both claims dockets. Mr. McDonald seconded the motion, and it was unanimously approved.

UTILITY DIRECTOR'S REPORT

Mr. Williams said TriCo's Mechanical Seals competed in the national Wastewater Challenge competition in Chicago. There were 25 teams in Division III. They placed 11th overall and 3rd in the collections portion of the competition. The IWEA sent them because they won the State Operators Challenge earlier this year.

The Employee Appreciation Lunch was held at Lions Park in September. It was a great success.

Customer service hired a new assistant, Roanna Williams, who has been on the job for one week.

Managers are working on the Capital and Operating Budgets; Mr. Williams expects them to be presented for discussion at the October Committee meetings. Insurance renewal quotes for 2026 have not been received yet.

Mr. Williams said he had an update on the legal reports since Mrs. Poindexter had not yet arrived at the meeting. TPI/Bowen has a hearing on Summary Judgment scheduled for

Monday, October 20, 2025. It is expected that the matter will go to trial. Mediation with Jordan KS LLC is scheduled for November.

Mrs. Poindexter arrived at 5:09 p.m.

ATTORNEY'S REPORT

Mrs. Poindexter stated that a hearing for Summary Judgment in the TPI/Bowen case is scheduled for Monday, November 20, 2025. She expects the matter to go to trial.

Mrs. Poindexter said mediation is scheduled in the matter of Jordan KS LLC in early December.

COMMITTEE REPORTS

Budget & Finance Committee

Ms. Merrill stated that the Budget and Finance committee had not met and had no action items.

Personnel & Benefits Committee

Mr. Kimbell said the Committee met and discussed the need to add an HR Manager/Executive Assistant position to the salary ordinance. Mr. Williams explained the need for the position. Mr. McDonald made a motion to approve Salary Ordinance 10-13.2025. Ms. Merrill seconded the motion, and it was unanimously approved.

Mr. Kimbell said the Committee discussed the proposed changes to the employee handbook. The staff consults with an employment attorney every few years to ensure the Employee Handbook remains compliant with current laws. Mrs. Poindexter said she had read the updates and agreed that most were compliance updates and updates related to the new HR Manager position. Ms. Merrill made a motion to approve the proposed revisions to the employee handbook. Mr. Hand seconded the motion. Mr. Hand had a question on page 39 regarding employees reviewing or altering their employee files. Mrs. Poindexter explained the need for that rule to be in place. The motion was unanimously approved.

Capital & Construction Committee

Ms. Foley stated that the Capital and Construction Committee had not met and had no action items.

Infrastructure Security Committee

Mr. McDonald said the Committee had a productive discussion with a security specialist from Homeland Security. Staff will work with them to assess any security needs the Utility may have. Mr. Williams said the requested updates to the server room have been completed.

ADJOURNMENT

Mr. Pittman made a motion to adjourn the meeting. The meeting was adjourned at 5:43 p.m.

The next Board of Trustees Meeting is scheduled for Monday, November 10, 2025, at 5:00 p.m.

Respectfully submitted,

Andrew Williams

Andrew Williams
Utility Director

Approved:

_____ as Presented
_____ as Amended

Michael McDonald, Secretary

Carl Mills, President

The TriCo Connection

Volume 19 Issue 11 November 5

MONTHLY NEWSLETER

FINANCIAL UPDATE CINDY SHEEKS

In September 2025, total revenue was \$891,042, down \$4,390 from August 2025, and up \$52,015 above figures from September 2024. The Annual revenue projection for 2025 is \$9,315,688. YTD as of September 31, 2025, collections were 78.46% of the budget. Residential income was \$486,947 during the month, \$13,319 higher than in September 2024. Commercial sales totaled \$324,724 in September 2025, \$26,995 higher than September 2024. The Other Revenue category (comprising late fees, application fees, and plan review fees) totaled \$8,446 in September. The Other Income category (including interest, gains on asset disposal, and miscellaneous revenue) totaled \$70,927 during the month.

Total operating expenses were \$584,334 in September. YTD spending is 76.67% of the 2025 Operating Budget of \$7,210,379. Total spending in September 2025 was \$39,560 higher than in September 2024. The wages and benefits totaled \$287,798 during the month. Administration spending was \$63,729 during the month. Treatment costs totaled \$179,192, and collection costs totaled \$53,615 during the month.

Net income in September was \$137,795 after depreciation and amortization of CIAC.

Spending Breakdown in September:

Wages	49.25%
Administration	10.91%
Treatment Costs	30.67%
Collection Costs	9.18%

Interceptor fees collected in September totaled \$123,102, which is 32% of the annual budget of \$790,000

EDU fees collected during September were \$20,830, and 44% of the annual budget of \$1,041,500

Cash generated for September shows a net increase in all funds of \$224,843. Capital spending was \$2,312 in September for LS 28 Union Woodlands and the TriCo legacy sign.

As of September 30, 2025, cash on hand was \$13,300,498. The balances in the funds are listed below:

Operating	\$10,321,464
Interceptor	\$68,408
Plant Expansion	\$729,514
Operating Reserve	\$519,252
Reserve for Replacement	\$-352,987
2020 Bond Funds	<u>\$2,014,848</u>
Total	\$13,300,498



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Calendar of Events

November	11	Board Meeting	5:00 p.m.
November	19	P & B Meeting	7:30 a.m.
November	21	B&F Meeting	7:30 a.m.
December	1	C&C Meeting	4:30 p.m.

COLLECTIONS UPDATE

AARON STRONG

Carter televised approximately 5,000 feet of the Northern Interceptor extending from Westfield Boulevard east to Lift Station #1 (Carmel Creek). The interceptor is a 27-inch reinforced concrete pipe (RCP). Since the WRRF plant expansion, all flow from Lift Station #2 (Meridian Corridor) has been sent to our plant. Consequently, the Northern Interceptor is experiencing lower flows, which can promote the generation of hydrogen sulfide (H_2S) and potentially lead to crown corrosion in the concrete pipe. Conditions that can lead to sinkholes or structural failure if left unchecked.

Carter's inspection found the interceptor to be in good condition overall, with only minor issues noted, including a few leaking lateral stubs and one joint defect. Engineering staff will evaluate the video inspection for future rehabilitation projects.

Staff cleaned nearly 11,000 feet of gravity sewer identified during CCTV inspections, completing the annual cleaning program. To date, 105,000 feet of gravity and low-pressure sewer mains have been cleaned. Crews have since pivoted to thorough lift station cleanings, removing grit that accumulates around pumps and in the corners of wet wells. Staff have completed 17 of these cleanings so far and expect to finish the remaining stations in the coming weeks.

Collection crews continue annual inspection and maintenance of air release valves (ARVs), having completed 117 of the 189 units to date. Visual inspections are conducted in the spring to identify leaks, while comprehensive rebuilds are performed annually in the fall. During the rebuilding phase, each ARV is removed from service, inspected, and fitted with replacement parts as needed before being returned to service. Crews anticipate completing the program by the end of November.

The AccessMyLan VPN portal used for lift-station radio communications experienced an outage, resulting in a temporary loss of visibility into the stations. Regional stations equipped with Omnisite communication redundancies were not affected. The network has since been restored, and contractors are developing a permanent solution with built-in redundancy.

New pumps were installed at Lift Station #3 earlier this year. Subsequent pump-down testing identified a restriction believed to be in the wet well discharge piping. Pyramid Construction removed the redundant bypass and associated check valve, which was suspected of restricting flow. Preliminary test results were encouraging, and follow-up testing will be performed to confirm performance improvements.



Congrats to Shaun and Loren!



PLANT REPORT- SCOT WATKINS

During the month, staff resolved a SCADA licensing issue and successfully restored normal system operation. The Biosolids polymer pump was found to be plugged; it was disassembled, worn components were replaced, and the unit was returned to service. Preventive maintenance continued with biannual oil changes on the VLR and clarifier drives, as well as the replacement of the HACH SC1000 controller serving VLR Reactors 7 and 8. Digester 4 was taken offline due to a failed end cap. While repairs were being completed, all 370 diffuser membranes were replaced as part of scheduled maintenance. Staff also responded to a breakdown on the biosolids belt press conveyor by replacing the tension springs and returning the system to service. Additional efforts included assisting HCRUD with plant start-up activities and bush-hogging the prairie grass surrounding the WRRF grounds. The facility also hosted a tour for Pike High School's Honors Chemistry class, welcoming approximately 60–70 students to learn about wastewater treatment operations.

Pretreatment activities included completing nine inspections and two follow-up inspections. Five violations were issued, totaling \$900 in fees. Staff noted 95 grease interceptor pump-outs, removing 38,642 gallons of FOG. Work continued on revisions to TriCo's Sewer Use Ordinance, including review and updates to the FOG section for HCRUD, and the 2025 update of TriCo's Emergency Response Plan was finalized. Construction inspections were completed for several new facilities, including Piada Italian Street Food, Shake Shack, CAVA, and BIBIBOP. At the same time, remodel or plan reviews were performed for Midwest Academy, BAEK Bakery, and Stone Creek. Monthly well meter readings were also completed. Additionally, Pretreatment staff participated in TriCo's annual Chili Cookoff, where Shaun and Loren earned both Best Chili and Best Dessert honors.

Laboratory staff maintained full analytical support for TriCo and HCRUD sampling activities. Testing for October included 163 TNT Phosphorus, 163 TNT Ammonia, 48 TNT Total Nitrogen, 345 CBOD, and 253 Total Suspended Solids (TSS) samples for TriCo, along with 10 each of TNT Phosphorus, TNT Ammonia, and TSS samples, and 25 CBOD samples for HCRUD. Quarterly Method Detection Limits (MDLs) were performed for TNT Ammonia, TNT Phosphorus, and TSS, along with monthly TKN and Nitrate/Nitrite testing and biannual sludge metals analysis. The laboratory also began processing HCRUD samples to evaluate startup performance and ensure proper operation of new equipment.

Staff attended multiple meetings and training sessions throughout the month, including the Lab Committee Meeting, Safety Committee Meeting, Creekside Safety Training, Fire Training and Emergency Response, and an HCRUD coordination meeting with IDEM.

SAFETY UPDATE- LOREN PRANGE

On Thursday, October 9, staff participated in fire safety training and a live drill conducted by Trico. The session included procedures to follow during a fire and hands-on practice using a live fire extinguisher.

It's been 82 days without a lost-time accident.

During routine equipment checks, one air monitor failed calibration and was taken out of service. A replacement CO/H₂S sensor has been ordered and will be installed once received.

Additionally, one confined space entry was completed this month to inspect a check valve in the digester vault

ENGINEERING UPDATE– WES MERKLE

Staff completed 292 locates, 38 I&I inspections and 20 lateral inspections in October. Anthony completed most locates. 2,095 locate requests were received and reviewed, including 350 locate requests for HCRUD. Brandon completed inspections; he reported no failed inspections. Eric continued construction inspection at various locations including Holiday Farms East, Union Woodlands, and College Avenue, as well as warranty inspections at Albany Village and Towns at Appaloosa Section 1. Lift station construction at Union Woodlands should finally be complete by the end of the year. Anthony assisted with inspection at Holiday Farms East. Ryan and Eric completed a recertification course for erosion control inspection by White River Alliance.

Ryan continues to monitor design and construction progress many road, path and storm infrastructure projects around our service area that impact our sewers. Jeff and Ryan completed multiple sewer assessments and capacity studies in the Michigan Road and US31 corridors, including redevelopment of the Meridian Tech campus which has privately owned and maintained sewers. These efforts were driven by proposed higher density developments. Jeff reviewed staff televising video of precast concrete interceptor between Lift Station 1 and 106th Street/Westfield Boulevard. We wanted to reinspect these sewers after Carmel Utilities experienced multiple emergency repairs to its precast interceptors of around the same age. Our precast sewers were found to be in good condition with minor repairs needed to address a handful of leaking joints. Wes continued updating the capital budget; he reviewed scope and cost estimates for numerous future projects.

We continued assisting HCRUD with substantial completion inspections and equipment check outs. We began running clean water through the collection system which will be continuously flushed from the water distribution system while flows are low – this allowed us to test functionality of Lift Stations 4 and 5 (US31 and 276th Street and 256th Streets respectively) and plant process equipment. Construction of Lift Stations 1 and 2 (located near the plant at US31 and 236th Street) is nearing completion. HCRUD's first customers are expected to begin discharging wastewater this month.

Birthdays

Drew Williams November 1

Eric Luis Delacruz November 6

Roanna Williams November 7

Anniversaries

Maggie Crediford November 29, 8 Years of Service

TriCo Regional Sewer Utility						
Register of Claims						
For the period 10/1/2025-11/06/2025						
Payment date	Check number	Bank name	Payee name	Amount	Amount Allowed	Description
10/17/2025	22404	Citizens State Bank Operating	Vasey Commercial Heating & AC, Inc.	\$312.00	\$312.00	LS 1
10/17/2025	22404	Citizens State Bank Operating	Vasey Commercial Heating & AC, Inc.	\$252.00	\$252.00	LS 23
10/17/2025	22404	Citizens State Bank Operating	Vasey Commercial Heating & AC, Inc.	\$270.00	\$270.00	LS 17
10/17/2025	22404	Citizens State Bank Operating	Vasey Commercial Heating & AC, Inc.	\$252.00	\$252.00	LS 21
10/17/2025	22404	Citizens State Bank Operating	Vasey Commercial Heating & AC, Inc.	\$312.00	\$312.00	LS 2
10/17/2025	22404	Citizens State Bank Operating	Vasey Commercial Heating & AC, Inc.	\$252.00	\$252.00	LS 26 Utilities
10/17/2025	22404	Citizens State Bank Operating	Vasey Commercial Heating & AC, Inc.	\$335.50	\$335.50	Plant R&M
10/22/2025	22405	Citizens State Bank Operating	AFLAC	\$561.03	\$561.03	EE Deductions
10/22/2025	22406	Citizens State Bank Operating	Carmel Utilities	\$37.33	\$37.33	LS 26
10/22/2025	22406	Citizens State Bank Operating	Carmel Utilities	\$487.61	\$487.61	LS 2
10/22/2025	22407	Citizens State Bank Operating	Cindy Sheeks	\$44.97	\$44.97	Cust Service App Week
10/22/2025	22408	Citizens State Bank Operating	IUPPS	\$1,970.30	\$1,970.30	September tickets
10/22/2025	22409	Citizens State Bank Operating	Marion County Storm Water Management	\$19.20	\$19.20	Stormwater fees
10/22/2025	22410	Citizens State Bank Operating	Paymentus Group, Inc.	\$76.65	\$76.65	NSF Fees
10/24/2025	22411	Citizens State Bank Operating	Carler Kaminski	\$84.00	\$84.00	On call mileage 10/18-10/19
10/27/2025	22412	Citizens State Bank Operating	Brian Vaughn	\$71.40	\$71.40	On call mileage 10/27/2025
10/29/2025	22413	Citizens State Bank Operating	Amanda Foley	\$300.00	\$300.00	Board per diem 10/25
10/29/2025	22414	Citizens State Bank Operating	Carl S. Mills	\$300.00	\$300.00	Board per diem 10/25
10/29/2025	22416	Citizens State Bank Operating	Jane B. Merrill	\$300.00	\$300.00	Board per diem 10/25
10/29/2025	22417	Citizens State Bank Operating	Jeffrey Kimbell	\$300.00	\$300.00	Board per diem 10/25
10/29/2025	22418	Citizens State Bank Operating	Loren Matthes	\$600.00	\$600.00	Board per diem 10/25
10/29/2025	22419	Citizens State Bank Operating	Michael A. McDonald	\$300.00	\$300.00	Board per diem 10/25
10/29/2025	22420	Citizens State Bank Operating	Steve Pittman	\$300.00	\$300.00	Board per diem 10/25
10/29/2025	22421	Citizens State Bank Operating	Brandon Woolf	\$50.00	\$50.00	Cell Phone 10/25
10/29/2025	22422	Citizens State Bank Operating	Eric Luis Delacruz	\$50.00	\$50.00	Cell Phone 10/25
10/29/2025	22423	Citizens State Bank Operating	Jason Lewin	\$50.00	\$50.00	Cell phone 10/25
10/29/2025	22424	Citizens State Bank Operating	Jeffrey Martin	\$50.00	\$50.00	Cell Phone 10/25
10/29/2025	22425	Citizens State Bank Operating	Shaun Odom	\$50.00	\$50.00	Cell Phone 10/25
10/29/2025	22426	Citizens State Bank Operating	Eric Hand	\$300.00	\$300.00	Board per diem 10/25
10/30/2025	22427	Citizens State Bank Operating	ADAM STEPHENSON	\$17.39	\$17.39	REFUND-1845 HALIFAX
10/30/2025	22428	Citizens State Bank Operating	ALEKSANDR KOSACHEVSKY & LUBA S	\$79.00	\$79.00	REFUND-10935 CORNELL
10/30/2025	22429	Citizens State Bank Operating	ANGELA BRITTON	\$23.43	\$23.43	REFUND-1065 SERENITY
10/30/2025	22430	Citizens State Bank Operating	GRACE E PAIGE-WOOLSEY	\$94.11	\$94.11	REFUND-11725 LENOX
10/30/2025	22431	Citizens State Bank Operating	HOWARD KEY	\$23.65	\$23.65	REFUND-9841 HAVERSTICK
10/30/2025	22432	Citizens State Bank Operating	INTERSTATE HOTELS & RESORTS	\$237.14	\$237.14	REFUND-11855 MERIDIAN ST N
10/30/2025	22433	Citizens State Bank Operating	JACKIE TUCKER	\$36.33	\$36.33	REFUND-11060 N RUCKLE
10/30/2025	22434	Citizens State Bank Operating	JCSN PROPERTIES LLC	\$53.72	\$53.72	REFUND-3303 NORIKER LANE
10/30/2025	22435	Citizens State Bank Operating	KYLE MORAN	\$60.00	\$60.00	REFUND-947 BRISTOL
10/30/2025	22436	Citizens State Bank Operating	LYNN NEWKIRK	\$20.44	\$20.44	REFUND-2705 APRIL SPRINGS VIEW
10/30/2025	22437	Citizens State Bank Operating	ROBERT OR DEBORAH NEWBURN	\$30.53	\$30.53	REFUND-9620 BRAMBLEWOOD WAY
10/30/2025	22438	Citizens State Bank Operating	RONALD OR PATRICIA WISELEY	\$37.03	\$37.03	REFUND-10735 VALI
10/30/2025	22439	Citizens State Bank Operating	SHANTHI BHUSHAN RANGARAO	\$40.61	\$40.61	REFUND-14109 SECRETARIAT CT
10/30/2025	22440	Citizens State Bank Operating	THOMAS P RABORN	\$17.53	\$17.53	REFUND-520 CHAUNCY
10/30/2025	22441	Citizens State Bank Operating	WAYPOINT LLC	\$21.14	\$21.14	REFUND-865 W 136TH
10/30/2025	22442	Citizens State Bank Operating	IUPPS	\$1,687.20	\$1,687.20	August tickets
11/3/2025	22443	Citizens State Bank Operating	MARY ANNE WIGNALL	\$244.96	\$244.96	REFUND-12517 TIMBER CREEK #7
11/3/2025	22444	Citizens State Bank Operating	Shelly Keefe	\$56.67	\$56.67	Office supplies
11/3/2025	22445	Citizens State Bank Operating	JAMS	\$4,550.00	\$4,550.00	Retainer - Jordan mediation
11/5/2025	22446	Citizens State Bank Operating	Altman, Poindexter & Wyatt, LLC	\$218.00	\$218.00	Legal fees - Long Branch Estates
11/5/2025	22446	Citizens State Bank Operating	Altman, Poindexter & Wyatt, LLC	\$907.50	\$907.50	Legal fees
11/5/2025	22446	Citizens State Bank Operating	Altman, Poindexter & Wyatt, LLC	\$152.50	\$152.50	Legal fees - Jordan
11/5/2025	22446	Citizens State Bank Operating	Altman, Poindexter & Wyatt, LLC	\$890.00	\$890.00	Legal fees - Bowen
11/5/2025	22447	Citizens State Bank Operating	Bee Green Lawn & Plant Health	\$120.96	\$120.96	Plant care treatment 5
11/5/2025	22447	Citizens State Bank Operating	Bee Green Lawn & Plant Health	\$171.25	\$171.25	Fall organic lawn care treatment
11/5/2025	22447	Citizens State Bank Operating	Bee Green Lawn & Plant Health	\$114.58	\$114.58	Mulch Pre-Emergent
11/5/2025	22448	Citizens State Bank Operating	Black Tie Courier	\$690.00	\$690.00	Oct 2025 Courier
11/5/2025	22449	Citizens State Bank Operating	Carmel Utilities	\$48.08	\$48.08	Storm water
11/5/2025	22450	Citizens State Bank Operating	Christian Brothers Automotive - Zionsville	\$2,403.72	\$2,403.72	2022 Silverado
11/5/2025	22450	Citizens State Bank Operating	Christian Brothers Automotive - Zionsville	\$1,381.87	\$1,381.87	2018 Ford Escape
11/5/2025	22450	Citizens State Bank Operating	Christian Brothers Automotive - Zionsville	\$2,604.86	\$2,604.86	2005 Silverado
11/5/2025	22450	Citizens State Bank Operating	Christian Brothers Automotive - Zionsville	\$95.08	\$95.08	2016 F150
11/5/2025	22450	Citizens State Bank Operating	Christian Brothers Automotive - Zionsville	\$99.60	\$99.60	2010 F-250 Maintenance
11/5/2025	22450	Citizens State Bank Operating	Christian Brothers Automotive - Zionsville	\$103.79	\$103.79	2016 F 250
11/5/2025	22450	Citizens State Bank Operating	Christian Brothers Automotive - Zionsville	\$703.96	\$703.96	2014 Impala
11/5/2025	22451	Citizens State Bank Operating	Cindy Sheeks	\$19.72	\$19.72	B & F meeting
11/5/2025	22452	Citizens State Bank Operating	Citco Water	\$5,450.20	\$5,450.20	Praestol
11/5/2025	22453	Citizens State Bank Operating	Citizens Energy Group	\$250.00	\$250.00	November reads
11/5/2025	22454	Citizens State Bank Operating	Core Managed FKA IT Indianapolis	\$209.16	\$209.16	Depot Repair
11/5/2025	22454	Citizens State Bank Operating	Core Managed FKA IT Indianapolis	\$799.96	\$799.96	4 Monitors
11/5/2025	22454	Citizens State Bank Operating	Core Managed FKA IT Indianapolis	\$9,874.41	\$9,874.41	November services
11/5/2025	22454	Citizens State Bank Operating	Core Managed FKA IT Indianapolis	\$2,399.99	\$2,399.99	Dell Pro 16 Plus
11/5/2025	22454	Citizens State Bank Operating	Core Managed FKA IT Indianapolis	\$1,164.64	\$1,164.64	Azure Plan Oct
11/5/2025	22455	Citizens State Bank Operating	Cox Automotive Mobility	\$2,155.38	\$2,155.38	Auto repairs
11/5/2025	22456	Citizens State Bank Operating	Donohue	\$8,820.00	\$8,820.00	LS R & M, Plant R & M
11/5/2025	22457	Citizens State Bank Operating	Doxim	\$8,902.03	\$8,902.03	Postage
11/5/2025	22457	Citizens State Bank Operating	Doxim	\$5,400.43	\$5,400.43	Monthly bill printing
11/5/2025	22458	Citizens State Bank Operating	Grainger	\$552.19	\$552.19	Sensors
11/5/2025	22458	Citizens State Bank Operating	Grainger	\$586.86	\$586.86	Gloves
11/5/2025	22459	Citizens State Bank Operating	Harris Computer Systems	\$617.68	\$617.68	HCRUD training on site
11/5/2025	22460	Citizens State Bank Operating	Kirby Risk Corporation	\$66.07	\$66.07	Invoice S211081207.001 less credit S21108120
11/5/2025	22461	Citizens State Bank Operating	Lionheart Critical Power Specialists, Inc.	\$1,409.20	\$1,409.20	ATS Fault
11/5/2025	22462	Citizens State Bank Operating	Merrell Brothers, Inc.	\$7,924.54	\$7,924.54	Hauling
11/5/2025	22463	Citizens State Bank Operating	Microbac Laboratories, Inc.	\$137.75	\$137.75	Testing fees
11/5/2025	22463	Citizens State Bank Operating	Microbac Laboratories, Inc.	\$178.00	\$178.00	Testing fees
11/5/2025	22464	Citizens State Bank Operating	Nalco Company, LLC	\$476.66	\$476.66	Sewer Sampling

			TriCo Regional Sewer Utility			
			Register of Claims			
			For the period 10/1/2025-11/06/2025			
Payment date	Check number	Bank name	Payee name	Amount	Amount Allowed	Description
11/5/2025	22464	Citizens State Bank Operating	Nalco Company, LLC	\$130.92	\$130.92	Purity service
11/5/2025	22465	Citizens State Bank Operating	NCL of Wisconsin, Inc	\$383.53	\$383.53	HCRUD 100%
11/5/2025	22466	Citizens State Bank Operating	NFP First Person, Inc	\$1,500.00	\$1,500.00	Consulting
11/5/2025	22467	Citizens State Bank Operating	Occupational Health Centers of the Southw	\$124.00	\$124.00	Testing fees
11/5/2025	22468	Citizens State Bank Operating	Office Depot	\$148.88	\$148.88	Xerox drum, waste cartridge
11/5/2025	22469	Citizens State Bank Operating	Ogletree Deakins	\$136.35	\$136.35	Legal fees
11/5/2025	22470	Citizens State Bank Operating	Quench USA, Inc.	\$126.06	\$126.06	Water cooler
11/5/2025	22471	Citizens State Bank Operating	Quick Response CPR LLC	\$400.00	\$400.00	Fire Extinguisher Training
11/5/2025	22472	Citizens State Bank Operating	Ricoh USA, Inc	\$261.95	\$261.95	Copier Service & Labor
11/5/2025	22473	Citizens State Bank Operating	Serpentix Conveyor Corp	\$1,181.93	\$1,181.93	Springs/push bar
11/5/2025	22474	Citizens State Bank Operating	Shred Monkey	\$65.00	\$65.00	Shredding
11/5/2025	22475	Citizens State Bank Operating	Simplifile	\$720.00	\$720.00	Filing fees
11/5/2025	22476	Citizens State Bank Operating	Superior Fence & Rail	\$19,542.43	\$19,542.43	CIP-Proj 2501 Plant Landscape Operating
11/5/2025	22477	Citizens State Bank Operating	Taylor Oil Company, Inc.	\$17.22	\$17.22	DEF
11/5/2025	22477	Citizens State Bank Operating	Taylor Oil Company, Inc.	\$85.74	\$85.74	10W30
11/5/2025	22477	Citizens State Bank Operating	Taylor Oil Company, Inc.	\$2,288.96	\$2,288.96	Fuel
11/5/2025	22478	Citizens State Bank Operating	Vasey Commercial Heating & AC, Inc.	\$6,713.00	\$6,713.00	Plant R & M PO 2125
11/5/2025	22479	Citizens State Bank Operating	Vortex Industries LLC	\$591.00	\$591.00	Breakroom door repair
11/5/2025	22480	Interceptor	Donohue	\$720.00	\$720.00	CIP-Proj 2521 LS 28 Interceptor PO 2109
11/5/2025	22481	Citizens State Bank Operating	Maco Press	\$319.68	\$319.68	Business cards
11/6/2025	22482	Citizens State Bank Operating	Carmel Utilities	\$91,073.85	\$91,073.85	Oct 2025 Flow
11/6/2025	22482	Citizens State Bank Operating	Carmel Utilities	\$1,078.80	\$1,078.80	Oct 2025 Reads
10/3/2025	2025472	Citizens State Bank Operating	ADP	\$171.10	\$171.10	ADP Workforce Now
10/10/2025	2025473	Citizens State Bank Operating	Comcast	\$354.41	\$354.41	Back up internet
10/13/2025	2025474	Citizens State Bank Operating	Pitney Bowes	\$114.06	\$114.06	Ink for postage meter
10/1/2025	2025475	Citizens State Bank Operating	Duke Energy	\$505.68	\$505.68	LS 16
10/20/2025	2025476	Citizens State Bank Operating	ADP	\$351.45	\$351.45	Payroll/Time & Attendance
10/22/2025	2025477	Citizens State Bank Operating	Citizens Energy Group	\$207.87	\$207.87	Plant
10/22/2025	2025478	Citizens State Bank Operating	Citizens Energy Group	\$60.47	\$60.47	LS 17
10/22/2025	2025479	Citizens State Bank Operating	Amazon Capital Services	\$155.99	\$155.99	Furman Power conditioner
10/22/2025	2025479	Citizens State Bank Operating	Amazon Capital Services	\$128.01	\$128.01	Self seal envelopes
10/22/2025	2025480	Citizens State Bank Operating	Mutual of Omaha	\$4,801.72	\$4,801.72	Insurance - Nov 2025
10/24/2025	2025481	Citizens State Bank Operating	Duke Energy	\$953.20	\$953.20	LS 1
10/24/2025	2025482	Citizens State Bank Operating	Duke Energy	\$138.35	\$138.35	LS 5
10/24/2025	2025483	Citizens State Bank Operating	Duke Energy	\$62.54	\$62.54	LS 6
10/24/2025	2025484	Citizens State Bank Operating	Duke Energy	\$418.59	\$418.59	LS 11
10/24/2025	2025485	Citizens State Bank Operating	Duke Energy	\$1,098.18	\$1,098.18	LS 14
10/24/2025	2025486	Citizens State Bank Operating	Duke Energy	\$1,283.25	\$1,283.25	LS 17
10/24/2025	2025487	Citizens State Bank Operating	Duke Energy	\$257.56	\$257.56	LS 19
10/24/2025	2025488	Citizens State Bank Operating	Duke Energy	\$215.99	\$215.99	LS 21
10/24/2025	2025489	Citizens State Bank Operating	Duke Energy	\$435.80	\$435.80	LS 23
10/24/2025	2025490	Citizens State Bank Operating	Duke Energy	\$526.35	\$526.35	LS 26
10/24/2025	2025491	Citizens State Bank Operating	Duke Energy	\$27,348.39	\$27,348.39	Plant
10/27/2025	2025492	Citizens State Bank Operating	Empower Retirement (Hoosier START)	\$13,857.93	\$13,857.93	Payroll PPE 10/24/2025 401a, 457b, Roth
10/27/2025	2025493	Citizens State Bank Operating	ADP	\$99,628.04	\$99,628.04	Payroll PPE 10/24/2025
10/28/2025	2025494	Citizens State Bank Operating	AT & T	\$1,387.51	\$1,387.51	Internet
10/28/2025	2025495	Citizens State Bank Operating	AT&T Mobility	\$2,209.14	\$2,209.14	Cell phones and tablets
10/28/2025	2025496	Citizens State Bank Operating	Comcast	\$354.72	\$354.72	Back up internet
10/7/2025	2025497	Citizens State Bank Operating	IPL	\$6,896.68	\$6,896.68	LS 2
11/3/2025	2025498	Citizens State Bank Operating	Jive Communications, Inc	\$740.09	\$740.09	Nov phone
10/31/2025	2025499	Citizens State Bank Operating	ADP	\$173.85	\$173.85	Workforce Now
10/31/2025	2025500	Citizens State Bank Operating	IN Dept. of Workforce Development	\$1,560.00	\$1,560.00	Benefits ending 10/25
10/31/2025	2025501	Citizens State Bank Operating	PNC Bank	\$3,826.14	\$3,826.14	October 2025 CC
10/29/2025	2025503	Citizens State Bank Operating	Amazon Capital Services	\$469.98	\$469.98	Boot scrubber
10/29/2025	2025503	Citizens State Bank Operating	Amazon Capital Services	\$58.29	\$58.29	Backflow Preventer
10/31/2025	2025504	Citizens State Bank Operating	Citizens State Bank	\$20.00	\$20.00	Banking fee
11/1/2025	2025505	Citizens State Bank Operating	Indiana Public Employers	\$39,019.27	\$39,019.27	Nov 2025 coverage
10/26/2025	2025506	Citizens State Bank Operating	Republic Services #761	\$736.08	\$736.08	Trash service
11/4/2025	2025507	Citizens State Bank Operating	Amazon Capital Services	\$259.06	\$259.06	Cleaning supplies
10/31/2025	2025508	Citizens State Bank Operating	Citizens State Bank	\$910.27	\$910.27	Lockbox fees 10/25
					\$423,024.80	
ALLOWANCE OF CLAIMS						
We have examined the claims listed on the foregoing Register of Claims, consisting of 2 pages, and except for claims not allowed as shown on the register, such claims are hereby allowed in the total amount of						
			\$423,024.80			
For the period 10/1/2025-11/06/2025						

Docket Report Information

For the period 10/1/2025-11/06/2025

CIP-Proj 2501 Plant Landscape Operating	\$19,542.43
CIP-Proj 2521 LS 28 Interceptor PO 2109	\$720.00

\$20,262.43

Payroll - ADP	\$99,628.04
Carmel Utilities	\$91,073.85
District Health Insurance	\$43,820.99
Other Expenses	\$168,239.49
Total Expenses	\$423,024.80

Selected Statistics 2025	January	February	March	April	May	June	July	August	September	October	2025 Monthly Average	2025 YTD	2024 Through October
Maintenance Information													
Lateral Inspections	15	40	30	18	27	12	25	22	19	20	23	228	297
Certified I&I Inspections	20	25	46	34	19	30	54	37	30	38	33	333	303
Failed I&I Inspections	0	0	0	0	0	0	0	0	0	0	0	0	3
Sewer Locates	178	346	299	199	173	142	309	302	285	292	253	2,525	3,548
Manholes Added	0	9	2	0	8	0	-5	0	0	1	2	15	100
Total # of Manholes	6,233	6,242	6,244	6,244	6,252	6,252	6,247	6,247	6,247	6,248	N/A	N/A	N/A
Manholes Inspected	0	1,189	753	0	0	4	0	4	0	0	195	1,950	1,324
Feet of Sewer Added	1,663	1,296	593	2	3,023	-6	-4,913	0	0	318	198	1,976	19,538
Total Footage of Sewers	1,791,545	1,792,841	1,793,434	1,793,436	1,796,459	1,796,453	1,791,540	1,791,540	1,791,540	1,791,858	N/A	N/A	N/A
Feet of Sewer Televised	25,886	19,435	0	27,183	19,661	47,563	37,010	15,906	25,124	31,072	24,884	248,840	249,933
Acoustic Sewer Inspection	0	0	0	4,895	46,124	48,724	0	0	0	0	9,974	99,743	172,532
Feet of Sewer Cleaned	0	0	0	0	0	0	0	740	3,228	10,769	1,474	14,737	26,416
Overflows	0	0	0	0	0	0	0	1	0	0	0	1	4
Feet of LPFM Cleaned	0	0	0	0	0	0	42,202	24,640	22,894	0	8,974	89,736	19,904
LS 1 to Carmel Utilities													
Rainfall/Precipitation (inches)	0.34	0.50	3.79	5.5	6.52	5.8	6.50	0.69	1.58	1.75	3.30	32.97	36
Total Flow (gallons)	33,740,290	30,286,454	31,073,709	43,666,039	38,841,036	40,798,456	35,249,192	30,819,331	27,664,155	27,807,048	33,994,571	339,945,710	328,580,079
Max Daily Flow (gallons)	1,491,647	1,610,748	1,093,141	3,489,778	1,839,024	1,758,106	1,695,608	1,116,095	974,724	1,080,020	1,614,889	3,489,778	3,348,691
Average Daily Flow (gallons)	1,088,396	976,982	1,002,378	1,408,582	1,252,936	1,359,948	1,137,071	994,172	922,139	896,795	1,103,940	N/A	N/A
Min Daily Flow (gallons)	996,081	972,582	899,999	1,099,475	1,005,094	1,106,569	1,007,118	840,061	864,845	516,907	930,873	516,907	835,566
TriCo WRRF													
Total Flow (gallons)	110,384,000	93,889,000	108,385,000	117,132,000	119,246,000	118,819,000	107,237,000	104,560,000	92,958,000	92,600,000	106,521,000	1,065,210,000	1,042,635,000
Max Daily Flow (gallons)	4,381,000	3,819,000	4,110,000	7,683,000	5,451,000	5,908,000	4,580,000	3,746,000	3,363,000	3,379,000	N/A	7,683,000	7,763,000
Average Daily Flow (gallons)	3,560,774	3,353,179	3,496,290	3,904,400	3,846,645	3,960,633	3,574,567	3,372,903	3,098,600	2,987,097	3,515,509	N/A	N/A
Min Daily Flow (gallons)	3,240,000	2,573,000	3,154,000	3,424,000	3,289,000	3,217,000	2,925,000	2,756,000	2,876,000	2,763,000	3,021,700	2,573,000	2,580,000
Total Flow to Both Plants	144,124,290	124,175,454	139,458,709	160,798,039	158,087,036	159,617,456	142,486,192	135,379,331	120,622,155	120,407,048	134,149,872	1,405,155,710	1,371,215,079
Biosolids Handling (gals)													
Wasted (Biosolids)	2,789,000	2,970,000	2,891,000	2,775,000	2,854,000	2,757,000	2,680,000	2,675,000	2,264,000	2,020,000	2,667,500	26,675,000	24,136,000
Dewatered	1,251,100	1,290,110	1,428,600	1,034,464	1,311,935	1,471,915	1,587,205	1,453,638	1,056,068	977,917	1,286,295	12,862,952	8,086,616
Digested Sludge Withdrawn	988,000	957,000	1,126,000	1,337,000	1,388,000	1,391,000	1,344,000	1,219,000	1,184,000	1,143,000	1,207,700	12,077,000	13,876,000
Customer Information												17,175	
New Sewer Service Accounts	45	41	18	11	7	29	18	28	8	13	22	218	285
Permits Issued	8	35	28	16	16	18	9	9	12	24	18	175	297



BUDGET & FINANCE MEETING

Friday, October 24, 2025, at 7:30 a.m.

Memorandum

Ms. Merrill called the meeting to order at 7:35 a.m.

Members Present: Committee Chair Jane Merrill, members Loren Matthes and Carl Mills. Others in attendance were Legal Counsel Anne Poindexter, Controller Cindy Sheeks, Utility Director Andrew Williams and HR Manager/Executive Assistant Maggie Crediford.

PUBLIC COMMENT

No one from the public was present.

FINANCIALS

Ms. Sheeks said there has been a dip in investment interest rates; however, the rate at Regions Bank is still strong. She said the staff is tracking time and expenses spent at or for HCRUD on spreadsheets, and she expects to send them a bill in December. Ms. Sheeks said there has not been much capital spending this year, as projects have been pushed back or have not yet gone out for design.

Mrs. Poindexter made a recommendation regarding pending litigation between TriCo, TPI and Bowen. Mr. Mills made a motion to recommend the Board approves paying Bowen what they are owed for the project out of funds being held back from TPI, getting Bowen out of the middle of the litigation and make them whole on the services they provided, with the stipulation wording be provided explaining the payment and that does not risk TriCo's legal standing in the ongoing litigation with TPI. This payment would require approval by the Court. Ms. Matthes seconded the motion. The recommendation will be made to the Board.

TENTATIVE 2026 OPERATING BUDGET

Mr. Williams presented the first draft of the 2026 Operating Budget. However, there are no health insurance numbers from the agent yet. Mr. Williams stated that he has heard quotes have been coming back with increases of 5% to 23%. He has asked the insurance company to get quotes from other providers and other plans, in case the increase from Anthem is unreasonably high.

Mr. Williams said in the employee wage line that he put a placeholder of 3% for a 2026 COLA adjustment. The Personnel and Benefits Committee will be meeting next week to discuss it, and it will be adjusted if they make a recommendation, either above or below 3%. Mr. Williams said the budget includes wages for the one additional employee that staff believe will be needed to help with the additional responsibilities created by helping HCRUD. Those expenses will be covered by revenue from HCRUD's operations. Mr.

Williams stated that Mr. Merkle anticipates that two additional staff members may need to be added in 2026, but only if there is a sufficient need.

Ms. Sheeks says the 2025 budget included some shuffling between the operating and capital budgets. Some expenses assigned to the capital budget have been moved to the operating budget.

Mr. Williams said the proposed 2026 Budget projects an increase in income of about \$100,000. TriCo's practice has been to project expenses higher than they might be and income slightly lower than anticipated to account for market uncertainty. Ms. Sheeks said TriCo should see about \$100,000 from HCRUD at the end of 2025 for wage hours and their share of software licensing.

Ms. Mathes asked whether there should be an increase in legal fees given the pending litigation. Mr. Mills agreed, and they asked Mr. Williams to increase that line item to \$80,000. Mr. Williams said there are also easements that need to be acquired in 2026 that will require legal assistance.

Ms. Mathes asked if there should be an increase in Lift Station Repair and Maintenance as well. Mr. Williams said he will check with Mr. Strong on this line. Ms. Sheeks said some fees for easement clearing currently in the Capital Budget may be moved to the Operating Budget if not associated with a capital project.

Mr. Mills asked about the Capital Budget. Mr. Williams indicated that the budget was still being finalized and that the C&C Committee would review it in November. Mr. Williams said that EDU Fees have not met projections and are under review. Mr. Mills agreed that this needs to be updated to reflect actual revenue. Mr. Mills said he would like to see a new map of where projected growth is coming from. TriCo is no longer in a rapid-growth phase, and he would like updated income projections based on the current reality of growth in the service area. Mr. Mills asked Mr. Williams to have Mr. Merkle review the current service area map and identify growth areas that are realistically going to be developed. He asked whether there were any existing developments that needed the infrastructure to be extended. Mr. Williams said he believes we are done with our neighborhood extension projects to service areas on septic systems. Mr. Mills says he would like to see the Board presented with updated growth and income numbers.

ADJOURNMENT

Mr. Mills made a motion to adjourn the meeting; the meeting was adjourned at 8:24 a.m.

Respectfully Submitted,



Cindy Sheeks
Controller



PERSONNEL & BENEFITS MEETING

Wednesday, November 5, 2025, at 7:30 a.m.

Memorandum

Mr. Kimbell called the meeting to order at 7:30 a.m.

Members Present: Committee Chair Jeff Kimbell, members Eric Hand and Michael McDonald. Others in attendance were Utility Director Andrew Williams, Controller Cindy Sheeks, and HR Manager/Executive Assistant Maggie Crediford.

PUBLIC COMMENT

No one from the public was present.

2026 SALARY RANGE ADJUSTMENT

The Committee discussed recommending a range adjustment to the proposed 2026 budget. Adjustments approved by other local municipalities were discussed, as well as the Consumer Price Index for all urban consumers, which increased by 2.9% over the last 12 months, and the impact the proposed increase in health premiums will have on employees. Mr. Kimbell made a motion to recommend that the Board of Trustees approve a 3% range adjustment. Mr. McDonald seconded the motion, and it was passed. The Committee will recommend that the Board of Trustees approve a 3% range adjustment.

2026 HEALTH INSURANCE IPEP RENEWAL QUOTE

Mr. Williams presented the options for health insurance renewal in 2026 through IPEP (Indiana Public Employer's Plan). The Anthem IPEP renewal for the current high-deductible plan is 9.6%, with no changes to coverage levels. With the current employee participation, the annual premium increases \$45,588 from \$475,224 to \$520,812. TriCo pays 80% of the premium, while employees pay the remaining 20%. Mr. Williams explained that staff will meet with our insurance agent on Friday to discuss quotes from other plans, as well as alternatives to the current Mutual of Omaha Dental, Short-Term Disability/Long-Term Disability, and group life insurance. The Committee discussed the current proposal and decided to recommend that the Board of Trustees approve staying with the current IPEP plan, resulting in a 9.6% increase. The staff was directed to inform the Committee if any of the options received on Friday are substantially better or more cost-effective than those in the current plan. If there are alternative options to consider, they can be discussed at the Board meeting on Monday. If this remains the best option, the Committee will recommend that the Board of Trustees approve the 9.6% increase to the Utility's current Anthem health insurance plan.

STAFFING

Mr. Williams explained that the proposed 2026 Budget includes a new position to backfill staffing when other employees are working at HCRUD. A job description for a Plant & Field Operations Technician was created and provided to TriCo's compensation

consultant. Their study results indicated the position should be classified in Grade 10 of TriCo's Step Salary System. The addition of this employee should be revenue-neutral, as the cost will be covered by the revenue from HCRUD for the operation of their utility. Mr. Kimbell made a motion to recommend that the Board of Trustees add the Plant & Field Operation Technician to TriCo's 2026 Salary Ordinance. Mr. Hand seconded the motion, and it was passed.

SAFETY REPORT

Ms. Crediford reviewed the safety training staff participated in over the past month, which included Ving! App tailgate safety training videos every Friday. Recent monthly in-person safety training covered hand tool safety and fire safety, including a live drill and demonstration of fire extinguisher use. The Utility has gone 82 days without a lost-time accident.

ADJOURNMENT

The meeting was adjourned at 8:13 a.m.



Respectfully Submitted,
Maggie Crediford
HR Manager/Executive Assistant



MEMORANDUM

To: Board of Trustees
From: Maggie Crediford
Date: November 5, 2025
Subject: 2026 Range Adjustment

TriCo's annual salary ranges are based on the established step system. The range spread and steps for each grade level are dependent on the positions and job families, with an increasing number of steps for higher grades in accordance with the salary study. Steps are designed to advance employees within their ranges as they gain experience in their respective positions. The Board approved a 5% range adjustment for 2023, 4.5% for 2024, and 3% for 2025.

Annual adjustments are made to the ranges to maintain competitive compensation in line with our peers and the local labor market. Several factors have been considered in the past, including regional labor market conditions, the rate of inflation as shown in the CPI, and the Utility's operational & financial performance.

The P&B Committee considered the following information.
Consumer Price Index for All Urban Consumers (CPI-U) increased by 2.9 percent over the last 12 months.

The Atlanta Fed's Wage Growth Tracker indicates that the median percentage change in the hourly wage of individuals observed 12 months apart is 4.1%.

Local municipalities have proposed the following adjustments:

Brownsburg	3% - Merit System
Carmel	3% - Step System
Fishers	3% - Max of Range
Greenwood	3% - Merit System
Noblesville	0% - Max of Range
Westfield	2.8% - Merit System
Zionsville	2% - Merit System

The P&B Committee discussed these factors and voted to recommend a 3% range adjustment.

Requested Action: Approve a 3% range adjustment to the 2026 Salary Step System to maintain market competitiveness.



MEMORANDUM

To: Board of Trustees
From: Maggie Crediford
Date: November 5, 2025
Subject: Staffing

The proposed 2026 Budget includes a new position to backfill staffing needs when other employees are working at HCRUD. A job description for a Plant & Field Operations Technician was created and provided to our compensation consultant. Their study results indicate the position should be classified as a Grade 10. The addition of this employee should be revenue-neutral, as the additional cost will be covered by revenue from HCRUD for the operation of their utility.

The P&B Committee discussed the addition of this position and voted to recommend Board approval of the new position.

Recommended Action: Approve the addition of a Plant & Field Operations Technician to Grade 10 of TriCo's Salary Ordinance.



MEMORANDUM

To: Board of Trustees

From: Andrew Williams

Date: November 5, 2025

Subject: Health Insurance

Background

TriCo changed to Anthem IPEP (Indiana Public Employer's Plan) for 2022 coverage, resulting in a 12.17% decrease from 2021 rates. The Deductible increased from \$2,500/\$5,000 to \$3,000/\$6,000, but the maximum out-of-pocket amount was reduced from \$3,500/\$7,000 to \$3,000/\$6,000. The 2023 Anthem IPEP renewal quote for health insurance was a 19.84% increase. We shopped for coverage but stayed with IPEP because it was still the most competitive for the coverage provided. The 2024 Anthem IPEP renewal quote included a 5.2% premium increase, accompanied by an increase in the individual deductible to \$3,200. In 2025, the deductibles increased to \$4,000/\$8,000 to reduce the proposed 15.8% increase to 7.8%.

The P&B Committee discussed the 9.6% increase for Anthem IPEP renewal for our current high-deductible plan. The coverage levels remained unchanged. With our current employee participation, the annual premium increases \$45,588 from \$475,224 to \$520,812. TriCo pays 80% of this premium, and the employee pays 20%. There was additional discussion about some of the other plans offered by IPEP.

Given the concern that the renewal increase could be substantial, McGowan started the process of obtaining quotes from other carriers. We expect to receive these quotes on Friday.

The Committee voted to recommend proceeding with the renewal of our current IPEP plan, with a 9.6% increase, contingent upon no significantly better quotes being received.

Recommended Action: Approve a 9.6% increase to the current Anthem IPEP insurance plan, contingent upon no significantly better quotes being received and presented at the Board meeting.



CAPITAL & CONSTRUCTION MEETING

Monday, November 3, 2025, at 4:30 p.m.

Memorandum

Ms. Foley called the meeting to order at 4:38 p.m.

Members Present: Committee Chair Amanda Foley, members Steve Pittman and Jeff Hill. Others in attendance were Board President Carl Mills, Legal Counsel Anne Poindexter, Utility Director Andrew Williams, Engineering Manager Wes Merkle, Controller Cindy Sheeks, and Human Resource Manager/Executive Assistant Maggie Crediford.

PUBLIC COMMENT

No one from the public was present.

2026 CAPITAL BUDGET

Mr. Merkle gave a detailed overview of the status of the 2025 capital projects and proposed 2026 capital projects, including budget allocations. Upcoming projects focus on infrastructure upgrades, including lift stations, force mains, gravity sewers, and the plant. Key proposed expenditures discussed were \$4.8 million for biosolids dewatering improvements, \$580,000 for a new sewer-cleaning truck, and \$1.7 million for upgrades to Lift Station 17, located near US 421 and Greenfield Road. Detailed 2026 budget considerations were included in the proposed 2026 capital budget, which was available in the meeting packet. Mr. Williams noted that the current sewer-cleaning truck TriCo owns, purchased in 2011, is valued between \$250,000 and \$300,000 and would be sold at auction to offset the budgeted cost of a new truck.

Mr. Merkle reviewed the capital project fact sheets provided:

Project No. 2601 Little Eagle Creek Interceptor Extension- Gravity sewer extension northward from 300 South/146th Street in the northwest corner of TriCo's service area. This project is on hold until development in the area moves forward. Easement acquisitions are needed. The budget is \$1.4 million.

Project No. 2606 Lift Station 17 Upgrades- Install larger pumps, new controls, electrical equipment, and more effective odor control equipment at Lift Station 17 (US421 and Greenfield Road). This project will provide build-out capacity for our service area. New odor control equipment will be sized to handle hydrogen sulfide at the site and prevent premature equipment deterioration due to its exposure. Design is scheduled to begin in 2026, with construction anticipated to commence in 2026-27. The budget is \$1.7 million.

Project No. 2607 Lift Station 23 Upgrades- Install larger pumps plus new controls and electrical equipment at Lift Station 23 (126th Street near West Clay Elementary). This

project will provide build-out capacity for our service area. Design is scheduled to begin in 2026, with construction anticipated to commence in 2026-27. The budget is \$500,000.

Project No. 2701 Biosolids Dewatering & Shop Improvements- Replace the belt filter press and ancillary equipment that is near the end of its useful life (TriCo WRRF). We may need a second unit to handle buildout capacity and provide redundancy. In 2026, staff will begin a study to evaluate available technology and determine which system is in the Utility's long-term best interest. This project also includes the construction of a new building and relocating the shop to either the new space or the current Biosolids building. Construction completion is anticipated in 2028. The budget is \$4,850,000.

Project 2801 Lift Stations 5 & 19 Elimination- Extend the interceptor sewer north from Jackson's Grant along Clay Center Road to Lift Station 5 (Springmill Streams) and Lift Station 19 (Village of West Clay), which will both be eliminated. Begin design and easement acquisition in 2027. The combined budget is \$2,200,000.

Project 2802 Lift Station 26 Additional Pumps- Add two pumps and controls to the existing second wet well at Lift Station 26 (Jackson's Grant), providing buildout capacity. Move forward with this project when Lift Stations 5 & 19 are eliminated. The budget is \$300,000.

Project 2901 WRRF RTU & MCC Replacements- Replaces equipment that is both obsolete and at the end of its useful life. Over the course of numerous expansion projects, the equipment has been modified multiple times and is anticipated to need replacement in 2029. The budget is \$500,000.

Project 2902 Lab Expansion and Office Modifications- Update and expand the lab and add office space (TriCo WRRF). An expanded lab will enable staff to better serve TriCo's Class IV plant, which has additional testing requirements, and to handle testing needs for HCRUD. Move forward with this project once the Biosolids Dewatering and Shop Improvement Project nears completion, with construction in 2029. The budget is \$900,000.

Project 2903 99th Street Interceptor & Lift Station 6 Elimination- Install gravity sewer from the Basin 1 Southern Interceptor near 99th and Keystone west to Walden's Pond near Westfield Boulevard. This project will eliminate Lift Station 6 and extend sewer service to unsewered and undeveloped properties. This project is on hold until development in the area moves forward. The budget is \$1,1,000.

Project 3001 Lift Station 2 Parallel Force Main (final phase)- Construct a third parallel force main along 106th Street from Lift Station 2 at Spring Mill Road to the force main manifold at Ditch Road. This project will provide buildout capacity at Lift Station 2 and is anticipated to be completed in 2030, when the capacity is needed. This project could be eliminated if staff can successfully identify and eliminate restrictions in the older parallel force mains. The project budget is \$2,000,000.

The previously approved capital budget included \$19.2 million in spending from 2026 through 2030; the draft 2026 Capital Budget includes \$20.4 million for the same five-year period. The additional \$1.2 million is primarily due to approximately \$800,000 in spending that was postponed from this year, the addition of the lab and office modification project, and various other savings. Mr. Merkle discussed the studies and assessments that staff have completed and are currently underway.

OTHER BUSINESS

Mr. Pittman said he would like to revisit the growth study conducted before the 2021 plant expansion to see where the Utility stands today. Mr. Mills said the Budget and Finance Committee asked for something very similar and would like to see a map updated to show proposed development projects. Mr. Merkle said that staff will begin updating growth projections and present them to the Board; previously, this effort took 2-3 months to complete.

ADJOURNMENT

The meeting adjourned at 5:55 p.m.

Respectfully submitted,

A handwritten signature in dark ink, appearing to be 'W. Merkle', written in a cursive style.

Wes Merkle
Engineering Manager