



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