



## TriCo Regional Sewer Utility

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### **PERSONNEL & BENEFITS COMMITTEE MEETING**

Wednesday, October 23, 2019 @ 7:30 A.M.  
10701 N. College Ave, Suite A, Indianapolis, IN 46280

#### **AGENDA**

1. Public Comment
2. Safety Update
3. COLA determination
4. Health Insurance Premium Review
5. Office Unification Update
6. Other Business

Next Scheduled Meeting: Wednesday, November 27, 2019 @ 7:30 A.M.



## MEMORANDUM

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**To:** P&B Committee  
**From:** Loren Prange  
**Date:** October 16, 2019  
**Subject:** Safety Update

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TriCo had no reportable injuries and has gone 3529 days without a lost time accident.

The following safety tailgate sessions were held:

09/24/19	Reducing the risk of workplace violence
10/01/19	Keep trouble out and let help in with access control
10/08/19	You've got the power! Of power tools

CPR and First Aid training has been scheduled for October 30<sup>th</sup>.

Replaced the combo combustible sensor in the MSA air monitor. Checked and put back into service.

Cold weather work wear will be ordered for new employees. This will include coveralls and jackets.



## MEMORANDUM

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**To: P&B Committee**

**From: Andrew Williams**

**Date: October 17, 2019**

**Subject: Cost of Living Adjustment**

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Per the Performance Management and Compensation Policy, the Board at its discretion may make an annual Cost of Living Adjustment to the step system. The Bureau of Labor Statistics show that over the last 12 months, the CPI-U advanced 1.4% in the Midwest. See the attached BLS News Release for more details.

A survey of local municipalities indicates that Westfield adjusted ranges by 2.6%, Noblesville by 4%, Carmel and Fishers both by 3% and Zionsville by 3.5%.

The P&B Committee will need to make a recommendation to the Board at the November meeting so that this amount can be included in the 2020 Budget.



**For Release: Thursday, October 10, 2019**

**19-1743-KAN**

MOUNTAIN-PLAINS INFORMATION OFFICE: Kansas City, Mo.

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Media contact: (816) 285-7000

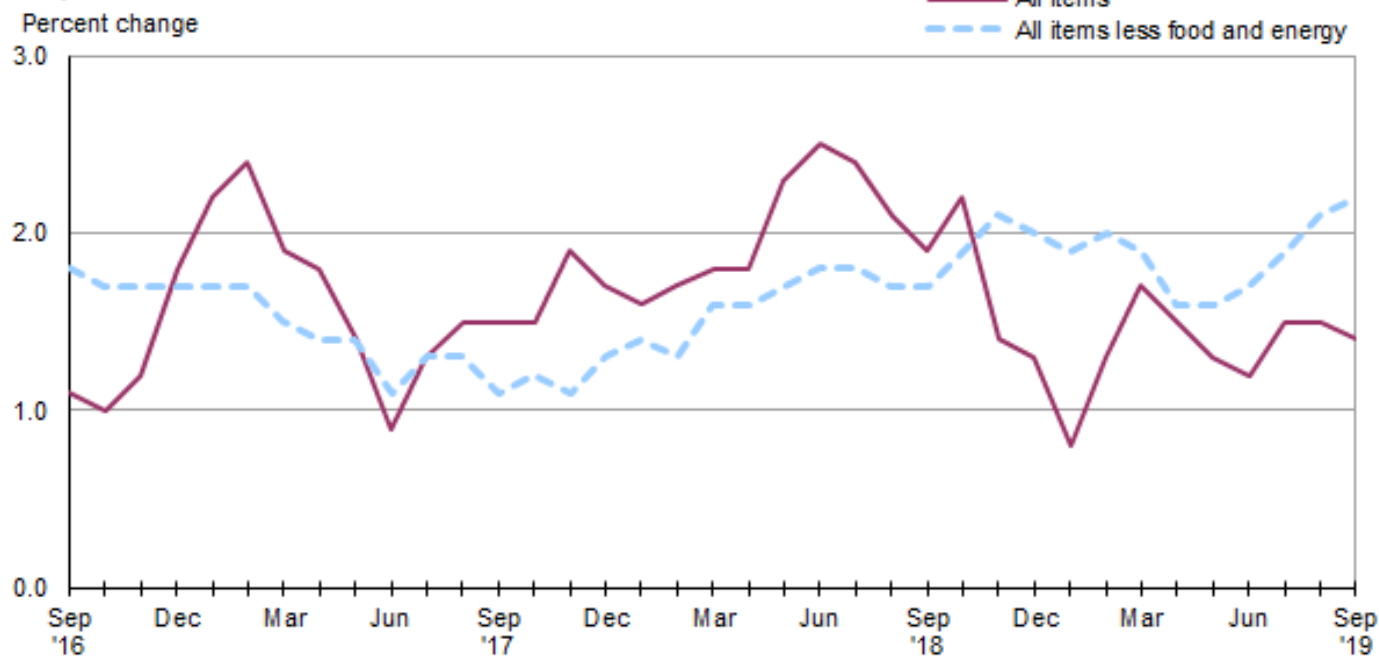
## Consumer Price Index, Midwest Region – September 2019

**Area prices were unchanged over the past month, but up 1.4 percent from a year ago**

Prices in the Midwest Region, as measured by the Consumer Price Index for All Urban Consumers (CPI-U), were unchanged in September, the U.S. Bureau of Labor Statistics reported today. (See [table A.](#)) Food prices increased 0.2 percent, while energy prices declined 1.8 percent over the month. Prices for all items less food and energy rose 0.2 percent. (Data in this report are not seasonally adjusted. Accordingly, month-to-month changes may reflect seasonal influences.)

Over the last 12 months, the CPI-U advanced 1.4 percent. The index for all items less food and energy increased 2.2 percent over the year. Food prices advanced 1.6 percent. Energy prices decreased 5.9 percent, led by lower prices for gasoline. Lower costs for household energy also contributed to the decline.

**Chart 1. Over-the-year percent change in CPI-U, Midwest region, September 2016–September 2019**



Source: U.S. Bureau of Labor Statistics.

## Food

Food prices inched up 0.2 percent for the month of September. (See [table 1.](#)) Prices for food at home rose 0.3 percent and prices for food away from home crept up 0.2 percent for the same period.

Over the year, food prices advanced 1.6 percent. Prices for food at home rose 0.6 percent since a year ago, and prices for food away from home increased 2.9 percent.

## Energy

The energy index declined 1.8 percent over the month. The decrease was mainly due to lower prices for electricity (-2.9 percent) and gasoline (-1.6 percent). Prices for natural gas service decreased 0.8 percent, for the same period.

Energy prices decreased 5.9 percent over the year, largely as a result of lower prices for gasoline (-8.3 percent). Prices paid for electricity declined 1.1 percent, and prices for natural gas service declined 6.7 percent during the past year.

## All items less food and energy

The index for all items less food and energy was up 0.2 percent in September. Higher prices for shelter (0.4 percent) and apparel (3.0 percent) were partially offset by lower prices for new and used motor vehicles (-2.0 percent).

Over the year, the index for all items less food and energy increased 2.2 percent. Components contributing to the increase included shelter (3.5 percent) and medical care services (4.0 percent). Lower prices for education and communication (-0.2 percent) partly offset the increases.

The Midwest Consumer Price Index for All Urban Consumers (CPI-U) stood at 238.847 in September 2019. A typical market basket of goods and services that cost \$100.00 in the 1982-84 base period cost \$238.85 in September 2019.

## CPI-W

In September, the Midwest Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) was 232.901. The CPI-W was unchanged in September and advanced 1.3 percent over the year.

**Table A. Midwest region CPI-U 1-month and 12-month percent changes, all items index, not seasonally adjusted**

Month	2015		2016		2017		2018		2019	
	1-month	12-month	1-month	12-month	1-month	12-month	1-month	12-month	1-month	12-month
January.....	-0.6	-0.3	0.3	0.8	0.7	2.2	0.6	1.6	0.2	0.8
February.....	0.3	-0.5	0.0	0.4	0.2	2.4	0.2	1.7	0.7	1.3
March.....	0.6	-0.9	0.6	0.5	0.1	1.9	0.2	1.8	0.6	1.7
April.....	0.1	-1.1	0.4	0.8	0.4	1.8	0.4	1.8	0.3	1.5
May.....	0.4	-0.8	0.4	0.8	0.0	1.4	0.5	2.3	0.3	1.3
June.....	0.5	-0.7	0.6	0.8	0.0	0.9	0.2	2.5	0.0	1.2
July.....	0.0	-0.5	-0.5	0.4	0.0	1.3	0.0	2.4	0.2	1.5
August.....	0.0	-0.3	0.1	0.6	0.3	1.5	0.0	2.1	0.0	1.5
September.....	-0.3	-0.8	0.2	1.1	0.3	1.5	0.1	1.9	0.0	1.4
October.....	-0.1	-0.3	-0.1	1.0	-0.2	1.5	0.1	2.2		
November.....	-0.5	-0.2	-0.3	1.2	0.2	1.9	-0.6	1.4		
December.....	-0.6	0.0	0.1	1.8	-0.2	1.7	-0.4	1.3		



## MEMORANDUM

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**To:** P&B Committee  
**From:** Andrew Williams  
**Date:** October 17, 2019  
**Subject:** Health Insurance Renewal

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Anthem issued the health insurance renewal for 2019 showing a 5.3% premium increase. This follows a zero percent increase for 2018. TriCo has a grandmothersed small group plan that has been extended for one more year.

TriCo has the Anthem Lumenos HDHP plan with the following coverage:

- Non-Embedded Deductible: \$1,500 Individual/\$3,000 Family
- Preventive Care: paid at 100%
- Maximum out of Pocket: \$3,000 Individual / \$6,000 Family
- Health Savings Account: Pretax money set aside to be used for health expenses – The District's contribution is determined annually by the Board. For 2016 the District will contribute \$1000 and match up to another \$1000. Contributions are prorated for employees hired during the year.
- \$25,000 Life Insurance

TriCo has had this Anthem coverage since 2014. When we have received other quotes, the new plans do not provide the same level of coverage as this grandmothersed plan. I recommend that we accept the renewal of our current plan for 2020.