



PERSONNEL AND BENEFITS

Wednesday, October 23, 2019 at 7:30 a.m.
Memorandum

Members Present: Committee Chair Barb Lamb, and member Jeff Kimbell. Mr. Ryerson was absent. Others in attendance were Utility Director Andrew Williams, Controller Cindy Sheeks, Engineering Manager Wes Merkle, Collections Superintendent Aaron Strong and Administrative Assistant Maggie Crediford.

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

Public Comment

There was no one present from the public.

Safety Update

Mr. Williams stated employees receive CPR certifications every two years. This year's group of employees will have their training on October 30, 2019.

Staff replaced the combo combustible sensor in the MSA air monitor, checked it and put it back into service.

COLA Determination

Ms. Lamb stated she would like to refrain from determining the Committee's recommendation for the 2020 COLA until Mr. Ryerson can be present for the discussion.

Mr. Williams stated that the Utility's compensation policy does not tie the yearly COLA adjustment to specific market indicators. Ms. Lamb stated she believes COLA increases need to be tied to something and not just derived from an arbitrary number. She believes the Board should use the CPI. The latest CPI is currently 1.4%

Mr. Williams presented COLA percentages which have been approved by other local municipalities which include; Westfield at 2.6%, Noblesville at 4%, Carmel and Fishers at 3% and Zionsville at 3.5%. Mr. Kimbell asked how Carmel got to 3%. Ms. Lamb explained Carmel has an agreement with the Firefighters Union that if the CPI falls between 1% and 5% the COLA will be 3%, historically the City has applied that number to all employees to be fair.

Ms. Lamb said TriCo could also consider the CPI + or – when determining their COLA. Mr. Kimbell liked the idea of having the flexibility to make the COLA more than the CPI if it is low.

Ms. Lamb suggested having the Board consider a 2% COLA for TriCo employees in 2020. Mr. Kimbell was comfortable with 2%.

Ms. Lamb said since TriCo moved to a Step system in 2019, two employees would be receiving only the COLA if approved, all other employees would also receive a Step increase.

Mr. Williams will review the COLA discussion with the Budget and Finance Committee at their next meeting to get their input. The Committee would also like to know if the increases given by the municipalities also included a step in pay as well.

Health Insurance Premium Review

Mr. Williams said that TriCo's agent has informed us that the renewal for the current Anthem policy is a 5.3% increase. We have not yet received the renewal packet from Anthem. Mr. Williams recommended continuing with the current coverage at the 5.3% increase. The policy is Grandmothered under the Affordable Care Act which is keeping employee deductibles low at \$3000 for an individual and \$6000 for a family. The Utility has used Anthem since 2013 and employees have been satisfied with the coverage. The premiums would increase \$1,700 a month and with 80%/20%, TriCo's additional cost in 2020 would be \$16,000.

Ms. Sheeks said that our insurance agent is researching options for dental insurance and short-term/long-term disability. TriCo switched to Principal in 2019 from Mutual of Omaha. Principal has been difficult to deal with regarding the disability coverage and dental coverage with some dentists.

Office Unification Update

Mr. Williams said that Blackline reports that the project is still on budget. Staff is waiting on final plans to be submitted. An Office Improvements Committee meeting will be scheduled if needed.

Other Business

Mr. Williams said TriCo is looking at a new phone system. The current system which is under a shared contract with the Township Trustee is obsolete. Instead of entering into a new shared agreement, TriCo is looking at options that could be moved to the plant if the unification project moves forward.

The meeting adjourned at 8:15 a.m.

Respectfully submitted,



Andrew Williams
Utility Director