



PERSONNEL AND BENEFITS

Wednesday, October 28, 2020 at 7:30 a.m.
Memorandum

Ms. Lamb called the meeting to order at 7:30 a.m.

Roll Call

Members Present: Committee Chair Barb Lamb, members Chuck Ryerson and Jeff Kimbell. Others in attendance were Utility Director Andrew Williams and Administrative Assistant Maggie Crediford.

Public Comment

There was no one present from the public.

Safety Update

Mr. Williams said he anticipates restarting tailgate training sessions when all the employees are under one roof. The Utility has been fortunate in that it has not had an employee test positive for Covid-19. Mr. Williams said the CDC is updating proximity recommendations and he is keeping an eye on that.

Ms. Lamb questioned if it is safe to resume in person tailgate training sessions. Mr. Williams said there is enough room in the new facility to conduct trainings with the proper social distancing, and currently the plant staff is displaced and scattered about, it will be easier to host the sessions when everyone is in the same building. Ms. Lamb cautioned getting employees into groups together because the positive Covid-19 levels are at their highest.

Health Insurance Renewal

Mr. Williams said the health insurance renewal quote came back from Anthem at 21.7%. The insurance agent requested a rate consideration and Anthem informed her that TriCo is max. rated. Meaning that they raised us as much as the law allows. The insurance agent is shopping other options. Anthem gave other options from the current plan, but the difference is when the premiums go down the deductibles go up. Mr. Merkle is looking into a small business plan being offered through the Zionsville Chamber of Commerce. Ms. Lamb said when the insurance numbers come in she would like to see the exact dollar amount the insurance rate will increase for each employee so it can be considered when discussing and considering a cost of living increase. Ms. Lamb said she does not want the lowest paid employee who has a family should not end up worse than they are this year. It may be that they do not see an increase, but she does not want anyone to lose income. Ms. Lamb would like for the cost of living recommendation to be at least

what the lowest paid employee will need to cover the increase in insurance premiums. The Committee decided to move the November meeting up to discuss insurance plans when the new quotes are received, the date is to be determined.

Ms. Lamb asked about dental insurance numbers. Mr. Williams said the dental will remain the same. Mr. Ryerson asked what the maximum benefit in the dental insurance is. Mr. Williams said \$1,000 per year in dental work. Mr. Ryerson said his company just changed their maximum because dental work is so expensive. Mr. Williams said he would investigate what increasing the maximum would cost. Ms. Lamb said the City of Carmel also increased their dental coverage maximum from \$1,000 to \$2,000 a year.

Cost of Living Adjustment Consideration

Mr. Williams said most employees will receive a pay increase based on the STEP system. Without a COLA the Utility will see a \$28,800 increase in salaries for 2021. There are a few employees at the top of their STEP, so if there is no COLA for 2021, they will not receive any increase in pay.

Mr. Ryerson asked what the COLA is. Ms. Lamb said the Midwest CPI is 1.3% for September 2020. Ms. Lamb asked Mr. Williams if he felt there would be any room for a performance increase. A 1.5% performance increase was given in 2020. Mr. Williams said there was a decrease in commercial revenue. Ms. Sheeks has stated that the financial statement shows the Utility is at what was anticipated when budgeting for 2020 including the \$500,000 from the sale of the office building that was not included in the 2020 Operating Budget.


Ms. Lamb asked if Mr. Williams could come back to the P&B Committee after meeting with the B&F Committee with a number if any that could be contributed to the Utility's 2020 performance. Mr. Williams said he would. The Committee will take a cost of living recommendation under consideration when insurance rates are available and have been reviewed and the B&F Committee makes a recommendation on the Utility's 2020 performance.

Office Unification Update

The Utility is still scheduled to move into the new office on Monday, November 2. All future Committee and Board meetings will be held in the new office building.

The meeting adjourned at 8:32 a.m.

Respectfully Submitted


Andrew Williams
Utility Director