



BOARD OF TRUSTEE MEETING

Monday, July 11, 2022, 6:00 p.m.
Memorandum

Mr. Mills called the meeting to Order at 6:05 p.m.

ROLL CALL

Present: President Carl Mills, Treasurer Jane Merrill, Secretary Michael McDonald, members, Eric Hand, Chuck Ryerson, and Amanda Foley. Others in attendance were Utility Director Andrew Williams, Legal Counsel Scott Wyatt, Engineering Manager Wes Merkle, Controller Cindy Sheeks and Administrative Assistant Maggie Crediford

Jeff Hill and Jeff Kimbell were absent. Mr. Pittman arrived at 6:34 p.m.

PUBLIC COMMENT

There was no one present from the public.

APPROVAL OF MEETING MEMORANDUM

Ms. Merrill made a motion to approve the June 13, 2022, Board meeting memorandum. Ms. Foley seconded the motion, and it was unanimously approved.

Ms. Merrill made a motion to approve the June 13, 2022, Executive Committee meeting memorandum. Mr. McDonald seconded the motion, and it was unanimously approved.

APPROVAL OF CLAIMS DOCKET

Ms. Sheeks said there were no significant expenses to report. Mr. Mills asked about a refund to the City of Carmel for \$14,000 for the splash pad. Ms. Sheeks said Carmel Utilities had been reporting reads from their water meter at the splash pad in Central Park, however the runoff from the splash pad goes to a lagoon on the property, not into TriCo's collection system. The amount that has been paid was refunded to the Carmel Parks Department. Mr. Hand asked if the credit card charges listed on page three is an ongoing normal expense. Ms. Sheeks said it is the combined monthly charges from employee credit card usage. Expenses were higher than normal due to outreach items purchased for CarmelFest. Mr. McDonald asked about the phone service charge on page three. Ms. Sheeks said that is for the voice over IP phone system in the office.

Mr. McDonald made a motion to approve the claims docket. Mr. Hand seconded the motion, and it was unanimously approved.

ATTORNEY'S REPORT

Mr. Wyatt had no report.

UTILITY DIRECTOR'S REPORT

Mr. Williams said Mrs. Poindexter has not heard back from IDEM regarding adding water to TriCo's charter. Mr. Williams had no updates on the Baker's Corner project.

Staff participated in CarmelFest. There was a good turnout. Several employees, old and new, helped man the booth during the event. Employees really seemed to enjoy interacting with the community.

Staff is looking at holding an open house on Saturday, September 17, 2022. Good feedback was received from staff members who worked at CarmelFest on updates that could be made to our displays and educational materials that should be implemented for the open house.

The employee appreciation lunch will be held on Friday September 16, 2022, at Lions Park in the shelter house. Bub's will be catering lunch again this year. Mr. Williams invited the Board members to attend. Mr. Mills said he and other Board members attended last year and staff participated in a heated game of Family Feud. It was mentioned last year that the Board should form a team to participate in the game this year. Mr. Mills said he would like the Board to participate and asked Board members to add the event to their calendars.

Mr. Williams said the plant is coming back together. The gates are now locked again and only accessible by codes, so things are returning to normal now that the contractor is wrapping up punch list items.

COMMITTEE REPORTS

Budget & Finance Committee

Ms. Merrill said the Committee met but had no action items. Mr. Mills said he and Ms. Sheeks are reviewing investment opportunities and are looking at moving some of the Utilities liquid assets into six-to-nine-month treasury bills which are secured by the government. Mr. Mills said they are looking at a layering effect with the treasury bills which would create a significant increase in income on unused funds over the next four to six months. Mr. Hand asked if the layering effect is like a staggering schedule where the bills would not all be on the same six-month cycle. Mr. Mills said yes. Mr. Mills said they would roll the bills so staff would have access to the money when bills come due on capital projects. Mr. Merkle should know what expenses will be upcoming in a thirty-to-forty-five-day window to allow for funds to be withdrawn when needed.

Personnel & Benefits Committee

Mr. Ryerson said the Committee met as part of the larger meeting but had no action items.

Capital & Construction Committee

Ms. Foley said the Committee did not meet.

OLD BUSINESS

Mr. Mills said continuing the discussion from the last Board meeting regarding the Utility Director's Salary, the Board needs to decide on a salary market adjustment for Mr. Williams, based on suggestions made by the consulting firm. All other staff salaries have been addressed and adjusted. Mr. Mills said he feels Mr. Williams tends to downplay his value with the organization, and believes Mr. Williams is an advocate for his employees and someone needs to advocate for him as well. Mr. Mills says he looks at Mr. Williams value from the standpoint if the Board would need to find a replacement for him with the same qualifications and experience,

what would it cost to do it. Mr. Mills said he believes Mr. Williams salary should be between step six and seven based on the numbers provided in the salary suggestion chart. Mr. Williams mentioned that his salary has always been at the discretion of the Board and not subject to steps. The chart provided was based on a minimum and maximum salary range provided by First Person Consulting, the suggested steps were provided as a guide to show what the range would look like if divided evenly, but the Board is not bound by the steps, just the minimum and maximum for the position. The Board discussed what Mr. Williams salary should be.

Mr. Ryerson made a motion to approve setting Mr. Williams mid-year 2022 salary at \$166,000. Ms. Merrill seconded the motion, and it was unanimously approved. Mr. Ryerson amended the motion to approve Mr. Williams \$166,000 salary to be retroactive to July 2, 2022. Ms. Merrill seconded the motion, and it was unanimously approved.

Mr. Pittman arrived at the meeting.

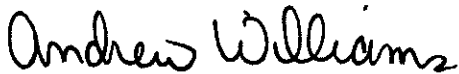
Mr. Hand showed a pamphlet distributed by the ~~Town of~~ ^{Lions Club} Zionsville showing community events and their sponsors. He thanked TriCo for supporting the local community and was happy to see the name and logo listed in this year's advertising materials. He said TriCo is also mentioned during intermissions at the gazebo concerts as a silver level sponsor. He left the brochure for staff to see.

ADJOURNMENT

Mr. Pittman made a motion to adjourn the meeting. Ms. Merrill seconded the motion and the meeting adjourned at 6:36 p.m.

The next Board of Trustees Meeting is scheduled for Monday, August 8, 2022, at 6:00 p.m.

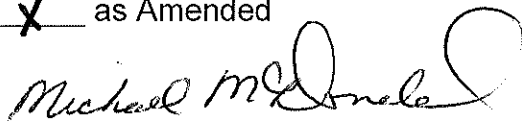
Respectfully submitted,



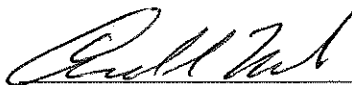
Andrew Williams
Utility Director

Approved:

 as Presented
 as Amended



Michael McDonald, Secretary



Carl Mills, President