



BOARD OF TRUSTEE MEETING

Monday, October 10, 2022, 6:00 p.m.
Memorandum

Mr. Mills called the meeting to Order at 6:02 p.m.

ROLL CALL

Present: President Carl Mills, Vice President Jeff Kimbell, Treasurer Jane Merrill, Secretary Michael McDonald, members, Chuck Ryerson, and Amanda Foley. Others in attendance were Utility Director Andrew Williams, Legal Counsel Scot Wyatt, Controller Cindy Sheeks and Administrative Assistant Maggie Crediford

Mr. Pittman arrived at 6:03 p.m., Mr. Hand and Mr. Hill were absent.

PUBLIC COMMENT

Tristin Gardner, TriCo Employee addressed the Board regarding his previous request for additional PTO time for military obligations. In September, the Board approved a policy adding differential pay to military personnel who encounter a shortfall in pay by fulfilling their military obligations. The policy requires military personnel to provide a copy of their LES (Leave Earnings Sheet) to HR for verification. Mr. Gardner told the Board that by considering his BAS and BAH (housing and food reimbursement) pay along with his base pay he would not show a shortfall in earnings, and therefore would not receive any additional pay. He provided the Board with a handout that contained examples of other businesses that do not include BAH and BAS in their calculations for differential pay. Mr. Gardner stated that if TriCo only looks at his base pay rate, there would be a shortfall and he would receive additional compensation from TriCo.

Mr. Gardner said his bigger concern is that the military only pays twice a month and when he is on deployment for over 30 days his military pay isn't received until the next month creating a gap in his income, and a need for him to use his savings to pay for bills until he gets his paycheck from the military. Mr. Gardner asked the Board to consider giving military personnel/National Guard members 15 additional PTO days to be used for military obligations, above the 24 PTO days already given by the Utility.

Mr. Mills asked the Personnel and Benefits Committee to discuss the matter at their next meeting on Wednesday, October 26, 2022.

Mr. McDonald thanked Mr. Gardner for his service to the country and said he did not understand the request to not use BAH and BAS when calculating pay differential. Mr. McDonald indicated that when he was in the Air Force, they used different terminology and asked that he provide clarification. Mr. Gardner said that those items are benefits given by the military, not payment for services. Mr. McDonald asked Mr. Gardner if BAH and BAS payments are money that he receives from the military, Mr. Gardner said they are, but it is his belief that they should not be included in the calculation for differential pay. Mr. McDonald said since BAH and BAS are money

received, he doesn't understand not using them when calculating differential pay. Mr. Gardner again said that BAH and BAS are benefits and not pay.

Mr. Ryerson asked for clarification about when Mr. Gardner must pay for his own food and housing. Mr. Gardner said when he is on short orders, not for an actual deployment, and that differential pay would only be a benefit to him if he is gone for 30 days or longer. On a normal year when he only has his regular guard obligations, (two weeks a year and one weekend a month) he would receive no additional benefits and would have to use his personal PTO days to cover missed days for military obligations.

Mr. Kimbell said he is on the Personnel and Benefits Committee and will be reviewing the request along with Mr. Ryerson and Mr. Hand. Mr. Kimbell thanked Mr. Gardner for his service to the country and TriCo. Mr. Kimbell asked Mr. Gardner to understand that the Board needs to look at any policy and how it affects anyone employed at TriCo not individual circumstances. If someone is absent from TriCo for military leave, their duties and responsibilities need to be done by other employees or temporary hires, which the Board needs to consider as well. He said the Committee will take his request under consideration at their next meeting and invited Mr. Gardner to attend.

APPROVAL OF MEETING MEMORANDUM

Ms. Merrill made a motion to approve the September 12, 2022, meeting memorandum. Mr. Kimbell seconded the motion, and it was unanimously approved.

APPROVAL OF CLAIMS DOCKET

Ms. Sheeks said there was one large payment of \$77,000 for a lift station pump. All other expenses were normal monthly expenses. Mr. McDonald made a motion to approve the claims docket. Ms. Merrill seconded the motion, and it was unanimously approved.

ATTORNEY'S REPORT

Mr. Wyatt had no separate report.

UTILITY DIRECTOR'S REPORT

Mr. Williams said Board members who did not attend the Employee Appreciation lunch in September received TriCo cooler bags at their seats. Mr. Mills and Ms. Merrill said they enjoyed the Employee Appreciation lunch with the staff Family Feud game, and that Mr. Strong was entertaining as the game host.

Mr. Williams said the ribbon cutting was a success and was attended by members of the Zionsville Chamber of Commerce Board. He was disappointed that no one from TriCo's appointing agencies attended. Blackline presented TriCo with an Interior Design award they received for the design of the building.

Mr. Williams explained that the new room layout this evening came about when staff discovered a drawing from the architects depicting how they envisioned the room. Staff can adjust the layout if the Board wishes. Board members seemed pleased with the new layout of the room for meetings.

Mr. Mills thanked Board members who attended the ribbon cutting, he appreciated the good turnout.

COMMITTEE REPORTS

Budget & Finance Committee

Ms. Merrill said the Budget and Finance Committee did not meet and had no action items.

Personnel & Benefits Committee

Mr. Kimbell said the Personnel and Benefits Committee did not meet and had no action items.

Capital & Construction Committee

Lift Stations 1 & 21 Wet Well Piping, Lining and Pump Installation

Ms. Foley made a motion to award the Lift Stations 1 & 21 wet well piping, lining and pump installation contract to Pyramid Design and Construction for \$163,250. Mr. Kimbell seconded the motion. Mr. Mills asked for discussion. Mr. Wyatt explained the requirements for projects estimated for under \$150,000 and how they are affected when the quotes come in above that amount. In this instance the estimated cost of the project staff received in 2021 was for \$130,000, however both quotes received were above \$150,000 presumably due to inflation that has occurred over the last several months. The Board discussed the situation and Mr. McDonald recommended the Board proceed with awarding the project. A vote was taken on the motion and was unanimously approved.

Lift Stations 11, 14 and 26 Backup Generator and Controls Installation

Ms. Foley made a motion to award the Lift Stations 11, 14, and 26 backup generators and controls installation contract to Barth Electric for \$139,173. Mr. Pittman seconded the motion, and it was unanimously approved.

Lift Station 8 Pumps

Ms. Foley made a motion to approve purchasing replacement pumps from Straeffer Pump & Supply, Inc for \$117,900. Ms. Merrill seconded the motion, and it was unanimously approved.

Lift Station 8 Variable Frequency Drives

Ms. Foley made a motion to approve purchasing new variable frequency drives (VFD's) from Straeffer Pump & Supply, Inc. for \$30,850. Mr. Kimbell seconded the motion. Mr. Mills asked if there was only one quote. Mr. Williams stated that TriCo has now standardized the use of Danfoss VFD for all new installations. TriCo had previously used ABB and found they reliability issues and the need to have AC units on the control panels. This was a substantial additional cost to purchase and maintain these units. A vote was taken on the motion and was unanimously approved.

Lift Station 8 Backup Generator and Automatic Transfer Switch

Ms. Foley made a motion to approve purchasing a standby generator and automatic transfer switch from Buckeye Power Sales for \$94,288. Mr. McDonald Seconded the motion, and it was unanimously approved.

ADJOURNMENT

Ms. Merrill made a motion to adjourn the meeting. The meeting adjourned at 6:35 p.m.

The next Board of Trustees Meeting is scheduled for Monday, November 14, 2022, at 6:00 p.m.

Respectfully submitted,



Andrew Williams
Utility Director

Approved:

as Presented
 as Amended



Michael McDonald, Secretary


Carl Mills, President

Jeff Kimbell, Vice President