



## JOINT PERSONNEL & BENEFITS AND BOARD OF TRUSTEES MEETING

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Wednesday, October 26, 2022, at 7:30 a.m.  
Memorandum

Mr. Kimbell called the meeting to order at 7:30 a.m.

Members Present: Committee Chair Jeff Kimbell, members Eric Hand and Others in attendance were Utility Director Andrew Williams, Controller Cindy Sheeks, Plant Superintendent Scot Watkins, Collections Superintendent Aaron Strong, Administrative Assistant Maggie Crediford and TriCo Employee Tristin Gardner.

Chuck Ryerson was absent.

### **PUBLIC COMMENT**

There was no one present from the public.

### **SAFETY REPORT**

Mr. Williams said the staff participated in office safety training in October. Fire extinguisher and CPR training are scheduled for November.

### **MILITARY LEAVE**

Employee Tristin Gardner addressed the Committee. Asking them to consider additional updates to the Military Leave policy including removing BAH and BAS pay from the pay differential calculations and to add additional PTO days for military obligations. Mr. Kimbell and Mr. Hand discussed the options with Mr. Gardner and decided to recommend the removal of BAH and BAS pay when calculating differential pay, because those items are paid to him as reimbursement for expenses and are not included in his taxable income. However, the Committee will not recommend any additional PTO days to be given, considering TriCo's already generous PTO allowance.

### **2023 HOLIDAYS**

Mr. Williams presented the proposed 2023 Holiday Schedule which consists of 13 paid holidays; consisting of 10 scheduled and three floating. New Year's Eve 2023 is on a Sunday, so Mr. Williams moved that holiday to Monday, July 3rd so staff could have a 4-day weekend in July. The Committee will recommend the Board approve the proposed 2023 Holiday Schedule.

### **2023 RANGE ADJUSTMENT**

Mr. Williams said when he spoke with Mr. Mills, the Board President, he proposed a 5% salary range adjustment for 2023. Mr. Kimbell and Mr. Hand agreed that, with the midyear adjustments given as a result of the salary study, they would recommend the Budget and Finance committee consider a 5% cost of living increase for TriCo employees in 2023.

**2023 INSURANCE**

Mr. Williams said staff received the Anthem IPEP renewal quote with a 19.84% increase. Staff is waiting on Huntington to provide additional insurance quotes. By switching to IPEP last year the 2022 premium was a 12.17% decrease from 2021. Considering the this, if TriCo remains with IPEP for 2023, the premiums would be 7.7% higher than the 2021 premiums. Mr. Williams indicated that he is inclined to remain with the Anthem IPEP Blue Access PPO BAHSA E2 unless a very favorable quote is received. Mr. Kimbell and Mr. Hand agreed the committee would recommend accepting IPEP's Anthem insurance for 2023 unless another quote comes in substantially lower with the comparable coverage.

**360 REVIEWS**

Mr. Williams and Ms. Crediford met with Cici Conover to discuss annual 360 reviews. Ms. Conover asked how much value and weight the Board members give the 360 reviews when considering Mr. Williams performance review. Ms. Conover said that last year she felt like staff was weary of doing them and provided very surface level answers with little to no elaboration. She asked if doing them every other year instead of every year would be more beneficial. Mr. Kimbell said he values Ms. Conover's assessment and that it might be an exercise that isn't done every year. Mr. Williams said TriCo will retain her services as an HR consultant for managers and employees to use as a resource and will also engage her in some staff training to keep the staff familiar and comfortable working with her.

Respectfully Submitted,



Andrew Williams  
Utility Director