



JOINT PERSONNEL & BENEFITS AND BOARD OF TRUSTEES MEETING

Wednesday, October 29, 2024, 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 Chuck Ryerson. Others in attendance were Board members Micheal McDonald, Eric Hand and Jane Merrill. Utility Director Andrew Williams, Controller Cindy Sheeks, Plant Superintendent Scot Watkins, Collections Superintendent Aaron Strong, Engineering Manager Wes Merkle and Administrative Assistant Maggie Crediford.

PUBLIC COMMENT

There was no one present from the public.

SAFETY REPORT

Mr. Williams said the staff is updating equipment that has expiration dates such as tri pod harnesses. Employees attend monthly safety training sessions and review weekly tailgate safety training videos. Yearly first aid and CPR training is being conducted for half the staff on Friday. CPR certification lasts for two years, so half the staff gets certified yearly as their certifications expire.

2025 RANGE ADJUSTMENT / SALARY ORDINANCE

Mr. Kimbell gave a synopsis of TriCo's salary structure. TriCo utilizes a step system which allows employees that have competent year end reviews to move up a step in their respective pay scale and receive an increase in pay. Historically TriCo has also made a range adjustment to the entire scale to help offset cost of living increases, health insurance increases, and keep TriCo competitive in the job market. The range adjustment is decided each year by the Board and is not guaranteed from year to year. Mr. Williams provided the committee with examples of what other local cities or towns are proposing for their 2025 compensation adjustments, the current CPI (Consumer Price Index) percentage, and the Atlanta Fed's Wage Growth Tracker to use as reference points for the discussion. Mr. Kimbell made a motion the Committee recommend the Board approve a 3% range adjustment to TriCo's current step system in 2025. Mr. Ryerson seconded the motion; the committee will recommend the Board approve a 3% increase to TriCo's step pay system.

2025 MEDICAL INSURANCE

Mr. Williams provided the Committee with the information received from Huntington Insurance regarding employee health insurance. TriCo is part of the Anthem IPEP program through the State of Indiana. Multiple options were discussed. Mr. Kimbell made a motion the committee recommend the Board add \$500 to employee HSA contributions in January. Increase the incentive for employees that do not take TriCo's health insurance

and are insured under a different policy by an additional \$500. And, that TriCo will offer the \$4000 / \$8000 deductible insurance to employees. Mr. Ryerson seconded the motion, and the Committee will make that recommendation to the Board. Ms. Sheeks mentioned that through IPEP employees might be able to choose the other options offered, depending on the level of risk they are willing to take. This option was discussed, and the motion was amended to include employees having the option to choose their level of risk and coverage depending on their family's needs if that is in fact an option available through IPEP. Ms. Sheeks should have that information before the November Board meeting.


2025 HOLIDAY SCHEDULE

Mr. Williams presented the proposed 2025 Holiday Schedule, which consists of ten paid Holidays as well as three paid floating days to cover holidays that do not fall on one of TriCo's declared holidays. Mr. Kimbell made a motion to recommend the Board approve TriCo's proposed 2025 holiday schedule. Mr. hand seconded the motion, the Committee will recommend the 2025 holiday schedule as proposed.

ADJOURNMENT

The meeting adjourned at 8:35 a.m.

Respectfully Submitted,


Andrew Williams
Utility Director