



PERSONNEL & BENEFITS MEETING

Wednesday, February 24, 2026, 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 Michael McDonald. Others in attendance were Utility Director Andrew Williams, HR Manager/Executive Assistant Maggie Crediford, and Controller Cindy Sheeks.

PUBLIC COMMENT

No one from the public was present.

SAFETY REPORT

Ms. Crediford updated the Committee on the ongoing safety programs staff attends both in person and online.

CONSIDERATION FOR PARTIAL PARTICIPATION IN PUBLIC EMPLOYEE RETIREMENT FUND

Mr. Williams shared the history of the withdrawal from PERF and noted that, recently, as some employees have been looking at retirement planning, the question has been raised whether TriCo could reenter PERF. The Committee discussed options regarding offering some vested employees the opportunity to return to the Indiana PERF retirement plan, including the increase of TriCo's contribution to 11.2% or making a change to the cafeteria plan and allowing employees to choose if contributions for the HSA be used to cover the 1.2% increase required by PERF. Mr. Kimbell voiced concerns about adding to an already robust retirement plan on an exponential basis over time and noted that the conversation was better suited for the end of the year, during salary and cost-of-living discussions. The Committee would like a recommendation from the Budget and Finance Committee on this request.

STAFF RECOGNITION

The Committee discussed a proposal for a Staff Recognition. They supported the managers' proposed staff recognition and would like the Budget and Finance Committee to discuss it as well and make a recommendation to the Board if their opinion is also favorable.

OTHER BUSINESS

Mr. McDonald had questions regarding unscheduled PTO and illnesses; Mr. Williams and Ms. Crediford explained the policy. TriCo does not offer separate sick leave, so time missed due to illness may fall under unscheduled PTO depending on when the employee requests the time off.

ADJOURNMENT

The meeting was adjourned at 8:45 a.m.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "M. Crediford". The signature is fluid and cursive, with a large initial "M" and a long, sweeping underline.

Maggie Crediford
HR Manager/Executive Assistant