



# TriCo Regional Sewer Utility

www.TriCo.eco Phone (317) 844-9200 Fax (317) 844-9203

## Board of Trustees Meeting Agenda

Monday, April 13, 2026 @ 5:00 p.m.

TriCo WRRF

7236 Mayflower Park Drive, Zionsville, IN 46077

### Board of Trustees

#### President

Carl Mills  
Jan 2026-Dec 2029  
Clay Township Trustee  
Appointment

#### Vice President

Jeff Kimbell  
Jan 2023-Dec 2026  
Clay Township Trustee  
Appointment

#### Treasurer

Jane Merrill  
Jan 2026-Dec 2029  
Hamilton County  
Commissioners  
Appointment

#### Secretary

Michael McDonald  
Jan 2024-Dec 2027  
Mayor of Carmel  
Appointment

#### Members

Steve Pittman  
Jan 2024-Dec 2027  
Clay Township Trustee  
Appointment

Jeff Hill  
Jan 2024-Dec 2027  
Clay Township Trustee  
Appointment

Amanda Foley  
Jan 2025-Dec 2028  
Hamilton County  
Council Appointment

Eric Hand  
Jan 2025-Dec 2028  
Boone County  
Commissioners/  
Zionsville Appointment

Loren Matthes  
Jan 2025-Dec 2028  
Clay Township Trustee  
Appointment

1. Roll Call
2. Public Comment
3. Approval of Meeting Memorandum: March 9, 2026
4. Approval of Claims Docket
5. Attorney's Report
6. Utility Director's Report
7. Committee Reports
  - a. Budget & Finance Committee
    - i. Public Employee Retirement Fund Consideration
  - b. Personnel & Benefits Committee
    - i. Employee Handbook Revision
  - c. Capital & Construction Committee
    - i. VLR Mixers Purchase
    - ii. Surge Valve Purchase
  - d. Infrastructure Security Committee
8. Old Business
9. New Business
10. Adjourn

Next Scheduled Meeting: May 11, 2026 @ 5:00 p.m.



## BOARD OF TRUSTEE MEETING

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Monday, March 9, 2026, 5:00 p.m.  
Memorandum

Mr. Mills called the meeting to Order at 5:03 p.m.

### **ROLL CALL**

Present: President Carl Mills, Vice President Jeff Kimbell, Treasurer Jane Merrill, members Steve Pittman, Eric Hand, Amanda Foley, and Jeff Hill. Others in attendance were Utility Director Andrew Williams, Legal Counsel Anne Poindexter, Engineering Manager Wes Merkle, Controller Cindy Sheeks, Collections Superintendent Aaron Strong and HR Manager/Executive Assistant Maggie Crediford. Loren Matthes and Michael McDonald were absent.

### **PUBLIC COMMENT**

No one from the public was present.

### **APPROVAL OF MEETING MEMORANDUM**

Mr. Kimbell moved to approve the February 9, 2026, Board meeting memorandum. Ms. Merrill seconded the motion, and it was unanimously approved.

### **APPROVAL OF CLAIMS DOCKET**

Ms. Sheeks presented an additional claims docket for expenses she received earlier in the day. Mr. Hill moved to approve both the original and supplemental claims dockets. Ms. Foley seconded the motion, and it was unanimously approved.

### **ATTORNEY'S REPORT**

Mrs. Poindexter had no report.

### **UTILITY DIRECTOR'S REPORT**

Mr. Williams said that staff and Mrs. Poindexter are keeping an eye on a bill that just passed in Indiana that would affect TriCo's FOG program. The Board will be notified if changes are needed to the FOG program.

Mr. Williams and Mr. Mills will be meeting with Mr. Hensel to discuss changes related to the elimination of township governments. When this happens, there needs to be a plan for restructuring Clay Township's appointments.

Mr. Williams attended the last Zionsville Town Council meeting. At the meeting, HSE and Citizens made a presentation on a request for the Town to support the sale of HSE's sewer territory to Citizens. Unfortunately, during the meeting, the HSE representative made false statements and allegations about TriCo and how our rates are calculated, even though TriCo should not have been part of this discussion. Mr. Williams sent the Town Councilors an email correcting the misstatements made by Mr. Corby Thompson at the Zionsville Town Council meeting.

## **COMMITTEE REPORTS**

### **Budget & Finance Committee**

#### **Staff Recognition**

Ms. Merrill made a motion to approve Resolution No. 03.09.2026, a resolution of the TriCo Regional Sewer Utility recognizing full-time non-management staff for their extraordinary efforts in establishing and supporting the operations of the new Hamilton County Regional Utility District. Mr. Kimbell seconded the motion, and it was unanimously approved.

#### **Donohue Task Request No. 18**

Ms. Merrill made a motion to approve the Donohue Task Order No. 18 in the amount of \$70,000. Ms. Foley seconded the motion, and it was unanimously approved.

### **Personnel & Benefits Committee**

Mr. Kimbell said the Committee met but had no action items. He asked Ms. Crediford to give the Board an update on Safety Training. Ms. Crediford said the staff does weekly tailgate training sessions through Ving!. In addition, Creekside Safety provides monthly in-person training sessions focused on OSHA requirements. Mr. Kimbell explained that the Committee discussed allowing some staff members to return to the PERF retirement program through the State of Indiana. The Committee sent the item to Budget and Finance for consideration. Mr. Mills said the Budget and Finance Committee asked for additional information to be brought back to the Committee for discussion.

### **Capital & Construction Committee**

#### **East 111<sup>th</sup> Street Sewer Main Repair Contract**

Ms. Foley made a motion to award the Sewer Main, Tee/Wye Repair construction contract to Indy Excavating and Utilities for \$37,358. Mr. Hill seconded the motion, and it was unanimously approved.

#### **Union Woodlands Sewer Service Agreement**

Ms. Foley made a motion to approve Amendment 1 to the Union Woodlands Sewer Service agreement. Mr. Hill seconded the motion. Mr. Pitman recused himself. The motion was unanimously approved.

### **Infrastructure Security Committee**

The Infrastructure Security Committee did not meet.

## **ADJOURNMENT**

Ms. Merrill made a motion to adjourn the meeting. The meeting adjourned at 5:36 p.m.

The next Board of Trustees Meeting is scheduled for Monday, April 13, 2026, at 5:00 p.m.

Respectfully submitted,



Andrew Williams  
Utility Director

Approved:

\_\_\_\_\_ as Presented  
\_\_\_\_\_ as Amended

\_\_\_\_\_  
Michael McDonald, Secretary

\_\_\_\_\_  
Carl Mills, President

# The TriCo Connection

Volume 20 Issue 4 April 2026

MONTHLY NEWSLETER

## FINANCIALS - CINDY SHEEKS

In February 2026, total revenue was \$839,193, up \$32,939 from February 2025, and \$106,801 higher than January 2026. The Annual revenue projection for 2026 is \$9,930,100. YTD revenue as of February 28, 2026 was 15.83% of the budget. Residential income was \$504,197 during the month, \$29,351 higher than February 2025. Commercial sales totaled \$243,181 in February 2026, \$40,037 higher than February 2025. The Other Revenue category (late fees, application fees, plan review fees) was \$11,632 in February. The Other Income category (interest, gains on asset disposal, miscellaneous revenue) was \$80,182 during the month.

Total operating expenses were \$537,0093 in February. YTD spending was 17.33% of the 2026 Operating Budget of \$7,713,874. Total February 2026 spending was \$104,480 higher than expenses in February 2025. Wages and benefits totaled \$113,957 during the month. Administration spending was \$56,521 during February. Treatment costs totaled \$220,266 and collection costs totaled \$87,835 during the month.

Net income in February was \$127,593 after depreciation and amortization of CIAC.

Spending Breakdown in February:

Wages	54.10%
Administration	14.16%
Treatment Costs	21.22%
Collection Costs	10.52%

Interceptor fees collected in February were \$50,000 which is the reimbursement from Jordan. EDU fees collected during February were \$67,739.

Cash generated for February shows a net increase in all funds of \$158,065. Capital spending was \$96,772 in February for plant improvements, a new Toyota truck, and force mail modifications.

Cash on hand as of February 31, 2026, was \$13,788,373. The balances in the funds are listed below:

Operating	\$8,660,737
Interceptor	\$161,905
Plant Expansion	\$116,178
Operating Reserve	\$519,252
Reserve for Replacement	\$2,285,013
2020 Bond Funds	<u>\$2,045,257</u>
Total	\$13,788,373

### In This Issue

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### Calendar of Events

April 13	Board Meeting	5:00 p.m.
April 22	P&B Meeting	7:30 a.m.
April 24	B&F Meeting	7:30 a.m.
May 4	C&C Meeting	4:30 p.m.

## COLLECTIONS UPDATE – AARON STRONG

Yearly manhole inspections are nearly complete, with 1,424 manholes inspected in March. Year to date, staff have inspected 1,837 of the 1,984 manholes included in the 2026 inspection cycle.

Carter remains focused on televising interceptors throughout the Utility and completed just under 40,000 feet of CCTV inspection in March. He also performed televising related to the release of a performance bond by inspecting “Top Hats” installed last year. Top Hats are cured-in-place liners designed to prevent infiltration and root intrusion at the lateral-to-main connection.

With manhole inspections nearing completion, staff will shift focus to lift station cleaning to the bottom and annual pump inspections. Brian Vaughn will lead the lift station cleanings, while Jason Lewin will oversee the inspection of 66 lift station pumps and 13 WRRF pumps.

Lift Station #24 (Parkwood) is currently scheduled for new pumps and a control panel replacement in 2026. Recently, staff experienced a failure of one of the station’s 20-year-old pumps. Collections staff repurposed an older plant pump and installed it at Lift Station #24 to maintain operations. This project has since been reevaluated and may be deferred due to uncertainty regarding future development-related capacity needs. Staff is considering purchasing a spare Flygt 3127, 10 HP pump to provide backup coverage for Lift Station #24 and Lift Stations #5, #12, #19, and #21, all of which utilize 3127 pumps.

New media has arrived for both the Ecoverde unit and the Purafil scrubber at Lift Station #17 (Zion Hills). A new nutrient pump has been ordered, and the backflow prevention device has been serviced and certified. Jason is leading the effort to bring both odor control units online in preparation for the summer months.

Purchase orders have been issued for annual sealcoating and flow meter calibrations. Sealcoating will be scheduled based on weather conditions, while flow meter calibrations are expected to be completed in the coming month. Quotes for annual generator and standby pump maintenance are due April 10 and are expected to be awarded later in April.

Collections rounded out the month by installing a mixed flush valve on pump 2 at Lift Station #16 (Zionsville Presbyterian Church). Mix-flush valves recirculate pumped flow back into the wet well to prevent solids from building up at the bottom.



Scrubber Unit and Ecoverde Start Up at Lift Station 17

## **SAFETY REPORT– LOREN PRANGE**

We've reached **245 days without a lost-time accident**—excellent work, everyone. Thank you for continuing to make safety a top priority in everything you do.

### **Training Updates**

This month's online Ving Safety training covered:

- Weather: Vehicle Preparation Saves Lives in Severe Weather
- Weather: Understanding Different Types of Severe Weather
- Driving: Defensive Driving – Stay a Step Ahead

In addition, the team completed training on Industrial Hygiene and Bloodborne Pathogens, led by John Keeling of Creekside Safety.

### **Field Activities**

Last month, we completed two confined space entries at the plant:

- Repairing a faulty sump pump in a valve vault
- Cleaning the post aeration structure

All entries were completed safely and in accordance with confined space procedures.

### **Equipment Update**

Our older confined space winches were inspected. Based on the assessment, replacement is recommended and will be included in next year's budget planning.

## **PLANT REPORT– SCOT WATKINS**

Plant staff completed several maintenance, operational, and coordination activities in March to support reliable plant performance. Repairs were made to the Auma actuator operating the organic flush valve on the grit washer, and oil changes were completed on VLR Blowers 1 through 4 to maintain equipment reliability. Staff also prepared the UV disinfection system for the upcoming season by servicing and installing modules, and the system is now fully operational. In the pretreatment building, staff replaced missing hardware and resecured the upstairs non-potable water line, addressed lighting issues, and completed repairs to the lightning protection system at the post aeration building. A failure of the non-potable water system's sump pump resulted in water accumulation in the vault; a replacement pump has been ordered and will be installed upon arrival. During a high-wind event that caused a power outage, the plant generator operated as designed, enabling continuous operations without disruption to treatment.

Pretreatment staff completed 31 inspections and 1 follow-up inspection, performed 106 pump-outs removing a total of 51,049 gallons of FOG, and completed monthly well meter reads. House Bill 1348 was passed and will take effect July 1, 2026, requiring updates to TriCo's Sewer Use Ordinance, and staff have begun evaluating necessary revisions.

The laboratory continued to support plant operations and regulatory compliance with a high volume of testing. In March, staff analyzed 147 phosphorus, 157 ammonia, and 48 total nitrogen TNT vials, along with 337 CBOD5 samples, 242 total suspended solids samples, and 17 E. coli samples, while also providing analytical support to HCRUD. Quarterly method detection limit studies were completed for ammonia, phosphorus, and TSS, and routine monthly TKN and nitrate/nitrite testing continued. Whole Effluent Toxicity testing began on March 31, and staff completed annual deionized water and metals suitability testing in preparation for the upcoming IWEA laboratory audit. Staff also participated in required safety training, routine staff meetings, and coordination meetings with Core Managed related to WIMS.

## ENGINEERING UPDATE- WES MERKLE

Staff completed 183 locates, 44 I&I inspections, and 17 lateral inspections in March. 2,126 locate requests were received and reviewed, including 426 locate requests for HCRUD. Anthony completed most locates. Brandon completed inspections; he reported one failed I&I inspection for a connected sump pump, which has since been corrected. Eric continued the construction inspection at Union Woodlands Section 2, where crews finished the installation of the deep interceptor sewer. Ryan monitored lift station work, which is finally wrapping up. Staff anticipates lift station startup in late April or May.

Ryan worked with INDOT contractors preparing to replace a large culvert under US421 north of Templin Road. TriCo has two parallel force mains along the east side of the road in that area, one of which was originally in conflict with proposed improvements. Ryan convinced them to adjust their scope of work and do additional potholing in the field, which eliminated the conflict and any need for us to relocate the force main.

Jeff, Ryan, and Wes completed the update to service area buildout projections. Projection data allows staff to estimate capacity needs at our plant and throughout our collection system, as well as verify the adequacy of Interceptor and EDU fees collected to fund capacity-related improvement projects. Jeff and Wes used the data to determine buildout flows at Lift Station 24 (Parkwood West), where pumps and controls are due for replacement. Existing pumps are sized for current and allocated capacity, with little left for future growth. Additional proposed density in the US31 corridor could send substantially more flow to this lift station. Staff determined that the wet well was too small to accommodate larger pumps, so the lift station will have to be completely reconstructed to reach buildout capacity rather than just replacing pumps and controls.

At HCRUD, the engineering staff continued assisting with construction and operational needs. Jeff continued assisting with asset management needs. County staff desires to use their own system, Maintain X, instead of Opengov (Cartegraph). For now, TriCo staff will use both systems for HCRUD operations while the Maintain X system is built out and we develop a better understanding of the system's capabilities. Wes assisted with substantial completion walk-throughs at the plant and lift stations.

Ryan and Wes attended the Indiana AWWA conference in Indianapolis

### Birthdays

Matt Starr	April 9
Lisa Davis	April 12
Ryan Hartman	April 15

### Anniversaries

Jeff Martin	April 1	36 Years of Service
Scot Watkins	April 18	21 Years of Service

TriCo Regional Sewer Utility  
Register of Claims  
For the period 03/10/2026-04/09/2026

Payment date	Check number	Bank name	Payee name	Amount	Amount Allowed	Description
3/10/2026	22923	Citizens State Bank Operating	Anthony McPhearson	\$1,000.00	\$1,000.00	Resolution 03.09.2026
3/10/2026	22924	Citizens State Bank Operating	Brandon Woolf	\$1,000.00	\$1,000.00	Resolution 03.09.2026
3/10/2026	22925	Citizens State Bank Operating	Brian Vaughn	\$1,000.00	\$1,000.00	Resolution 03.09.2026
3/10/2026	22926	Citizens State Bank Operating	Carter Kaminski	\$1,000.00	\$1,000.00	Resolution 03.09.2026
3/10/2026	22927	Citizens State Bank Operating	Cindy Ferrulli	\$1,000.00	\$1,000.00	Resolution 03.09.2026
3/10/2026	22928	Citizens State Bank Operating	Cody Cain	\$1,000.00	\$1,000.00	Resolution 03.09.2026
3/10/2026	22929	Citizens State Bank Operating	Daniel Rossman	\$1,000.00	\$1,000.00	Resolution 03.09.2026
3/10/2026	22930	Citizens State Bank Operating	Eric Luis Delacruz	\$1,000.00	\$1,000.00	Resolution 03.09.2026
3/10/2026	22931	Citizens State Bank Operating	Jacob McDonald	\$1,000.00	\$1,000.00	Resolution 03.09.2026
3/10/2026	22932	Citizens State Bank Operating	Jason Lewin	\$1,000.00	\$1,000.00	Resolution 03.09.2026
3/10/2026	22933	Citizens State Bank Operating	Jasmine Ealy	\$1,000.00	\$1,000.00	Resolution 03.09.2026
3/10/2026	22934	Citizens State Bank Operating	Jeffrey Martin	\$1,000.00	\$1,000.00	Resolution 03.09.2026
3/10/2026	22935	Citizens State Bank Operating	Lawrence Prange	\$1,000.00	\$1,000.00	Resolution 03.09.2026
3/10/2026	22936	Citizens State Bank Operating	Matt Starr	\$1,000.00	\$1,000.00	Resolution 03.09.2026
3/10/2026	22937	Citizens State Bank Operating	Roanna Williams	\$1,000.00	\$1,000.00	Resolution 03.09.2026
3/10/2026	22938	Citizens State Bank Operating	Robert Mendoza	\$1,000.00	\$1,000.00	Resolution 03.09.2026
3/10/2026	22939	Citizens State Bank Operating	Robert Roudebush	\$1,000.00	\$1,000.00	Resolution 03.09.2026
3/10/2026	22940	Citizens State Bank Operating	Shaun Odom	\$1,000.00	\$1,000.00	Resolution 03.09.2026
3/10/2026	22941	Citizens State Bank Operating	Shelly Keefe	\$1,000.00	\$1,000.00	Resolution 03.09.2026
3/11/2026	22942	Citizens State Bank Operating	Citizens Energy Group	\$250.00	\$250.00	Plant Utilities
3/11/2026	22943	Citizens State Bank Operating	Ryan Hartman	\$1,000.00	\$1,000.00	Resolution 03.09.26
3/17/2026	22944	Citizens State Bank Operating	Aquafix	\$6,328.09	\$6,328.09	HCRUD Liquid BOD 100%
3/17/2026	22945	Citizens State Bank Operating	Blackburn Manufacturing Co	\$3,897.00	\$3,897.00	Marking Paint
3/17/2026	22946	Citizens State Bank Operating	Carmel Utilities	\$38.45	\$38.45	LS 26
3/17/2026	22946	Citizens State Bank Operating	Carmel Utilities	\$472.19	\$472.19	LS 2
3/17/2026	22947	Citizens State Bank Operating	Daniel Rossman	\$71.15	\$71.15	2026 EWP
3/17/2026	22948	Citizens State Bank Operating	Paymentus Group, Inc.	\$87.60	\$87.60	Feb NSF's
3/17/2026	22949	Citizens State Bank Operating	Quench USA, Inc.	\$126.06	\$126.06	Water Cooler Rental
3/18/2026	22950	Citizens State Bank Operating	Carter Kaminski	\$31.92	\$31.92	Locktite
3/18/2026	22951	Citizens State Bank Operating	Indiana Bureau of Motor Vehicles	\$15.00	\$15.00	2025 Toyota Tacoma registration and plate
3/19/2026	22952	Citizens State Bank Operating	VAL OR DOUGLAS HOOTON	\$437.59	\$437.59	REFUND-1869 WINESAP WAY OVERPAYMEN
3/20/2026	22953	Citizens State Bank Operating	Cindy Sheeks	\$300.00	\$300.00	2026 EWP
3/24/2026	22954	Citizens State Bank Operating	AFLAC	\$269.28	\$269.28	EE coverages
3/24/2026	22955	Citizens State Bank Operating	LNG Indy LLC FKA Kinetrex	\$4,173.99	\$4,173.99	Nat Gas 1/29-2/25/26
3/24/2026	22956	Citizens State Bank Operating	Microbac Laboratories, Inc.	\$178.00	\$178.00	Testing fees
3/24/2026	22956	Citizens State Bank Operating	Microbac Laboratories, Inc.	\$186.50	\$186.50	Sewer Sampling
3/24/2026	22956	Citizens State Bank Operating	Microbac Laboratories, Inc.	\$99.50	\$99.50	Sewer Sampling
3/24/2026	22956	Citizens State Bank Operating	Microbac Laboratories, Inc.	\$186.50	\$186.50	Testing fees
3/24/2026	22957	Citizens State Bank Operating	Jasmine Ealy	\$150.00	\$150.00	2026 EWP
3/25/2026	22958	Citizens State Bank Operating	Wes Merkle	\$66.60	\$66.60	Mileage and parking
3/26/2026	22959	Citizens State Bank Operating	Cindy Ferrulli	\$300.00	\$300.00	2026 EWP
3/27/2026	22960	Citizens State Bank Operating	Cindy Sheeks	\$20.35	\$20.35	Board Expenses
3/27/2026	22961	Citizens State Bank Operating	Ryan Hartman	\$72.49	\$72.49	Conference reim
3/31/2026	22962	Citizens State Bank Operating	ALI SHACKELL	\$39.00	\$39.00	REFUND-10755 TOWNE RD
3/31/2026	22963	Citizens State Bank Operating	ALICE OR ANTONIO ALVARADO	\$43.52	\$43.52	REFUND-13572 CUPPERTINO LN
3/31/2026	22964	Citizens State Bank Operating	AUDREY ROLAND	\$30.86	\$30.86	REFUND-2906 BROOKS BEND DR
3/31/2026	22965	Citizens State Bank Operating	BERNIE OR MONICA BOLDT	\$31.83	\$31.83	REFUND-12022 OTTO LN
3/31/2026	22966	Citizens State Bank Operating	BRADLEY OR MARGARET WUCHER	\$38.72	\$38.72	REFUND-806 IVY LN
3/31/2026	22967	Citizens State Bank Operating	DOUGLAS BROOKS OR MARY GAMBON	\$31.83	\$31.83	REFUND-4763 WOODS EDGE
3/31/2026	22968	Citizens State Bank Operating	DOUGLAS SCOLNIK	\$34.27	\$34.27	REFUND-2361 FINCHLEY RD
3/31/2026	22969	Citizens State Bank Operating	EMILY GOSSER LLC	\$50.88	\$50.88	REFUND-2044 SUDA CT
3/31/2026	22970	Citizens State Bank Operating	JACKIE TUCKER	\$36.33	\$36.33	REFUND-11060 N RUCKLE
3/31/2026	22971	Citizens State Bank Operating	JENNIFER YOUNG	\$30.53	\$30.53	REFUND-2790 WEST HIGH GROVE CIRCLE
3/31/2026	22972	Citizens State Bank Operating	JOHN D ZIMMERMAN	\$30.53	\$30.53	REFUND-4530 CHASE OAK CT
3/31/2026	22973	Citizens State Bank Operating	JUIL KWON	\$21.13	\$21.13	REFUND-13260 LORENZO
3/31/2026	22974	Citizens State Bank Operating	KELLY MCANDREW	\$17.53	\$17.53	REFUND-13387 GOLDEN GATE DR W
3/31/2026	22975	Citizens State Bank Operating	KEN SONDIK	\$29.23	\$29.23	REFUND-3232 PURPLE ASH
3/31/2026	22976	Citizens State Bank Operating	KYLE MORAN	\$60.00	\$60.00	REFUND-947 BRISTOL ROAD
3/31/2026	22977	Citizens State Bank Operating	LYNN WUERTEMBERGER	\$25.66	\$25.66	REFUND-3937 BEAR CREEK WAY
3/31/2026	22978	Citizens State Bank Operating	MICHAEL OR CARRIE NELSON	\$52.28	\$52.28	REFUND-4477 EVERGREEN TRAIL
3/31/2026	22979	Citizens State Bank Operating	MISHOOK OH	\$28.52	\$28.52	REFUND-9668 TROON CT
3/31/2026	22980	Citizens State Bank Operating	OLGA ALKHUTOVA	\$8.77	\$8.77	REFUND-12515 TIMBER CREEK DR #11
3/31/2026	22981	Citizens State Bank Operating	SARA VITANIEMI	\$41.91	\$41.91	REFUND-10743 PUTNAM PL
3/31/2026	22982	Citizens State Bank Operating	STEVEN SIMS	\$14.60	\$14.60	REFUND-370 SHADES CT
3/31/2026	22983	Citizens State Bank Operating	TIM BUSKIRK	\$12.54	\$12.54	REFUND-14442 WHISPER WIND DR
4/1/2026	22984	Citizens State Bank Operating	Carter Kaminski	\$102.06	\$102.06	2026 EWP Kaminski
4/2/2026	22985	Citizens State Bank Operating	Brandon Woolf	\$50.00	\$50.00	Cell phone 3/26
4/2/2026	22986	Citizens State Bank Operating	Eric Luis Delacruz	\$50.00	\$50.00	Cell phone 3/26
4/2/2026	22987	Citizens State Bank Operating	Jacob McDonald	\$50.00	\$50.00	Cell phone 3/26
4/2/2026	22988	Citizens State Bank Operating	Jason Lewin	\$50.00	\$50.00	Cell phone 3/26
4/2/2026	22989	Citizens State Bank Operating	Jeffrey Martin	\$50.00	\$50.00	Cell phone 3/26
4/2/2026	22990	Citizens State Bank Operating	Shaun Odom	\$50.00	\$50.00	Cell phone 3/26
4/2/2026	22991	Citizens State Bank Operating	Amanda Foley	\$300.00	\$300.00	Board per diem 3/26
4/2/2026	22992	Citizens State Bank Operating	Carl S. Mills	\$900.00	\$900.00	Board per diem 3/26
4/2/2026	22994	Citizens State Bank Operating	Jane B. Merrill	\$300.00	\$300.00	Board per diem 3/26
4/2/2026	22995	Citizens State Bank Operating	Jeff Hill	\$300.00	\$300.00	Board per diem 3/26
4/2/2026	22996	Citizens State Bank Operating	Jeffrey Kimbell	\$450.00	\$450.00	Board per diem 3/26

TriCo Regional Sewer Utility  
Register of Claims  
For the period 03/10/2026-04/09/2026

Payment date	Check number	Bank name	Payee name	Amount	Amount Allowed	Description
4/2/2026	22997	Citizens State Bank Operating	Loren Matthes	\$150.00	\$150.00	Board per diem 3/26
4/2/2026	22998	Citizens State Bank Operating	Michael A. McDonald	\$300.00	\$300.00	Board per diem 3/26
4/2/2026	22999	Citizens State Bank Operating	Steve Pittman	\$300.00	\$300.00	Board per diem 3/26
4/3/2026	23000	Citizens State Bank Operating	Matt Starr	\$150.80	\$150.80	Mileage 3/27-4/1
4/6/2026	23001	Citizens State Bank Operating	Wes Merkle	\$1,387.00	\$1,387.00	2026 Dep care reim
4/6/2026	23002	Citizens State Bank Operating	Carmel Utilities	\$49.53	\$49.53	Stormwater
4/8/2026	23003	Citizens State Bank Operating	American Water Works Association	\$298.00	\$298.00	Watkins
4/8/2026	23004	Citizens State Bank Operating	Aquafix	\$5,200.00	\$5,200.00	HCRUD Smart BOD 100%
4/8/2026	23005	Citizens State Bank Operating	Aquatic Informatics Inc	\$4,422.46	\$4,422.46	Informatics Support - PO2139
4/8/2026	23006	Citizens State Bank Operating	ASAP Aquatics	\$395.00	\$395.00	Pond Maintenance
4/8/2026	23007	Citizens State Bank Operating	BBC Pump and Equipment Co Inc	\$1,340.00	\$1,340.00	Hatch APS
4/8/2026	23008	Citizens State Bank Operating	Bee Green Lawn & Plant Health	\$125.80	\$125.80	Plant Health Treatment 1
4/8/2026	23008	Citizens State Bank Operating	Bee Green Lawn & Plant Health	\$178.10	\$178.10	Spring Lawn Care
4/8/2026	23008	Citizens State Bank Operating	Bee Green Lawn & Plant Health	\$119.17	\$119.17	Pre-treat Mulch
4/8/2026	23009	Citizens State Bank Operating	BLD Services, LLC	\$3,370.00	\$3,370.00	Line repairs
4/8/2026	23010	Citizens State Bank Operating	Cardinal Wireless Inc	\$76.97	\$76.97	Antenna
4/8/2026	23010	Citizens State Bank Operating	Cardinal Wireless Inc	\$148.99	\$148.99	Mountings
4/8/2026	23011	Citizens State Bank Operating	Carmel Utilities	\$9,639.00	\$9,639.00	March 2026 reads, Fall 2025
4/8/2026	23011	Citizens State Bank Operating	Carmel Utilities	\$94,615.21	\$94,615.21	March 2026 treatment
4/8/2026	23012	Citizens State Bank Operating	Citco Water	\$5,450.20	\$5,450.20	Praestol Tote
4/8/2026	23013	Citizens State Bank Operating	Core Managed FKA IT Indianapolis	\$1,300.50	\$1,300.50	Firewall Serv
4/8/2026	23013	Citizens State Bank Operating	Core Managed FKA IT Indianapolis	\$1,334.84	\$1,334.84	Azure Monthly Billing
4/8/2026	23013	Citizens State Bank Operating	Core Managed FKA IT Indianapolis	\$87.98	\$87.98	2 MFA tokens
4/8/2026	23013	Citizens State Bank Operating	Core Managed FKA IT Indianapolis	\$960.00	\$960.00	Microsoft Annual
4/8/2026	23013	Citizens State Bank Operating	Core Managed FKA IT Indianapolis	\$10,002.21	\$10,002.21	April Managed Serv
4/8/2026	23014	Citizens State Bank Operating	Daily Laboratories	\$145.00	\$145.00	Testing \$72.50 HCRUD
4/8/2026	23015	Citizens State Bank Operating	Donohue	\$2,590.00	\$2,590.00	LS R & M
4/8/2026	23016	Citizens State Bank Operating	Doxim	\$8,889.69	\$8,889.69	Postage
4/8/2026	23016	Citizens State Bank Operating	Doxim	\$4,206.95	\$4,206.95	Monthly Billing less credit \$250
4/8/2026	23017	Citizens State Bank Operating	Eco Infrastructure Solutions, Inc.	\$1,680.57	\$1,680.57	Trakstar Repair
4/8/2026	23018	Citizens State Bank Operating	Grainger	\$158.14	\$158.14	Rain Jacket
4/8/2026	23018	Citizens State Bank Operating	Grainger	\$6.12	\$6.12	CIP-Proj 2503 Plant RAS WAS pump
4/8/2026	23018	Citizens State Bank Operating	Grainger	\$13.69	\$13.69	Fuse
4/8/2026	23018	Citizens State Bank Operating	Grainger	\$297.09	\$297.09	Fuses
4/8/2026	23019	Citizens State Bank Operating	Hach Company	\$516.23	\$516.23	Cod Digest Vial HCURD 100%
4/8/2026	23019	Citizens State Bank Operating	Hach Company	\$473.80	\$473.80	HCRUD Lab
4/8/2026	23019	Citizens State Bank Operating	Hach Company	\$1,315.15	\$1,315.15	Sewer Sampling 38% HCURD
4/8/2026	23019	Citizens State Bank Operating	Hach Company	\$1,444.00	\$1,444.00	Sewer Sampling
4/8/2026	23020	Citizens State Bank Operating	IDEXX Laboratories	\$9,451.19	\$9,451.19	HCRUD - \$3,591.45
4/8/2026	23021	Citizens State Bank Operating	Indiana Water Environment Association	\$70.00	\$70.00	Operators exam-McDonald
4/8/2026	23022	Citizens State Bank Operating	InfoSense, Inc	\$995.00	\$995.00	Manhole R&M
4/8/2026	23023	Citizens State Bank Operating	IUPPS	\$1,567.50	\$1,567.50	March 2026 locate tickets
4/8/2026	23024	Citizens State Bank Operating	Jacob-Dietz Inc	\$560.00	\$560.00	Fire Extinguisher Batteries
4/8/2026	23025	Citizens State Bank Operating	KOORSEN FIRE & SECURITY	\$30.00	\$30.00	Qtrly Fire Alarm
4/8/2026	23026	Citizens State Bank Operating	Linde Gas & Equipment Inc	\$52.31	\$52.31	Acetylene
4/8/2026	23027	Citizens State Bank Operating	Merrell Brothers, Inc.	\$11,104.00	\$11,104.00	Biosolids Disposal
4/8/2026	23027	Citizens State Bank Operating	Merrell Brothers, Inc.	\$11,104.00	\$11,104.00	Biosolids Removal
4/8/2026	23028	Citizens State Bank Operating	NCL of Wisconsin, Inc	\$623.57	\$623.57	Sewer Sampling HCURD \$194.50
4/8/2026	23028	Citizens State Bank Operating	NCL of Wisconsin, Inc	\$874.81	\$874.81	Sewer Sampling HCURD 37%
4/8/2026	23029	Citizens State Bank Operating	Simplifile	\$1,050.00	\$1,050.00	Filing fees
4/8/2026	23030	Citizens State Bank Operating	Taylor Oil Company, Inc.	\$2,749.84	\$2,749.84	Fuel
4/8/2026	23031	Citizens State Bank Operating	Utility Supply Company	\$154.00	\$154.00	Sewer cap
4/8/2026	23032	Citizens State Bank Operating	Vasey Commercial Heating & AC, Inc.	\$1,422.00	\$1,422.00	Maintenance
4/8/2026	23032	Citizens State Bank Operating	Vasey Commercial Heating & AC, Inc.	\$564.00	\$564.00	Maintenance
4/8/2026	23032	Citizens State Bank Operating	Vasey Commercial Heating & AC, Inc.	\$702.00	\$702.00	PM at the plant
4/8/2026	23032	Citizens State Bank Operating	Vasey Commercial Heating & AC, Inc.	\$370.00	\$370.00	RTA Repair
4/9/2026	23033	Citizens State Bank Operating	Altman, Poindexter & Wyatt, LLC	\$17.50	\$17.50	Legal Fees - Bowen
4/9/2026	23033	Citizens State Bank Operating	Altman, Poindexter & Wyatt, LLC	\$1.48	\$1.48	Legal Fees - Postage
4/9/2026	23033	Citizens State Bank Operating	Altman, Poindexter & Wyatt, LLC	\$2,840.00	\$2,840.00	Legal Fees
4/9/2026	23033	Citizens State Bank Operating	Altman, Poindexter & Wyatt, LLC	\$35.00	\$35.00	Legal Fees - Timber Creek
4/9/2026	23034	Citizens State Bank Operating	Carmel Utilities	\$20.42	\$20.42	LS 1
4/9/2026	23035	Citizens State Bank Operating	Citizens Energy Group	\$250.00	\$250.00	Billing Service
4/9/2026	23036	Citizens State Bank Operating	Purafil, Inc	\$3,925.74	\$3,925.74	Odorcarb, Filters
3/11/2026	2026128	Citizens State Bank Operating	Reserve Account	\$800.00	\$800.00	Postage meter refill
3/16/2026	2026129	Citizens State Bank Operating	ADP	\$112,016.14	\$112,016.14	Payroll Ending 03/13/26 and Perf bonus
3/16/2026	2026130	Citizens State Bank Operating	Empower Retirement (Hoosier START)	\$14,796.27	\$14,796.27	401a, 457b, Roth
3/19/2026	2026131	Citizens State Bank Operating	Citizens Energy Group	\$113.91	\$113.91	Plant
3/19/2026	2026132	Citizens State Bank Operating	Citizens Energy Group	\$47.16	\$47.16	LS 17
3/23/2026	2026134	Citizens State Bank Operating	ADP	\$409.20	\$409.20	Payroll and Time & Attendance
3/23/2026	2026135	Citizens State Bank Operating	AT & T	\$1,387.16	\$1,387.16	Internet
3/23/2026	2026136	Citizens State Bank Operating	Comcast	\$361.02	\$361.02	Backup Internet
3/23/2026	2026137	Citizens State Bank Operating	Duke Energy	\$457.68	\$457.68	LS 23
3/23/2026	2026138	Citizens State Bank Operating	Duke Energy	\$27,147.84	\$27,147.84	Plant
3/23/2026	2026139	Citizens State Bank Operating	Duke Energy	\$548.48	\$548.48	LS 11
3/23/2026	2026140	Citizens State Bank Operating	Duke Energy	\$1,678.00	\$1,678.00	LS 17
3/23/2026	2026141	Citizens State Bank Operating	Duke Energy	\$1,673.80	\$1,673.80	LS 14
3/23/2026	2026142	Citizens State Bank Operating	Duke Energy	\$304.23	\$304.23	LS 19

TriCo Regional Sewer Utility Register of Claims For the period 03/10/2026-04/09/2026						
Payment date	Check number	Bank name	Payee name	Amount	Amount Allowed	Description
3/23/2026	2026143	Citizens State Bank Operating	Duke Energy	\$693.37	\$693.37	LS 26
3/23/2026	2026144	Citizens State Bank Operating	Duke Energy	\$178.48	\$178.48	LS 5
3/23/2026	2026145	Citizens State Bank Operating	Duke Energy	\$1,243.22	\$1,243.22	LS 1
3/23/2026	2026146	Citizens State Bank Operating	Duke Energy	\$270.57	\$270.57	LS 21
3/23/2026	2026147	Citizens State Bank Operating	Duke Energy	\$85.26	\$85.26	LS 6
3/23/2026	2026148	Citizens State Bank Operating	Mutual of Omaha	\$5,297.87	\$5,297.87	Insurance
3/13/2026	2026149	Citizens State Bank Operating	Angle Health	\$35,024.18	\$35,024.18	April 2026
3/24/2026	2026150	Citizens State Bank Operating	AT&T Mobility	\$2,229.69	\$2,229.69	Cell phones & Tablets
3/24/2026	2026151	Citizens State Bank Operating	Amazon Capital Services	\$204.96	\$204.96	Tripod
3/24/2026	2026151	Citizens State Bank Operating	Amazon Capital Services	\$213.06	\$213.06	Battery Back Up
3/24/2026	2026151	Citizens State Bank Operating	Amazon Capital Services	\$106.85	\$106.85	Hose Nozzle & toilet Valve
3/24/2026	2026151	Citizens State Bank Operating	Amazon Capital Services	\$111.40	\$111.40	Air Filter
3/24/2026	2026151	Citizens State Bank Operating	Amazon Capital Services	\$205.46	\$205.46	Charger, speaker, screen
3/27/2026	2026152	Citizens State Bank Operating	SHARK CO MANUFACTURING	\$1,325.80	\$1,325.80	Tool kit molds
3/10/2026	2026153	Citizens State Bank Operating	IPL	\$6,783.19	\$6,783.19	LS 2
3/30/2026	2026154	Citizens State Bank Operating	The Cincinnati Insurance Company	\$3,966.00	\$3,966.00	Policy changes
3/30/2026	2026155	Citizens State Bank Operating	Empower Retirement (Hoosier START)	\$14,712.51	\$14,712.51	401a, 457b, Roth
3/30/2026	2026156	Citizens State Bank Operating	ADP	\$106,374.06	\$106,374.06	Payroll Ending 03/27/2026
3/31/2026	2026157	Citizens State Bank Operating	PNC Bank	\$5,925.15	\$5,925.15	Credit card charges March 2026
3/31/2026	2026158	Citizens State Bank Operating	Citizens State Bank	\$934.99	\$934.99	Lockbox fees 3/26
3/31/2026	2026159	Citizens State Bank Operating	Republic Services #761	\$742.01	\$742.01	Trash service
3/31/2026	2026160	Citizens State Bank Operating	Citizens State Bank	\$20.00	\$20.00	Banking fee
4/2/2026	2026161	Citizens State Bank Operating	Amazon Capital Services	\$160.84	\$160.84	Light Bulb and Base
4/2/2026	2026161	Citizens State Bank Operating	Amazon Capital Services	\$27.99	\$27.99	Aquaflush Diaphragm Kit
4/2/2026	2026161	Citizens State Bank Operating	Amazon Capital Services	\$415.00	\$415.00	Calibration Cylinder
4/2/2026	2026161	Citizens State Bank Operating	Amazon Capital Services	\$9.99	\$9.99	Auger Drill
4/2/2026	2026162	Citizens State Bank Operating	Jive Communications, Inc	\$762.06	\$762.06	Phones
3/31/2026	2026163	Citizens State Bank Operating	IN Dept. of Workforce Development	\$1,170.00	\$1,170.00	Unemployment
4/6/2026	2026164	Citizens State Bank Operating	ADP	\$182.10	\$182.10	Workforce Now Payroll
4/6/2026	2026165	Citizens State Bank Operating	The Cincinnati Insurance Company	\$9,647.00	\$9,647.00	Policy updates, Workers Comp 5685.00
4/6/2026	2026166	Citizens State Bank Operating	IPL	\$10,087.05	\$10,087.05	Is 2
4/6/2026	2026167	Citizens State Bank Operating	IPL	\$85.21	\$85.21	LS 27
4/6/2026	2026168	Citizens State Bank Operating	IPL	\$141.24	\$141.24	LS 24
4/6/2026	2026169	Citizens State Bank Operating	IPL	\$62.27	\$62.27	LS 22
4/6/2026	2026170	Citizens State Bank Operating	IPL	\$80.14	\$80.14	LS 20
4/6/2026	2026171	Citizens State Bank Operating	IPL	\$487.41	\$487.41	LS 9
4/6/2026	2026172	Citizens State Bank Operating	IPL	\$139.97	\$139.97	LS 3
4/6/2026	2026173	Citizens State Bank Operating	IPL	\$1,004.60	\$1,004.60	LS 8
4/6/2026	2026174	Citizens State Bank Operating	IPL	\$55.66	\$55.66	LS 18
4/6/2026	2026175	Citizens State Bank Operating	IPL	\$129.52	\$129.52	LS 12
4/6/2026	2026176	Citizens State Bank Operating	IPL	\$1,791.84	\$1,791.84	LS 10
4/6/2026	2026177	Citizens State Bank Operating	IPL	\$61.82	\$61.82	VV
4/6/2026	2026178	Citizens State Bank Operating	IPL	\$62.85	\$62.85	LS 25
4/7/2026	2026179	Citizens State Bank Operating	CenterPoint Energy/Vectren Energy	\$1,276.71	\$1,276.71	Plant
					\$631,023.58	
<b>ALLOWANCE OF CLAIMS</b>						
We have examined the claims listed on the foregoing Register of Claims, consisting of 3 pages, and except for claims not allowed as shown on the register, such claims are hereby allowed in the total amount of						
				\$631,023.58		
For the period 03/10/2026-04/09/2026						

# Docket Report Information

For the period 03/10/2026-04/09/2026

CIP-Proj 2503 Plant RAS WAS pump \$6.12

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\$6.12

Payroll - ADP \$218,390.20

Carmel Utilities \$94,615.21

District Health Insurance \$40,322.05

Other Expenses \$277,690.00

Total Expenses \$631,023.58



## BUDGET & FINANCE MEETING

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Friday, March 27, 2026, at 7:30 a.m.  
Memorandum

Ms. Merrill called the meeting to order at 7:30 a.m.

Members Present: Committee Chair Jane Merrill, members Loren Matthes and Carl Mills. Others in attendance were Utility Director Andrew Williams, Controller Cindy Sheeks, Legal Counsel Anne Poindexter, and Collections Superintendent Aaron Strong.

### **PUBLIC COMMENT**

No one from the public was present.

### **FINANCIALS**

Mr. Mills asked a general question about depreciation. Mrs. Sheeks responded that she would review the journal entry and confirm that the number is correct for the month.

### **PUBLIC RETIREMENT FUND**

During the Personnel and Benefits Committee meeting, Mr. Williams reported that Mr. Kimbell had requested the Budget and Finance Committee review the costs associated with returning certain positions to the PERF program. Mr. Kimbell expressed concern that costs would increase annually, as wages rise and participation contributions are based on a percentage of salary. He would have preferred to have had this discussion last year when the Board considered the range adjustment.

Management is still working on the details of a possible reentry to PERF for some positions. Mr. Williams indicated the cost would be approximately \$16,000 for 2026 if the switch were made on July 1<sup>st</sup>.

It was noted that there is significant interest among employees who are vested or nearing vesting in PERF. Ms. Sheeks stated that allowing prior PERF participants to re-enroll could substantially increase their retirement benefits, as PERF calculations are based on an employee's five highest-earning years. Ms. Sheeks told interested employees to consult with the Nationwide Hoosier Start retirement representative for guidance.

Ms. Matthes clarified that if implementation began midway through 2026, the cost for that year would be closer to \$15,000, as the previously stated estimate reflected a full year. Ms. Sheeks confirmed this and added that the proposed change would result in a 1.2% increase in retirement contributions for all employees, regardless of whether they participate in PERF or Hoosier Start.

Mr. Strong noted that offering PERF as an option could enhance recruitment efforts, particularly for experienced candidates who may be reluctant to leave existing PERF

benefits. Mrs. Poindexter said that any future motion to the Board should specify that TriCo's retirement contribution would increase from 10% to 11.2%, and that the Utility would be permitted to join PERF, allowing employees to choose between Hoosier Start and PERF. She also noted that this increase would be considered in future wage recommendations.

Mr. Mills requested a formalized document outlining the proposal. Mrs. Poindexter emphasized that this change could provide a meaningful advantage for TriCo in both employee retention and recruitment.

Ms. Merrill moved to recommend that the Board approve increasing TriCo's retirement contribution from 10% to 11.2% and allowing the Utility to join PERF, giving employees the option to participate in either Hoosier Start or PERF, with the increase factored into future wage recommendations. This recommendation is contingent upon the development of a formal agreement between TriCo and PERF specifying which positions would be eligible for enrollment. Ms. Matthes seconded the motion.

Mr. Williams said that meeting minutes would be distributed to Committee members for review prior to finalization to ensure the motion is accurately reflected. Mr. Mills added that he would be comfortable supporting Ms. Merrill's recommendation at the Board meeting if a final document is presented at that time.

#### **OLD BUSINESS**

Ms. Merrill asked Mrs. Poindexter if she had received a response from HSE's attorney regarding Mrs. Poindexter's response to the Cease-and-Desist letter. Mrs. Poindexter stated that she has not.

#### **ADJOURNMENT**

The meeting was adjourned at 8:15 am.

Respectfully Submitted,

*Cindy Sheeks*

Cindy Sheeks  
Controller



## MEMORANDUM

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**To: Board of Trustees**

**From: Andrew Williams**

**Date: April 9, 2026**

**Subject: Public Employee Retirement Fund**

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The B&F Committee discussed the reentry into PERF. PERF has confirmed that all prior members will remain vested in the fund, that contributions will be applied moving forward for each enrolled member, and that the years of service used for the calculation of benefits will increase.

As a PERF Political Subdivision, TriCo has the option to offer PERF Hybrid and remain with Hoosier START for employees who do not re-enroll in PERF Hybrid.

The mandatory employer contribution for 2026 is set at 11.2%, and the mandatory employee contribution is 3%. TriCo currently contributes 10% to Hoosier START on behalf of employees. If TriCo reenters PERF, the Committee members agreed that all employees would need to receive an 11.2% contribution to make the benefit equitable.

TriCo budgeted \$276,000 in 2026 to cover the 10% contribution to the Hoosier START 401(a) Deferred Compensation Plan. If TriCo increased the total contribution to 11.2%. This would increase the monthly cost by \$2,760 through 2026.

The additional costs to TriCo are shown in the following table, assuming a 3% annual range adjustment. However, the range adjustment is determined by the Board each year.

	2026	2027	2028	2029	2030	
Wages	\$ 2,723,256	\$2,955,282	\$3,058,506	\$3,211,432	\$3,372,003	
10% Hoosier Start	\$ 272,326	\$ 295,528	\$ 305,851	\$ 321,143	\$ 337,200	
11.2% PERF	\$ 305,005	\$ 330,992	\$ 342,553	\$ 359,680	\$ 377,664	
Difference	\$ 32,679	\$ 35,463	\$ 36,702	\$ 38,537	\$ 40,464	\$ 183,846

The amount in 2026 would likely be half of this amount, since PERF enrollment would take a few months to implement.

Mr. Mills requested a formalized document outlining the proposal.

7236 Mayflower Park Drive, Zionsville, IN 46077

Ms. Merrill moved to recommend that the Board approve increasing TriCo's retirement contribution from 10% to 11.2% and allowing the Utility to join PERF, giving employees the option to participate in either Hoosier Start or PERF, with the increase factored into future wage recommendations. This recommendation is contingent upon the development of a formal agreement between TriCo and PERF specifying which positions would be eligible for enrollment. Ms. Matthes seconded the motion. Mr. Mills added that he would be comfortable supporting Ms. Merrill's recommendation at the Board meeting if a final document is presented at that time. The PERF provided resolution is attached.

To verify that TriCo can specify which positions are eligible to participate in PERF, we have asked the PERF representative and our labor benefits attorney, Katrina Clingerman, with Olgetree Deakins. The PERF representative stated that the unit can specify in the adopted resolution which positions are eligible for the PERF hybrid. Positions not listed in the adopted resolution will not have PERF plan coverage.

Ms. Clingerman stated that as a government entity, TriCo can designate which positions are covered by PERF or Hoosier Start. If TriCo chooses to allow only employees with prior PERF service to reenter PERF, she recommended that this eligibility requirement be included in the motion to approve reentry.

RESOLUTION ELECTING TO JOIN OR ENLARGE THE PUBLIC EMPLOYEES' RETIREMENT FUND AS ADMINISTERED BY THE INDIANA PUBLIC RETIREMENT SYSTEM

WHEREAS, the TriCo Board of Trustees is the governing body of TriCo Regional Sewer Utility, a political subdivision or miscellaneous participating entity in the STATE OF INDIANA; and

WHEREAS, for the purposes of this document and interpretation of statutes governing the Public Employees Retirement Fund ("PERF"), "Plan" refers to the public employees' defined contribution plan under IC 5-10.3-12 ("PERF My Choice: Retirement Savings Plan"). "Fund" refers to the PERF Hybrid defined benefit pension fund ("PERF Hybrid").

WHEREAS, political subdivisions may participate in the PERF My Choice: Retirement Savings Plan and choose whether employees are required to become members of the Plan, the Fund or may choose membership in either the Plan or the Fund.

WHEREAS, the governing body is fully cognizant that, if it is resolved that the governing body will place any employees in the Fund, the percentage of cost of gross annual payroll of covered employees has been set at 11.2 % by the actuary of the Fund, and that the Board of Trustees of the Indiana Public Retirement System directs the actuary to annually review the status of the employees covered and shall adjust the cost percentage accordingly so that the Fund will remain on an actuarially sound basis; and

WHEREAS, the governing body is fully cognizant that, if it is resolved that the governing body will require employees to enter the Plan or offer employees a choice between Fund and Plan membership, the governing body shall submit a resolution with the following information regarding their participation in the Plan:

- 1. Specify the political subdivision's contribution rate to the plan as a percentage of each member's compensation AND pay such contributions as required under IC 5-10.3-12-23; and IC 5-10.3-12-24.5. Such rates must be greater than or equal to zero percent (0%) and may not exceed the percentage that would produce the normal cost for participation in the fund under IC 5-10.2-2-11.
2. Specify the political subdivision's matching rate that is the percentage of each member's additional contributions to the plan that the political subdivision will match. A political subdivision may specify only:
(1) Zero percent (0%); or
(2) Fifty percent (50%).
3. Specify whether the political subdivision will pay any part of a member's contribution on behalf of the member;
4. Specify whether employees will automatically be enrolled in the Fund or the Plan if an eligible employee does not make an affirmative election.

WHEREAS, if such governing body participates in Fund, such governing body acknowledges its liability and that, pursuant to law, it and its successors in office, must appropriate sufficient funds each year to retire the employees' prior service liability in an orderly manner and also fund the current cost accruing annually.

WHEREAS, if such governing body participates in Plan, such governing body acknowledges its liability and that, pursuant to law, it and its successors in office, must appropriate sufficient funds each year to meet all contribution obligations required by law.

**RESOLUTION ELECTING TO JOIN OR ENLARGE THE PUBLIC EMPLOYEES' RETIREMENT FUND AS ADMINISTERED BY THE INDIANA PUBLIC RETIREMENT SYSTEM** *(Continued)*

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WHEREAS, such governing body acknowledges and agrees to make a supplemental contribution to the fund in an amount necessary to pay the employer's share of the fund's actuarial unfunded liability that other employers would otherwise be required to pay because the employer's employees are becoming members of the plan instead of the fund.

WHEREAS, such governing body acknowledges and agrees, when an employee separates from service before the member is fully vested in the employer contribution subaccount, the amount in the employer contribution subaccount is forfeited as of the date the member separates from service and that such forfeited amounts will be utilized according to state and federal law.

WHEREAS, the General Assembly of the State of Indiana has authorized covered employers to pick-up all, or part, or none of members' mandatory contributions.

**NOW THEREFORE, BE IT ORDAINED** by the governing body of the TriCo Regional Sewer Utility in the State of Indiana:

**SECTION ONE:** The TriCo RSU elects to become a participating political subdivision or miscellaneous participating entity in the Public Employees' Retirement Fund by including classes of employees as stated below in the coverage under Chapter 340 of the Acts of 1945, and all Acts amendatory thereof and supplemental thereto.

**SECTION TWO:** The TriCo RSU elects to offer the following retirement plan(s) under the Public Employees' Retirement Fund:

1.  Only PERF Hybrid for all PERF-eligible employees
2.  Only PERF My Choice for all PERF-eligible employees
3.  A choice between PERF Hybrid and PERF My Choice for all eligible employees, based upon the employee's previous participation election with the employer in the **Fund** or **Plan**.
4.  PERF Hybrid only to **certain classes of employees** and PERF My Choice: Retirement Savings Plan to **certain classes of employees** as set forth in an attached document. ([Appendix A](#))
5.  A choice between PERF Hybrid and PERF My Choice to **certain classes of eligible employees** as established in the attached document ([Appendix A](#)) based upon the employee's previous participation election with the employer in the **Fund** or **Plan**.

**NOTE:** If the employer wants to offer a choice for the employer's unit between Hybrid and My Choice to a certain class and require everyone else to participate in either My Choice or Hybrid as the employer decides, then Employer should select both Items 4 and 5 and describe, in detail on the attached document ([Appendix A](#)), the class(es) of employees impacted and which option will apply to each class of employee in addition to any other pertinent information.

If PERF My Choice in any format is selected above; please indicate whether PERF Hybrid retirees will be allowed to participate in PERF My Choice. If one of the checkboxes below is not selected, the default will be that no PERF Hybrid retirees will be allowed to participate in PERF My Choice.

- Yes, PERF Hybrid retirees will be allowed to participate in PERF My Choice
- No, PERF Hybrid retirees will **not** be allowed to participate in PERF My Choice

**RESOLUTION ELECTING TO JOIN OR ENLARGE THE PUBLIC EMPLOYEES' RETIREMENT FUND AS ADMINISTERED BY THE INDIANA PUBLIC RETIREMENT SYSTEM** (Continued)

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**SECTION THREE:** If an employee is eligible to choose membership in either the Fund or the Plan, and that employee fails to make an election within the period set forth in [IC 5-10.3-12-20](#) and [35 IAC 1.3-4-1](#), said employee will be automatically and irrevocably enrolled in the following plan:

PERF Hybrid

PERF My Choice: Retirement Savings Plan

**SECTION FOUR:** That, effective as of the \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_, this participating political subdivision or miscellaneous participating entity shall pick up **all or** 0 % of the mandatory contribution for **all or** \_\_\_\_\_ employees who are members of PERF. Said employees shall not be entitled to choose to receive the contributed amounts directly instead of having them paid by the employer to the specified pension fund.

**CHOOSE EITHER 4A OR 4B**

- 4A. New Money Pick-Up** – That the above contributions, even though designated as employee contributions for state law purposes, are being paid by the employer in addition to regular compensation as a supplemental contribution that is separate and distinct from the employees' current or future compensation, and in lieu of contributions by the employees. Such contributions will not be included in the gross income of the employees for any tax reporting purposes, such as for federal, state, or local income tax withholding, or FICA taxes, until distributed either through a pension benefit or a lump sum payment. These contributions are made on a pre-tax basis and are paid by the employer on behalf of the employee.
- 4B. Salary Reduction Pick-Up** – That said contributions, even though designated as employee contributions for state law purposes, are being paid by the employer via a reduction in salary. Such contributions will not be included in the gross income of the employees for certain tax reporting purposes, that is, for federal, state, or local income tax withholding, until distributed either through a pension benefit or a lump sum payment. Such contributions will be included in the gross income of the employees for FICA taxes when they are made. These contributions are made on a pre-tax basis but are paid by the employee through a payroll deduction.

**SECTION FIVE:** The \_\_\_\_\_, as a participating political subdivision, offering the Plan, agrees to pay a contribution rate to the Plan as a percentage of each member's compensation in the amount of \_\_\_\_%. This amount may range from 0% to the percentage that would produce the normal cost for participation in the fund under [IC 5-10.2-2-11](#).

**SECTION SIX:** The \_\_\_\_\_, as a participating political subdivision, offering the Plan, agrees to pay a matching rate in the amount of:

Fifty Percent (50%)

Zero Percent (0%)

which is the percentage of each member's additional voluntary contributions to the Plan that governing body will match.

**SECTION SEVEN:** The positions listed on an attached document are declared covered by the Fund, the Plan, or Both as indicated in the attached document.

**SECTION EIGHT:** It is hereby declared that none of the classifications or positions specified in Section Three are compensated on a fee basis or of an emergency nature, or in a part-time category.

**RESOLUTION ELECTING TO JOIN OR ENLARGE THE PUBLIC EMPLOYEES' RETIREMENT FUND  
AS ADMINISTERED BY THE INDIANA PUBLIC RETIREMENT SYSTEM** *(Continued)*

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**SECTION NINE:** The active participation membership of the TriCo Regional Sewer Utility  
*(Name of Political Subdivision)* shall begin \_\_\_\_\_

**SECTION TEN:** This resolution shall be in full force and effect from date of passage and upon approval of the Board of Trustees of the Indiana Public Retirement System, except that active participating membership shall begin on the date set forth in Section Nine.

**RESOLUTION ELECTING TO JOIN OR ENLARGE THE PUBLIC EMPLOYEES' RETIREMENT FUND  
AS ADMINISTERED BY THE INDIANA PUBLIC RETIREMENT SYSTEM** *(Continued)*

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Adopted this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_\_

By:

\_\_\_\_\_  
Signature Title Printed Name

On Behalf of \_\_\_\_\_



**RESOLUTION ELECTING TO JOIN OR ENLARGE THE PUBLIC EMPLOYEES' RETIREMENT FUND AS ADMINISTERED BY THE INDIANA PUBLIC RETIREMENT SYSTEM (Continued)**

**APPENDIX B**

**Complete if applicable:**

Political subdivisions joining PERF and selecting My Choice for their employees, must specify whether or not they want to give years of participation credit for employees' prior years of service with them as an employer. If they do, the employer must provide a list of employees with the employees' prior years of service and date of hire with them as an employer prior to them joining My Choice. If additional pages are needed, attach them and label them with the unit name.

No	Prior service credit	Employee name	Yrs of service	Date of hire
1	<input type="checkbox"/> Yes <input type="checkbox"/> No			
2	Yes   No			
3	Yes   No			
4	Yes   No			
5	Yes   No			
6	Yes   No			
7	Yes   No			
8	Yes   No			
9	Yes   No			
10	<input type="checkbox"/> Yes <input type="checkbox"/> No			
11	Yes   No			
12	<input type="checkbox"/> Yes <input type="checkbox"/> No			
13	Yes   No			
14	Yes   No			
15	Yes   No			
16	Yes   No			
17	Yes   No			
18	Yes   No			
19	<input type="checkbox"/> Yes <input type="checkbox"/> No			
20	Yes   No			
21	Yes   No			
22	Yes   No			

Attach all additional explanation and/or documentation material to this form when submitting it to INPRS.

**Authorized Signature**

\_\_\_\_\_  
Signature Title Printed Name



## PERSONNEL & BENEFITS MEETING

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Wednesday, March 25, 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, Collections Superintendent Aaron Strong, Controller Cindy Sheeks, and HR Manager/Executive Assistant Maggie Crediford.

### **PUBLIC COMMENT**

No one from the public was present.

### **SAFETY REPORT**

Ms. Crediford reviewed the monthly safety report provided by Mr. Prange.

### **PUBLIC EMPLOYEE RETIREMENT FUND REVIEW UPDATE**

Mr. Williams said staff is still researching the opportunity for some of TriCo's employees to return to Indiana's PERF retirement benefit program. Staff will be presenting costs to the Budget and Finance Committee on Friday. Mr. McDonald said that once all the information from the State is in, he would like a formal, written, signed agreement between TriCo and PERF.

### **REVISION TO THE ATTENDANCE DISCIPLINARY ACTION SCHEDULE**

Ms. Crediford explained that management has realized that the disciplinary action schedule for the unscheduled PTO Policy TriCo is stricter than necessary, given that the notification period was increased in the last handbook update. Mr. Williams explained that when the handbook was updated to increase the notification period for missed time from 10 to 24 hours, it essentially made any sick day unscheduled, as you cannot call in the night before. The intention of the notification change was to encourage employees to plan ahead for vacations and doctor appointments. But being ill is another matter.

In 2013, the Attendance Action Policy was as follows:

- Six unscheduled absences in a rolling 12-month period will result in a verbal warning.
- Eight unscheduled absences in a rolling 12-month period will result in a written warning.
- Ten unscheduled absences in a rolling 12-month period will result in a one-day suspension without pay.
- Twelve unscheduled absences in a rolling 12-month period will result in termination.


Management would like to return to this schedule, which would be more flexible for employees who are ill or have an emergency. All absences are covered by PTO, with no distinction between vacation, sick leave, or other personal matters.

Mr. McDonald made a motion to recommend that the Board adjust Section L. Attendance 4. Disciplinary Action in the Employee Handbook to state:

- Six unscheduled absences in a rolling 12-month period will result in a verbal warning.
- Eight unscheduled absences in a rolling 12-month period will result in a written warning.
- Ten unscheduled absences in a rolling 12-month period will result in a one-day suspension without pay.
- Twelve unscheduled absences in a rolling 12-month period will result in termination.

Mr. Hand seconded the motion, and a recommendation will be made to the Board for approval.

Respectfully Submitted,



Maggie Crediford  
HR Manager/Executive Assistant



## MEMORANDUM

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**To:** Board of Trustees

**From:** Maggie Crediford

**Date:** April 9, 2026

**Subject:** Revision of the Attendance Disciplinary Action Schedule

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In October 2025, TriCo's Board approved revisions to the Employee Handbook. At that time, attendance notification requirements were increased from 10 hours to 24 hours for scheduled absences, allowing managers to better plan schedules. TriCo employees use PTO for both vacation and sick days. If an employee needs to miss work due to illness or another emergency, meeting the 24-hour notification requirement to avoid an unscheduled absence can be difficult. After the implementation of the 2025 update, managers have concluded that the Attendance Disciplinary Action Schedule in the employee handbook should be revised.

The 2025 Employee Handbook states under Absenteeism Disciplinary Action:

- Three unscheduled absences in a rolling 12-month period will result in a verbal warning. Five unscheduled absences in a rolling 12-month period will result in a written warning.
- Seven unscheduled absences in a rolling 12-month period will result in a one-day suspension without pay.
- Nine unscheduled absences in a rolling 12-month period will result in termination of employment.

Management is recommending reverting to the Attendance Disciplinary Action schedule used in the 2013 Version of TriCo's (CTRWD's) Employee Handbook:

- Six unscheduled absences in a rolling 12-month period will result in a verbal warning.
- Eight unscheduled absences in a rolling 12-month period will result in a written warning.
- Ten unscheduled absences in a rolling 12-month period will result in a one-day suspension without pay.
- Twelve unscheduled absences in a rolling 12-month period will result in termination.

**Requested Action:** Approve the revision of Section L. Attendance 4. Disciplinary Action in the Employee Handbook to state:

- Six unscheduled absences in a rolling 12-month period will result in a verbal warning.
- Eight unscheduled absences in a rolling 12-month period will result in a written warning.
- Ten unscheduled absences in a rolling 12-month period will result in a one-day suspension without pay.
- Twelve unscheduled absences in a rolling 12-month period will result in termination.



## MEMORANDUM

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**To:** Board of Trustees  
**From:** Scot Watkins, Superintendent  
**Date:** April 09, 2026  
**Subject:** Purchase of VLR Mixers

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The Vertical Loop Reactor (VLR) process depends on continuous mixing to keep solids in suspension and maintain stable treatment performance. The mixers currently in service require routine maintenance, and we do not have adequate spares to take units offline without affecting operations.

Without spare mixers, we are forced to either delay needed maintenance or operate with a mixer out of service. Neither option is ideal, and both increase the risk of process issues in a critical part of the plant.

This request is to purchase one Flygt PP4650 mixer and one Flygt SR4630 mixer from Xylem Water Solutions USA, Inc., for a total cost of \$58,198.10, including freight. The PP4650 mixer is quoted at \$42,585.85, compared to a budget of \$55,000; the SR4630 mixer is quoted at \$12,686.25, compared to a budget of \$25,000. Both units are well within their respective capital budget amounts and will be funded through CIP accounts 2615 and 2616.

Having these mixers on hand will allow staff to rotate equipment out for maintenance without impacting the process, reduce the likelihood of emergency repairs, and keep the VLR system running consistently. This is a practical investment in reliability that helps protect treatment performance and extend the life of our existing equipment.

**Recommended Action:** Approve the purchase of one Flygt PP4650 mixer and one Flygt SR4630 mixer from Xylem Water Solutions USA, Inc. in the amount of \$58,198.10.



## MEMORANDUM

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**To:** Board of Trustees  
**From:** Aaron Strong  
**Date:** April 09, 2026  
**Subject:** Surge Relief Valve Purchase

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Surge valves at Lift Stations 1 and 2, Carmel Creek and Meridian Corridor, respectively, have been determined to be beyond their serviceable life. Located within valve vaults, these valves are intended to relieve pressure and protect the force mains from water hammer and other over-pressurization events. Staff included \$50,000 in the 2026 Capital Budget for replacing these units.

Staff received the following quotes for the subject project:

American Pump Repair	\$33,217
Faco	\$32,995
BL Anderson	\$28,628

Engineering staff reviewed the submitted quotes and determined that the DeZURIK valves offered by BL Anderson provide the best fit and overall design for this application. The DeZURIK valves are expected to be a direct replacement, minimizing or eliminating the need for additional piping modifications and enabling Collections staff to complete the project in-house.

**Recommended Action:** Approve the purchase of Surge Relief Valves from BL Anderson in the amount of \$28,628.