



Marion Utilities

1540 N Washington St.
Marion, IN 46952
www.marionutilities.com

Service Board

BOARD MINUTES OF THE NOVEMBER 20, 2025 MEETING

The Marion Utility Service Board held their meeting on Thursday, November 20, 2025 at 5:30 p.m. in the L.E.A.D. Center, Building 101, at Marion Utilities, 1540 N. Washington Street, Marion, Indiana.

Roll was called and those board members present were: Robert Logan, Chairman; Kristy Barney, Isaiah Fuller, Mike Graft, Al Green, Herschel Lewis, and Jayda Monteiro.

Also present at the meeting were: Robin Shrader, Director; Pat Pinkerton, Assistant Director for Engineering & Solid Waste; Chad Guyer, Assistant Director for Operations & Maintenance; Kyle Persinger, Attorney; Erika Devin, Council Liaison; Misty Humphries, Secretary; and Brianna Coffing, Chronicle Tribune.

CONSIDERATION OF AGENDA ADDITIONS OR DELETIONS

There were no modifications, additions or deletions.

APPROVAL OF MINUTES

Mr. Lewis moved, seconded by Dr. Monteiro, to approve the minutes of the November 6, 2025 meeting. All board members in attendance voted aye. Motion carried unanimously.

UPDATE ON PROJECTS

Mr. Pinkerton gave an update on the Lincolnshire Cured-in-Place Project. He said that Inliner had a notice to proceed but there was not a start date yet. Mr. Pinkerton said it would take about seven days for the project when Inliner did start.

CONTRACT UPDATES

Mr. Guyer asked the Board to approve entering into a contract with 101 Nutrition. Mr. Guyer explained that a previous contract was entered into with 101 Nutrition. 101 Nutrition hauls high strength waste from dairy bi-products. The contract would agree to take two loads per week 6500 gallons per load into the high strength waste. This would help to produce methane which is used thereby lowering electricity costs. Mr. Guyer said Mr. Persinger looked over the contract and modifications were made. Mr. Lewis asked if there was a cost. Mr. Guyer said not to the utilities. 101 Nutrition would pay \$0.03 per gallon. Mr. Lewis moved, seconded by Reverend Green, to approve the contract with 101 Nutrition. All board members present voted aye. Motion carried unanimously.

Mrs. Shrader then presented a proposed contract with Osborne Janitorial. Mrs. Shrader explained that for several years, the Utilities contracted with Osborne Janitorial Solutions to clean and maintain the public and administrative spaces. Following a recent evaluation of their services, an updated contract that includes a few additional responsibilities was requested. Mrs. Shrader said that most of the changes related to increased frequency in servicing certain areas. As a result, the contract price was also updated. Mrs. Shrader summarized the previous monthly



cost was \$2,439.87; the new monthly cost would be \$3,950. Of this increase, approximately \$1,000 was attributable to the additional services requested, with the remaining amount due to their updated pricing structure. Mrs. Shrader added that if the contract was approved, it would take effect January 1, 2026. Mr. Lewis asked if the previous amount of \$2,439 covered two days. Mrs. Shrader stated that there were several contracts in effect previously with different areas receiving a different level of service. For example, the office area of the 1400 building was only being serviced one day a week. Those in that area are often in holes and come in muddy. The service days for that area have been increased. In the administration building, some areas were cleaned five days a week while other areas were only cleaned three days a week. Under the proposed contract, all the areas in the administration building would be cleaned five days. Mr. Graft asked if current budget would support the changes. Mrs. Shrader answered yes. Dr. Monteiro asked if there were any other notable changes. Mrs. Shrader said the frequency was really the issue addressed. There were a few minor changes such as removing language regarding water fountains that no longer exist as well. Mr. Lewis asked if the services were performed in the evening. Mrs. Shrader said yes, the services were performed after hours. Mr. Lewis moved, seconded by Ms. Barney, to approve the contract with Osborne Janitorial. All board members present voted aye. Motion carried unanimously.

Mrs. Humphries stated that the 2026 Anthem Health Insurance Renewal had been received. The initial renewal came back with a proposed 30% increase. Mrs. Humphries said that a large increase such as 30% was not unusual this year. Michelle Bunker and her team with IMG were asked to look for other quotes and to approach Anthem about a better number. There were some companies that declined to quote because they could not be competitive even at a 30% increase. United Healthcare was approached, but they had not submitted a quote yet. Initially, United Healthcare wanted to decline because we cover dependents of retirees. However, Indiana state law requires government employers to cover retirees' dependents. Michelle and her team relayed this information to United Healthcare who said they would look into this and provide a quote, but they seem to really be dragging their feet at this point. Mrs. Humphries said that Anthem provided a revised quote late yesterday with a quote of a 19.99% increase; however, the quote was only good through the end of the day tomorrow. Dr. Monteiro noted that this area struggles with United Healthcare providers. Ms. Barney asked if the Anthem plan would change. Mrs. Humphries said there was no plan design change so employees would be familiar with the plan terms and what coverages were available. Mr. Graft asked Mrs. Humphries if she had a breakdown of what the costs per employee would be. Mrs. Humphries said yes, she had a breakdown for the 30% and the 19.99%. Mr. Graft asked for the costs of the 19.99% increased plan. Mrs. Humphries explained that there were two types of plans available: a traditional plan with an 80%/20% split with an optional FSA and a high deductible plan with an HSA. On the traditional plan deductibles for the individual only coverage was \$2,000 and \$6,000 for family coverage. The deductibles on the high deductible plan were \$6,200 for employee only coverage and \$12,400 for families. Mr. Graft asked what the unit rates were for each coverage type. Mrs. Humphries reminded the board that employees pay 15% of the annual premiums over the 26 pay periods. Given this, the breakdown would be as follows:

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BOARD ATTORNEY

Kyle Persinger

Traditional Plan

Coverage Type	Utility Monthly Premium	Per Pay Cost	Increase from 2025
Employee	\$1,287.82	\$89.16	\$14.35
Employee + Spouse	\$2,897.59	\$200.66	\$32.30
Employee + Dependents	\$2,446.85	\$169.40	\$27.27
Family	\$3,605.89	\$249.64	\$40.19

High Deductible Plan

Coverage Type	Utility Monthly Premium	Per Pay Cost	Increase from 2025
Employee	\$1,012.52	\$70.10	\$11.29
Employee + Spouse	\$2,278.17	\$157.72	\$25.39
Employee + Dependents	\$1,923.79	\$133.19	\$21.44
Family	\$2,835.07	\$196.27	\$31.60

Mrs. Humphries said the highest increase would be seen on the traditional plan family coverage at \$40.19. Mr. Graft asked if dental and vision were covered. Mrs. Humphries said that the dental and vision were separate policies. The dental plan was a cafeteria plan. The Anthem plan presented for renewal was for health only. Mr. Graft said that open enrollment was underway, and asked how many people would be thought to join the high deductible plan. Mrs. Humphries said that the open enrollment period for the Utilities would begin December 1st. Currently on the high deductible plan, there were six enrolled in employee only coverage; three enrolled in employee + spouse; one enrolled in employee + dependents; and four enrolled in family coverage. On the traditional plan, there were 16 enrolled in employee only coverage; 19 enrolled in employee + spouse; one enrolled in employee + dependents; and 18 enrolled in family coverage. Mrs. Humphries said that the traditional plan was usually the plan employees gravitated towards. Dr. Monteiro reiterated that the 19.99% quote was only good until tomorrow. Mrs. Humphries said that was correct. Dr. Monteiro moved, seconded by Mr. Graft, to approve the 19.99% Anthem renewal. All board members present voted aye. Motion carried unanimously. Mr. Logan added that with each plan employees could choose to enroll in the HSA or FSA as well. Mr. Graft asked what the maximum contribution for the HSA was. Mr. Logan answered \$4,400 for individuals and \$8,750 for family. Mr. Logan also added that those contributions were pre-tax and then thanked everyone for their hard work on the renewal. Mrs. Humphries expressed her appreciation to Michelle Bunker and her entire team at IMG. They were responsive, proactive, and a joy to work with.

CUSTOMER REQUESTS

Mrs. Humphries said that a customer had a leak at their property. The customer noticed that there was standing water around their pit. Our service technicians had been onsite a few times and tagged their door. The distribution supervisor had been onsite to speak with the homeowner to explain that the leak was on their side. The customer raised some questions after speaking with their contractor about whether or not the curb stop was functioning properly, what the first shut off was, and what some ordinance language. The committee met today along with the customer and Mr. Persinger. The distribution supervisor, Brad Plank, was able to bring in some parts to demonstrate how the curb stop would look, the setting, and how the issue could be repaired. Mrs. Humphries said that prior to the committee meeting, Director Shrader had made an offer to the customer to provide the parts for the repair if they hired a

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contractor to repair the issue. Mrs. Humphries said this was a usual practice and was not out of the ordinary. Mrs. Humphries said that she received word this afternoon that a local contractor was going to be onsite tomorrow morning to complete the repairs with the parts that we would supply. Mr. Logan asked if there were any questions. There were none. Reverend Green moved, seconded by Mr. Lewis, to approve supplying the parts to the contractor for the repair. All board members present voted aye. Motion carried unanimously. Mr. Logan thanked the committee members along with everyone else that attended the meeting. He said it was very informative.

TRANSFERS & PAY REQUESTS

There were none.

2026 BUDGET PRESENTATION

Mrs. Shrader said presented that most recent drafts of the 2026 budgets. She explained that this was for review purposes only, this evening, and that final approval would be requested at the December 4th board meeting. Mrs. Shrader explained that both budget committees had seen these, but for the sake of the minutes she wanted to highlight just a few items.

- The national Social Security cost-of-living adjustment for 2026 was 2.8%. As such, line 101 of each proposed budget has accounted for this increase, with an additional 3% on top to cover merit increases that may occur. FICA and PERF were then calculated from that salary total.
- As Mrs. Humphries shared earlier, medical insurance costs were increasing by approximately 19%, not the 29% originally anticipated. For those of you who met on Monday, the budgets in front of you had been updated to reflect this change.
- All four utilities saw unexpected increases in the operating expense insurance section, or the 600s section. Part of this was because these rates are on a different calendar schedule and were therefore difficult to anticipate. Each utility increased those budget lines.
- Overall, Stormwater and Solid Waste were holding steady. There were certainly more Stormwater projects we could accomplish with additional resources, but we are managing OK.
- Wastewater appears to be flush with cash, but it bears repeating that the reason for this was the Long-Term-Control Plan. Mrs. Shrader said we are currently making payments on two bonds from previous projects, have just approved a third for \$10.5 million, and anticipate our last to be the biggest yet. In other words, that money is definitively dedicated to fulfilling that mandate.
- And Water, as you are aware, is not doing well at all. But our request to petition the IURC for a rate increase passed the first reading at last Tuesday's City Council meeting. On December 2nd, there would be further discussion during a Public Works Committee meeting at 5:15pm, followed by the second reading/public hearing at 7pm that same evening during the City Council meeting.

Mrs. Shrader then said she would be happy to answer any questions about the budgets. Mr. Lewis asked if the budgets were the final figures. Mrs. Shrader said that it included all costs that could be nailed down. Mr. Logan commented that if anyone had further questions, the Leadership Team would be happy to meet with them. Mrs. Shrader added that she would be available to meet with anyone or speak with them over the phone if they would like to review anything.

LIME BID APPROVAL

Mr. Guyer said that the lime bids were opened on Wednesday, December 19th at 11:00 a.m. for the lime used to soften the water. There were four bids received. One bid from Brenntag was a no bid.

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The other bids were \$549.37 per ton from Carmeuse; \$675.98 per ton Lhoist North America; \$478.82 per ton from Mississippi Lime. Mississippi Lime has the current contract and bid would be a \$30.82 per ton increase over this year's cost. Mr. Graft asked if all bid documents had been reviewed. Mr. Guyer answered yes. Mr. Lewis moved, seconded by Ms. Barney, to approve the low bid of Mississippi Lime. All board members present voted aye. Motion carried unanimously.

2026 HOLIDAY REQUESTS

Mrs. Shrader said it was that time of year when we begin to gear up for the holidays. As such, we have a few requests to help us celebrate:

- We would like to request that our lobbies be closed to the public on the three working days between Christmas and New Year's Eve. That would be December 26th, 29th, and 30th. The drive-thru would remain open and all other workday functions would operate normally.
- We would like to request 8 free days (8 hours) to be distributed as giveaways. Mr. Fuller asked if the employee could be used at any time. Ms. Barney said that they were drawn at the Christmas luncheon to be used after that. Mrs. Humphries added that the certificates expire in 2026, were not transferrable, and the winners were recorded.
- We would like to request your permission to present gift cards to each of our employees in the amount of \$100.
- We would like to request to close the facility to the public on December 18th from 11:30am-1:30pm for the Christmas party.

Mr. Fuller asked what kind of gift cards were offered. Mrs. Shrader said that a few different options were offered to local establishments. Mr. Lewis asked how many cards. Mrs. Humphries said she thought there were approximately 75 employees. Mr. Logan said that the requests were normal and made each year but asked if there were any questions. Mr. Graft said that this was new to him, and he had never been a part of this so his first inkling about giving away eight hours was that was ghost employment. Mr. Graft said obviously this was discussed in the past. Mr. Graft said he had never heard of gifting hours if they had not accrued the hours for time off. Mr. Graft said that to him someone could say how are you paying because they didn't earn the money. Mr. Graft then stated that obviously that question had been tackled along with using tax payers' dollars to buy gift cards under the budgets. Mr. Logan explained that the cards and hours were part of the compensation package and went on the W-2s. Mr. Logan added that the insurance paid was also a part of the compensation package although it was accounted for on a different line item. Mr. Graft said that he had just never heard of getting eight hours off just because they won a raffle. Mr. Logan added that he was trying to explain the benefits package including wages and how those were accounted for both in the budgets and on the W-2s. Ms. Barney that the unique thing about this was that it was a small incentive done once a year that went a long way with employees who were often taken out of their normal work schedules in inclement weather. Mrs. Humphries said that previous counsel had been consulted, but that we would obviously defer to Mr. Persinger as current counsel, that the eight hours wouldn't qualify as ghost employment because the eight hours were being offered with consent and because to our knowledge the employee wasn't working another job during their scheduled shift nor were they recorded as working on their timecard during the eight hours off. The eight hours off would actually be paid out of other benefits instead of wages for hours worked. Mrs. Humphries said that was how previous counsel addressed the ghost employment topic. Mr. Graft said that he figured that the issue had been addressed, but he was wise enough to know that if hadn't been a part of it, he should bring it up before someone said "hey, you're giving away eight hours how do I get involved with that". Mrs. Humphries said that she understood and was just providing the

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background on the issue. Mr. Lewis moved, seconded by Reverend Green, to approve the requests as submitted. All board members present voted aye. Motion carried unanimously.

SENIOR LEADERSHIP REPORTS

M. Humphries, Executive Assistant

Mrs. Humphries reported that the customer service lobby was receiving a nice refresh courtesy of new paint by the Wastewater Maintenance crew. Mrs. Humphries said thank you to Kurtis Rangel, Nick Ashba, Mike Spinner, Elijah Griffin, and Noah Harnish who were doing a fantastic job. The colors were the Utility branding colors, and it was surprising what a difference new paint made. Mrs. Humphries said that Lee Brewer, the HR Specialist, was working on the no tax on overtime rule reporting. Mrs. Humphries said that our policies offer overtime that could be non-FLSA overtime so Mrs. Brewer was combing through timecards to calculate any FLSA overtime. Mr. Lewis said he didn't realize that it extended into overtime. Mr. Logan explained that the W-2s for 2025 were not being updated and the differing ways that overtime for 2025 could be reported for tax purposes. Mr. Logan stated that the government shut down was not ideal given all of the changes at the end of the year and beginning of the year. Mr. Logan said that what Mrs. Brewer was doing was a great service to all of the employees so they can put it on their returns. Mrs. Humphries said that the last item she had to share was the selected charity for the 2025 Christmas season. Mrs. Humphries said each year a charity was selected and employees would be divided into teams to see which team could raise the most items for the selected charity. Mrs. Humphries stated that earlier a request for sponsorship had been made by an organization out of Muncie that would give teachers an opportunity to come to their facility to shop for discounted school supplies. This year the Christmas Committee decided that school supplies would be collected for local school and that we would also partner with the United Way to help collect new and gently used children's books that would be supplied to children to encourage reading. Mrs. Humphries said that the winner not only got to get in line first for the Christmas luncheon, but they also got to hold a trophy for the coming year. Mr. Guyer noted that his team had held the trophy for several years.

P. Pinkerton, Assistant Director for Engineering & Solid Waste

Mr. Pinkerton said that the end of the 10 year contract with the landfill was approaching. There was the option to renew and continue with the same landfill or to enter into a contractor with a new landfill. Mr. Pinkerton said Republic Services had been involved with discussions, and he anticipated bringing a contract to the next board meeting.

C. Guyer, Assistant Director for Operations & Maintenance

Mr. Guyer stated that 4,200 tons of lime was processed and ready to disburse to farmers. The crews worked very hard and got it all out. Mr. Guyer said that 1,400 tons of lime was moved by a farmer that came to us and hauled it away which was a great savings. Mr. Guyer said he wanted to make sure to give a shout out to Water Maintenance and the Residuals crews for working so hard.

R Shrader, Director

Mrs. Shrader reminded the Board to please mark their calendars for the Christmas party. It will be December 18th from 11:30am-1:30pm in building 101 of the south annex...where it had been the last few years. Mrs. Shrader encouraged board members to wear an ugly Christmas sweater and come hungry.

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BOARD MEMBERS' COMMENTS

Dr. Monteiro wished everyone a happy Thanksgiving.

Ms. Barney reminded everyone of the Miracle on 3rd & 4th Street on Saturday and volunteers would be welcome.

CHAIRMAN'S REMARKS

Mr. Logan thanked everyone for their attendance at tonight's longer board meeting.

The next meeting was scheduled for 5:30 p.m. on Thursday, December 4, 2025.

There being no further business before the Board, Mr. Lewis moved, seconded by Dr. Monteiro, to adjourn the meeting. All board members present voted aye. Motion carried unanimously.

Meeting adjourned at 6:16 p.m.

Robert Logan, Chairman
Marion Utilities Service Board

ATTEST



Misty Humphries, Its Secretary

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