



Marion Utilities

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

Service Board

BOARD MINUTES OF THE APRIL 16, 2026 MEETING

The Marion Utility Service Board held their meeting on Thursday, April 16, 2026 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, Mike Graft, Al Green, and Jayda Monteiro. Isaiah Fuller and Herschel Lewis were absent.

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; Tiffany Snyder, Accounting Billing Coordinator; Misty Humphries, Secretary; Erika Devine, Council Liaison; and Gary Fordyce, City Council.

CONSIDERATION OF AGENDA ADDITIONS OR DELETIONS

There were none.

APPROVAL OF MINUTES

Mr. Graft moved, seconded by Ms. Barney, to approve the minutes of the March 19, 2026 meeting. A roll call vote was taken. The votes were as follows: Ms. Barney, yes; Mr. Graft, yes; Dr. Monteiro, yes; and Mr. Logan, yes. Motion carried unanimously. (Reverend Green had not yet arrived.)

FINANCIALS

Mrs. Snyder presented the February, 2026 financials for approval. Mrs. Snyder said for revenue performance, February's utility sales were at or above prior years across all utilities. Water and wastewater increases aligned with the January 1, 2026 rate adjustments. Mrs. Snyder stated that as for expenses, operations and maintenance expenses were generally consistent or lower than prior months with an exception of the Water Utility which had increased chemical expenses for lime as January and February invoices were paid in February. Solid Waste had higher contractual landfill service costs due to December and January invoices paid in February resulting from changing companies. As for the cash position, Mrs. Snyder said the Water Utility had decreased by \$999,923 due to the final construction retainage released for SRF projects. Payroll and benefits saw an increase as compared to January. This was due to the credit received in January from the prior insurance policy. Mrs. Snyder explained that salaries and wages decreased month-over-month as January had the three payrolls, February had two, and also due to timing and workers' compensation expenses. Mrs. Snyder then reminded the Board that the Water Utility's depreciation funds remain at a zero balance and had gone unchanged for the last eight months. Mrs. Snyder also called attention to the \$1.8 million loan from Wastewater to Water in September which has been supporting the Water Utility's operating balances. Mrs. Snyder said without the loan, Water's operating balance would be \$451,365 which was less than the required two months operating expenses. Mr. Logan asked if there were any questions. Hearing none, he noted that it was nice to see the green ink on those that



H2O
COMMUNITY



were available and hopefully Water's position would be corrected in a reasonable time period. Reverend Green moved, seconded by Ms. Barney, to approve the February financials as presented. A roll call vote was taken. The votes were as follows: Ms. Barney, yes; Mr. Graft, yes; Reverend Green, yes; Dr. Monteiro, yes; and Mr. Logan, yes. Motion carried unanimously.

UPDATE ON PROJECTS

Mr. Pinkerton reported that the sewer connection for lime sludge lagoon was completed today. Mr. Pinkerton said the project went a little slow but well. The only thing left would be restoration. He also reported that the 009 project was still progressing through preliminary paperwork. The confirmatory soil borings the contractor did were being evaluated. Mr. Pinkerton said hopefully, the contractors should be throwing some dirt soon.

TRANSFERS & PAY REQUESTS

Mr. Pinkerton presented a pay request to Thieneman for 009 project. It was the second pay request. The total amount was \$285,000 with \$8,550 to be held in retainage. Reverend Green moved, seconded by Mr. Graft, to approve the pay request. A roll call vote was taken. The votes were as follows: Ms. Barney, yes; Mr. Graft, yes; Reverend Green, yes; Dr. Monteiro, yes; and Mr. Logan, yes. Motion carried unanimously.

APPROVAL OF RETIREMENT GIFTS

Mrs. Humphries reported that two long-time employees were retiring on April 30th. Lee Brewer was serving as the HR Specialist and had been with the utilities for 33 years. Jason Reece served as a wastewater operator and had been with us for 31 years. Mrs. Humphries said it had been the tradition of the Board that when an employee retires, the Board presents them with a monetary gift of \$125. Mr. Logan asked if that was presented to them in cash. Mrs. Humphries said yes. Mr. Logan asked if this had been the tradition with those employees retiring at these service levels. Mrs. Humphries said yes and that the tradition had been in place long before she was hired. Mr. Graft asked what line item that would come out of. Mrs. Humphries said the Outreach and Marketing line. Mr. Graft asked what number that was based on as there had already been some allocations made. Mrs. Humphries said this was a different line item than the sponsorships and donations. Ms. Barney moved, seconded by Reverend Green, to approve \$125 to be presented to each retiree. A roll call vote was taken. The votes were as follows: Ms. Barney, yes; Mr. Graft, yes; Reverend Green, yes; Dr. Monteiro, yes; and Mr. Logan, yes. Motion carried unanimously.

METER READER INCREASE

Mr. Guyer reminded the Board that new meters which bring the reads in automatically had been installed, but there were still some readability issues as well as some meters awaiting installation. Given this, Mr. Guyer said that there was still one contracted meter reader working. Mr. Guyer said currently, the meter reader was paid \$0.65 per meter and then asked the Board to move to \$0.90 per meter which was a \$0.25 increase. Mr. Guyer explained that the reason for the increase was because those 1,100 meters on average being read were scattered throughout the community. The meter reader can no longer park and walk through a neighborhood. He has to drive to different areas of town. There had also been an increase to insurance which he's required to carry. Additionally, the meter reader has been asked to participate in a full inventory on the meters. He would visit each meter installation, verify sizes,

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and conditions of the meters through the entire system. Ms. Barney asked how many meters he was reading. Mr. Guyer answered on average he was reading 1,100. Reverend Green confirmed that there were still some of the old meters that had to be read in the community. Mr. Guyer said yes that there were still some old meters, and there were some readability issues with the new meters. If a read wasn't received or brought in from the new meter, the meter reader would go and get those reads as well. Mrs. Shrader said that those numbers could decrease as installations were continued and readability issues were shored up. Mr. Guyer agreed and said that there will come a time when the meter reader's services were no longer needed and he was aware of that. Mr. Guyer said that there would come a point where any readability issues could be handled in-house. Ms. Barney asked how long the full inventory project would take. Mr. Guyer said they were hoping to complete it within a year and that summer help would also assist with the project. Dr. Monteiro said that was also her question as she was not super comfortable with it eventually. Mrs. Shrader said in theory, the full run through should only be a few months. Mr. Guyer said he would love for the end of this year to be the point where the meter reader's services weren't needed completely, but Mr. Guyer said he didn't know if we would be there or not. Dr. Monteiro asked what the problem solving looked like when it came to the readability with the new meters. Mrs. Shrader and Mr. Guyer said that it just depends. Mrs. Shrader explained that sometimes the pit may be full of water, there could be a theft issue, someone may have tampered with the meter which triggers an investigation, or the meters could be frozen or busted. Mrs. Shrader said that there was a variety of reasons why a meter could end up on that list. Mr. Graft asked if the contract in front of them was the existing contract. Mr. Guyer said yes, it was the existing contract. Mr. Guyer said that the only thing that would change in the contract would be the rate amount. Dr. Monteiro asked if the meter reader was checking different meters each week because in the duties, each week he's getting a different assigned list. Mr. Guyer said correct and explained that meters were grouped into what was called a "book" that would be assigned. The meter reader has most of the books now because they're so scattered and he's doing it by himself. Mrs. Humphries added that there were 12 books. Mr. Graft noted that the meter reader has to cover his own fuel, liability, and additional items needed. Mrs. Shrader said that it had been seven or eight years since the last increase and an increase to \$0.90 was not bad. Dr. Monteiro agreed especially with using a personal vehicle and paying for liability coverage. Mr. Logan stated that it would be hard to find someone willing to do it for that and still stay at it knowing that they're limited, and they're working themselves out of a job. Mr. Guyer stated that the meter reader was aware of this and had been content to continue working. Mr. Graft asked if there was enough within the current budget to cover the increase. Mr. Guyer said yes. Dr. Monteiro said her only closing comment was that with the independent contractors there typically was a timeframe. This seemed unlimited in the sense that we can end it with a 60-day notice. Dr. Monteiro said she knows it was a lot of lead up work to come back at the end of the fiscal year and re-up the contract, but that was what she would prefer. Mrs. Shrader said that there could be some work done and adjustments made for Mr. Persinger to review in order to do that. Mr. Graft asked if there was a way to see in January the new rate because right now, it's not showing it. Ms. Barney said the new rate would be updated and then signed off on, but the new rate would first have to be approved, correct? Mrs. Shrader said that was correct. Mrs. Shrader added that if the Board wanted to approve the increase through the end of this year at the increased rate, then the preferences discussed could be made in the contract and reviewed by Mr. Persinger. Mr. Logan asked the others if they would like to make the contract through the end of the year instead of to the end of perpetuity until terminated by mutual agreement or on either side. Ms. Barney

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asked when the fiscal year ended. Mrs. Shrader answered December 31st. Dr. Monteiro moved, seconded by Mr. Graft, to approve the meter reader rate to \$0.90 per meter for a term that will end on December 31, 2026 subject to renewal should both parties agree to it. A roll call vote was taken. The votes were as follows: Ms. Barney, yes; Mr. Graft, yes; Reverend Green, yes; Dr. Monteiro, yes; and Mr. Logan, yes. Motion carried unanimously. Mr. Logan thanked everyone for their work on this and putting it together.

SENIOR LEADERSHIP REPORTS

M. Humphries, Executive Assistant/Administrative Manager

Mrs. Humphries invited the Board to attend the Earth Day celebration on April 22nd. She stated that the Utilities were partnering with the City on this event. It was scheduled from 4 p.m.-7 p.m. at Matter Park and the weather was supposed to be beautiful. Mrs. Humphries said that the Earth Day event usually kicks off the event season for the Utilities. Mrs. Humphries then reported that a retirement celebration would be held on Thursday, April 30, 2026 from 11:30 a.m. to 1 p.m. here in the L.E.A.D. Center. There would be cake and punch in honor of the two retirees. Mr. Logan and Ms. Barney asked Mrs. Humphries to send the details following the meeting as well. Mr. Logan stated that he had been to the Earth Day event several times. It was a great event, and the Utilities were very well represented.

P. Pinkerton, Assistant Director for Engineering & Solid Waste

Mr. Pinkerton reported that Solid Waste saw 881 tons through the Transfer Station which averaged 49 tons per day. Things had been running smoothly especially with the shorter trips to Wabash. Mr. Pinkerton then reported that there were a couple inches of rain this earlier this week that tested the system, but there were only four official complaints. Mr. Logan asked if any hail was seen at the plant. Mr. Pinkerton said that there was hail because it knocked the buds off of trees in town which then plugged some inlets. Mr. Pinkerton said that the areas were reviewed, and some inlets in the Indiana Street area would be added where there was some water. Mr. Pinkerton said it was hard to put this in perspective after being here in the early years where parts of the city were flooded for weeks. However, Mr. Pinkerton said there were still some improvements to make. Mr. Logan recalled that the Utilities took over the stormwater in 1995 and that's when the \$5 per equivalent dwelling unit fee was established, and it's stayed the same until now. Reverend Green said he noticed that some trucks had one person while others had two or three and asked what the future plan for changing that was. Mr. Pinkerton said that he wasn't looking at making changes as far as personnel. There's always the possibility that some of the rear load areas could go to automated side arm loads, but everyone would have to change where they take their trash. Mr. Pinkerton said that the last lease payment was made in March on the original solid waste equipment. Mr. Pinkerton said that now that some of that was paid off over the rest of this year or so, he'd be looking at what trucks need to be replaced because maintenance has gone through the roof on some of them after 10 years of use. He added that the automated trucks makes it a lot easier and the stops were a lot faster. Mr. Graft asked what the average cost was. Mr. Pinkerton said that it was \$350,000-\$400,000 originally. Mr. Graft asked if those were in a capital improvement plan. Mr. Pinkerton said yes. The original trucks were on 10 year leases. Next year the second lease would be paid off which covered the side arm trucks. There would probably be one truck kept as a backup. Mr. Logan said he would anticipate that any equipment purchased would be on a lease as well. Mr. Pinkerton said most likely. Mr. Graft asked if it was term lease which would allow the purchase of equipment for \$1 after the lease was paid. Mrs. Humphries answered yes.

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C. Guyer, Assistant Director for Operations & Maintenance

Mr. Guyer said the contractor finished the warranty work on the Butler tank. They would move to the Meridian tank for the one year anniversary. They’re working on it and doing a good job. Mr. Logan asked what the work was. Mr. Guyer said that there was a lot of pitting from years gone by. Pit filler was put in the tank. If the pit filler wasn’t sanded or blasted down flush then it creates a profile which was like sharp edges. When it’s painted, there wasn’t full coverage because of the sharp edges which can then lead to rust.

R. Shrader, Director

Mrs. Shrader said Chad and Pat have been conducting quite a few interviews lately, and there were still more coming. We’ve had multiple retirement announcements and one resignation over the last few weeks. When that happens, we post the job description for the position that’s available. Typically, we just advertise internally first, especially for higher level positions where current staff may want to advance. But it is not uncommon to advertise internally and externally simultaneously for lower or entry level positions just to move a little quicker.

Mrs. Shrader said our HR Specialist is retiring at the end of this month. We hired an external candidate, and she has been with us for a couple weeks now. She seems to be fitting in well and catching on quickly.

Our Solid Waste Supervisor announced his retirement for the end of June. We were able to promote the Lead Solid Waste Technician to Supervisor. And now we are working to fill the that vacancy. Mrs. Shrader said this one may trickle all the way down if we have another internal candidate that’s interested.

One of our WW Operations Specialists announced his retirement following an extended leave for medical purposes unrelated to the job. We offered this position to an external candidate. She has accepted the offer and is going through her pre-employment checks. We don’t yet have her start date, but it shouldn’t be more than 2-3 weeks.

We had a Sewer Maintenance Technician resign to take a job with another organization. There was an internal candidate, one of our Distribution Technicians, who wanted to make the switch. So, he has moved into his new workgroup and we have offered that position to an external candidate. He has accepted the offer and is going through his pre-employment checks. We don’t have his start date, but it shouldn’t be more than 2-3 weeks.

Lastly, for the moment at least, Our Environmental Resources Coordinator announced her retirement for the end of September. This position is unique from all others and was originally designed for some very specific purposes which have shifted over the years. Because of that, we do not intend to post this job description at this time. As we make plans for the final Long-Term-Control Plan project and head deeper in to lead service line removals, there may be a need for this employee slot to filled in some other capacity. If we go that route, we would first bring that job description discussion back to the Personnel Committee for consideration and approval. Mrs. Shrader said this year could be a bit of a repeat situation similar to 2018 as there were 11 employees eligible for retirement.

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As for an update on the water rate, there had been a few meetings with Crowe and the attorneys. The group was working on putting testimony together so it's the quiet time.

Mrs. Shrader said that she would be attending WEFMAX next week as executive officer for IWEA so she would unfortunately miss the Earth Day event.

On another note, Mrs. Shrader stated that in preparation for our meeting tonight, Mrs. Humphries discovered that while we discussed the longevity awards that would be included as part of our employee appreciation breakfast, the board did not actually vote to approve the awards themselves. Just as a refresher, we proposed the following monetary values and associated milestones:

- 10 years = \$50
- 15 years = \$75
- 20 years = \$100
- 25 years = \$150
- 30 years = \$200
- 35 years = \$250
- 40 years = \$350

During the 2025 calendar year, we had one person reach 10 years, two people reached 15, one person reached 20, one reached 25, and one actually hit 40 years so the total expense for awards this time around would be \$800. Dr. Monteiro moved, seconded by Mr. Graft, to approve the longevity award program. A roll call vote was taken. The votes were as follows: Ms. Barney, yes; Mr. Graft, yes; Reverend Green, yes; Dr. Monteiro, yes; and Mr. Logan, yes. Motion carried unanimously.

BOARD MEMBERS' COMMENTS

Mr. Graft said he could remember years ago the many, many phone calls about flooding in various areas. As a team between the utilities and the street department, he thought those efforts had been commendable. Mr. Graft said he wanted to give kudos to those departments that get out and wade in the water to take care of those issues. When close to 3" of rain was received in 30 minutes the systems themselves can't keep up. People don't understand why. It's kind of like the comment of if you unplug your drain, and there's a lot of water going down, the water should just go away as fast as it came down. But it can sometimes take a moment. It is much better than it was many years ago so kudos to the guys.

Ms. Barney added that she thought the social media recommendations were great. Grass clippings weren't supposed to be blown into the street, but they are so it's a great idea to remind people not to and if it is to clean it up. Mrs. Shrader and Mr. Graft both commented that it's actually against a city ordinance to blow clippings into the street.

CHAIRMAN'S REMARKS

Mr. Logan nice to see everyone. He said that if anyone had been following the news, the town of Ingalls with the quality and color of water. It's very brown, very brackish. The town of Alexandria has also been facing some issues too. Mr. Logan gave kudos to the water department and the entire staff here. Marion has very clean, good tasting water. Mr. Logan said he hadn't seen or heard anything remotely of that, and when you see on TV what some other cities or towns have, it

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reminds us that we take for granted the quality of what we have here. Mr. Logan said thanks to the staff and leaders who perform excellent service of giving Marion very high quality water with that.

The next meeting was scheduled for 5:30 p.m. on Thursday, May 7, 2026.

There being no further business before the Board, Mr. Graft moved, seconded by Reverend Green, to adjourn the meeting. A roll call vote was taken. The votes were as follows: Ms. Barney, yes; Mr. Graft, yes; Reverend Green, yes; Dr. Monteiro, yes; and Mr. Logan, yes. Motion carried unanimously.

Meeting adjourned at 6:06 p.m.

Robert Logan, Chairman
Marion Utilities Service Board

ATTEST



Misty Humphries, Its Secretary

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