



MINUTES OF THE EXECUTIVE SESSION FOR  
GARY SANITARY DISTRICT BOARD OF COMMISSIONERS  
HELD ON **MAY 2, 2022** AT 10:00AM – Hybrid Meeting

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1. The meeting was called to discuss the following, as authorized under Indiana Code Section 5-14-1.5-6:
  - Collective Bargaining
  - Implementation of security systems
  - The purchase or lease of real property by the governing body up to the time a contract, or option to purchase or lease is executed by the parties

2. The following persons were in attendance at the Executive Session:

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**PRESENT**

Daniel F. Vicari, President *In-person*  
 Maurice G. Mabon, Vice President *In-person*  
 Charles W. Jackson, Jr., Member *In-person*  
 Darnail Lyles, Member *In-person*  
 Tony Walker, Attorney *Remote*  
 Jerome Foster, Finance Manager *In-person*

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**ABSENT**

Ola V. Morris, Secretary

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**OTHER INVITED ATTENDEES**

Nick Snow, Attorney-Harris Law Firm *In-person*

3. The following matters were discussed and information received by the Board during its advertised Executive Session, and NO OFFICIAL ACTION was taken.

- Collective Bargaining
- Implementation of security systems
- The purchase or lease of real property by the governing body up to the time a contract, or option to purchase or lease is executed by the parties

**GARY SANITARY DISTRICT  
BOARD OF COMMISSIONERS**

*Daniel F. Vicari*

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**Daniel F. Vicari, President**

*Ola V. Morris*

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**Ola V. Morris, Secretary**

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MINUTES OF THE GARY SANITARY DISTRICT BOARD OF COMMISSIONERS  
REGULAR MEETING HELD ON **MAY 2, 2022**

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**BOARD OF COMMISSIONERS MEETING**

<b>DATE:</b>	<u>Monday, May 2, 2022</u>	<b>TYPE:</b>	<u>Regular Meeting</u>
<b>TIME:</b>	<u>11:00AM</u>	<b>NOTICE PROVIDED IN ADVANCE:</b>	<u>YES</u>
<b>LOCATION:</b>	<u>Hybrid</u>	<b>QUORUM:</b>	<u>YES</u>

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**BOARD MEMBERS PRESENT**

Daniel F. Vicari, President *In-person*  
Maurice G. Mabon, Vice President *In-person*  
Charles W. Jackson, Jr., Member *In-person*  
Darnail Lyles, Member *In-person*

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**ABSENT MEMBERS**

Ola V. Morris

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**OTHERS PRESENT**

Charles G. Peller, Jr., Executive Director *In-person*  
Jerome Foster, Finance Manager *In-person*  
Tony Walker, Attorney *Remote*

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**OTHERS ABSENT**

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**ZOOM**

<https://us02web.zoom.us/j/6677681093>

[Meeting ID: 667 768 1093](#)

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**I. Call to Order: 11:28AM** by Chairman Vicari

Chairman Vicari began the Meeting with the Pledge of Allegiance followed by Roll-Call. He then certified that prior to the start of the May 2, 2022 Board Meeting, there was an Executive Session held and there was nothing discussed in Executive Session that was not indicated on the Posted Notice of the Executive Session; and being in compliance with the Indiana Statues, there were no final votes held during the Executive Session. Chairman Vicari asked if any Board Member dissented to the certification. Hearing none, he then proceeded with the meeting.



MINUTES OF THE **GARY SANITARY DISTRICT BOARD OF COMMISSIONERS**  
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**1. MINUTES**

As per the Executive Session Meeting Minutes and the Regular Meeting Minutes of the April 18, 2022 Meeting, Chairman Vicari called for the Board's pleasure with respect to approving the minutes.

A motion to accept the Executive Session Meeting Minutes and the Regular Meeting Minutes of the April 18, 2022 Meeting, with any/all noted corrections; was given by Commissioner Mabon. The motion for approval of the minutes was seconded by Commissioner Jackson and passed without dissent.

The vote: Four (4)-Ayes / Zero (0)-No

**2. NEW BUSINESS**

**2.1 A Motion to Approve GSD's Payroll Earnings for Period Ending: February 28, 2022 through March 13, 2022, in the amount of \$216,820.61.**

Overview: Finance Manager Jerome Foster recommended approval of the GSD Payroll Earnings Report submitted as GSD Agenda Item 2.1.

Chairman Vicari called for the Board's pleasure with respect to approving GSD Agenda Item 2.1. Commissioner Lyles gave the motion to approve. The motion to Approve GSD's Payroll Earnings for Period Ending: February 28, 2022 through March 13, 2022 was seconded by Commissioner Jackson and passed/approved.

The vote: Four (4)-Ayes / Zero (0)-No

**2.2 A Motion to Approve GSD Resolution No.: SD22-02, Approving the Establishment of Policy to allow Gary Sanitary District Board of Commissioners to participate in Board Meetings by Electronic Means of Communication.**

Overview: Executive Director Peller asked for an overview from Attorney Walker.

Attorney Walker stated the Resolution is self-explanatory by allowing the Board of Commissioners to participate in Board Meetings by Electronic Means of Communication. He asked that each Board Member and Executive Director to please notify as soon as possible when the need to meet by electronic means is needed.

Chairman Vicari called for the Board's pleasure with respect to approving GSD Agenda Item 2.2. Commissioner Lyles gave the motion to approve. The motion to Approve GSD Resolution No.: SD22-02, Approving the Establishment of Policy to allow GSD Board of Commissioners to participate in Board Meetings by Electronic Means of Communication was seconded by Commissioner Jackson and passed/approved.

The vote: Four (4)-Ayes / Zero (0)-No



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**2.3 A Motion to Approve and Ratify an Award of Bid to Xylem for the Emergency Repair of Pump No. 1 at the 27<sup>th</sup> & Chase Street Pump Station, in an amount not-to-exceed \$58,230.88.**

Overview: Executive Director Peller stated the 27<sup>th</sup> & Chase Street Pump No. 4 is currently out for repair. Pump No. 1 is now out of for repair as a log has become lodged in the impeller/volute. The lodged log caused the pump motor to fail due to seal failure that allowed water to the motor compartment.

Matt Bednarski of CDM Smith, Inc. stated there was a site visit to 27<sup>th</sup> & Chase Street Pump Station approximately two (2) weeks ago where data was collected which is being evaluated to give an update on the pump station within the next two (2) weeks.

Chairman Vicari called for the Board's pleasure with respect to approving GSD Agenda Item 2.2. Commissioner Lyles gave the motion to approve. The motion to Approve and Ratify an Award of Bid to Xylem for the Emergency Repair of Pump No. 1 at the 27<sup>th</sup> & Chase Street Pump Station was seconded by Commissioner Jackson and passed/approved.

The vote: Four (4)-Ayes / Zero (0)-No

**3. CLAIMS**

**3.1 GSD Claims Numbers: 1248 thru 1403, in the amount of \$1,646,498.30**

Overview: Finance Manager Jerome Foster recommended approval and ratification of the GSD Claims.

Chairman Vicari called for the Board pleasure with respect to approving GSD Agenda Item 3.1. Commissioner Lyles gave the motion to approve. The motion for approval and ratification of GSD Claims Numbers 1248 thru 1403 was seconded by Commissioner Jackson and passed/approved.

The vote: Four (4)-Ayes / Zero (0)-No

**4. INFORMATION UPDATES**

**4.1 Plant Superintendent Updates**

Rhonda Anderson, Plant Superintendent, provided an overview of Plant Activities:

- **Reports**
  - **Annual CSO Notification Report**
  - **Monthly Reports**
- **Projects**
  - **Aeration Project**
  - **Grit Project**
- **Operations**
- **Maintenance**
- **Safety Training**



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#### 4.2 Construction Activity Updates

Eric Tonk, Engineer, provided an overview of current Construction Activities:

- Aeration System Improvements Project
  - Repair of flow meters in Bio-Reactors 1 and 2. Vibration Report for Blower No. 4
- Grit Improvements Project
  - Starting of West Grit System with Smith & Loveless. West Grit System SCADA programming.
  - Performance testing and training. East Grit System installation of hangers and pipes. Install BAS panel and test system.
- Oak Avenue Storm Sewer
  - Final Inspection | Project close out
- 27<sup>th</sup> & Chase Street Pump Station Force Main Replacement Project
  - Tree removal is complete. Project ground breaking w/ACOE was April 9<sup>th</sup>.
  - Location of utilities inside of the pump station property. Providing submittals to ACEO for review.
- Relocation of 54-Inch sewer for NICTD Double Track
  - Installation of 54-Inch sewer along US Hwy 20.
  - Continue installation to the east and north towards 7<sup>th</sup> Avenue.
- Relocation of 36-Inch sewer for NICTD Double Track
  - Installation of dewatering equipment and bypass pumping.
  - Installation to the east and north towards 7<sup>th</sup> Avenue.

#### 4.3 CDM Smith, Inc.

Matt Bednarski of CDM Smith, Inc., provided an overview of current projects:

- Task Order 43: Asset Management Plan – A draft report will be ready for staff review by May 18<sup>th</sup>
- Task Order 44: HMI Replacement – A bidding schedule is being drafted
- Task Order 46/47: Pump Station KickOffs – Working on timeline for 15<sup>th</sup> & Clay Pump Station and 27<sup>th</sup> & Chase Street Pump Station

#### 4.4 Community Engagement Activities

Todd McCain provided an overview of current activities:

- Along with Mayor Prince, a visits were made to Lighthouse Academy and Thea Bowman in an effort to inform students about the City of Gary's Summer Youth Employment Program (SYEP).
- Will visit West Side High School on May 5 (2pm-3pm) to discuss the program.
- Per the SYEP, the City plans to employee approximately 300 students with a rate of pay ranging from \$14 (High School) -\$15 (College) per hour.



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**5. DISCUSSION**

1. Commissioner Jackson asked if the Sphere will be painted.  
Chairman Vicari stated the Gas Sphere painting is something that hasn't been discussed with Executive Director Peller as of yet. When decisions of the sphere are made, it will be done as a Gary Storm Water Management District item for the purpose of Stormwater Education (a 6 Minimum Control item under the MS4 Program).
  
2. Commissioner Jackson asked for an update on the Ralston Street Lagoon Project.  
Chairman Vicari stated currently GSD is negotiating a Project Development Agreement with EPA's Great Lakes National Program Office (GLNPO). It will be a joint project entailing the dredging of the Grand Calumet River (between Cline Avenue and roughly to the GSD WWTP). The dredgings will be dried out and placed into the Ralston Street Lagoon for its final closure. EPA is currently negotiating with their contractor for the design fees necessary (once agreement in place, EPA/GLNPO will be the contracting agency. GSD has shown it has the 35% match on the estimated \$200 Million project via in-kind services (required for matching EPA's 65%).
  
3. Commissioner Jackson asked if the GSD SCADA System is working correctly.  
Rhonda Anderson stated the SCADA is working well.

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**6. REQUEST TO SPEAK**

**One (1) Request to Speak – Chauncre Sprouse, GSD Employee (Laboratory Chemist)-5 Yrs**

Ms. Sprouse stated:

“After seeing (via social media) the current 29 GSD job vacancies, I became upset to read that the current salary for an incoming Chemist would pay more than my current salaried amount and I felt cheated. My current salary has stayed the same for the last five (5) years of employment with the Gary Sanitary District despite the certifications required and achieved.” Ms. Sprouse distributed support documents to each Board Member. The support documents showed her W2 reflecting proof of her current salary.

“I was given a yearly bonus for being an Operator and having a good performance evaluation (also attached in support documents); and a bonus (of sorts) was given for working through the pandemic. I also became a Certified Wastewater Lab Analyst in November 2021 and this achievement was also noted in my annual performance evaluation. It was suggested that I be given a pay raise for obtaining this achievement, but no raise has been given. Out of the approximate 120 GSD positions, 29 positions are vacant – making the rate of turnover of employees approximately 24%. Bad turnover happens when moderate or high performing employees are leaving for lateral positions – meaning you have a bad work environment or are paying under market value. If your turnover rate is more than 15% a year, you should take a look at your compensation and company culture.”

“Of the positions listed as vacant, most are manual/physical and hand-on workers of the Gary Sanitary District. As a Chemist, we are the lowest paid amongst the professional positions listed, as a Chemist’s salary is not on par with the other degreed professional employees of the Gary Sanitary District nor is the salary on par with the national average. Even if my position was modified to another job title, I would still be underpaid – just like most of the others (employees).”

“Perhaps 2 or 3 employees are not underpaid. Operators are expected to obtain certain certifications before deadlines – with some being reprimanded and/or dismissed for not obtaining said certifications. These positions are underappreciated because they are underpaid. Certified Operators, especially Class IV, seek and find better compensation elsewhere. The base salary for a Class I Operator is \$20/Hour. The base salary for a Class IV Operator is \$30/Hour. The same logic applies to the Trades Helper and Administrative Assistant. The Union positions are no better. There are 14 openings in the Collections Department; and the Maintenance Department – whether they are called Laborer or General Maintenance or Repair Worker – follows the trend in lockstep.”

“When will the employees of the Gary Sanitary District that have a negative 10% or greater discrepancy in their base pay, be compensated properly? Not all employees suffer this vast incongruence as there are employees that have a +10% or greater in their pay compared to the average. Why are our salaries not in par with the average for the work and skill we bring? If a new employee with little experience will receive the same pay as an employee with more skill and experience, then why are current employees being pressured to acquire certifications and licenses? There is no upward way to move at



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GSD except up and out the door....carrying with you all your certifications and experiences achieved, this being evident by the high turnover rate.”

Commissioner Maurice Mabon commended Ms. Sprouse for being brave to stand before the Board with her personal information and concerns.

**7. ADJOURNMENT**

With no further business to discuss, the meeting was adjourned at 12:16PM.

**ADOPTED BY THE BOARD DURING THE MEETING ON:**

05/16/2022

*Daniel F. Vicari*

**Daniel F. Vicari, President**

*Ola V. Morris*

**Ola V. Morris, Secretary**

**BOARD OF COMMISSIONERS**

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Maurice G. Mabon, Vice-President  
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Charles W. Jackson, Jr., Member  
Darnail Lyles, Member