

RESOLUTION NO. 2026-21

RESOLUTION TO AMEND THE RECRUITMENT & RETENTION POLICY
AUTHORIZING GENERAL MANAGER THE ABILITY TO OFFER RETENTION
BONUS OF UP TO \$5,000

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WHEREAS, Carmel Area Wastewater District (CAWD) approved a Recruitment & Retention Policy in May 2014 with the intent of ensuring retention of key and valued employees; and

WHEREAS, the District is aware of the intense pressure to attract and retain well qualified applicants and wishes to do what it can to meet the challenge. The District believes that use of the Recruitment & Retention Policy may make a difference in keeping staff; and

WHEREAS, the Board recognizes that the Recruitment & Retention Policy is only one way to retain employees; but is nonetheless a valued tool in our toolbox that deserves periodic review to ensure the District's competitiveness.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Carmel Area Wastewater District, has reviewed the proposed amendment and believes it meets the District goals to recruit and retain staff. The Board hereby authorizes updating the policy to reflect an increase in the "Retention Bonus" from "up to \$2,500" to "up to \$5,000."

The Board of Directors further finds that the approval of this request furthers the mission of the District to treat wastewater in a cost-effective manner and return clean water to the environment.

PASSED AND ADOPTED by the Board of Directors of the Carmel Area Wastewater District on January 29th, 2026 by the following vote:

AYES:BOARD MEMBERS: PRESIDENT SIEGFRIED,
DIRECTORS: COLE, URQUHART, WEILAND,WHITE

NOES:BOARD MEMBERS:
ABSENT:BOARD MEMBERS:
ABSTAIN:BOARD MEMBERS:

Robert Siegfried, President of the Board

ATTEST: _____
Domine Barringer, Board Clerk