

MINUTES OF MEETING
MONTGOMERY REGIONAL SOLID WASTE AUTHORITY
February 20, 2025

Chair Steve Fijalkowski called the meeting to order at 1:30 p.m. in the conference room of the Authority's Recycling Center Building and declared the existence of a quorum. Present were Authority Board members Mr. Steve Fijalkowski, Mr. Barry Helms, Ms. Sharon Scott, and Mr. John Boyer. Mr. Taylor participated by speaker phone. Also present were Mr. Alan Cummins, MRSWA Executive Director, Joe Levine, NRRA Executive Director, and Ms. Kim Stafford, MRSWA Administrative Coordinator.

Mr. Taylor explained that he was unable to attend the meeting in person because of back issues. He requested to be allowed to participate and vote in the meeting by speaker phone. Ms. Scott moved that Mr. Taylor be allowed to participate and vote in the meeting per speaker phone per the Authority's electronic communication policy guidelines. Mr. Helms seconded the motion, which passed unanimously.

Consent items were reviewed. No changes were made to the agenda. There were no changes made to the January 16 MRSWA Board meeting minutes. Mr. Cummins reported expenses were 3.66% below projections and no transfer was made into reserve funds. He reviewed the NRV Lawns and Landscaping invoices which were for services provided from July through December in 2024. The January financials were presented for informational purposes. Mr. Helms moved approval of the consent items. Mr. Boyer seconded the motion, which passed unanimously.

The Solid Waste and Recycling Tonnage Reports were reviewed. Mr. Cummins said solid waste tonnage in January totaled 5,566 tons bringing the fiscal year total to 47,886. This is 305 tons less than last year but 2,398 tons ahead of budgeted tonnages. Mr. Cummins added that Meridian only brought in 54 tons of construction debris in January. Construction debris is not covered under flow control so Meridian can take construction debris elsewhere. However, Mr. Cummins mentioned that jurisdictional members could add to future construction contracts that construction debris be brought to the Authority.

Recycling tonnages in January were 470 tons bringing the fiscal year total to 3,628. This is 18 tons less than last year but 70 tons ahead of budgeted tonnages. The monthly rejection rate was .07%, bringing the fiscal year rejection rate to .07%. Mr. Cummins said single stream commodity pricing increased to \$91.14 per ton.

Revenues for January were discussed. Mr. Cummins stated revenues were 5.56% above projections and a \$10,491.68 transfer was made for the monthly front loader payment. He reported that under miscellaneous income, Sun Tribe had paid the year 2 option of \$15,000. The recycling profit loss report showed revenues exceeded expenses by \$8,310. Fiscal year to date revenue is ahead of expenses by \$4,413 and the recycling position is \$71,134.

Next on the agenda was the Solid Waste/Single Stream Recyclable Material Transportation Agreement. Mr. Cummins said the 5-year agreement offers an additional 5-year continuance option. Negotiations lowered the initial Thompson Trucking fee proposal. Mr. Cummins said Mr. Jacobson, Authority Counsel, had reviewed the agreement. If approved, this agreement would go into effect July 1, 2025. Mr. Taylor moved approval of the agreement. Ms. Scott seconded the motion, which passed unanimously.

The Salary Study was reviewed. Mr. Cummins presented the Employee Pay Program Recommendation Report that PRM completed for MRSWA. He stated that the last official review was completed in 2007. Mr. Cummins reviewed several key points, the first being on page 9 which stated

“MRSWA is comparable to typical organizations in the local municipality survey peer group in terms of annual operating revenues but smaller in terms of staff size”. He also stated the new pay structure, if implemented, should be adjusted every July 1 to represent COLA adjustments. The study compiled all current positions into six pay grades and salary ranges were reviewed using 25th Percentile Market Pay Levels. He also showed Board members the cost to implement the 50th Percentile Market Pay Levels that PRM originally calculated which was much more costly. PRM’s report said yearly merit increases, per industry standard, are 3%-4%. The study indicated it would cost MRSWA approximately \$168,900 to bring employees’ current base salaries up to the recommended base salary, but the study used tenure only. Mr. Cummins said he was working on budget figures to implement salary increases based not on tenure, but on how long employees have been performing job duties that increased due to past layoffs and job description changes. This would cost significantly less than \$168,900. These figures will be presented at the budget committee meeting, scheduled for February 24, 2025. Ms. Scott asked how the Authority got in the position of being so far behind industry standards. Mr. Cummins said there were several years when low merit increases (plus no colas) or no merit increases (plus no colas) were given to the team due to engaging lost tonnage to Meridian, cutting fees to fight for tonnage and keeping member fee increases low. Mr. Fijalkowski asked if more employees needed to be hired. Mr. Cummins said at this time the Authority operates well with 11 employees since everyone is cross trained. Mr. Cummins requested the Board vote to accept the salary study so budget figures could be completed. Mr. Helms moved the salary study to be accepted. Ms. Scott seconded the motion, which passed unanimously.

Mr. Cummins presented the 2023 Recycling Report. He said DEQ gave final approval of the 32.6% recycling rate for 2023. This is well above the 25% state mandate.

Next, it was mentioned that the Executive Director’s Evaluation will be conducted at the March Board meeting. Mr. Cummins said he will send his goals and achievements to the chair and vice chair prior to the March meeting.

Mr. Levine gave the NRRRA report. He said the next meeting would be February 25 and there will be a public hearing on rates at that meeting. Mr. Levine said there will be two new Board members starting in February, one from the Town of Dublin and one from Pulaski County.

There were no public comments.

During Board comments, Mr. Helms said he would not be able to attend the MRSWA budget committee meeting. Mr. Taylor said he would be able to attend the MRSWA budget committee meeting.

Board members unanimously agreed that the next regular monthly meeting of the Authority Board would take place on March 20, 2025, at 1:30 pm at the Authority’s Recycling Center Building conference room. There being no further business, the meeting was adjourned.

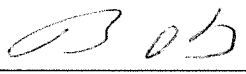
Accepted:



MRSWA Chair

4/17/25

Date



MRSWA Secretary