

# **Hendricks County Recycling District Board of Director's Meeting Minutes December 14, 2021**

The Hendricks County Recycling District met at 7:00 a.m. on December 14, 2021, in the Commissioners' Meeting Room at the Hendricks County Government Center.

President Dan Bridget opened the meeting and led the Pledge of Allegiance.

Roll call was taken and the Board Members in attendance were:

Dan Bridget	*Dennis Dawes	Steve Eisenbarth
Bob Gentry	Kendall Hendricks	Ben Lacey
Phyllis Palmer		

Others in attendance were:

Lenn Detwiler	Amy Sieferman	Katie Archer
Gary Baldauf	Lana Baldauf	Ed Gaddie
Calvin Davidson		

## **Approval of Minutes**

Mr. Ben Lacey made a motion to approve the minutes from the October 26, 2021, Board Meeting as presented. Mr. Gentry seconded the motion. The motion passed 6-0-0.

## **Director's Report**

\*Mr. Dawes entered at the beginning of the Director's Report.

### *Program Results*

Mr. Detwiler shared that the Yard Waste Recycling Centers finished their season at the end of November. He noted there were approximately 4,800 users to both sites from April through November and that this was the first full year that the Brownsburg Yard Waste Recycling Center saw more visitors than the Plainfield site. Mr. Detwiler shared that November was the busiest November on record for the centers.

Mr. Detwiler reported that a lunch was hosted with the Yard Waste Recycling Center attendants to express appreciation for the hard work over the course of the year. Mr. Detwiler thanked Mr. Bridget for attending and for sharing some encouraging words with the employees.

Mr. Detwiler noted that the Yard Waste Recycling Centers will be open from December 22 to January 18 for the collection of natural Christmas trees. He shared that the gates will be open 24/7 during and that staff will periodically visit the sites during that time.

### *2022 Meetings*

Mr. Detwiler then asked the Board if they wished to continue to meet on the fourth Tuesdays of January, April, July, and October as they have done previously. President Dan Bridget confirmed the Board's consent to continue to meet as Mr. Detwiler described.

### *Lizton Property Update*

Mr. Detwiler opened the Lizton property update by sharing the initial design layout of the new Lizton Recycling Center. He noted traffic flow would be one way with entrance on the north end. Mr. Detwiler pointed out where the compactors, attendant building, and glass collection bin would be located. Discussion was held about how materials would be separated at the center and how residents would be educated about the recycling rules that would be in place.

Mr. Eisenbarth asked if there had been any feedback from residents. Mr. Detwiler shared that he met with Mr. and Mrs. Baldauf and Mr. Tansey (adjacent neighbors to the site) on November 29. He shared the plans with them and they discussed landscape buffering and fencing. Mr. Detwiler also noted that he does plan to host a meeting with the community once the designs are more developed and a date for the Plan Commission hearing is set.

Mr. Gentry shared his belief that the professionals (recycling and waste companies) should have been consulted on the Lizton Recycling Center project. Mr. Bridget asked if the District has discussed this at all with Ray's Trash Service. Mr. Detwiler confirmed that he met with Calvin Davidson approximately 18 months ago. Mr. Bridget asked Mr. Davidson for his impression on what the District is doing.

Mr. Davidson confirmed that he and Mr. Detwiler have met a few times and shared that the costs associated with recycling will continue to get more and more expensive but expressed concern about the cost of building the center. Mr. Bridget asked if separation of glass is part of cost impact. Mr. Davidson shared he was not aware the new center would be separating the glass but did note a recent push to separate the glass from other recyclables because the companies that ultimately process and sell glass prefer it separated. Mr. Bridget asked Mr. Davidson if he had been involved in the conversation about the site. Mr. Davidson said on and off when he has attended the meetings. He also acknowledged that Todd Hunter in his office participated in writing the quote for the compactors. He further discussed the cost of the site and volume of materials received at the Lizton site.

Mrs. Palmer noted her concern has been the increase in operating costs (staff, security, etc.).

Mr. Bridget noted that the District would be closing on the property purchase the next day.

Mr. Detwiler shared that one goal of building the attended site is to mitigate the increasing costs related to servicing the current Lizton site. And, an attended center will better serve the residents using the site. Mr. Detwiler reminded the Board of the past abuse at the current site and the photos he has shared with them of material dumped outside the bins. He acknowledged there is an initial investment but ongoing operating expenses will be better

controlled and noted it is over \$7,000 per month to have the current Lizton site serviced. He added that the compactors are ordered, the purchase agreement for the property has been executed, and construction plans are being developed.

Mr. Gentry asked Mr. Detwiler to explain legislation about public units not competing with private recycling. Mr. Detwiler first noted that it is the private sector that the District is contracting with for servicing of the current recycling center; the checks being written to provide the recycling center are being sent to a private company. He explained that if the District was seeking to purchase trucks, create recycling routes, employ workers, collect, bail and sell recycled materials, that could be seen as competing with the private sector. He noted that once the new recycling center is operational, the District will still be contracting with the private sector recyclers for service.

Mr. Dawes noted his understanding is that the District is improving the security and process of collecting material at the site. Mr. Detwiler agreed and shared that what the District is doing is not unchartered territory; Johnson County Recycling District has recently done something similar.

Mr. Bridget noted that his concern with changing any kind of aesthetics to the property is that the District has already made commitments to people who live next to the property and he would not want to do anything to go back on that in any way. Mr. Gentry agreed.

Mr. Lacey shared that in relation to Mr. Dawes previous comment, the root cause of the move was lack of control and increased expenses. He shared that the new site to will allow more control and in the long term to reduce or sustain expenses. Mr. Lacey then asked Mr. Detwiler for a communication plan on how to address the new expectations for the site. Mr. Bridget noted the upcoming Board Meeting in January and asked Mr. Detwiler to present a communication plan at that meeting.

#### *Employee Reviews*

Mr. Detwiler shared that employee reviews had been completed and expressed his appreciation for the hard work and dedication shown by the District's employees. He noted that he met with Mr. Dawes and Mr. Bridget in November for his review and expressed his gratitude for their time and feedback.

At the conclusion of the Employee Reviews portion of the meeting, Mr. Lacey asked if the number of users to the Lizton Recycling Center could be tracked. Mr. Detwiler acknowledged that having data would be helpful and agreed to research ways that could be accomplished.

#### **Financial Report**

##### *Financial Facts Summary- October*

Mr. Detwiler presented the Financial Facts Summary noting that final figures for the year will be available in January.

### *Income & Expenditures*

Mr. Detwiler shared that final disposal fee income continues to lag behind the average. He noted this will likely be the lowest total since 2009. He shared that Yard Waste Recycling Centers had a very good year.

### *Budget Transfer Requests*

Mr. Detwiler presented the requested budget transfers and noted that the request does not include any new money but rather moves funds between line items. No questions were noted. Mr. Eisenbarth made a motion to accept the budget transfers as presented. Mr. Lacey seconded the motion. The motion passed 7-0-0.

### *General Fund Register of Claims*

Mr. Detwiler presented the Register of Claims dated November 23, 2021, in the total of \$59,540.31 and noted that Mr. Bridget did review the claims but approval from the Board is still needed. Mr. Gentry made a motion to accept the General Fund ledger, as presented. Mr. Dawes seconded the motion. The motion passed 7-0-0.

## **New Business**

### *Employee Stipends- 2021*

Mr. Detwiler explained that the County Council recently approved stipends for County employees in the amount of \$500 for full-time employees and \$250 for part-time employees. Mr. Detwiler shared that in the past the Board has approved \$500 for full-time employees and \$100 for the seasonal Yard Waste Recycling Center employees. Mr. Detwiler did note that funds for the stipends were included in the 2021 budget. Mr. Gentry motioned for approval of 2021 Employee Stipends as presented. Mr. Lacey seconded the motion. The motion passed 7-0-0.

### *Resolution 2021-04*

Mr. Detwiler gave a recap of the County's employee compensation study which moved from an in-house ranking structure to a process involving third-party analysis and grading through First Person Advisors. Mr. Detwiler noted that at the October Board Meeting, the Board of Directors approved hiring First Person Advisors to review and grade the Hendricks County Recycling District's five positions to align with what is being approved at the County. Mr. Detwiler shared that last week the County Council met and finalized the compensation structure but noted that Mr. Hendricks informed him the evening prior that the County Council may be revisiting what had been finalized.

Mr. Hendricks agreed that the Council had approved a salary structure for county employees but noted there may be some changes in the future. After discussion, Mr. Hendricks explained that the possible changes revolved around the fact that the County has 500 employees and some issues have been recognized where a large number of employees were assigned the same grade through the process but the correlated compensation is not equitable across the group. Mr. Hendricks noted that the District has fewer employees. Mr. Bridget shared that he feels the job descriptions and responsibilities for the District positions are well defined and the

associated pay grades are cut and dried at this point. Mr. Hendricks noted that in looking at Appendix B of the Hendricks County Recycling District Compensation Summary Report that it matches with County pay grades as of today. Mr. Bridget noted that it sounded like the County was fairly satisfied with the result there are just some exceptions where a large number of employees assigned the same grade are concerned.

After some questions and discussion, Mr. Eisenbarth made a motion to accept Resolution 2021-04, as presented. Mr. Dawes seconded the motion.

Mrs. Palmer asked Mr. Hendricks if he is comfortable with the resolution as he has worked on the issue at the County level and has seen what is proposed for the District. Mr. Hendricks indicated that the figures between the County and District match and that he was comfortable adopting the resolution.

The question was called and the motion passed. 7-0-0.

*Fall Grant- Central Elementary, Plainfield*

Mr. Detwiler reminded the Board that at the October meeting, it approved a Community Grant for Central Elementary School in Plainfield. He noted that during ordering process, prices increased and shipping costs have driven the price up by \$63.17 over what was approved. Mr. Detwiler shared that the teacher requesting the grant reported that the school is unwilling to pay the overage and he believed that the teacher was prepared to write a personal check to cover the overage. Mr. Detwiler asked the Board for permission to pay the full amount.

Mr. Hendricks made a motion to increase the Fall Grant award for Central Elementary by \$63.17. Mr. Gentry seconded the motion. The motion passed 7-0-0.

**Public Comments**

Mr. Calvin Davidson thanked the Board for inviting him to be part of the discussion.

**Announcements/Adjournment**

Mr. Ben Lacey made a motion for adjournment. Mr. Bob Gentry seconded the motion. Motion passed 7-0-0. The meeting adjourned at approximately 7:48 a.m.

Signature: \_\_\_\_\_

Printed Name: \_\_\_\_\_, president