



# FREMONT COUNTY SOLID WASTE DISPOSAL DISTRICT

Member of Wyoming Solid Waste and Recycling Association (WSWRA)

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FREMONT COUNTY SOLID WASTE DISPOSAL DISTRICT

## Minutes of Regular Board Meeting

May 15, 2017

### 1. PRELIMINARY ITEMS:

a. – c. The regular meeting of the Fremont County Solid Waste Disposal District Board of Directors was held on the above date; called to order by VICE-CHAIRMAN ADAMS at 9:30am. VICE-CHAIRMAN ADAMS then led the Pledge of Allegiance and declared a quorum of the Board with the following people in attendance:

Board Members: Michael Adams, Gary Weisz, Mike McDonald, Rick Klaproth, Steve Baumann, Gina Clingerman, and Mike Morgan  
Excused Member(s): Mark Moxley  
Unexcused Member(s): Rob Dolcater  
Commissioner Liaison: Jennifer McCarty  
Liaisons: Kyle Larson (City of Riverton)  
Attorney: Rick Sollars (Western Law & Assoc.)  
Staff: Andrew Frey (Superintendent)  
Consultant(s): Ernie Over (EO Consulting)  
Guest(s): None

### d. **Approval of Agenda**

MIKE MORGAN made a motion to approve the consent agenda, removing the Superintendent's Report and the Trihydro Report for discussion. STEVE BAUMANN seconded the motion. **MOTION CARRIED**

### e. **Public Comment/Communication from the Floor**

VICE-CHAIRMAN ADAMS opened the floor to public comment. Hearing no comment, the public comment period was closed.

### 2. CONSENT ITEMS:

#### a. **Approval of Prior Meeting Minutes**

i. February 2017, Board Meeting

#### b. **Approval of Accounts Payable – February 2017**

#### c. **Acceptance of Consultants Reports:**

i. Trihydro Corporation – Progress Report → REMOVED FOR DISCUSSION

**Discussion(s):** MIKE MORGAN asked for additional information on the discussions around the changes for Sand Draw Landfill permitting: design elevation difference, increase in life, financial savings, and increased slopes. Superintendent Frey explained that the old closure design accounted for additional soil thickness for a "frost protection" as required by the WDEQ. The new design with the alternative cap is a thinner soil depth, allowing for the waste depth to move up and increase the waste volume. Additionally, the design changes allow for a slope modification, also accounting for additional airspace.

ii. Burns and McDonnell – Progress Report

iii. Eastern Shoshone Tribe Solid Waste – No Report Submitted

**d. Acceptance of Staff Reports:**

- i. Superintendent Report → REMOVED FOR DISCUSSION

**Discussion(s):** (1.) MIKE MORGAN asked for clarification on the insurance information shown in the report and if the comparisons shown include the Health Savings Account (HSA) contributions. Accounting Contractor Susan Brodie confirmed that the comparisons do not include the HAS contributions. (2.) STEVE BAUMANN discussed the fuel bids that the County and the District are involved with. The advertised bid requests are for a one year term with an opportunity to extend an additional year. The bids are due to the end of May, with the Commissioners opening and taking action on the bids June 6, 2017.

MIKE MORGAN made a motion to approve the Trihydro Report and the Superintendent's Report. STEVE BAUMANN seconded the motion. **MOTION CARRIED**

**3. OTHER ITEMS OF BUSINESS:**

**a. METECH Agreement – Review and Discussions**

Superintendent Frey informed the Board that included in the meeting packets was a copy of the draft agreement between the District and Metech for review. The District Attorney has reviewed and commented on the agreement, resulting in minor modifications. He recommended approval of the agreement.

MIKE MORGAN made a motion to approve the Metech agreement as presented. GINA CLINGERMAN seconded the motion.

**Discussion(s):** (1.) SECRETARY/TREASURER KLAPROTH asked if there were any safety concerns. Superintendent Frey confirmed that the biggest safety concern is with CRT glass when it is damaged. (2.) STEVE BAUMANN asked if the difference in the prices between the broken down e-waste materials could generate enough revenue to hire CES clients to assist with the program. Superintendent Frey informed the Board that CES had worked on a sample load, but the information generated was inconclusive.

VICE-CHAIRMAN ADAMS called for the question on the motion. **MOTION CARRIED**

**b. Wage Review Committee – Discussions and Recommendations**

GINA CLINGERMAN informed the Board that the committee met the prior week to review the documents developed by the Superintendent and to further discuss the total compensation offered to the District staff. The committee feels that the working environment of the staff needs to be factored into the review, especially when comparing to other Fremont County entities.

**Discussion(s):** (1.) Superintendent Frey discussed the Total Compensation review completed as directed by the Board. The summary of the report shows that there are wage deficiencies when compared to other solid waste entities in Wyoming; however, without comparing the responsibilities for different facilities there are unknowns. (2.) MIKE MORGAN stated that he has reviewed the wage comparisons a great deal. He found that the District loses staff to other County entities, yet the District does not take employees from other County entities. Further, solid waste employees are exposed to an obnoxious atmosphere in comparison to other county agencies with similar responsibilities, such as operating heavy equipment or driving a semi-tractor. In his professional experiences he has observed a 5% differential paid to solid waste employees. He also wanted to note that District staff currently pay \$3,000 less for their family health plans than that paid by County staff.

SECRETARY/TREASURER KLAPROTH made a motion to approve a 5% pay adjustment for District staff. MIKE MORGAN seconded the motion.

**Discussion(s):** (1.) GINA CLINGERMAN pointed out that the committee feels that this adjustment has been earned and it is not a reward. (2.) GARY WEISZ pointed out that the District staff have worked through staffing reductions without complaint. (3.) MIKE MCDONALD supported the motion and the objective. (4.) MIKE MORGAN pointed out the potential of damaging the relationship with the Commissioners and/or the County with a wage adjustment when they are objecting to any wage adjustments and have implemented a hiring freeze. (5.) STEVE BAUMANN commented that the District needs to pay wages consistent with Fremont County, not the counties compared against in the review. Other Fremont County agencies have had their overall budgets cut by 10%. (6.) Attorney Sollars pointed out that the State and County are only just now implementing operational cuts, yet the District has implemented significant operational changes and staffing reductions over the past five years. The District is only now in the position to be able to provide a wage adjustment because we have been committed to efficient operations and financial responsibility. (7.) Commissioner McCarty stated that the County has been making cuts for years and that the Solid Waste District has been overstaffed. Further, she commented that the District has been providing more raises than the County and that the County is over budget by \$3 million. (8.) MIKE MORGAN pointed out that the District has only provided wage adjustments as the County has. The insurance changes, moving away from the County insurance created savings. (9.) MIKE MCDONALD pointed out that the District is not the County, that the District workload is different, and the District staffing needs are different.

SECRETARY/TREASURER KLAPROTH withdrew his motion to approve a 5% pay adjustment for District staff. MIKE MORGAN seconded the motion. **MOTION CARRIED (MIKE MCDONALD OPPOSED)**

**c. Fiscal Year 2017-18 Draft Operating Budget – Committee Update and Recommendation**

Superintendent Frey informed the Board that in their meeting packets are copies of the proposed draft operating budget. The Budget Committee met with himself and the Accounting Contractor Susan Brodie to review the draft budget in detail. There were no major concerns or issues.

**Discussion(s):** (1.) STEVE BAUMANN commented that he filled in on the Budget Committee. During the draft budget review the meeting went smoothly, the proposed expenses were justified, and that the capital expenditures were discussed with thought for further review on an individual basis.

MIKE MORGAN made a motion to approve the Fiscal Year 2017-2018 Operating Budget as presented. GINA CLINGERMAN seconded the motion.

**Discussion(s):** (1.) MIKE MORGAN wanted the budget message to be clear that any potential wage adjustments are still under review. Further, the County Commissioners should be happy with the reduced liability on their annual Financial Audit. (2.) STEVE BAUMANN applauded the effort that went into the reduction of the health benefit costs by MIKE MORGAN and Superintendent Frey, further that the County could benefit from reviewing their own health benefit in a similar way. (3.) MIKE MORGAN and STEVE BAUMANN asked to have the items associated with the health insurance separated out and identified, including the HSA, HRA, and policy premiums.

VICE-CHAIRMAN ADAMS called for the question on the motion. **MOTION CARRIED**

**d. Wyoming Solid Waste and Recycling Association Conference**

Superintendent Frey asked the Board members if they intended to attend the WSWRA conference this year in Lander.

**Discussion(s):** SECRETARY/TREASURER KLAPROTH, GARY WEISZ, GINA CLINGERMAN, STEVE BAUMANN, MIKE MORGAN, MIKE MCDONALD all plan to attend.

**4. NEW BUSINESS**

- (1.) Health Benefit Review Committee: GINA CLINGERMAN explained that the timeline of the Health Benefit renewal required a Special Meeting of the District Board following a committee meeting, resulting in the approval of the Health Benefit with minor changes: (A.) Inclusion of a short-term disability component. (B.) Increase in the HRA liability carried by the District sine the deductible that the District provides is no longer offered by BlueCross BlueShield. (C.) That the District premiums were slightly reduced.
- (2.) Trihydro Change Order Request: Superintendent Frey presented a change order request from Trihydro allowing for an extension of time that will allow for correspondence between Trihydro and the WDEQ following submission of the lifetime permit application.

STEVE BAUMANN made a motion to approve the Trihydro Change Order request as presented. MIKE MCDONALD seconded the motion. **MOTION CARRIED**


**5. CALL FOR ADJOURNMENT**

MIKE MCDONALD made a motion to adjourn the meeting at 10:52am. GINA CLINGERMAN seconded the motion. **MOTION CARRIED**

**6. UPCOMING MEETING(S):**

- a. The next Regularly Scheduled Meeting:
  - i. June 19, 2017, at 9:30am.
- b. The next Special Meeting(s):
  - ii. November 8, 2017 at 9:30am – Financial Audit Presentation

Respectfully submitted by,

  
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Andrew Frey, P.E.  
Superintendent of Operations  
Fremont County Solid Waste Disposal District

  
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Mark Moxley  
Board of Directors Chairman  
Fremont County Solid Waste Disposal District