



Miami County Recycling District Board Meeting

The Miami County Recycling District held a meeting of the Board of Directors on
Monday, November 17th, 2025, At 11:00pm

Attending in Person:

Keith Musselman-*Chairman & County Commissioner*, Brenda Weaver- *County Commissioner*, Mark Horner- *County Commissioner*, Tim Fisher- *City Council*, Don Sturch-*Mayor*, Sandy Chittum-*Vice Chairman, County Council*.

Absent:

Staff Attending in Person:

Jenny Gatliff- *Director*, Gabby Varnell- *Assistant Director*, Bill Berkshire- *Attorney*

Absent:

Public Attending:

Call to Order:

Mr. Musselman called the meeting to order at 11:00AM

Approval of Minutes:

Mr. Keith Musselman waived the reading of the Board minutes. Board members received a copy of the minutes from October 20th, 2025, Board of Directors meeting in their board packets. Ms. Sandy Chittum motioned to approve the meeting minutes; Mr. Mark Horner seconded. Roll Call No. 111725 Motion to approve the MCRD Board Meeting Minutes from October 20th; Motion Carried (6-0).

Approval of Financial Report & Claims:

Board Members reviewed claims and financial reports for October & November 2025. Ms. Sandy Chittum motioned to approve; Mrs. Brenda Weaver seconded. Roll Call No. 111725A Approval of October & November Financials; Motion Carried (6-0).

Director's Report: We've organized a Food & Winter Wear Drive to support local families this season by collecting non-perishable food items and gently used winter clothing now through February. This month, we've partnered with Family Farm & Home, where you can purchase socks, sock hats and slippers to be donated directly to our facility to help those in need. Our efforts are focused on students and families within our county schools. We've already delivered our first shipment to Mac Schools and are hopeful this initiative will make a meaningful difference for families across our community this winter. We've also

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partnered with Helping Hands to distribute non-perishable food donations to local food pantries, ensuring that support reaches as many households as possible.

Eagles Pointe Estates LLC has not paid their annual fee for the 2025 cycle and currently has an outstanding balance of \$31,900. We were previously advised that a property manager would attend a board meeting to address this matter; however, no representative from Eagles Pointe Estates LLC has appeared. Our attorney Bill Berkshire has sent a formal letter to Eagles Pointe Estates LLC requesting that payment be submitted.

On October 10th, 2025, Mr. Andre Burton called our office to inquire about tire disposal. Tori informed him that the policy allows 12 tires per property per year. He stated that he owns multiple properties, and she explained that he could drop off tires for each property but must space them out by month due to our capacity limits. Mr. Burton appeared to have difficulty understanding or choosing not to accept this policy.

At approximately 1:00 p.m., Mr. Burton arrived at the district with around 60 tires. He claimed that Tori had told him he could drop them off at once. She verified with Gabby that she had correctly communicated the policy earlier. Tori again informed him that any remaining tires could be taken to Leffler Tire if he did not want to wait or he could bring another 12 tires in next month.

At that point, Mr. Burton became angry, vocal and used profanity, demanding to speak with the Director. While speaking with Ms. Gatliff, he remained verbally aggressive and vulgar, questioning why he pays "\$30 a month" if he cannot drop off all 60 tires. He then stated that if we did not accept them, he would dump the tires around the county. Mr. Burton then sped off without securing his load of tires, and through negligence, two tires fell out onto our property as he left. He did not stop to pick them up.

On November 6th, 2025, Mr. Burton returned to drop additional tires. Ms. Gatliff informed him that, due to his previous behavior, we would no longer be accepting direct drop-offs from him. Mr. Burton questioned how this could be enforced since he pays the annual fees for his properties. Ms. Jenny Gatliff explained that payment of the fee does not exempt him from following conduct policies, and that inappropriate behavior will not be tolerated regardless of payment status. Ms. Gatliff also clarified that the annual fee is mandated charge, not a voluntary service fee.

Mr. Burton then asked to speak with someone above me, and I advised him to contact a commissioner. While Jenny was at lunch, returned, stating that he had spoken with Fred, who allegedly told him this was a matter of "freedom of speech". Tori informed him that I would return around 2 p.m. Mr. Burton indicated he would wait but later left.

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After 2 p.m., he called multiple times while Jenny was on another call. On his final call, Bradley answered and informed him that I was still unavailable, to which Mr. Burton replied that he would keep calling until he reaches me.

Later that day, Mrs. Brenda Weaver called to discuss the situation. She stated that since Mr. Burton has paid his property fees, we cannot deny services. I clarified that while he continues to have access to standard recycling services, we will not engage him in the office due to his repeated verbal aggression when situations do not go his way. Jenny informed Brenda that we would be consulting Bill Berkshire regarding this matter.

Additionally, Matthew from the Mayor's office called to hear both sides of the issue. Jenny spoke with him, provided context, and referred to him the prior documentation of events.

On November 7, 2025, Mr. Fred Musselman spoke with Gabby Varnell regarding the situation and confirmed that he supports any decision that I make about Mr. Burton. Gabby called Jenny to keep her updated as she was out of the office on Friday. Jenny told her to allow the drop off and to limit the interaction with Andre. To get him in and out. Gabby didn't feel comfortable interacting with him due to his previous actions, so Bradley Harmon handled the check-in process. Gabby called Fred back to let him know what Jenny had decided and asked Fred to call Andre to let him know that he could drop off 12 tires.

Fred called Mr. Burton back to inform him that we would accept 12 tires for the month of November on one of his properties. When Mr. Burton arrived, he immediately began recording the entire interaction on his phone. He again claimed that he had never been informed about the tires or rules, even though he had previously called about them before his first 60-tire attempt in October and was informed. Bradley showed him where the rules are clearly printed in our handbook. It is also posted on our website and displayed on the flyer.

During the interaction, Mr. Burton stated that since we "felt threatened" by him, he would be "coming for our jobs next."

As Gabby walked up from doing chores in the back, Mr. Burton turned his camera toward her and said, "She denied me yesterday too, so I'll see her at the meeting as well". Tori, who had just returned from dropping off donations for our food and winterwear drive, was also recorded when she entered, and Mr. Burton made a similar remark toward her.

Once checked in, Bradley escorted Mr. Burton to the tire cage to confirm that he was only dropping off the permitted 12 tires.

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These repeated incidents demonstrate a clear pattern of aggressive and disruptive behavior from Mr. Burton, despite multiple explanations of our tire disposal policy, documentation of previous misconduct, and efforts to accommodate him within policy limits.

As a result, I have decided that Mr. Burton will no longer be permitted to make drop-offs directly. We recommend that his wife- whose name is on the account-handle check-ins, moving forward, or that another authorized individual present Mr. Burton's ID for verification.

MCSWD staff feel threatened and unsafe during interactions with Mr. Burton, and this decision is intended to ensure a safe and respectful environment for both employees and other customers.

The total amount for invoices sent out was \$449,455.00 that was billed out for 2025. We still have a total of \$124,417.00 unpaid. Total unpaid late fees \$55,525.00.

Lawyers Report:

Old Business:

New Business:

Public Comment:

Next Meeting:

Board of Directors- Monday, December 15th, 2025, at 11am
Miami County Court House- GAR Room., 25 N. Broadway Peru, IN 46970.

Adjournment:

Adjournment was unanimous 11:30 am.

Jenny Gatliff *Director*

Keith Musselman *Chairman*

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