



## MIAMI COUNTY RECYCLING DISTRICT

### MIAMI COUNTY RECYCLING DISTRICT BOARD MEETING

August 19th, 2024, AT 12:00 P.M.

The Miami County Recycling District held a meeting of the Board of Directors on Monday, August 19th, 2024, at 12:00 P.M. at the Recycling District Office

**Attending in person:** Alan Hunt-Chairman- Miami County Commissioner, Brenda Weaver-Vice Chairman- Miami County Commissioner, Keith Musselman-Miami County Commissioner, Tim Fisher-City Council, Ms. Sandy Chittum-County Council

**Absent:** Don Sturch-Mayor

**Staff Attending in person:** Jenny Gatliff- Director

**Absent:**

**Public Attending:** Monty & Danielle Artrip, Mark Horner, Jeremy Leggett, Annette Phillip, Ryan Constable and Stacy Bussard.

**Call to Order:** Mr. Hunt called the meeting to order at 12:15pm.

#### Approval of Minutes:

- Mr. Hunt waived the reading of the Board minutes. Board members received a copy of the minutes from the July 15th, 2024, Board of Directors meeting in their board packets Mrs. Brenda Weaver *motioned to approve the meeting minutes; Ms. Sandy Chittum seconded. Roll Call No. 81924 -Motion to approve the MCRD Board Meeting Minutes from July 15th; motion carried (6-0).*

#### Approval of Financial Report and Claims:

- Board members reviewed claims and financial reports for July and August 2024. Ms. Sandy Chittum *motioned to approve; Mrs. Brenda Weaver seconded. Roll Call No.81924A Approval of July & August financials and claims; motion carried (6-0).*

#### Director's Report:

**Approval of Voided/Dropped Invoices:** Updated list of voided bills was reviewed by board. Ms. Sandy Chittum motioned to approve; Mr. Tim Fisher seconded. Roll Call No. 81924B Approval of voided bills; motion carried (6-0).

Total amount of invoices sent out was \$450,753.00 was billed out this year. We still have a total of \$99,053.00 unpaid. Total unpaid late fees \$42,400.00.

Carla Speth was terminated on August 15<sup>th</sup>, 2024. Carla was involved in a social media incident that occurred on Monday, August 12<sup>th</sup> and Tuesday, August 13<sup>th</sup>. Carla posted comments on the discussion that were rude and harassing. Most comments were directed towards Jeremy Leggett, which is an opponent of Mrs. Brenda Weaver (Carla's mother). The comments made by Mrs. Speth are classified as detrimental to the Solid Waste District, our community and as a state/county employee. This is a serious offense requiring termination. I also received a call from Monica with the Wabash Plain Dealer on Tuesday, August 13<sup>th</sup>, asking "do you pay your employees to slander and harass politicians on social media during business hours". I responded with "Carla is not at

work at this time”. I declined to answer any further questions. When Carla arrived at work I informed her I received a call from a reporter asking questions regarding the situation, and she responded with “I don’t care what happens, you can fire me”. Alan Hunt and Sandy Chittum were present when Carla was terminated. Carla was presented with a termination letter to sign or initial, she refused. Mrs. Weaver voiced her disagreement, saying “She did nothing wrong”. Jeremy Leggett was also present voicing his concern for Carla’s termination. Mr. Leggett explained he didn’t want someone to lose their job, due to politics. Ms. Gatliff explained this was not Carla’s first offense with social media.

I feel it is beneficial to promote Gabby Varnell to Assistant Director, effective immediately. She is an asset to the district. If approved, I’m requesting to compensate her with a pay increase to \$18.00 hourly and transition to salary in the amount of \$32,760. Effective immediately. Her current wage is \$15.00 hourly. *Ms. Sandy Chittum motioned to approve; Mr. Fred Musselman seconded. Roll Call No.81924C. Approval of pay increase, transition to salary; motion carried (6-0).*

*I will be revisiting the part time office clerk job description and will post the job listing in the next few weeks.*

*Audit exit interview was completed on Wednesday, July 24<sup>th</sup>. Alan Hunt and Jenny Gatliff were present for the meeting via video chat. There were minimal concerns with the lack of Gateway reports through the years of January 2019-December 2022.*

**Lawyer’s Report:** None.

#### **Old Business:**

- **District Drainage:** Repairs have been completed and were not as extensive as previously discussed. An evacuation of trench to proper depth and remove spoils from under the warehouse including gravel bedding for trench. Installation of new building drain per code. On the exterior of the building to septic tank. Installation of new sewer main with cleanout from the building to septic tank was completed. Ryan Constable is present to better explain.
- **District Recycling Bins:** We are down two recycling bins here at the district. Apparently there were still two Howard County bins we were using. Those have been returned to Howard County Solid Waste. I’m waiting for Daniel, plant manager of Recycling Works to get back to me regarding additional bins to replace at the district and bins for a south county location. Ms. Gatliff will do some research on possibly purchasing recycling bins. Follow up at the next board meeting.

#### **New Business:**

- **Social Media Policy:** For future purposes, I’m requesting to adopt the social media policy the courthouse follows. Policy will be edited to state Miami County Recycling District/State employees. *Ms. Sandy Chittum motioned to approve; Mr. Fred Musselman seconded. Roll Call No.81924D. Approval of adopting social media policy; motion carried (6-0).*
- **Assessment Invoices:** *Presented a comparison from 2018-present. This shows a percentage increase with our prominent vendors, as well as an increase in the percentage in drop off items per year. The amounts listed have increased tremendously over the years. It has been over ten years since the last assessment increase. If we were to increase the annual fee by*

*\$7.00, that would be an additional \$104,986 in revenue to provide more programs and possibly additional bins throughout the county to offer our community. Will be discussed at a later date.*

- **Budget 2025:** Ms. Sandy Chittum motioned to approve; Mr. Fred Musselman seconded. Roll Call No.81924E. Approval of 2025 Budget; motion carried (6-0). Pay raises are not included in the budget. Requesting the following pay raises: Brad Harmon (Warehouse Manager) \$2.00 increase an annual amount of \$32,760. Jenny Gatliff (Director) \$2.00 increase an annual amount of \$46,282.60. Ms. Sandy Chittum motioned to approve; Mr. Fred Musselman seconded. Roll Call No.81924F. Approval of pay raises; motion carried (6-0).

**Public Comment:**

**Next Meeting:**

**Board of Directors- Monday September 16th, 2024, 12 P.M.**

**MIAMI COUNTY RECYCLING DISTRICT CONFERENCE ROOM, 2651 W LOGANSPOUT RD, PERU, IN.**

**Adjournment:** Adjournment was unanimous @ 1:38 P.M.

Jenny Gatliff, Director

Alan Hunt, Chairman