

**Mifflin County Solid Waste Authority**  
**MINUTES**  
Personnel Committee Meeting of 11/18/24

**Members Present:** Dan Dunmire, Dave Conner, Carl Smith

**Staff Present:** Lisa Smith, Director

**Guests:** None

**Call To Order:** The meeting was called to order at 8:00am.

**Public Comment:** None

New Personnel Position Changes discussed preemptive to the 2025 Budget. James Laub resigned in September of 2024. James Stringfellow is now in the Loader Position full time. MCSWA will not be filling this full-time position and will go back to 6 full-time employees. Cross training of Jeremy Renninger of Recycling Position is underway. MCSWA will be hiring a regular part-time operations employee who will be needed in the near future.

2025 Budget review commenced noting that One Employee Longevity Bonus due this year, Richard Wertz 35 years of service

Employee Wage Evaluations were discussed and a newly released PMAA Salary & Benefit Survey 15 or fewer employees (Region 5) discussion and reviewed. A 2.5% cost of living increase proposed.

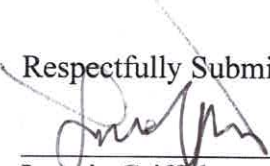
Employee Benefits were reviewed noting Health-Highmark annual increase 8.3% HRA benefit proposed to be increased from 750/1000 to 1000/2500. Dental is United Concordia preferred plan currently proposed to change to Flex plan. Vision and Life/ADD/LTD through AUL has not changed, along with retirement.

Executive Session was entered at 8:30am, the Personnel Committee meeting was recessed to discuss a few personnel issues and reconvened at 8:45am.

Budget Comparison to last year was approximately a 1% increase.

Adjournment took place at 8:55am.

Respectfully Submitted,

  
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Lonnie Griffith  
Secretary Treasurer