

**Mifflin County Solid Waste Authority**  
**MINUTES**  
Personnel Committee Meeting of 11/17/25

**Members' Present:** Dan Dunmire, Mark Conner, Carl Smith

**Staff Present:** Lisa Smith, Director

**Guests:** None

**Call To Order:** The meeting was called to order at 9:00am.

**Public Comment:** None

New Personnel Position Changes discussed during 2025 led proposing into the 2026 Budget the following: Nick Kirkland hired as part time operations on 8/26/25 completed his 90 days, he will go full time 12/1/25.

After resignation of full-time scales clerk, Avery Smith, we converted that full time position to part-time and hired a second scales clerk, Heather Fleisher who started on 12/3/25 to split hours with the current part time scales clerk, Leanne Dedmon.

2026 Budget review commenced noting that two Employee Longevity Bonus are due this year, Lisa Smith 30 years of service and Jeremy Renninger 5 years of service.

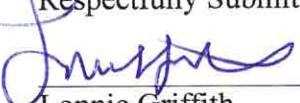
A 2.8% cost of living increase proposed based on the Social Security COLA for 2026.

Employee Benefits were reviewed noting the only increase in benefits would be Health-Highmark annual increase 18.6%

Budget Comparison to last year was approximately a 5% increase.

Adjournment took place at 9:55am.

Respectfully Submitted,

  
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Lonnie Griffith  
Secretary Treasurer