

**Mifflin County Solid Waste Authority
MINUTES
Regular Meeting of November 19, 2025**

Members Present: Mark Conner, Randy Leister, Frank Welsh, Lonnie Griffith and Dan Dunmire

Members Absent: Mark Conner and Carl Smith

Guests: Brad Kerstetter, Juniata County Planning Director

Staff Present: Lisa Smith, Director

Consultants Present: None

Call to Order: Chairman Welsh called the meeting to order at 8:00 a.m.

Public Comment:

None

Review of Public Minutes:

Last month's meeting minutes were presented for adoption. Mr. Dunmire made a motion to adopt the minutes as presented, seconded by Mr. Baker. All members voted in favor.

Personnel:

Part-time scales clerk, Heather Fleisher, started 12/3/25. The new operations employee, Nick Kirkland, who started 8/26/25 is approaching his 90-days of employment on 11/26/25. He is scheduled to go full-time on 12/1/25. Richard Wertz 35-year longevity was paid this month as approved in the 2025 Budget.

Trident has issued a mandatory amendment to our 457-retirement plan based on regulatory changes; a copy was available to review in the handouts. After reviewing the changes with the Board, Mr. Griffith made a motion to adopt the changes, seconded by Mr. Leister. All voted in favor.

Ms. Smith recommended a staff bonus in place of a staff holiday party this year. After some discussions among the members, Mr. Baker recommended \$500 for full-time employees and \$250 for part-time employees. Mr. Dunmire seconded the motion. All voted in favor.

Ms. Smith discussed a request a while back by an employee to create a space in the conference room available to all employees on lunch or after work hours that would allow them the ability to work out and have access to exercise equipment. The Board authorized Ms. Smith to evaluate the idea of creating a form of a Wellness benefit and work with insurance agents as well as legal to be sure that it is handled properly. Future updates will be given to the Board.

Financial Information:

Ms. Smith presented the 2025 tonnage information:

- The YTD tonnage is 6857.7 tons ahead of projections.
- The YTD diversion rate is .981 %
- The YTD average trailer weight is 20.03 tons.

Ms. Smith overviewed the Treasurer's report. Mr. Baker made a motion to adopt, seconded by Mr. Griffith. All voted in favor.

Ms. Smith presented payables and answered all questions from the Board. Mr. Dunmire made a motion to approve payments checks nos. 31717-31794 with no voids. Mr. Leister seconded the motion. All voted in favor.

Ms. Smith reviewed the Past Due Report. Ms. Smith discussed the ongoing issues with Dan & Pam Elsesser Apartment account explaining they continue to pay with 3-5 different accounts (checks) resulting in multiple entries on one invoice. They have been asked to pay invoices in full when they are due with one check. I will be reaching out to resolve this issue which could result in account suspension allowing pay at the window per transaction giving them the option of any 5 payment accounts they wish to use.

w Business:

Mr. Dunmire presented the Personnel Committee overview and recommendations for 2026 Budget:

Health benefits current coverage through Highmark resulted in an 18.6% increase.

No cost increases on dental, vision, disability

Annual Cola 2.8%

Longevity due for Lisa Smith (30 years) at 5%

Longevity due for Jeremy Renninger (5 years) at 5%

Overall increase to Personnel Budget 5%

Mr. Griffith presented the Finance Committee overview and recommendations for 2026 Budget:

Revenue reviewed in detail

Annual tonnage budgeted at 65,300

Expenses were reviewed by line-item adjustments discussed needed by department.

Professional service agreements were discussed.

Capital expenses were reviewed

Following discussions of the proposed 2026 Budget, Mr. Leister made a motion to adopt as presented, seconded by Mr. Baker. All voted in favor.

Updates on Pending Business:

PaDEP Transfer Station Major Permit Modification still being prepared by BAI to increase daily tons and modify site hours.

Executive Session:

None

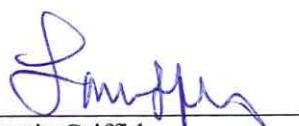
Other Business:

None

Adjourn:

Pending no other business, Mr. Leister moved, seconded by Mr. Dunmire, to adjourn the meeting at 9:00 am.

Respectfully Submitted,



Lonnie Griffith
Secretary/Treasurer