

Blue Hills Environmental Association, Inc.
Board Meeting Minutes
August 8, 2017

In Attendance:

Paul Ramsey
Delwin Wengert
Robert Mackenzie
Ferrin Crosby
Steve West

Spence Udall
James Nelson – Conference Call
Doyel Shamley – Conference Call
Ray Davis

Item #1 - Welcome

Paul Ramsey welcomed everyone and called the meeting to order at 7:04 a.m. on August 8, 2017.

Item #2 – Approval of Minutes

Paul asked if there were any questions for the minutes dated January 31, 2017 – no questions. Paul asked if there was a motion, Delwin Wengert made a motion to approve the minutes from the January 31, 2017, board meeting. Spence Udall seconded the motion. Voting was unanimous.

Item #3 – Discussion of Current Budget

Paul turned the time over to Ray to discuss the budget for 2017. Ray stated the revenue numbers were staying consistent and no flags were raised at this time. Ray stated he was pleased with the steady increase he has seen over the last 10 years. Paul asked if there were any questions for Ray about revenue. – None were asked. Ray moved onto expenses. Ray stated his areas of concern were the 631 Scrapper. The transmission had failed so he found one for \$20,000 from a company in California. Empires cost to rebuild was \$40,000, so Ray went with the one in California. Doyle joined the meeting at 7:10 a.m. Ray talked about rebuilding the tracks and some of the under carriage of the 2011 963 Loader. He stated it was about \$50,000 to repair and should be okay throughout the lifetime of the loader. Ray stated that he would not recommend a 2nd life on the loader. Ray talked about hiring an engineering firm, SCS, to handle the methane wells as well as a few other landfill issues. Spence asked how the front load conversion was going. Ray stated Alpine, Nutrioso, Greer, Springerville and Eagar are all swapped over. St. Johns will occur when the rear load trucks run out of life. Paul asked for a motion to approve. Delwin made a motion, Spence seconded the motion. Voting was unanimous.

Item #4 – Discussion of Salaries and Wages

Ray stated at the last board meeting he was given some direction about having a wage and salary survey done for Blue Hills Environmental. Ray had a company named Private Sector do a survey for all employees at Blue Hills Environmental. Ray stated the full time mechanics wages were out of line as far as lower than what he feels wages should be for a mechanic. Delwin stated that the mid-range is where most long-term employees are because cost of living and merit raises will continue to push them to the top end. Steve stated that Blue Hills Environmental needs to have a salary matrix so it will make the process run smoother and more efficient. Steve stated he would like to see years of service and salary. Ray stated he will work on a matrix and will return with more information for the next meeting. Paul asked if there was a motion. Steve stated he recommended a 3% across the board. Delwin seconded the motion. Voting was unanimous.

Item #5 – Discussion of Equipment

Paul asked if there were issues with equipment and vehicles. Ray stated that most of the issues have been discussed. Ray reported that one pickup should be replaced. Ray stated he has not shopped for anything, but will get specs and numbers. Steve stated prices are increasing. Delwin and Ferrin had a discussion on prices and vehicles. Ferrin asked the age of vehicles and miles. Ray stated the 2006 is the newest can delivery pickup with about 200,000 miles. Steve stated that Blue Hills Environmental needs to purchase a regular cab 4 x 4 pickup with a maximum price of \$35,000. No action needed.

Item #6 – Discussion and Review of Manager and Report

Ray reported that customers and numbers were steadily increasing, no major issues. He also reported on the two loans Blue Hills Environmental has out. One for the Cat Truck at \$121,000 and the D8 for \$191,000. All of the other loans are finalized. No action needed.

Item #7– Next Board Meeting

Paul stated the next board meeting for Blue Hills Environmental would take place in January unless one is needed sooner. No action needed.

Item #8 - Adjournment

Adjournment – Motion to adjourn was made by Spence, Paul seconded the motion. Voting was unanimous.