

**Blue Hills Environmental Association, Inc.**  
**Board Meeting Minutes**  
**January 10, 2024**

**In Attendance:**

Nelson Davis  
Ryan Patterson  
Tim Rasmussen  
Paul Ramsey  
Brannon Eagar  
Ferrin Crosby  
Ray Davis

**Conference Call:**

**Item #1 - Welcome**

Paul called the meeting to order at 7:00 a.m. and welcomed everyone.

**Item #2 – Approval of Minutes**

Paul asked if there were any questions for the minutes dated December 6th, 2023. No questions were asked. Paul asked for a motion to approve the minutes, Brannon made the motion, Nelson seconded the motion. Voting was unanimous.

**Item #3 – Manager’s Report**

Paul asked Ray for the manager’s report. Ray reported that ADEQ gave Concho & Round Valley transfer stations awards. Ray reported that equipment and trucks are doing ok. There are still some difficulties with getting parts and dealing with the cold weather.

**Item #4 – Discussion and Possible Approval of the Expansion of Blue Hills Environmental**

Paul turned the time over to Ray. Ray reported he is looking for opportunities and new ideas to help Blue Hills Environmental maintain and grow. Nelson asked Ray the downside of expanding. There was a discussion of the upside and the negative of expanding or staying the same. Brannon asked how growth would affect the landfill. There was a discussion of the landfill and transfer stations. Discussion was had about taking care of the customers and clients we have now and continue to provide the best service possible.

**Item #5 – Discussion and Possible Approval of Wages and Salaries**

Paul started the discussion of salaries and wages. Ray asked the board members if they have had a salary survey done for their individual cities. Tim stated yes, he had and would get a copy to Ray. Brannon said with the increase of everything Eagar has also done a salary survey and would

help if needed. Ray stated he will get with everyone, collect information and return with numbers for discussion at the next board meeting.  
No motion made or needed.

#### **Item #6 Discussion for Spring Clean-Up Dates**

Paul asked for the next Spring clean up dates. Brannon and Tim discussed dates and came up with May 11, 2024. Paul agreed that May 11, 2024 would be a good day.

#### **Item #7 Next Board Meeting**

Paul asked for the next meeting. Ray asked if it could be as needed. Everyone agreed. No meeting set.

#### **Item #8 – Adjournment**

Paul asked for a motion to adjourn. Brannon made a motion to adjourn, Nelson seconded the motion. Voting was unanimous. Meeting was adjourned.