

Blue Hills Environmental Association, Inc.
Board Meeting Minutes
Thursday, April 09, 2026

In Attendance:

Paul Ramsey
Nelson Davis
Ryan Patterson
Spence Udall
Brannon Eagar
Ray Davis

Conference Call:

Brandon Slade
Ted Soltis

Item #1 - Welcome

Paul called the meeting to order at 7:05 a.m. and welcomed everyone.

Item #2 – Approval of Minutes

Paul asked if there were any questions for the minutes dated October 22, 2025.

No questions were asked. Paul asked for a motion to approve the minutes, Ted made the motion, Spence seconded the motion. Voting was unanimous.

Item #3 – Manager’s Report

Paul turned the time over to Ray. Ray reported that Sanders and Nutrioso transfer sites received a letter of recognition from ADEQ. Ray advised that ADEQ has raised their prices significantly since last year. There was a conversation had about Hauler Hero and how the implementation is going. Ray reported the struggles of routing, google addresses and billing. Ray discussed how well his staff is doing, the staff continues to work hard and is improving despite all the challenges. Ray advised he will need to restructure job responsibilities and duties. Ray talked about a safety program and how Blue Hills will implement it. Blue Hills will continue to move forward in this process.

Item #4 – Equipment Replacement

Ray discussed the 627 scraper and how it is almost paid off. The 963 track loader will be the next piece of equipment that will need to be replaced as well as some front load trucks, sooner than later. Other discussion was made as far as equipment and containers.

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

Paul asked for a conversation of salaries and wages for employees. Ray stated he is reviewing wages and will proceed. There was a conversation among the board members on how wages have increased since 2020. Blue Hills is on the same track as the local cities and county.

Item #6 Discussion of Clean Up Dates & Community Events

Springerville and Eagar clean up will be May 9, 2026. Brannon and Tim will get information out to the community. There was a discussion on going to a coupon based clean up. Ted stated that he has seen the coupon system work well and it will not be a burden on the Blue Hills staff. Ray will come up with some ideas on how

to proceed and move forward with the clean up. St. Johns clean up is TBD. Spence and Paul will get the information to Blue Hills and we will proceed from there. Ray reported there are other clean ups in the county.

Item #7 Next Board Meeting

Ray stated the next meeting will be July 22, 2026.

Item #8 – Adjournment

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