

Meeting Agenda Thursday, October 10, 2024, at 5:30 PM Eureka City Council Chamber 502 K Street Eureka, CA

BOARD OF DIRECTORS

Meredith Matthews, City of Arcata, **Chair**Adelene Jones, City of Blue Lake, **Vice Chair**Leslie Castellano, City of Eureka
Randy Cady, City of Ferndale
Michelle Bushnell, County of Humboldt
Frank Wilson, City of Rio Dell,

HOW TO PARTICIPATE

The public is invited to attend and participate in the HWMA Board of Directors meeting using any of the following methods.

1. IN-PERSON

The public can attend and provide in-person comments during the meeting on regular agenda items and during Oral/Written Comment. in-person hybrid meetings. HWMA asks that when attending meetings, persons socially distance as best they can and be courteous to those who choose to wear a mask.

2. REMOTE

As a courtesy, and technology permitting, members of the public may continue to observe and participate remotely through the Zoom platform. HWMA cannot guarantee that the public's access to teleconference technology will be uninterrupted, and technical difficulties may occur from time to time. In those instances, so long as there is a Board quorum and the public may still attend the meeting in person, the meeting will continue.

- a. Zoom https://us06web.zoom.us/j/87272840425
- b. Zoom Phone Numbers. +17207072699, Meeting ID: 87272840425

During the meeting, each period for public comment will be announced, and participants may use Zoom's "Raise Hand" feature to request to speak. If calling in via Zoom use *9 to raise and lower your hand. The meeting host will call on you, by name or last four digits of your phone number and enable the microphone when it is your turn to speak. To ensure the orderly meeting conduct, providing your name is encouraged, but not required.

3. EMAIL

The public may submit public comment via email to <u>board@hwma.net</u>. Any comments received up until 3:00 pm of the meeting date will be:

- a. Distributed to Board members via email prior to the meeting,
- b. Referenced and attached to the meeting minutes.

Such email comments must identify the agenda item number in the subject line of the email. Comments received will be read into the record by staff, with a maximum allowance of three minutes (approximately 500 words) per individual comment, subject to the Chair's discretion. If a comment is received after the agenda item is heard, but before the close of the meeting, the comment will still be included as part of the written record of the meeting but will not be read into the record during the meeting.

4. TO WATCH OR LISTEN ONLY

The public may view the meeting on one-way video feed on at Access Humboldt's YouTube Channel at www.youtube.com/c/accesshumboldt/live or

Copies Available: Copies of the agenda materials are available electronically at www.hwma.net, through individual HWMA member agencies or by calling HWMA at 707-268-8680. There may be a charge for copies.

Accessibility: Accommodations and access to HWMA meetings for people with special needs must be requested in advance of the meeting at 707 268-8680 or emailing <u>board@hwma.net</u>. The Eureka City Council Chamber room is ADA accessible. This agenda and other materials are available in alternative formats upon request.

1. Call to Order and Roll Call at 5:30 PM

2. Consent Calendar

All matters listed under the Consent Calendar are considered to be routine by the HWMA Board and will be enacted upon by one motion, unless a specific request for review is made by a Board Member or a member of the public. The Consent Calendar will not be read. There will be no separate discussion of these items unless pulled for discussion.

- a. Approve Minutes from the September 12, 2024, HWMA Board of Directors meeting.
- b. Review and Approve July 2024 Financial Reports.
- c. Approve Resolution 2025-06 Conflict of Interest Code.

3. Oral and Written Communications

This time is provided for people to address the Board or to submit written communications concerning matters not on this agenda. Board Members may respond to statements, but any request that requires Board action will be referred to staff for review. Reasonable time limits may be imposed on both the total amount of time allocated for this item, and on the time permitted to each individual speaker. Such time allotment or portion thereof shall not be transferred to other speakers.

- 4. Ratify Emergency Purchase and Construction Project
- 5. Proposed Re-Classification
- 6. Standing Item: Board Member Reports.
- 7. Standing Item: Executive Director's Report.
- 8. Adjourn.



BOARD OF DIRECTORS

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Michelle Bushnell, County of Humboldt
Frank Wilson, City of Rio Dell

Minutes Thursday, September 12, 2024, at 5:30 PM Zoom Video Conference Meeting

Present: Meredith Matthews, Adelene Jones, Michelle Bushnell, Frank Wilson.

Absent: Leslie Castellano, Randy Cady

Staff: Eric Keller-Heckman, Hilary Schwartz, Joel Bisson

Legal Counsel: Nancy Diamond

1. Call to Order and Roll Call at 5:36 PM

Chairperson Matthews called the meeting to order at 5:36 PM. A quorum was present and acting.

2. Consent Calendar

a. Approve Minutes from the July 11, 2024, HWMA Board of Directors meeting

b. Review and Approve June 2024 Financial Reports

Motion: Director Jones motioned, and Director Bushnell seconded, to

approve the items a) through b) of the Consent Calendar as

delivered

Action: Approve the Motion as made by **Director Jones** and seconded by

Director Bushnell

Aves: Unanimous

Noes: None

Absent: Leslie Castellano, Randy Cady

3. Oral and Written Communications

Chairperson Matthews opened the floor to public comment regarding items not on the agenda. No comment was received.

Chairperson Matthews closed the floor to public comment.

4. Approve Resolution 2025-05 Household Hazardous Waste Program Grants

Executive Director Keller-Heckman advised the Board that HWMA has been awarded numerous Household Hazardous Waste (HHW) grants by CalRecycle for projects such infrastructural improvements and equipment purchases. **Executive Director Keller-Heckman** recommended that the board approve the attached resolution authorizing submission of grant applications and execution of necessary grant agreements, pending General Counsel's legal review, for a five (5) year period following Board adoption of Resolution 2025-05. If awarded, the current grant funding would support ongoing HHW

programs such as medical sharps disposal as well as outreach programs to educate the public about how to properly dispose of hazardous waste materials.

Chairperson Matthews opened the floor to public comment. No comment was received. Chairperson Matthews closed the floor to public comment.

Motion: Director Jones motioned, and Director Wilson seconded, to

approve Resolution 2025-05 Household Hazardous Waste

Program Grants as delivered.

Action: Approve the Motion as made by **Director Jones** and seconded by

Director Wilson.

Ayes: Unanimous

Noes: None

Absent: Leslie Castellano, Randy Cady

5. Standing Item: Board Member Reports

None received.

6. Standing Item: Executive Director's Report

Executive Director Keller-Heckman gave a brief report on the status of organic waste processing. While the jurisdictions' negotiations with franchise haulers are ongoing, HWMA has been evaluating the possibility of an in-county organics processing facility owned and operated by HWMA. A draft Request for Proposal (RFP) for a consultant to conduct a feasibility study on organic waste collection is 90-95% complete and will help to define the type of property needed as well as what type of organic materials would be accepted. Executive Director Keller-Heckman will be calling a meeting of the Executive Advisory Committee to seek input from the jurisdictions before bringing the draft RFP before the Board at a later meeting.

Chairperson Matthews requested clarification regarding penalties related to organic waste compliance. Executive Director Keller-Heckman declined to comment specifically but said he was not aware of any penalties assessed to member agencies at this time as jurisdictions are working towards compliance with CalRecycle through adjusted schedules and ongoing communication with staff. Chairperson Matthews inquired if Executive Keller-Heckman could attend member agencies' council meetings to report on organic waste processing. Director Keller-Heckman advised that he would be happy to attend any of the member agencies' council meetings if requested to provide an update on organics processing or assist staff with preparing materials for the same purpose.

Director Wilson added that the City of Rio Dell has authorized an outside consultant to assist with SB 1383 compliance.

7. Adjourn

Chairperson Matthews adjourned the meeting at 5:42 p.m.



Staff Report

DATE: October 3, 2024. For Meeting of: October 10, 2024

FROM: Hilary Schwartz, Director of Finance

SUBJECT: Item 2b)

Receive July 2024 Financial Reports

RECOMMENDED ACTION: Voice Vote

1) Review and Approve July 2024 Financial Reports

DISCUSSION:

Background:

Each month, staff presents an update on the Authority's financials based on activity to-date for the current month. This enables staff to provide a complete presentation of the full financial activity for that period, as financial data will have been recorded and finalized for the reporting period at that point.

Each year, pending the finalization of the Authority's financial audit, these financial reports are presented as *preliminary* financial reports. Once the audit is finalized and staff closes out the prior year, information presented will represent accurate to-date financial activity and will be marked as such.

The Authority's cash position is comprised of 5 accounts; 1) the Authority's checking account, which handles the day-to-day expenses and holds the Operating Reserve; 2) the Cummings Road Landfill Pledge of Revenue Money Market account; 3) The Capital Improvement Plan Money Market account and 4) The Benefits and Rate Stabilization Money Market account. The combined value of these accounts equals the total cash available for Authority reserves and operating cash. The current value of the Authority operating fund and combined reserve funds as of July 31, 2024, are as follows:

Cash on hand	\$ 1,379,331.49
Operating Reserve	\$ 1,369,344.43
CRL Pledge of Revenue	\$ 87,709.41
Capital Improvement Fund	\$ 1,120,289.95
Benefits and Rate Stabilization Funds	\$ 550,000.00
Long-Term Funding	\$ 79,751.45

Authority Financials:

Attachment 2b.1 contains detailed balance sheets for the July 2024 financial reports, for Board review and discussion. An analysis of that information as it relates to revenues and expenses, and current month disbursements to vendors and employees, is provided herein.

Revenues:

Revenues for July 2024 performed at approximately 3.67% above budgeted estimates for Fiscal Year 2024-25. These estimates encapsulate all activity throughout the Authority, although finances will be influenced by future payouts for fees passed through to Member Agencies, revenue shares for salvaged materials sales, and the delayed receipt of grant revenues for grant-based projects. In July 2024, green waste revenue was about 9% above budget projections while solid and hazardous waste revenues were about 3.75% above projections.

Staff continues to monitor diversion programs in terms of not only cost, but self-sustaining viability. At present, all divisions are fully funded from self-sustaining revenues or fees passed through from Self-Haul, Franchise, and Satellite Facility tipping fees.

Expenses:

Total Expenses for July 2024 were approximately 23.18% below budgeted estimates, including some one-time expenses related to depreciation of Authority assets, and quarterly payments to Member Agencies for pass-through payments. Increased costs of utilities at both the Hawthorne Street Transfer Station and the Cummings Road Landfill were offset by below-estimate spending on payroll and facilities maintenance.

Staff continues to maintain a strong control on ongoing expenses, which averaged about 5% below budget estimates across all four quarters of the prior fiscal year (2023-2024).

Monthly disbursements to Authority vendors and employees are summarized in Attachment 2b.1 (*Statement of Cash Flow*) for the month of July 2024. These disbursements are comprised primarily of day-to-day costs, representing approximately \$513,284.71 in transportation and disposal costs, \$231,724.24 in payroll and employee benefit costs, and \$1,474.50 in pass-through payments to member agencies.

Staff's Recommendation:

Staff recommends the board review and approve the draft July 2024 Financial Reports.

Attachments:

1) Draft July 2024 Financial Reports



Draft Balance Sheet

As of July 31, 2024 Attachment 2b.1

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1000 Checking - Umpqua Bank	2,610,155.78
1001 CRL Pledge-8913	83,715.95
1002 Rate Reserve-6008	615,086.48
1003 CIP-3488	1,121,429.32
1010 Petty Cash	107.20
1015 Change Bank	5,500.00
Total Bank Accounts	\$4,435,994.73
Accounts Receivable	
1020 Accounts Receivable	1,095,526.73
1030 Allowance for Doubtful Accounts	0.00
Total Accounts Receivable	\$1,095,526.73
Other Current Assets	
1025 A/R - Other	0.00
1045 Prepaid Expenses	78,217.34
1050 Prepaid Insurance	360,493.59
1055 Undeposited Funds	0.00
Due from Other Governments	0.00
Total Other Current Assets	\$438,710.93
Total Current Assets	\$5,970,232.39
Fixed Assets	
1100 Land - Admin	2,809,139.62
1200 Land Improvements	
1201 Admin	1,546,527.91
1202 Transfer Station	699,978.50
1203 HHW	7,050.00
1204 Landfill	20,334.51
Total 1200 Land Improvements	2,273,890.92
1300 Buildings	
1301 Admin	0.00
1302 Transfer Station	2,978,507.25
1303 HHW	300,742.17
1305 Recycling	19,885.53

Draft Balance Sheet

	TOTAL
1400 Building Improvements	
1401 Admin	50,076.58
1402 Transfer Station*	396,766.35
1403 HHW	199,269.55
1404 Recycling	64,371.90
1405 Landfill	17,448.95
Total 1400 Building Improvements	727,933.33
1500 Equipment	
1501 Admin	32,730.11
1502 Transfer Station*	2,009,454.00
1503 HHW	69,740.72
1504 Landfill	321,495.46
1505 Recycling	159,817.65
1507 Programs	0.00
Total 1500 Equipment	2,593,237.94
1600 Office Equipment	
1601 Admin	34,056.66
1605 Recycling	0.00
Total 1600 Office Equipment	34,056.66
1700 Vehicles	
1701 Admin	28,790.62
1702 Transfer Station*	13,576.24
1703 HHW	46,079.18
1704 Landfill	65,792.28
Total 1700 Vehicles	154,238.32
1800 Software	
1801 Admin	69,573.89
Total 1800 Software	69,573.89
1900 Accumulated Depreciation	(7,587,715.71)
Total Fixed Assets	\$4,373,489.92
Other Assets	
1035 Deferred Outflows - Pension	768,101.00
1910 Waste Authority Permit	221,171.00
1920 Land Purchase Option - CRBAS	0.00
Total Other Assets	\$989,272.00
TOTAL ASSETS	\$11,332,994.31

Draft Balance Sheet

	TOTAL
ABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	000 044 44
2000 Accounts Payable	862,241.11
Total Accounts Payable	\$862,241.11
Credit Cards	
2005 2005 Umpqua Bank Visa	0.00
2006 Bisson	176.88
2007 Heacock	4,977.24
2008 Schwartz	1,047.90
2009 Keller	906.95
Total 2005 2005 Umpqua Bank Visa	7,108.97
Total Credit Cards	\$7,108.97
Other Current Liabilities	
2010 Accounts Payable - Other	0.00
2015 Accrued 457 deferrals payable	0.00
2020 Accrued AFLAC	289.40
2022 Accrued Bank Charges	5,895.78
2025 Accrued CalPERS	0.00
2026 UAL CalPERS	0.00
2030 Accrued CalPERS - Clearing	0.00
2035 Accrued FWH/MED	0.00
2040 Accrued Payroll	0.00
2045 Accrued PR Taxes	0.00
2050 Accrued PTO	269,460.14
2055 Accrued SUI/ETT	0.00
2060 Accrued SWH/SDI	0.00
2065 Deferred Revenue - DOC/AB939	42,744.58
2070 Deferred Revenue - OPP	26,273.70
2071 Deferred Revenue - Tire Grant	20,235.86
2075 Garnishments Payable	0.00
2080 Note Payable - Chase	0.00
24000 Payroll Liabilities	0.00
24001 Garnishment -Weaver	0.00
Total 24000 Payroll Liabilities	0.00
Total Other Current Liabilities	\$364,899.46
Total Current Liabilities	\$1,234,249.54

Draft Balance Sheet

	TOTAL
Long-Term Liabilities	
2100 Deferred Inflows - Pension	60,628.00
2110 Landfill Closure Estimated	10,191,438.00
2130 Lease Payable - Finanical Pacif	594,727.30
2140 Net Pension Obligation	1,059,833.00
Total Long-Term Liabilities	\$11,906,626.30
Total Liabilities	\$13,140,875.84
Equity	
3000 Opening Balance Equity	0.00
3010 Investment in Capital Assets	4,263,164.00
3030 Prior Period Adjustments	(11,175.21)
3200 Retained Earnings	(6,408,339.92)
Net Income	348,469.60
Total Equity	\$ (1,807,881.53)
TOTAL LIABILITIES AND EQUITY	\$11,332,994.31



Statement of Cash Flows

July 2024 Attachment 2b.1

	TOTAL
OPERATING ACTIVITIES	
Net Income	348,469.60
Adjustments to reconcile Net Income to Net Cash provided by operations:	
1020 Accounts Receivable	(111,742.97)
1025 A/R - Other	21.10
1045 Prepaid Expenses	(71,497.34)
1050 Prepaid Insurance	32,772.14
Due from Other Governments	2,144.54
2000 Accounts Payable	(235,497.08)
2006 2005 Umpqua Bank Visa:Bisson	176.88
2007 2005 Umpqua Bank Visa:Heacock	3,373.77
2008 2005 Umpqua Bank Visa:Schwartz	(1,456.95)
2009 2005 Umpqua Bank Visa:Keller	394.77
2015 Accrued 457 deferrals payable	(1,000.00)
2020 Accrued AFLAC	(263.65)
2022 Accrued Bank Charges	900.20
2025 Accrued CalPERS	(12,111.67)
2035 Accrued FWH/MED	0.00
2040 Accrued Payroll	(59,158.97)
2045 Accrued PR Taxes	(11,684.27)
2055 Accrued SUI/ETT	0.00
2060 Accrued SWH/SDI	0.00
24001 Payroll Liabilities:Garnishment -Weaver	0.00
Total Adjustments to reconcile Net Income to Net Cash provided by operations:	(464,629.50)
Net cash provided by operating activities	\$ (116,159.90)
FINANCING ACTIVITIES	
2130 Lease Payable - Finanical Pacif	(9,835.72)
Net cash provided by financing activities	\$ (9,835.72)
NET CASH INCREASE FOR PERIOD	\$ (125,995.62)
Cash at beginning of period	4,561,990.35
CASH AT END OF PERIOD	\$4,435,994.73



Bill Payment List

July 2024

Attachment 2b.1

DATE	NUM	VENDOR	AMOUNT
1000 Checking -	· Umpqua Bank		
07/12/2024	100088	Pacific Motorsports	-7.55
07/01/2024	070124-BS	Blue Shield of California	-41,523.96
07/01/2024	070124-RB	Redheaded Blackbelt	-250.00
07/01/2024	SPACH89	Republic Services	-39,810.07
07/01/2024	100275	Humboldt Organic Solutions, LLC	-77,093.80
07/01/2024	2406142283236	PG&E 053-6	-2,764.53
07/01/2024	070124-HI	Humana Insurance Co.	-4,650.22
07/02/2024	CBZ3ICJR9ECT	Valeo Networks	-4,285.16
07/10/2024	100284	AT&T Calnet	-36.51
07/10/2024	100277	Shred Aware	-921.14
07/10/2024	100279	BDI	-104.69
07/10/2024	SPACH94	Clean Harbors Environmental Services	-30,146.00
07/10/2024	100278	North Coast Audiology Center	-1,320.00
07/10/2024	100280	Humboldt Organic Solutions, LLC	-69,125.02
07/10/2024	100282	Picky, Picky	-2,196.49
07/10/2024	SPACH95	Sharps Solutions, LLC	-200.00
07/10/2024	100276	Access Humboldt	-101.34
07/10/2024	SPACH93	Streamline	-750.00
07/10/2024	100283	Lost Coast Communications, Inc	-1,600.00
07/10/2024	SPACH96	Call2Recycle, Inc.	-4,509.90
07/10/2024	100281	Mad River Hospital.	-7,665.33
07/03/2024	12832014	Zultys, Inc.	-645.13
07/11/2024	071124-VW	Verizon Wireless	-361.41
07/10/2024	46NF4QWYCW	City of Eureka Water	-614.61
07/10/2024	720669437536654950307	Mission Linen Supply	-1,231.08
07/10/2024	720670335608602060307	Mission Linen Supply	-783.16
07/14/2024	100287	Humboldt Recycling	-12,487.41
07/14/2024	100292	Advanced Display and Signs	-3,950.30
07/14/2024	100286	Gerald & Cullen Rapp	-1,250.00
07/14/2024	100290	Recology Humboldt County Samoa	-4,811.66
07/14/2024	100293	Lawrence & Associates	-1,820.00
07/14/2024	100291	Law Offices of Nancy Diamond	-1,184.20
07/14/2024	100285	WM Corporate Services, Inc	-2,128.16
07/14/2024	100288	New Directions	-685.00
07/14/2024	100289	Enterprise-Record, Mercury Register	-245.00
07/14/2024	100294	Bettendorf Enterprises, Inc	-1,005.26
07/14/2024	SPACH100	Airgas USA, LLC	-826.09
07/15/2024	SPACH98	CalPERS	-85,328.00
07/14/2024	SPACH99	World Oil Environmental Services	-50.00
07/15/2024	SPACH97	Dry Creek Landfill	-463,110.00
07/15/2024	071524-VP	Valley Pacific Petroleum Services, Inc.	-5,086.48
07/15/2024	071524-RHC	Recology Humboldt County	-225.00
07/17/2024	1478819433	Humboldt Community Services District	-33.90
07/22/2024	100295	BDI	-264.83

Bill Payment List

July 2024

DATE	NUM	VENDOR	AMOUNT
07/22/2024	100303	Miller Farms Nursery, Inc	-854.83
07/22/2024	100306	Shafer's Ace Hardware	-5.26
07/22/2024	100300	SWANA	-455.00
07/22/2024	100307	Poklemba, Allison	-19,971.00
07/22/2024	100297	Picky. Picky, Picky	-1,801.19
07/22/2024	100299	Industrial Electric	-524.61
07/22/2024	100296	Holt of California	-2,826.99
07/22/2024	100302	Humboldt County Public Works Pass Through	-115,780.20
07/22/2024	100301	Copiers Plus	-246.47
07/22/2024	100298	Pierson Building Center	-176.53
07/22/2024	100308	Peterson CAT	-372.29
07/22/2024	100304	Bettendorf Enterprises, Inc	-645.00
07/22/2024	100305	North Coast Journal	-1,264.00
07/21/2024	23136181	Optimum Business	-440.90
07/22/2024	SPACH101	Pape Machinery	-860.26
07/22/2024	SPACH104	World Oil Environmental Services	-60.00
07/22/2024	SPACH102	Mendes Supply Company	-143.58
07/22/2024	SPACH103	I-5 Tire, Inc.	-3,118.50
07/23/2024	2407080262563	PG&E 550-3	-62.32
07/22/2024	CB05YW4NBUG0	Valeo Networks	-350.00
07/28/2024	100311	Humboldt Recycling	-8,840.00
07/28/2024	100314	Humboldt Sanitation	-16,833.12
07/28/2024	100315	B&B Portable Toilets	-615.58
07/28/2024	100313	Picky. Picky, Picky	-462.07
07/28/2024	100310	City of Eureka Discharge Fees	-2,925.00
07/28/2024	100309	WM Corporate Services, Inc	-2,398.53
07/28/2024	100312	Humboldt County Dept of Agriculture	-1,514.00
07/28/2024	SPACH105	Sharps Solutions, LLC	-100.00
07/28/2024	SPACH106	Mendes Supply Company	-240.05
07/30/2024	073024-RB	Redheaded Blackbelt	-250.00
07/29/2024	2407144544423	PG&E 053-6	-3,816.61
07/29/2024	2407122617593	PG&E 724-3	-4,074.45
Total for 1000 Ched	king - Umpqua Bank		\$ -1,069,216.73
2005 2005 Umpqua	a Bank Visa		
2008 Schwartz			
	M0231625764	Crystal Springs Bottled Water	132.00
Total for 2008 Sch		- J 3	\$132.00
	Umpqua Bank Visa		\$132.00
Not Specified	Ompqua Bariik Vioa		Ψ102.00
•	CMPR110005538	Holt of California	0.00
	Credit Applied HS	City of Eureka Water	0.00
	CM92728631	Pacific Motorsports	0.00
07/31/2024	VC060124	City of Eureka Water	
		Oily of Lutera Water	00.0
Total for Not Specifi	IOU		\$0.00

Bill Payment List July 2024



Draft A/R Aging Summary

As of July 31, 2024 Attachment 2b.1

	CURRENT	1 - 30	31 - 60	61 AND OVER	TOTAL
707 Pest Solutions	379.53	273.26			\$652.79
A & I Roofing	1,071.72				\$1,071.72
Abercrombie Construction	144.31	154.25	155.35		\$453.91
Above Board Construction and Roofing	13,867.48	7,123.69			\$20,991.17
Ace Handyman Services - North Coast	12.00				\$12.00
ACGC Inc.	469.47				\$469.47
Alchemy Construction Inc.	165.34				\$165.34
Alcohol Drug Care Services	90.29				\$90.29
Align Landscape			32.68		\$32.68
Alves Inc.	3,865.51				\$3,865.51
Ambrosini Electric	221.91				\$221.91
Annie Cornwell	38.48				\$38.48
Arcata Bay Self Storage	28.86				\$28.86
Arnold's Family Construction LLC	253.42				\$253.42
Arrow Property Management	249.12	16.99			\$266.11
Atkins-Salazar Construction	295.78		12.00	32.71	\$340.49
Ayres Enterprises	693.34	371.36			\$1,064.70
Barry Smith Construction	128.91				\$128.91
Bedliners Plus	205.88				\$205.88
Benchmark Realty Group	134.69	43.05	127.28		\$305.02
Bethel Church	130.83				\$130.83
Bettendorff Trucking - Shop	544.52				\$544.52
Big Oil & Tire	36.56				\$36.56
Bigfoot Construction Inc.	173.17				\$173.17
Bill @ Your Service	67.37				\$67.37
Black Diamond Construction	46.18				\$46.18
Blackwell Construction	279.00				\$279.00
Blossom Landscaping & Handyman Service	1,572.43				\$1,572.43
Blue Sky Roofer	2,074.18				\$2,074.18
Bluestone Landscapes	90.43				\$90.43
Bob White Electric	201.30	56.92	92.54		\$350.76
Bode Construction	332.86				\$332.86
Branch Ranch Building Co.	67.34				\$67.34
Brian Lawrence Construction		186.07	293.86	435.64	\$915.57
Broadway Trailer Park	73.12				\$73.12
Buddy's Auto Center	1,322.91				\$1,322.91
Bureau of Land Management Arcata	13.47				\$13.47
Cal Poly Humboldt- Garbage	1,773.86				\$1,773.86
Carpet Depot	1,474.53				\$1,474.53
Carter & Company	12.00				\$12.00
CDH Painting	69.27				\$69.27
Century Service Center	750.40				\$750.40
City of Arcata	20,144.86	20,826.86			\$40,971.72
City of Eureka - Facilities	15.39				\$15.39
City of Eureka - Harbor	138.14				\$138.14

Draft A/R Aging Summary

	CURRENT	1 - 30	31 - 60	61 AND OVER	TOTAL
City of Eureka - Parks	103.98				\$103.98
City of Eureka - Sewer Collections	8,281.32				\$8,281.32
City of Eureka - Streets		1,626.79			\$1,626.79
City of Fortuna				(1.80)	\$ (1.80)
Clayton Construction	12.00	12.00			\$24.00
CM Construction	566.89				\$566.89
Coast Seafoods Company	779.27				\$779.27
Coastal Co Builders	2,826.08				\$2,826.08
Colburn Electric	358.85	593.24			\$952.09
Cook Properties	77.60				\$77.60
Craig Mayberry	196.26				\$196.26
Curb Appeal Construction	136.61				\$136.61
Darryl Berg Painting	23.09				\$23.09
David Allen Construction	12.00				\$12.00
DCI Construction	123.14				\$123.14
Del Biaggio Dairy	175.09				\$175.09
Del Monte Properties & Investments Inc.				(76.12)	\$ (76.12)
Del Reka	32.71	69.26			\$101.97
Delta Mattress & Sofa Outlet	335.76				\$335.76
Developed Employment Services	404.07				\$404.07
Diamond Drywall	473.33	1,039.56	112.30	43.05	\$1,668.24
DMC Home Building Inc.	157.78				\$157.78
DS Construction	1,062.56				\$1,062.56
Duffy Jill	48.10				\$48.10
Duncan Electric	37.47				\$37.47
Earth Care Landscaping	20.00				\$20.00
Eel River Transportation & Salvage	602.10				\$602.10
Ellena Construction		29.95			\$29.95
Emerald Custom Construction	28.25	60.81	349.59		\$438.65
Equity Building	101.25	149.73	51.74		\$302.72
Eric Finkle	151.65				\$151.65
Eureka City Schools	3,069.99				\$3,069.99
Eureka Floor Carpet One	67.79				\$67.79
Eureka Glass Co. Inc.	225.99	76.74			\$302.73
Eureka Housing Authority	196.95				\$196.95
Eureka Overhead Door Company	80.81				\$80.81
Eureka Rehabilitation & Wellness				(15.00)	\$ (15.00)
Eureka the Pentecostal Church	102.43				\$102.43
Eureka Vacation Rentals Inc.	17.77				\$17.77
Evans Mechanical	12.00				\$12.00
Evergreen Landscape	193.41	33.69			\$227.10
Extremely Floored				(23.49)	\$ (23.49)
Figas Construction	284.77	3,942.45			\$4,227.22
Fitz It Right Plumbing	278.20	258.74		107.13	\$644.07
Forbes Cabinets	488.73				\$488.73

Draft A/R Aging Summary

Francis Carrington 108.56 Frank Zabel Trucking Inc. 46.18 Frazier Rental & Development 214.78 Friesen Construction 169.32 Fryes Care Home 26.94 Furniture Design Center 513.40 G M Pavlich 71.65	75.04 08.56
Frank Zabel Trucking Inc. 46.18 Frazier Rental & Development 214.78 Friesen Construction 169.32 Fryes Care Home 26.94 Furniture Design Center 513.40 G M Pavlich 71.65	
Frazier Rental & Development 214.78 Friesen Construction 169.32 Fryes Care Home 26.94 Furniture Design Center 513.40 G M Pavlich 71.65	
Friesen Construction 169.32 \$1 Fryes Care Home 26.94 \$3 Furniture Design Center 513.40 \$5 G M Pavlich 71.65 \$3	46.18
Fryes Care Home 26.94 Furniture Design Center 513.40 G M Pavlich 71.65	14.78
Furniture Design Center 513.40 \$5 G M Pavlich 71.65	69.32
G M Pavlich 71.65	26.94
	13.40
	71.65
Genevieve Schmidt 69.32	69.32
Glendale Mobile Estates 12.00 37.43	49.43
Gordon Van Zee Construction 12.00 12.00	24.00
Griz Handyman Service 13.33	13.33
Hamanaka Painting 125.82 \$1	25.82
Handle It Junk Removal 1,600.22 \$1,6	00.22
HCAR 56.34	56.34
Heartwood Design and Building 202.03 \$2	02.03
Hemmingsen Pavement Solutions 50.48	50.48
Henderson Village Apt. (5.99)	(5.99)
Houseworth Construction 2.97	\$2.97
Hubbards German Auto 178.22 \$1	78.22
Humboldt Bay Harbor District 102.43 \$1	02.43
Humboldt Community Service District 105.31 \$1	05.31
Humboldt Countertops 493.05 720.18 \$1,2	13.23
Humboldt County Animal Shelter 63.50	63.50
Humboldt County Building Maintenance 186.64 358.00 \$5	44.64
Humboldt County DHHS 13.66 105.88 203.43 28.08 \$3	51.05
Humboldt County Parks 3,217.22 2,231.66 979.45 \$6,4	28.33
Humboldt Electric 87.21	87.21
Humboldt Masonic Hall Association \$ (63.76)	3.76)
Humboldt Moving & Storage 117.83 \$1	17.83
Humboldt Plaza 2.97	\$2.97
Humboldt Sanitation & Recycling 110,186.81 79,447.46 \$189,6	34.27
Humboldt Senior Resource Center 55.80	55.80
Humboldt Towing 84.66	84.66
J & G Lawn and Garden 639.89 1,294.05 \$1,5	33.94
J & J Rentals 275.78 \$2	75.78
Jacoby Creek School 63.50	63.50
James Poovey 95.53	95.53
Janowski Builders 27.39	27.39
JDS Construction 634.23 722.48 733.71 \$2,0	90.42
Jim Groeling & Associates 101.93	01.93
Jitter Bean Coffee Co. 53.32	53.32
JM Environmental Inc 365.58 \$3	65.58
JNG Insulation Pros 900.49 \$9	00.49
JNM Construction 409.87 267.66 \$6	77.53

Draft A/R Aging Summary

	CURRENT	1 - 30	31 - 60	61 AND OVER	TOTAL
John H Kruger Plaster & Drywall	669.59	458.57			\$1,128.16
Johnny's Flooring & Window Coverings	4.80				\$4.80
Johns Used Cars		108.56			\$108.56
Johnston Construction	548.56	162.27			\$710.83
Justin Adams Construction	104.37				\$104.37
K H McKenny	327.10				\$327.10
Keenan Supply	82.66				\$82.66
Kelly Martin	17.32	109.09	3.00		\$129.41
Ken & Lesa Shealor	7.00				\$7.00
Kolshinski & CO. LLC	59.65				\$59.65
Kramer Investment Corp.	781.17				\$781.17
Landscaping Ventures Inc.	80.81				\$80.81
Lawn Care Plus	1,051.77				\$1,051.77
LDH Construction	2,126.39				\$2,126.39
Leons Car Care Center		(19.81)			\$ (19.81)
Lirpa Logistics	196.58				\$196.58
Living Styles	96.21				\$96.21
Lost Coast Brewery & Cafe	210.59				\$210.59
Mace Jennings	65.42				\$65.42
Mad River Construction	448.70				\$448.70
Making Headway Center	593.49				\$593.49
Martin Construction	75.04	279.66	51.90		\$406.60
Mattress Recycling Council	2,951.04	4,375.52			\$7,326.56
McCullough Construction	661.90				\$661.90
McKenny & Sons Inc.	119.30				\$119.30
McKinleyville Union School	95.40				\$95.40
McMurray & Sons Inc.	15,180.14	2,188.01			\$17,368.15
Med-Project USA		2,900.00			\$2,900.00
Milgard Manufacturing AP	130.85				\$130.85
Miller Farms Nursery	677.29				\$677.29
Ming Tree Realtors	86.59	128.05			\$214.64
Moores Sleepworld	118.15				\$118.15
Munoz Osorio Construction	202.28				\$202.28
Munson Investments	24.00	24.00	20.59		\$68.59
Myrtletown Body Shop	80.81				\$80.81
New Century Yard Maintenance	162.91				\$162.91
New Horizon Drywall Construction	50.03				\$50.03
New Life Service Company	1,249.20				\$1,249.20
Nichols Handy Work	142.84		54.92		\$197.76
Nick Frank	84.66		33.69		\$118.35
North Coast Co-Op Arcata	28.86				\$28.86
North Coast Fabricators	1,232.05				\$1,232.05
North Coast Flooring Inc.	1,850.26				\$1,850.26
Northcoast Acoustics	44.71	24.33			\$69.04
Northcoast Childrens Service	20.66				\$20.66

Draft A/R Aging Summary

Northcoast Environmental Construction Northcoast Regional Land Trust Northern Building Company Northern Humboldt Union Schools	371.35 12.00 387.19				\$371.35
Northern Building Company					
	387.19				\$12.00
Northern Humboldt Union Schools					\$387.19
	79.00				\$79.00
O & M Industries	26.94				\$26.94
Pacific Builders	332.14				\$332.14
Pacific Coast Rentals	85.92				\$85.92
Pacific Towing	25.01	78.61			\$103.62
Pierson Company	706.56				\$706.56
Point of View Preservation LLC	63.50				\$63.50
Point Pleasant MHP	300.17	410.66			\$710.83
Poletskis Appliance Center	434.86				\$434.86
Porter and Sons Painting	40.41	28.08	26.20		\$94.69
Primo Drywall & Construction Co.	133.22				\$133.22
Pure Water Spas	55.80				\$55.80
Quality Body Works	136.61				\$136.61
RA Construction	17.32				\$17.32
Rainbow Self Storage	798.51				\$798.51
Ray Wolfe Construction	211.65				\$211.65
Rayl Rentals & Rayl Cabinetry		(123.42)			\$ (123.42)
RebCo	131.79				\$131.79
Rebholtz Cleaning Service	15.00	132.65			\$147.65
Recology Eel River	68,460.41	22,760.54			\$91,220.95
Recology of Arcata	128,469.37				\$128,469.37
Recology of Humboldt County	401,283.29				\$401,283.29
Recology Samoa	52,484.16				\$52,484.16
Redwood Acres Fair Grounds	332.87				\$332.87
Redwood Coast Plumbing		35.56	22.46		\$58.02
Redwood Coast Real Estate Inc.	285.96	252.34	190.09		\$728.39
Redwood Community Action Agency	59.83	(10.79)			\$49.04
Redwood Teen Challenge	1,068.92				\$1,068.92
Rendezvous Music & Vending	19.24				\$19.24
Rentor	700.59	462.60	269.46	161.04	\$1,593.69
Resources Recycling & Recovery		394.80			\$394.80
Restif Cleaning Service		173.24			\$173.24
RG Goolsby Construction	255.91				\$255.91
RH Construction	472.78				\$472.78
Rich's Body Shop	21.17				\$21.17
Rob Jordan Construction	48.11				\$48.11
Robert Donathan	103.98				\$103.98
Rock Solid Construction	94.28				\$94.28
S & S Phelps Inc.	238.56				\$238.56
Sanders Roofing Inc.	1,654.71	5,339.99			\$6,994.70
Sawyer Electric	31.24				\$31.24
Schmidbauer Building Supply LLC.	865.84				\$865.84

Draft A/R Aging Summary

	CURRENT	1 - 30	31 - 60	61 AND OVER	TOTAL
Schneider Enterprises	1,077.51	114.17	239.58		\$1,431.26
Sempervirens Gardening	665.89	449.92			\$1,115.81
Sequoia Construction	879.80				\$879.80
Serenity Inn	59.65				\$59.65
ServiceMaster	504.11				\$504.11
Sherlock Mini Storage	525.91				\$525.91
Sherwood Excavation	261.68				\$261.68
Sholes Overhead Door	36.56				\$36.56
Simple Visions	609.22				\$609.22
Sisu Extracts	1,504.67				\$1,504.67
Six Rivers Mechanical Inc.	62.03				\$62.03
Six Rivers National Forest		12.00			\$12.00
Six Rivers Property Management	12.00				\$12.00
Soilscapes Solutions LLC	365.58				\$365.58
South Bay Union School District				(66.21)	\$ (66.21)
Spencer Electric	681.59				\$681.59
Stetzel Builders	196.88	1,681.43	169.74	1,518.59	\$3,566.64
Strombeck Construction	1,146.77				\$1,146.77
STS Construction	1,164.56				\$1,164.56
Susan Whitely / Eric Dugan	522.10				\$522.10
T and T Roofing	4,134.88				\$4,134.88
TEMPORARY		494.50			\$494.50
The People of New Directions	343.49	460.42			\$803.91
Thomas Home Center	12.00				\$12.00
Tonis Restaurant	546.44				\$546.44
Tree Ventures Inc.	175.78				\$175.78
Triad Inc	163.55				\$163.55
Ultimate Building Solutions	318.41				\$318.41
United Building	12.00				\$12.00
United Indian Health	365.57				\$365.57
Vern McGaughey	904.33	872.22			\$1,776.55
Vern's Furniture	336.11				\$336.11
Wade Bray General Contractor	808.12				\$808.12
Wahlund Construction	2,739.96	823.55	555.90		\$4,119.41
Watson Well Service	19.24				\$19.24
Wayne Maples Plumbing	36.13				\$36.13
Werner Weltsch Ent.	1,577.13	43.05	169.74	1,201.65	\$2,991.57
West End Builders Inc.	67.34				\$67.34
Westside Community Improvement Assoc.	244.09	367.23			\$611.32
Williamson Construction	952.44				\$952.44
Wing Inflatables	679.54				\$679.54
Your Local Mow Man	75.00				\$75.00
Yurok Tribe Construction Corporation	88.51				\$88.51
TOTAL	\$916,518.80	\$167,869.35	\$5,321.20	\$3,284.48	\$1,092,993.83

Draft A/R Aging Summary As of July 31, 2024



Draft A/P Aging Summary

As of July 31, 2024 Attachment 2b.1

	CURRENT	1 - 30	31 - 60	61 AND OVER	TOTAL
Advanced Security Systems.	120.00				\$120.00
Airgas USA, LLC	267.80				\$267.80
AT&T Calnet	37.28				\$37.28
Bettendorf Enterprises, Inc	990.83	990.84			\$1,981.67
Blue Shield of California	32,417.90				\$32,417.90
Call2Recycle, Inc.	6,104.60				\$6,104.60
City of Arcata 939		6,206.17			\$6,206.17
City of Blue Lake 939		1,928.09			\$1,928.09
City of Eureka 939		7,783.89			\$7,783.89
City of Eureka Alarm Fees	400.00				\$400.00
City of Eureka Water	2,030.67				\$2,030.67
City of Ferndale 939		1,949.18			\$1,949.18
City of Rio Dell 939		1,188.59			\$1,188.59
Crystal Springs Bottled Water	112.00				\$112.00
Dry Creek Landfill	503,388.01				\$503,388.01
Eureka Humboldt Fire Extinquisher		1,355.45			\$1,355.45
Humana Insurance Co.	3,421.50				\$3,421.50
Humboldt Cleaning Services LLC	400.00				\$400.00
Humboldt Community Services District	44.52				\$44.52
Humboldt County Env Health Pass Through		68,422.30			\$68,422.30
Humboldt County Public Works Pass Through		121,979.69			\$121,979.69
Humboldt Recycling	21,449.31				\$21,449.31
Humboldt Sanitation	21,259.53				\$21,259.53
I-5 Tire, Inc.	3,222.00				\$3,222.00
Industrial Electric	2,412.09				\$2,412.09
Jamie Corsetti, CPA	1,460.00				\$1,460.00
Law Offices of Nancy Diamond	3,000.00				\$3,000.00
Lawrence & Associates	2,755.00				\$2,755.00
Lost Coast Communications, Inc	750.00				\$750.00
Mad River Hospital.		122.50			\$122.50
Mad River Union	404.00				\$404.00
MapleService Inc			655.00		\$655.00
Microbac Laboratories, Inc			256.00	810.00	\$1,066.00
Mission Linen Supply	1,978.39				\$1,978.39
Pacific Motorsports		356.69			\$356.69
Peterson CAT	2,020.33				\$2,020.33
Peterson Trucks	323.67				\$323.67
Picky. Picky, Picky	511.76				\$511.76
Pierson Building Center	363.56				\$363.56
Recology Humboldt County	225.00				\$225.00
Recology Humboldt County Samoa	3,311.34				\$3,311.34
Rogers Machinery Company, Inc.	2,041.38				\$2,041.38
Schuyler Rubber Co., Inc	4,881.54				\$4,881.54
Scrapper's Edge	139.84				\$139.84
Shafer's Ace Hardware	49.10				\$49.10

Draft A/P Aging Summary

	CURRENT	1 - 30	31 - 60	61 AND OVER	TOTAL
Sharps Solutions, LLC	700.00				\$700.00
Thumpers Mechanical		1,925.00			\$1,925.00
United Rentals		688.28	688.28		\$1,376.56
Valeo Networks	4,337.96				\$4,337.96
Valley Pacific Petroleum Services, Inc.	5,328.74				\$5,328.74
Verizon Wireless	608.33				\$608.33
World Oil Environmental Services	220.00				\$220.00
WSP USA, Inc	5,201.26		6,245.92		\$11,447.18
TOTAL	\$638,689.24	\$214,896.67	\$7,845.20	\$810.00	\$862,241.11



Staff Report

DATE: September 18, 2024 For Meeting of: October 10, 2024

FROM: Eric Keller-Heckman, Interim Executive Director

SUBJECT: Item 2c)

Approve Resolution Number 2025-06 Adopting a Conflict of Interest Code for

HWMA in Compliance with California Government Code Section 87300.

RECOMMENDED ACTION: Voice vote.

1) Adopt Resolution Number 2025-06 Conflict of Interest Code.

DISCUSSION:

Background:

California Government Code section 87300 requires all public agencies to adopt and review a Conflict of Interest Code every two years. This Code shall enumerate employee and consultant positions within the Authority who are involved in the making or participate in the making of decisions which may have a material effect on any financial interest of their own; identifying disclosure categories for such employees and consultants; and identifying disqualification requirements for such employees and consultants.

This Resolution would supersede Resolution 2023-05 that established a Conflict of Interest Code on October 13 2022.

Staff's Recommendation:

Staff recommends the Board adopt resolution 2025-06 to update the HWMA conflict of interest code as required by California Government Code section 87300

FISCAL IMPACTS:

ALTERNATIVES:

1) Board Discretion

ATTACHMENTS:

1) Resolution 2025-06 "Humboldt Waste Management Authority Adopting a Conflict of Interest Code"

RESOLUTION NO. 2025-06 OF THE HUMBOLDT WASTE MANAGEMENT AUTHORITY ADOPTING A CONFLICT OF INTEREST CODE

WHEREAS, specified public officials identified in California Government Code section 87200, including Authority Board members and the Executive Director are subject to the conflict of interest disclosure and disqualification requirements set forth in Government Code sections 87200 et seq.; and

WHEREAS, California Government Code section 87300 requires all public agencies to adopt and promulgate a Conflict of Interest Code enumerating employee and consultant positions within the Authority who are involved in the making or participation in the making of decisions which may have a material effect on any financial interest of their own; identifying disclosure categories for such employees and consultants; and identifying disqualification requirements for such employees and consultants;

NOW, THEREFORE, BE IT RESOLVED, that the Board of the Humboldt Waste Management Authority hereby rescinds Resolution Number 2023-05 and adopts as its Conflict of Interest Code those provisions set forth in Appendix A, attached hereto and incorporated herein.

This Resolution shall be effective October 10,	2024
Meredith Matthews, Chair of the Board	Eric Keller-Heckman, Clerk of the Board

APPENDIX A HUMBOLDT WASTE MANAGEMENT AUTHORITY CONFLICT OF INTEREST CODE

The Political Reform Act (Government Code Section 81000, et seq.) requires state and local government agencies to adopt and promulgate Conflict of Interest codes. The Fair Political Practices Commission has adopted a regulation (2 Cal. Code of Regs. Sec.18730) which contains the terms of a standard Conflict-of-Interest code, which can be incorporated by reference in an agency's code. After public notice and hearing, it may be amended by the Fair Political Practices Commission to conform to amendments in the Political Reform Act. Therefore, the terms of 2 California Code of Regulations Section 18730 and any amendments to it duly adopted by the Fair Political Practices Commission are hereby incorporated by reference. This regulation and the attached Appendix designated officials and employees and establishing disclosure categories, shall constitute the Conflict-of-Interest code of the Humboldt Waste Management Authority.

Designated employees shall file their statements with the Humboldt Waste Management Authority who will make the statements available for public inspection and reproduction (Gov. Code Section 81008). Upon receipt of the statements of the Board of Directors and the Executive Director, the Humboldt Waste Management Authority shall make and retain a copy and forward the original of these statements to the Fair Political Practices Commission. Statements for all other designated employees shall be retained by the Humboldt Waste Management Authority.

Public Officials Who Manage Public Investments

The following positions are NOT covered by the Conflict-of-Interest code because they must file under section 87200 and, therefore, are listed for informational purposes only:

- Governing Board Members
- Executive Director

An individual holding one of the above listed positions may contact the Fair Political Practices Commission for assistance or written advice regarding their filing obligations if they believe that their position has been categorized incorrectly. The Fair Political Practices Commission makes the final determination whether a position is covered by section 87200.

CONFLICT OF INTEREST CODE FOR THE HUMBOLDT WASTE MANAGEMENT AUTHORITY

Designated Positions	Disclosure Category
Director of Finance	1
Director of Operations	1
Director of Environmental Health & Safety	1
Consultants	*1
General Counsel	1

Disclosure Category

Category 1

Designated employees in Category 1 must report:

- a) Investments and business positions in any business entity and sources of income, including gifts, loans and travel payments, of the type which within the last years has contracted with the Authority to provide services, supplies, materials, machinery or equipment.
- b) Investments and business positions in any business entity and sources of income, including gifts, loans and travel payments, of the type which engages in or may engage in activities which come under regulation by the Authority.
- c) Investment and business positions in any business entity and sources of income, including gifts, loans and travel payments, of the type which engages in the acquisition, disposal or development of real property by the Authority.
- d) Investments and business positions in any business entity and sources of income, including gifts, loans and travel payments, of the type which engages in the preparation of environmental impact report or statements.
- e) All interest in real property.

Category 2

Designated employees in Category 2 must report:

^{*}¹ Consultants shall be included in the list of designated employees and shall disclose pursuant to the broadest disclosure category in the Code subject to the following limitations: "The Executive Director may determine in writing that a particular consultant, although a 'designated position', is hired to perform a range of duties that is limited scope and thus is not required to fully comply with the disclosure requirements described in this section. Such written determination shall include a description of the consultant's duties and, based upon that description, a statement of the extent of the disclosure requirements. The Executive Director's determination is a public record and shall be retained for public inspection in the same manner and location as this Conflict-of-Interest code.

- a) Investments and business positions in any business entity and sources of income, including gifts, loans and travel payments, of the type which within the last two years has contracted with the Authority to provide services, materials or equipment.
- b) Investments and business positions in any business entity and sources of income, including gifts, loans and travel payments, of the type which engages in or may engage in activities which come under regulation by the Authority.



Staff Report

DATE: October 6, 2024 <u>For Meeting of: October 10 2024</u>

FROM:

SUBJECT: Item 3)

Item 3)
Public Comment

RECOMMENDED ACTION: Receive only



October 7, 2024

City of Arcata, Emily Sinkhorn, Emily Benvie City Eureka, Donna Wood, Robin Praszker City of Fortuna, Amy Nilsen Humboldt County, Tom Matson, Amar Ezeh

Re: Response to Multi-Jurisdiction Letter Issued on September 4th Regarding SB 1383 Negotiations

Dear Tom, Amar, Amy, Donna, Robin, Emily and Emily,

We received your letter, dated September 4, 2024, and agree with you that we would like to see negotiations progress toward completion. Finalizing agreements has been at the top of our attention and priority for a long time.

Your letter stated that it is the jurisdictions' goal to finalize new franchise agreements by November 1st, or else the jurisdictions would begin exploring their options to go out to RFP. However, this deadline is impossible, despite Recology's best efforts. There are too many remaining issues that we must address with the jurisdictions before we can proceed with negotiations.

A major issue is that the jurisdictions have asked us to reduce the margins that we are receiving for services under our current contracts. These margins were negotiated under the existing franchise agreements for valid business reasons specifically, the sale of Recology's post-collection assets to the HWMA for \$15.00 when the JPA formed, and subsequent loss of revenue at our transfer station and open landfill in Humboldt County.

We have been supportive of implementing SB 1383 services to help the jurisdictions comply with their CalRecycle Corrective Action Plans. But, rather than taking the most straightforward direction towards SB 1383 compliance – negotiating SB 1383 services amendments – the jurisdictions are seeking to re-negotiate whole contracts with multi-year terms remaining, while reducing our contractually allowable margins.

Recology is dedicated to helping the jurisdictions comply with SB 1383 and we are still willing to negotiate and are reiterating our request for meetings with each jurisdiction. However, based on the progression of negotiations to date, your ultimatum to complete negotiations by November 1 is not realistic – but *not* due to Recology's lack of effort.

Recology has negotiated in good faith throughout this 2-year+ process and has been extremely responsive to the jurisdictions' various requests. At this point, we feel we must list some of the work and documentation we have provided in these negotiations, to illustrate that we have been responsive partners:

- November 2022: Responded to a list of questions from Arcata, analyzing their green waste route
- January 2023: Conducted a presentation with the City of Eureka on SB 1383 services
- **February 2023:** Conducted a detailed presentation on SB 1383 services to all jurisdictions
- February 2023: Provided an initial model/term sheet, inclusive of all SB 1383 services.
- **February 2023:** Sent a letter to all jurisdictions informing them of the timeline to receive vehicles and our budget cycle timeline, to help them understand timing and priorities.
- February/March 2023: Conducted a survey with the jurisdictions to understand their needs / goals for their SB 1383 programs. The County, Fortuna, Eureka, Arcata responded to the survey.
- March 2023: Sent draft model franchise agreement to Eureka and Arcata to review.
- March 2023: Provided each City and Humboldt County with cost proposal for area SB1383 services based current available service additions, including toggles for up to 5 different options to help each area decide how to roll out services.
- **April 2023:** Reviewed cost proposal in detail with City/County representatives and Consultant to address questions and concerns. Requested specific additional information and any specific changes or detailed needed.
- April 2023: Prepared completely new SB1383 roll out option for each of County contracts to compare universal roll out for County vs. partial roll out.
- April 2023: Prepared Public Education Exhibit to provide support for services provided by Waste Zero staff.
- May 2023: Responded to a detailed list of questions from Eureka.
- May 2023: Sent a letter to Arcata explaining our budget deadline to order new vehicles, to help clarify the timeline they were facing with negotiations.
- May 2023: Conducted a meeting and presentation with all jurisdictions on the contract and rate methodology
- May 2023: Provided detailed comments with requests for revisions to the draft franchise agreement received April 2024.
- **August 2023:** Responded to a list of questions/requests on the franchise agreement from the jurisdictions
- October 2023: Per conversations with the City of Fortuna, prepared and provided an alternative draft franchise agreement for review and consideration.
- November 2023: Responded to another letter to all jurisdictions clarifying points on the contract term (given that many of the jurisdictions' franchise agreements have multiple years before expiring)
- **December 2023:** Prepared Tier 1 and Tier 2 Roll Out Cost Analysis to evaluate possibility of multi-tiered roll out of SB1383 services supported by revamped full Public Education roll out plan focused on multi-tiered roll out.
- **January 2024:** Recology's counsel met with the jurisdictions' consultant at the request of Recology to understand language proposed by jurisdictions for the franchise agreement.
- January 2024: Provided a detailed proposal on SB 1383 outreach and education services, which included narratives of the services, sample outreach material, and associated costs that could be allocated/shared by the jurisdictions
- **January 2024:** Upon your request, we provided a letter documenting our process for vehicle procurement to support your conversations with CalRecycle.
- March 2024: Developed a new, expanded cost model to incorporate both existing services by material and customer type as well as new SB1383 services. Provided

model to Arcata requesting feedback to enable changes before beginning the time consuming process of duplicating the new model for each of the other franchises. Received feedback that is contradictory to prior feedback and have not been able to meet to resolve.

- July 2024: Recology sent a reply draft of the franchise agreement and requested meetings with the jurisdictions to finalize the contract; the jurisdictions did not follow up with any meetings
- August 2024: Replied to a letter from Fortuna, explaining the necessary data we need from the jurisdictions to create a draft rate model, and why a 20% margin on allowable costs would equate to a 9% nominal profit

Despite the multitude of correspondence, key terms for the agreement remain open and we cannot accept your ultimatum to have a contract ready by November 1, and we understand that you intend to explore steps towards an RFP process.

This is indeed your prerogative, but please understand:

- The current franchise obligations in most jurisdictions remain in effect through the terms of those agreements. In the case of Arcata, Eureka, and the County areas, we anticipate this RFP would cover SB 1383 services (i.e. organics collection) only.
- The contractual thresholds have been met to add two more routes in the Mid-County area: one for recycling and one for waste. Trucks were ordered and we will be coming to the Board of Supervisors to adjust rates to cover the cost of those additional routes (consistent with the franchise agreement) next year.

As stated above, Recology is a committed partner to the jurisdictions and desires to see these negotiations through to completion. We hope the jurisdictions can still see the value we provide to the community. If issuing RFPs is still your preferred route (which can be a costly and time-consuming process), we will evaluate the RFP and respond once it is released.

Thank you for your time and attention. Please let us know if you have any questions.

Sincerely,

Signed by:

Frank Nelson
General Manager

Recology Humboldt County

Cc: Eric Keller, Heckman, HWMA

HWMA Board of Directors

Elishia Hayes, Humboldt County Administrative Officer

Merritt Perry, City of Arcata City Manager Miles Slattery, City of Eureka, City Manager

Enclosure: September, 4, 2024 Letter to Recology from Humboldt County jurisdictions







Staff Report

DATE: October 3, 2024 For Meeting of: October 10, 2024

FROM: Eric Keller-Heckman

SUBJECT: Item 4)

Ratify Emergency Purchase and Construction Project

RECOMMENDED ACTION: Voice vote/ Informational only

1) Ratify emergency purchase and construction project with Wahlund Construction in the amount of \$35,950 at 949 W Hawthorne St as approved by Executive Director.

DISCUSSION:

Background:

The Authority owns and maintains property and a commercial building located at 949 West Hawthorne St; this property is currently under a long-term lease to Recology of Humboldt.

On September 25 2024, staff received word from Recology that they were experiencing a significant loss of power to critical aspects of the facility at 949 W Hawthorne St. It was determined that the main issue was a large underground section of electric conduit had collapsed and required trenching, removal and replacement.

Staff contacted several potential contractors with Wahlund Construction having an immediate opening and expertise to take on the project, and where able to finish the project and restore Recology operations to normal by October 2 2024.

Per HWMA policy 4040 and the approved purchasing policy guidelines, purchases in excess of \$20,000 are subject to bid requirements and board approval unless required due to emergency instances or are previously approved public works projects. Due to the nature of Recology operations, services and the magnitude of the electrical outage staff approved the projected under this emergency provision to minimize potential impacts to residential and commercial services provided by Recology.

Staff's Recommendation:

Staff recommends the Board approve and ratify the Executive Directors approval of an emergency purchase and construction project in the amount of \$35,950.

FISCAL IMPACTS:

In the Fiscal Year 2024-2025 approved budget, \$100,000 was earmarked specifically for repairs and maintenance for the 949 W Hawthorne property. This funding will be utilized for this emergency with pre planned projects being rearraigned and potentially pushed to fiscal year 2025-2026

ALTERNATIVES:

1) Board Discretion

ATTACHMENTS:

1) none



Staff Report

DATE: September 26, 2024 For Meeting of: October 10, 2024

FROM: Eric Keller-Heckman, Executive Director

SUBJECT: Item 4)

Proposed Re-Classification

RECOMMENDED ACTION: Voice Vote

1) Review and approve revised job description for Landfill Supervisor; and

2) Review and approve Job Description for Landfill Technician I, II; and

3) Approve Revised Organization Chart identifying Landfill Technician I, II

DISCUSSION:

Background:

In 2019 the HWMA underwent a partial salary survey for a range of different jobs, their descriptions, and salary levels. At this time, it was determined that due to the significant differences in job requirements and daily duties Household hazardous waste technicians would be removed from the Materials Diversion Technician (MDT) pool and be granted their own classification and job description. Internal discussion was had regarding Landfill staff as well, but limited knowledge of their core duties and requirements were known, and they were included in the Materials Diversion Technician classification until they could be reassessed in the future.

HWMA typically assesses its organizational needs and structure during position vacancies to evaluate and identify opportunities for operational efficiencies. Most recently, in May of 2024 a Material Diversion Technician I, II, III FTE position at the Cummings Road landfill became vacant. There was a corresponding need to recruit and backfill the vacancy. During this recruitment period an internal review was conducted to determine the adequacy of the MDT I, II, III job description as it pertains to the duties and responsibilities of landfill staff. Upon review of the daily core duties of current staff, along with other like positions at landfills in California, staff determined a revised classification and job description was needed.

Staff's Recommendation:

Staff recommends the board review and approve job descriptions for the Landfill supervisor and reclassified Landfill technician along with an updated organization chart.

FISCAL IMPACT:

The changes requested in this report are fully budgeted for with the Fiscal Year 2024-2025. The pay scale and ranges proposed for the Landfill Technician I, II position fall within the existing pay scale and ranges of the currently budgeted MDT I, II, III positions.

ATTACHMENTS:

- 1) Revised Landfill Supervisor Job Description
- 2) Proposed Landfill Technician I, II Job Description
- 3) Proposed HWMA Organization Chart
- 4) Proposed Pay Plan



Effective: October 10, 2024 FLSA: Non-Exempt

LANDFILL SUPERVISOR

DEFINITION

This is a full-time, non-exempt position that is responsible for supervising the daily operations of the (closed) Cummings Road Landfill. The Landfill Supervisor performs a variety of duties including facility and equipment maintenance and repair, monitoring of landfill gas, leachate, ground- and surface- water, and erosion at the landfill, operating heavy equipment, scheduling shifts, and interacting with regulatory staff and the general public.

SUPERVISION RECEIVED AND EXERCISED

The Landfill Supervisor reports to the Director of Environmental Health & Safety, supervises and coordinates personnel at the Cummings Road Landfill.

EXAMPLES OF TYPICAL JOB FUNCTIONS (Illustrative Only)

Management reserves the right to add, modify, change, or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.

- Works with the Director of Environmental Health & Safety to schedule and coordinate landfill crew at the Cummings Road Landfill.
- Schedules, trains, supervises and evaluates the work of assigned staff, including providing feedback, evaluating employee performance and recommendations to the Division Director; recommending initial disciplinary actions; assists in recruitment selection and promotion.
- Demonstrates continuous effort to improve facility operations and ensure safety in the workplace.
- Performs a variety of water and landfill-gas sampling and monitoring duties; collects samples from various locations, performs rudimentary field analyses, labels sample bottles, prepares chain-of-custody forms, and ships samples for chemical/biological analysis using proper sampling and chain-of-custody protocols.
- Coordinates and participates in regular maintenance of air and electrically operated landfill leachate-collection pumps.
- Coordinates and participates in operation and maintenance of the landfill-gas extraction system, including, but not limited to, testing and adjusting landfill-gas wells, performing minor lubrication and maintenance on the blower and compressor systems, maintain landfill-gas, air, condensate, and leachate piping, and orders landfill gas flare testing and calibration.
- Performs a variety of recordkeeping duties; creates new log books and properly stores old records and log books; ensures Waste Discharge Requirement (WDR) permit is properly maintained and available; tracks compliance activities, maintains Material Safety Data Sheet (MSDS) records; completes, maintains, and files a variety of forms, lists, records, schedules, and informational logs; maintains and updates equipment status board; maintains and updates daily readings for required report development and submission.

- Performs a variety of duties in response to wet weather conditions; operate, monitor, and adjust leachate and gas monitoring wells, operate, monitor, and maintain pumps.
- Recommend equipment purchases.
- Fills in for Operators as needed.
- Helps develop annual operating budget.
- Coordinates with Local and State regulatory inspectors.
- Scheduling consultants and contractors for work.
- Responds to emergencies as needed.
- Performs other duties as directed.

Compliance Management

- Work with the Director of Environmental Health & Safety and staff to maintain landfill compliance documentation and reporting systems.
- Prepare periodic compliance reports as required by HWMA procedures or regulatory agencies for review and submittal to the Director of Environmental Health & Safety
- Develop and maintain effective electronic and paper filing systems that comply with program and audit requirements.
- Coordinate calibration of miscellaneous sampling and landfill-gas monitoring equipment.

QUALIFICATIONS

Knowledge and Abilities:

- Providing and following written and oral instructions.
- Applicable Federal and State regulations.
- Principles and practices of personnel management, including supervision, training, and performance management.
- Basic mechanical skills.
- Basic knowledge of chemistry (such as pH and electrical conductivity).
- Basic use of Microsoft Word and Excel computer programs.

Skill in:

- Ability to supervise, train and evaluate staff.
- Ability to conduct studies and develop recommendations to resolve problems or issues.
- Ability to work effectively with employees, vendors and the public.

EXPERIENCE AND EDUCATION

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Equivalent to the completion of the twelfth (12th).

Two years college or trade school with emphasis on construction/engineering, environmental sciences or natural resources management.

And;

Six (6) years of experience supervising facility operations and staff with complex heavy equipment activities in a landfill, or similarly regulated facility.

OR

Ten (10) years of experience as Landfill Technician II at the HWMA or equivalent.

SPECIAL QUALIFICATIONS AND/OR LICENSES

- Possession of a valid California class C driver's license with satisfactory driving record acceptable for insurability within six (6) months of hire.
- Must pass confined space, fall protection & lock out tag out training within three (3) months of hire.
- Possession of an eight (8) hour HAZWOPER certification within six months.

PHYSICAL DEMANDS & ENVIRONMENTAL CONDITIONS

- Work is year-round with exposure to all the elements for extended periods of time
- Strength, stamina, and mobility to perform medium to heavy physical work
- Strong situational awareness skills and senses
- Frequently traversing uneven terrain in steep and wet hillsides for up to 2 miles
- Climb and descend tall ladders.
- Hiking overgrown forest trails
- Driving quads on logging roads over water bars
- Operating heavy equipment in a forested setting
- Extensive landscaping and clearing of brush with hand tools, weed eaters, riding mowers and tractors
- Extracting pumps from groundwater wells for maintenance
- Extensive erosion control activities that include digging and trenching with hand tools.
- Regularly required to stoop, kneel, bend, crouch and lift up to 50 pounds
- Vision to read printed materials and inspect materials; and hearing and speech to communicate in person and over the telephone or radio.
- Finger dexterity is needed to operate above-mentioned tools and equipment.
- Potential exposure to road hazards, vibration, chemicals, mechanical and/or electrical hazards, and hazardous physical substances and fumes.



Effective: October 10, 2024 FLSA: Non-Exempt

LANDFILL TECHNICIAN I/II

DEFINITION

This is a full-time, non-exempt position that is responsible for the daily operations of the Cummings Road Landfill. This position is responsible for ensuring long term plans are met to maintain the landfill gas (LFG) extraction system and leachate field at the closed landfill, prevent groundwater and stormwater contamination and air pollution, perform vegetation management, collect stormwater and leachate samples for laboratory analysis and ensure compliance with local, state and federal regulatory requirements.

SUPERVISION RECEIVED AND EXERCISED

Receives direct or general supervision from assigned supervisory personnel. Exercises no direct supervision over staff.

CLASS CHARACTERISTICS

<u>Landfill Technician I</u>: This is the entry-level class in the landfill technician series that performs the full range of duties required to ensure the gas and leachate systems are maintained in a safe and effective working condition, collecting and recording data in the field and performing vegetation maintenance. Responsibilities include inspecting, operating & maintaining LFG wells and leachate pumps to ensure both systems are operating properly. Additional responsibilities include extensive vegetation maintenance and collecting water samples for laboratory analysis. Positions at this level working independently, and exercising judgment and initiative. Positions at this level receive only occasional instruction or assistance as new or unusual situations arise and are fully aware of the operating procedures and policies of the assignments.

Landfill Technician II: This is the journey-level class in the landfill technician series that performs the full range of duties required to ensure that LFG and leachate systems are maintained in a safe and effective working condition and in compliance with operating procedures. Responsibilities include complex heavy equipment operation including excavators and tractors in addition to performing a wide variety of tasks in the maintenance and repair of assigned facilities and systems. Positions at this level are distinguished from the II by the operation of more complex heavy equipment. Positions at this level receive only occasional instruction or assistance as new or unusual situations arise and are fully aware of the operating procedures and policies of the assignments.

Positions in the Landfill Technician class series are flexibly staffed and positions at the higher level are normally filled by advancement from the lower level after gaining the knowledge, skill, and experience which meet the qualifications, after demonstrating the ability to perform the full range of work of the higher-level class, and meeting performance standards.

EXAMPLES OF TYPICAL JOB FUNCTIONS (Illustrative Only)

Management reserves the right to add, modify, change, or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.

Landfill Technician I

- Assist with analyzing and maintaining LFG and leachate systems in accordance with established plans
- Maintains ongoing records of inspections, monitoring, and maintenance activities.
- Conducts inspections, documents findings, and monitoring to ensure compliance with standard operating procedures and regulatory standards.
- Responsible for maintaining and monitoring the performance of the leachate and LFG extraction systems and the landfill cover system.
- Services pneumatic pumps and wells and the PVC and HDPE piping used in the LFG and leachate extraction systems
- Advise the Landfill Supervisor of all conditions that might impact operations
- Assist Landfill Supervisor in the analysis of the field data collected to tune the LFG and leachate collection systems for optimum efficiency and regulatory standards
- Fabricate repairs and install modifications to the LFG and leachate systems as needed
- Performs vegetation management and general maintenance of equipment.
- Utilize Microsoft 365 suite including Word, Excel and Outlook on Authority provided hardware.

Landfill Technician II

In addition to above:

- Responsible for analyzing and maintaining LFG and leachate systems in accordance with established plans
- Operates and maintains heavy equipment related to facilities such as an excavator, backhoe, and tractor.
- Provides needed information and demonstrations concerning how to perform certain work tasks to new employees in the same or similar class of positions, which may include conducting safety meetings.
- Provides administrative and staff assistance to supervisor including purchasing, shipping, coordinating transportation, form completion and other necessary paperwork, and compilation of data for special projects.
- Interface with regulatory agencies, inspectors and visitors as required or directed.
- Leads projects that require advanced level of understanding of LFG and leachate systems.
- Prepares periodic reports for overseeing agencies as directed.

QUALIFICATIONS

Knowledge and Abilities:

- Operation, maintenance, and adjustments of the landfill gas collection system (flare and well field) and leachate collection and storage system
- Hazards and requirements associated with leachate, landfill gas, and confined spaces.
- Proper use and the limitations of heavy equipment (such as backhoe, mini excavator, & tractor).
- Topographic maps and engineered drawings
- Techniques for working with people to secure cooperation
- Safe working practices
- Operate specialized equipment related to assigned work.
- High degree of aptitude in analytical problem solving.
- Stormwater Pollution Prevention Practices and implementation of BMP's

Skill in:

- Safely and effectively use and operate hand tools, mechanical equipment, and power tools and equipment required for the work.
- Prepare and maintain accurate logs and records associated with landfill monitoring activities.
- Operating a pickup, dump trailer, water trailer, small tractor and small power tools
- Operating a computer and using Microsoft software products
- Operating well monitoring equipment.
- Follow department policies and procedures related to assigned duties.
- Understand and follow oral and written instructions.
- Listening and communicating in a tactful manner.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Able to perform work outdoors under various climatic conditions.

EXPERIENCE AND EDUCATION

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Equivalent to the completion of the twelfth (12th).

And;

<u>Landfill Technician I</u>: Two (2) years of experience performing facility operations and maintenance and equipment operation activities in a landfill, or similarly regulated facility.

<u>Landfill Technician II</u>: Four (4) years of experience performing facility operations and maintenance and experience with complex heavy equipment operation activities in a landfill, or similarly regulated facility; or Two years college or trade school with emphasis on construction/engineering, environmental sciences or natural resources management.

SPECIAL QUALIFICATIONS AND/OR LICENSES

<u>Landfill Technician I:</u>

- Possession of a valid California class C driver's license with satisfactory driving record acceptable for insurability within six (6) months of hire.
- Must pass confined space, fall protection & lock out tag out training within three (3) months of hire.
- Possession of an eight (8) hour HAZWOPER certification within six months.

Landfill Technician II:

In addition to above.

• Must pass excavator, backhoe and tractor proficiency testing prior to advancement.

PHYSICAL DEMANDS & ENVIRONMENTAL CONDITIONS

- Work is year-round with exposure to all the elements for extended periods of time
- Strength, stamina, and mobility to perform medium to heavy physical work
- Strong situational awareness skills and senses
- Frequently traversing uneven terrain in steep and wet hillsides for up to 2 miles
- Climb and descend tall ladders.
- Hiking overgrown forest trails
- Driving quads on logging roads over water bars
- Operating heavy equipment in a forested setting
- Extensive landscaping and clearing of brush with hand tools, weed eaters, riding mowers and tractors
- Extracting pumps from groundwater wells for maintenance
- Extensive erosion control activities that include digging and trenching with hand tools.
- Regularly required to stoop, kneel, bend, crouch and lift up to 50 pounds
- Vision to read printed materials and inspect materials; and hearing and speech to communicate in person and over the telephone or radio.
- Finger dexterity is needed to operate above-mentioned tools and equipment.
- Potential exposure to road hazards, vibration, chemicals, mechanical and/or electrical hazards, and hazardous physical substances and fumes.

HWMA Organizational Chart Board of Directors Blue Lake **Humboldt County** Eureka **Fenrdale Rio Dell** Arcata Descriptor Level Executive **Legal Counsel Executive Director** Director of **Dept. Director Director of Finance** 1.0 FTE Director of EH&S 1.0 FTE Operations Landfill Operations Supervisor **Scale Supervisor** 1.0 FTE 1.0 FTE 1.0 FTE Supervisor Supervisor Acct Clerk I/II, Health and Safety Analyst I/II Confidential, 2.0 FTE 1.0 FTE Scale Attendant 5.0 FTE MDTI/II/III 16 FTE* Landfill Tech I/II 2.0 FTE 1.0 FTE Coordinator existing Staff ED & 1.0 FTE Haz Tech I/II 2.0 FTE Outreach I/II *Materials Diversion Tech I/II/III Effective 10/10/2024 2.0 FTE Frozen for FY 2020-2021

2.0 FTE Frozen for FY 2024-2025

HWMA FY 2024-25 Pay Plan Effective October 10, 2024

Class Title	Salary Range Band(s)	Step 1 (Initial Salary Band)		Step 5 (Final Salary Band)		Percent Difference*
Account Clerk I	2	\$	37,844	\$	45,999	21.55%
Account Clerk II	9	\$	44,984	\$	54,679	21.55%
Account Clerk II (Confidential)	13	\$	49,653	\$	60,355	21.55%
Administrative Services Director	41	\$	99,133	\$	120,498	21.55%
Director of Environmental Health and Safety	41	\$	99,133	\$	120,498	21.55%
Director of Operations	41	\$	99,133	\$	120,498	21.55%
Executive Director	55	\$	140,074	\$	170,260	21.55%
Hazardous Waste Technician I	11	\$	47,261	\$	57,446	21.55%
Hazardous Waste Technician II	19	\$	57,583	\$	69,993	21.55%
Health and Safety Coordinator I	11	\$	47,261	\$	57,446	21.55%
Health and Safety Coordinator II	19	\$	57,583	\$	69,993	21.55%
Landfill Supervisor	25	\$	66,778	\$	81,170	21.55%
Landfill Technician I	11		47,261	\$	57,446	21.55%
Landfill Technician II	20	\$	59,023	\$	71,742	21.55%
Materials Diversion Technician I	1,2,3	\$	36,921	\$	47,149	27.71%
Materials Diversion Technician II	9,10,11	\$	44,984	\$	57,446	27.70%
Materials Diversion Technician III	18,19,20	\$	56,179	\$	71,742	27.70%
Operations Supervisor	25	\$	66,778	\$	81,170	21.55%
Program Analyst I	17	\$	54,808	\$	66,620	21.55%
Program Analyst II	21	\$	60,498	\$	73,536	21.55%
Scale Attendant	7	\$	42,817	\$	52,043	21.55%
Scalehouse Supervisor	25	\$	66,778	\$	81,170	21.55%

^{*} Per the Authority's Policy Handbook, Section 2101.1, the difference between the starting wage for a position and the ending wage for a position must be at least 21.5%