

Floyd Mitchell Chickasaw Solid Waste Management Agency  
Unapproved - Executive Board Minutes  
April 16, 2021

On Tuesday, April 16, 2021 in the Meeting Room at the Floyd Mitchell Chickasaw Landfill at 8:10 a.m. the regular meeting of the Executive Board of the Floyd Mitchell Chickasaw Solid Waste Management Agency was held in person and by Zoom due to COVID-19.

Chairman, Tim Zoll was present, Executive Board members, Al Anhorn, Doug Kamm, Jerry Joerger, Rick Bodensteiner, Steve Smolik were in the Boardroom. Cindy Lantow, and Lauri Reetz were present via Zoom. Absent: Bobby Schwickerath.

Employees Present via Zoom: Christian Fox, Director.

Guests Present: Joel Voaklander, Consultant.

A motion was made by Smolik, second by Bodensteiner to approve the consent agenda as presented. All members present voting aye, motion carried.

Standardizing salaries with possible raises- After promoting Christian Fox to Director, the landfill was in need of hiring a new employee. We only received 7 applications this go around. About 2 years ago, we advertised for an operator, and received 35-40 applications. Of the 7 current applications received, we felt only 2 of the candidates were qualified for the position. The applicants both declined the job and wages were brought up as a possible reasoning why the position was declined. The Financial Committee, Fox and Voaklander met on Thursday to discuss how to become more competitive. The Financial Committee presented the following wage increases to the Executive Board: new hire after completion of 90 probation and Operators' license \$24/hr, Ed Shindelar: \$24/hr, Lori King: \$25/hr, Assistant Director Tyler Wright: \$55,000/year salary and Director Christian Fox \$63,900/year salary. These proposed salaries would be effective with the payroll starting May 1, 2021. After much discussion a motion to approve these wage increases was made by Bodensteiner and seconded by Kamm. All members present voting aye, motion carried.

There being no further items requiring board action, the meeting was adjourned at 8:27 a.m. with a motion by Steve Smolik and second by Jerry Joerger. All members present voting aye, motion carried.

April Special meeting minutes will be published in the Enterprise Journal. A copy of these minutes can be also found on our website [fmclandfill.org](http://fmclandfill.org).

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Chairman

Tim Zoll,

ATTEST:

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Christian Fox, Secretary