



NOTICE & AGENDA

LAKE COUNTY SOLID WASTE MANAGEMENT DISTRICT BOARD

Thursday, January 16, 2025, at 6:00 pm

Lake County Solid Waste Management District Office
8695 Broadway, Merrillville, Indiana

(Enter through the white door at the east end of the building, meeting is on the main floor.)

PRELIMINARY:

Pledge of Allegiance

Moment of Silence

Roll Call

ELECTIONS

1. Chairman
2. Vice Chairman

CONSENT AGENDA:

3. Approval of September 19, 2024, Board Meeting Minutes
4. Approval of Vouchers – Vouchers dated 9/14/2024-1/10/2025

PUBLIC COMMENT: We kindly ask that all comments be limited to 1 and ½ minutes per individual. Please keep your comments civil and constructive and related to agenda items.

OLD BUSINESS:

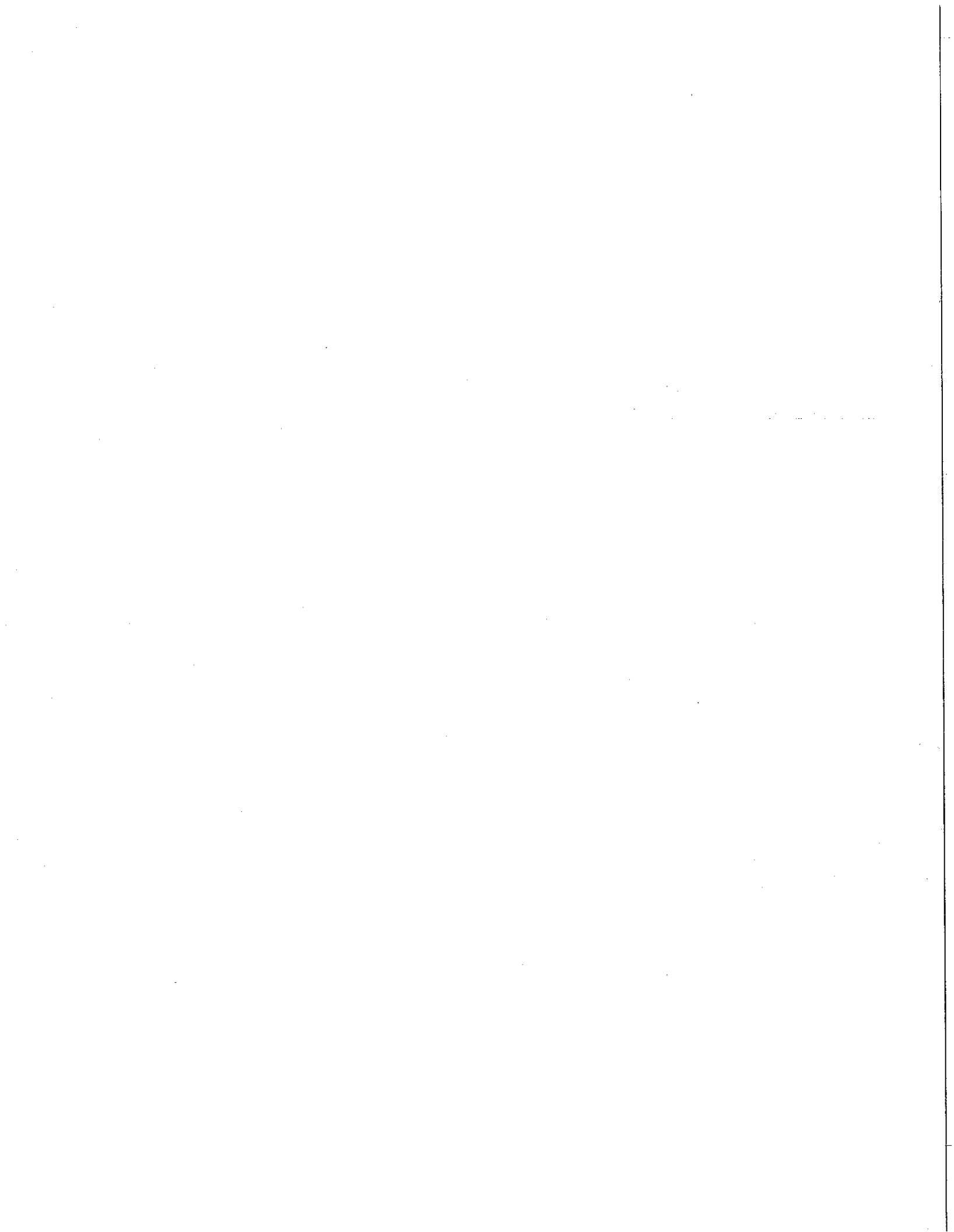
5. Board and Committee Reports:
 - a. Chairman
 - b. Executive Director
 - c. Citizens Advisory Committee
 - d. Grants & Finance Committee
 - e. Legal/Legislative
6. Resolution 2025-1: Awarding Contract for Leaf Drop Off Program
7. Resolution 2025-2: Awarding Contract for Leaf Vac Collection Program

NEW BUSINESS:

8. Anti-Nepotism Policy Resolution Sign-Off
9. Modification of Agreement between the District and PBS Enterprises, LLC
10. Resolution 2025-3: Amended Internal Controls Policy
11. Resolution 2025-4: Transfer of HHW Shed
12. Resolution 2025-5: Transfer of Funds for 2024
13. Resolution 2025-6: Green Wave, Electronic Recycling Contractor, 2nd 1-year option
14. Resolution 2025-7: Liberty Tire, Tire Recycling Contractor, 2nd 1-year option
15. Resolution 2025-8: Tradebe Environ. Services, Household Hazardous Waste Contractor, 2nd 1-year option
16. Resolution 2025-9: Attorney Agreement for 2025
17. Ordinance 2025-1: Salary Ordinance for 2025

ANNOUNCEMENTS:

18. The next Citizens Advisory Committee (CAC) meeting is scheduled for Thursday, March 13, 2025, at 6:00 p.m. at the District office.
19. The next Solid Waste Board meeting is scheduled for Thursday, March 20, 2025, at 6:00 pm. at the District office.





BOARD MEETING MINUTES
September 19, 2024

PRELIMINARY:

Pledge of Allegiance
Moment of Silence

Roll Call:

Board Member	Present	Absent
Cedar Lake: Councilmember Nick Recupito		X
Crown Point: Appointee Councilmember Robert Clemons	X	
Dyer: Councilmember Jenna Qgrizovich		X
East Chicago: Appointee- Monica Gonzalez	X	
East Chicago: Representative VACANT		X
Garv: Appointee Councilmember Lori Latham	X	
Garv: Representative Michael Suggs		X
Griffith: Councilmember Rick Ryfa	X	
Griffith: Councilmember Jim Marker	X	
Hammond: Appointee-Councilmember Dan Spitale	X	
Hammond: Councilmember Bill Emerson	X	
Highland: Councilmember Tom Black	X	
Hobart: Appointee-Councilmember Mark Kopil		X
Lake County: Commissioner Jerry Tippy		X
Lake County: Councilmember Pete Lindemulder		X
Lake County: Councilmember Christine Cid		X
Lake Station: Appointee-Councilmember Rick Long	X	
Lowell: Councilmember Jon Yelkich	X	
Merrillville: Councilmember Rhonda Neal	X	
Munster: Councilmember Dave Nellans	X	
Munster: Councilmember Chuck Gardiner		X
New Chicago: Councilmember Brenda Swallow	X	
St. John: Councilmember VACANT		X
Schererville: Councilmember Robin Arvanitis		X
Schneider: Councilmember Kevin Gray	X	
Whiting: Appointee-Councilmember Tom Michniewicz	X	
Winfield: Councilmember Tim Clayton	X	

A quorum was established with 16 members.

PRELIMINARY:

Pledge of Allegiance

Moment of silence

CONSENT AGENDA:

1. Approval of July 18, 2024, Board Meeting Minutes
MOTION to approve July 18, 2024, Board Meeting Minutes by Councilmember Nellans, second by Councilmember Nellans.
Motion passes by unanimous voice vote.
2. Approval of Vouchers – Vouchers dated July 17, 2024 – September 13, 2024
MOTION to approve vouchers by Councilmember Nellans, second by Councilmember Spitale.
Motion passes by unanimous voice vote

PUBLIC COMMENT: No public comments

OLD BUSINESS:

3. Presentation by Jim Metros and Doug Rosenbaum – Discussed the process of recycling through Republic Service.
4. Board and Committee Reports:

Chairman – Chairman Long does not have a report but does thank everyone for coming out so we have a quorum to conduct business. It is critical to have a quorum to conduct business. It is necessary to have a quorum so everyone can sign off on the vouchers so the Executive Director/Controller can pay bills. Did get a phone call from Vice Chairperson Cid that she was not feeling good and was hoping there was enough for a quorum.

Executive Director – Please see attached report.

MOTION to approve September 19, 2024, Executive Director’s report by Councilmember Michniewicz, second by Councilmember Nellans.

Motion passes by unanimous voice vote.

Grant and Finance Committee – Councilman Ryfa informed there was nothing to report.

Citizens Advisory Committee – Clair Hoeksema reported the CAC held a meeting on September 12, 2024. Had a good discussion with several of the new members.

Legislative and Legal Report - Attorney Touchette discussed the invitation for quotes for the leave drop off and Collection program. Attorney Touchette and Executive Director/Controller Hagerman reviewed the quotes and They believe they are ready for the Board to be approved tonight. Also, Executive Director/Controller Hagerman will be “soliciting” quotes. There will be a pre-bid meeting along with an award date. The quotes will then be brought back to the Board at the November meeting. Attorney Touchette brought up the roofing issue with Korellis. Informed the Board regarding fixing some leaks and it got to the point that it was constant. The District contacted American Structured Point Engineering; they reviewed the issues. It was finally agreed that Korellis would complete all repairs and extend the warranty for a total of 5 years.

5. Awarding Contract for the Grinding of Compost Materials

MOTION to approve contract for Davey Tree for Grinding of compost materials. By Councilmember Swallow second by Councilmember Emerson.

Motion passes by unanimous voice vote.

NEW BUSINESS:

6. Invitation for Quotes: Leaf Drop Off Program

Motion to approve the release of invitation of quotes for the Leaf Drop Off Program. By Councilmember Gonzalez and second by Councilmember Latham.

Motion passes by unanimous voice vote.

7. Invitation for Quotes: Leaf Collection Program

Motion to approve the release of invitation of quotes for the Leaf Collection Program. By Councilmember Gonzalez and second by Councilmember Neil.

Motion passes by unanimous voice vote.

ANNOUNCEMENTS:

8. The next Citizens Advisory Committee (CAC) meeting is scheduled for Thursday, November 7, 2024, at 6:00 p.m. at the District office.
9. The next Solid Waste Board meeting is scheduled for Thursday, November 21, 2024, at 6:00 pm. at the District office.

ADJOURNMENT:

Motion to adjourn the meeting made by Councilmember Clemons and seconded by Councilmember Michniewicz.

Motion passes by unanimous by voice vote.

Respectfully submitted by Dora Mantis, Office Administrator.

Education

I reached out to MixDesign who is the company that developed the education space in hopes to start phase 2 of the project which we would like to be the entrance to the program area. Their quote was extremely high and open ended. So, in the coming months, we will be brainstorming ideas and other avenues to pursue to update the entrance.

Our Costume Swap Shop is set to open for the season on October 5. Our educators have almost finished setting up if you would like to take a look after the meeting. Please pass along information to anyone who may be interested.

For the first time since 2020, we were able to start the school year with our scheduled programs.

Laura Javorka will give a short presentation regarding programs including number of programs taught, number of communities serviced, number of students/residents taught, and reuz room poundage.

Compost Facility

Grinding of compost material is scheduled to begin on Monday. The signed agreement is included in the board packet. We anticipate that grinding will only take one week.

Leaf drop off and leaf collection will start at the end of October. Exact dates for the leaf collection haven't been determined yet. We are meeting with PBS in a few weeks to decide. More information will be sent to you in the October Board Member newsletter.

Administrative Report -

Budget-there was a miscalculation in one section of the budget. It did not change the overall bottom line, but I had to add \$360 to professional services line item to get everything to add up correctly.

New Staff-Von Bilka has joined our staff as the Public Information Coordinator.

ACCOUNTS PAYABLE VOUCHER REGISTER SUMMARY

Lake County Solid Waste Management Distric

GOVERNMENTAL UNIT

AGENCY

APV Register Batch - 1/16/2025 Board Meeting

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Installed by the Lake County Solid Waste Management Distric-2023

General Form No. 364 (1997) APVREGISTER_SUM.FRX

NOTES:(1) Use both sides of the form if needed. Signatures of governing board should appear only on the final page of each meeting in which accounts payable vouchers are allowed.
(2) The Memorandum is for entering action on accounts payable vouchers if disallowed in whole or in part, if continue to a later meeting of governing board, or for other pertinent information.

Check Date	Vendor	Name of Claimant	Office Department	Amount of Voucher	Amount Allowed	Warrant	Check/ Memorandum (See Note (2) Above)
09/18/2024	143	Lake County Solid Waste	Payroll - Net Wages	1241.52	1241.52	8020	payroll correction for 7/5/2024 payroll
09/18/2024	1	Payroll Fund	GEN - PERF	53.13	53.13	12429	incorrect amount of employers share
09/18/2024	144	Best Equipment	GEN - Compost & Leaf	5969.90	5969.90	12430	supplies for leaf vac maintenance
09/18/2024	57	A. E Boyce	GEN - Other Services	99.00	99.00	12431	Boyce-training
09/18/2024	111	Fox Fire Safety	GEN - HHW	293.00	293.00	12432	inspection-HHW shed
09/18/2024	117	Fulget Cleaning Company LLC	GEN - Professional Services	1010.00	1010.00	12433	cleaning-district offices
09/18/2024	30	Green Wave Electronics	GEN - Special Waste	2544.50	2544.50	12434	electronic recycling
09/18/2024	139	Minuteman Press	GEN - Other Services	328.85	328.85	12435	roll-up banner of District services
09/18/2024	18	NIPSCO	GEN - Utilities	1218.79	1218.79	12436	utilities-district office
09/18/2024	29	Prinicipal Life	GEN - Insurance	1341.35	1341.35	12437	life insurance premiums
09/18/2024	20	Service Sanitation	GEN - Compost & Leaf	50.00	50.00	12438	service-compost site bathroom
09/25/2024	1	Payroll Fund	GEN - Executive Director	21231.81	21231.81	12439	EXECUTIVE DIRECTOR
09/25/2024	57	A. E Boyce	GEN - Professional Services	2150.00	2150.00	12440	software renewal-direct deposit advices
09/25/2024	53	Creekside Outdoor Living	GEN - Professional Services	566.51	566.51	12441	September 2024 property maintenance
09/25/2024	30	Green Wave Electronics	GEN - Special Waste	1857.00	1857.00	12442	electronic recycling
09/25/2024	32	Merrillville Conservancy District	GEN - Utilities	186.60	186.60	12443	waste water charges
09/25/2024	20	Service Sanitation	GEN - Compost & Leaf	104.13	104.13	12444	service-compost site bathroom
09/25/2024	3	Staff Source	GEN - Professional Services	135.00	135.00	12445	laborer-compost site programs
09/25/2024	30	Green Wave Electronics	GEN - Special Waste	3300.40	3300.40	12446	electronic recycling
09/25/2024	38	Wright Insurance Agency	GEN - Property Casualty	1050.00	1050.00	12447	Controller's Bond
09/25/2024	123	INPRS	Payroll - INPRS	2543.30	2543.30	EFT1097	employee retirement
09/25/2024	124	IRS	Payroll - FICA/MED/FED	3691.54	3691.54	EFT1098	fica, med, fed payroll taxes
09/25/2024	119	AFLAC	Payroll - AFLAC	365.52	365.52	EFT1099	supplemental insurance
09/27/2024	116	Net Wages	Payroll - Net Wages	14033.32	14033.32	EFT1096	Net DD Entry
10/02/2024	12	americaneagle.com	GEN - Professional Services	2305.00	2305.00	12448	remove search from website
10/02/2024	144	Best Equipment	GEN - Compost & Leaf	282.32	282.32	12449	parts-leaf vac maintenance
10/02/2024	11	Chase Credit Card	GEN - Other Services	1063.63	1063.63	12450	Chase credit card
10/02/2024	117	Fulget Cleaning Company LLC	GEN - Professional Services	1370.00	1370.00	12451	cleaning-district office
10/02/2024	68	Gough, Inc	GEN - Building Maintenance	1993.00	1993.00	12452	replacement sink/vanity
10/02/2024	33	Hinckley Springs	GEN - Other Services	47.47	47.47	12453	water-district office
10/02/2024	10	Homewood Disposal	GEN - Utilities	121.00	121.00	12454	garbage service-district office
10/02/2024	7	Indiana American Water	GEN - Utilities	181.91	181.91	12455	water usage-district office
10/02/2024	9	Menard's Credit Card	GEN - Other Services	47.28	47.28	12456	Menard's credit card
10/02/2024	47	Pitney Bowes	GEN - Professional Services	102.07	102.07	12457	ink cartridge-postage meter
10/02/2024	106	Secure Shred	GEN - Miscellaneous	750.00	750.00	12458	shred event-Hammond HHW
10/02/2024	74	Tradebe	GEN - HHW	30145.45	30145.45	12459	Highland HHW
10/02/2024	15	Anthem Blue Cross Blue Shield	GEN - Insurance	11917.92	11917.92	12460	health insurance premiums
10/07/2024	1	Payroll Fund	GEN - Executive Director	21208.87	21208.87	12461	EXECUTIVE DIRECTOR
10/07/2024	27	Liberty Tire	GEN - Special Waste	3738.00	3738.00	12462	tire recycling
10/07/2024	3	Staff Source	GEN - Professional Services	157.50	157.50	12463	laborer-compost site programs

ACCOUNTS PAYABLE VOUCHER REGISTER SUMMARY

Lake County Solid Waste Management Distric

GOVERNMENTAL UNIT

AGENCY

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General Form No. 364 (1997) APVREGISTER SUM.FRX

Check Date	Vendor	Name of Claimant	Office Department	Amount of Voucher	Amount Allowed	Warrant	Check/ Memorandum (See Note (2) Above)
10/07/2024	145	T & M Tire Services	GEN - Compost & Leaf	1438.00	1438.00	12464	tires-leaf vacs
10/07/2024	22	Trust Tech	GEN - Professional Services	705.00	705.00	12465	monthly server monitoring
10/07/2024	26	Waste Management	GEN - Utilities	77.09	77.09	12466	garbage service-compost site
10/07/2024	66	Working Well	GEN - Professional Services	544.00	544.00	12467	healthaccess program
10/07/2024	123	INPRS	Payroll - INPRS	2543.30	2543.30	EFT1123	employee retirement
10/07/2024	124	IRS	Payroll - FICA/MED/FED	3609.16	3609.16	EFT1124	fica, med, fed
10/07/2024	122	Indiana Department of Revenue	Payroll - STATE/LOCAL TAX	1505.37	1505.37	EFT1125	state and local taxes-September
10/11/2024	116	Net Wages	Payroll - Net Wages	13806.39	13806.39	EFT1122	Net DD Entry
10/18/2024	25	Barnes & Thornburg	GEN - Professional Services	5000.00	5000.00	12468	special lobby counsel-September 2024
10/18/2024	8	Comcast	GEN - Utilities	463.54	463.54	12469	phones and internet-district office
10/18/2024	41	McCann Industries	GEN - Compost & Leaf	1016.00	1016.00	12470	box truck repair-lift gate
10/18/2024	139	Minuteman Press	GEN - Other Services	182.45	182.45	12471	leaf collection postcards
10/18/2024	18	NIPSCO	GEN - Utilities	1162.83	1162.83	12472	utilities-district office and compost site
10/18/2024	14	Phil and Son, Inc.	GEN - Professional Services	109.40	109.40	12473	monthly security monitoring
10/18/2024	16	Pulse Technology	GEN - Other Supplies	340.99	340.99	12474	copies-downstairs-6/5/24-9/4/24
10/18/2024	72	Interstate Billing Service, Inc	GEN - Compost & Leaf	1045.65	1045.65	12475	box truck-oil change and repairs to rollers
10/18/2024	138	Scrubs Outlet #40	GEN - Other Services	31.00	31.00	12476	district event shirts-heat press logo
10/18/2024	20	Service Sanitation	GEN - Compost & Leaf	50.00	50.00	12477	service-compost site bathroom
10/18/2024	3	Staff Source	GEN - Professional Services	540.00	540.00	12478	laborer-compost site programs
10/22/2024	1	Payroll Fund	GEN - Executive Director	21231.81	21231.81	12479	EXECUTIVE DIRECTOR
10/22/2024	1	Payroll Fund	GEN - Unemployment	89.45	89.45	12480	transfer to payroll for DWD payment
10/22/2024	116	Net Wages	Payroll - Net Wages	14033.32	14033.32	EFT1144	Net DD Entry
10/22/2024	123	INPRS	Payroll - INPRS	2543.30	2543.30	EFT1145	employee retirement
10/22/2024	124	IRS	Payroll - FICA/MED/FED	3691.54	3691.54	EFT1146	payroll taxes
10/22/2024	61	Unemployment Dept. of	Payroll - DEPT OF	89.45	89.45	EFT1147	Dept. of Workforce Development 3rd
10/25/2024	29	Principal Life	GEN - Insurance	1002.37	1002.37	12481	life insurance premiums
10/25/2024	119	AFLAC	Payroll - AFLAC	365.52	365.52	EFT1149	supplemental insurance
10/30/2024	1	Payroll Fund	GEN - PERF	91.74	91.74	12482	paying back payroll fund that was returned
10/30/2024	12	americaneagle.com	GEN - Professional Services	905.00	905.00	12483	monthly website hosting
10/30/2024	11	Chase Credit Card	GEN - Other Services	1606.14	1606.14	12484	chase credit card
10/30/2024	53	Creekside Outdoor Living	GEN - Professional Services	566.51	566.51	12485	lawn maintenance-October
10/30/2024	33	Hinckley Springs	GEN - Other Services	35.47	35.47	12486	water-district office
10/30/2024	10	Homewood Disposal	GEN - Utilities	121.00	121.00	12487	garbage service-district office
10/30/2024	7	Indiana American Water	GEN - Utilities	181.91	181.91	12488	water usage-district building
10/30/2024	9	Menard's Credit Card	GEN - Other Services	52.89	52.89	12489	Menard's credit card
10/30/2024	146	Pomp's Tire Service	GEN - Compost & Leaf	66.50	66.50	12490	tire repair-box truck
10/30/2024	20	Service Sanitation	GEN - Compost & Leaf	103.46	103.46	12491	service-compost site bathroom
10/30/2024	143	Lake County Solid Waste	GEN - PERF	-19.38	-19.38	O1151	fix to 7/5/24 payroll PERF transfer incorrect
11/06/2024	1	Payroll Fund	GEN - Executive Director	19153.91	19153.91	12492	EXECUTIVE DIRECTOR
11/06/2024	107	AISWMD	GEN - Dues and	550.00	550.00	12493	AISWMD annual membership

ACCOUNTS PAYABLE VOUCHER REGISTER SUMMARY

Lake County Solid Waste Management Distric

GOVERNMENTAL UNIT

AGENCY

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11/06/2024	15	Anthem Blue Cross Blue Shield	GEN - Insurance	12744.05	12744.05	12494	health insurance premiums
11/06/2024	25	Barnes & Thornburg	GEN - Professional Services	5000.00	5000.00	12495	special lobby counsel
11/06/2024	71	Cedar Lake Storage	GEN - Compost & Leaf	750.00	750.00	12496	leaf vac storage Nov. and Dec. 2024
11/06/2024	117	Fulget Cleaning Company LLC	GEN - Professional Services	1080.00	1080.00	12497	cleaning district office -October 2024
11/06/2024	30	Green Wave Electronics	GEN - Special Waste	1888.50	1888.50	12498	electronic recycling
11/06/2024	75	IN.gov	GEN - Dues and	95.00	95.00	12499	IN.gov Annual Fee
11/06/2024	113	Korellis Roofing	GEN - Other Services	5676.00	5676.00	12500	gutter guard installation
11/06/2024	27	Liberty Tire	GEN - Special Waste	3738.00	3738.00	12501	tire recycling
11/06/2024	114	PBS Enterprises	GEN - Compost & Leaf	40858.57	40858.57	12502	leaf vac maintenance
11/06/2024	22	Trust Tech	GEN - Professional Services	705.00	705.00	12503	monthly server monitoring
11/06/2024	123	INPRS	Payroll - INPRS	2297.53	2297.53	EFT1164	employee retirement
11/06/2024	124	IRS	Payroll - FICA/MED/FED	3265.40	3265.40	EFT1165	federal taxes-11/8/24 payroll
11/06/2024	122	Indiana Department of Revenue	Payroll - STATE/LOCAL TAX	1548.15	1548.15	EFT1166	state and county tax-October 2024
11/08/2024	116	Net Wages	Payroll - Net Wages	12393.48	12393.48	EFT1163	Net DD Entry
11/08/2024	24	Peoples Bank	GEN - Other Services	35.00	35.00	EFT1206	stop payment fee-lost grant check #12343
11/12/2024	8	Comcast	GEN - Utilities	454.19	454.19	12504	phone and internet-district office
11/12/2024	30	Green Wave Electronics	GEN - Special Waste	2070.32	2070.32	12505	Electronic recycling
11/12/2024	18	NIPSCO	GEN - Utilities	1023.86	1023.86	12506	utilities-district office
11/12/2024	114	PBS Enterprises	GEN - Compost & Leaf	33346.56	33346.56	12507	leaf vac collection 2024 week 2
11/12/2024	14	Phil and Son, Inc.	GEN - Professional Services	109.40	109.40	12508	monthly security monitoring
11/12/2024	74	Tradebe	GEN - HHW	29197.50	29197.50	12509	Whiting HHW 2024
11/12/2024	66	Working Well	GEN - Professional Services	612.00	612.00	12510	Healthaccess program-September 2024
11/12/2024	17	Lake County Farm Bureau Co-op	GEN -	1450.30	1450.30	12511	fuel-compost site equipment
11/20/2024	1	Payroll Fund	GEN - Executive Director	19178.76	19178.76	12512	EXECUTIVE DIRECTOR
11/20/2024	5	Emerge Knowledge Design	GEN - Professional Services	3820.00	3820.00	12513	Re-Trac Connect Subscription
11/20/2024	30	Green Wave Electronics	GEN - Special Waste	5768.55	5768.55	12514	electronic recycling
11/20/2024	114	PBS Enterprises	GEN - Compost & Leaf	34736.00	34736.00	12515	Leaf collection-week 3 2024
11/20/2024	29	Principal Life	GEN - Insurance	937.41	937.41	12516	life and vision insurance premiums
11/20/2024	16	Pulse Technology	GEN - Other Supplies	54.90	54.90	12517	October copies
11/20/2024	147	School City of Hammond	GEN - Education	175.64	175.64	12518	Bus reimbursement-11/4/24 field trip
11/20/2024	20	Service Sanitation	GEN - Compost & Leaf	184.82	184.82	12519	service-compost site bathroom
11/20/2024	123	INPRS	Payroll - AFLAC	2297.53	2297.53	EFT1188	employee retirement
11/20/2024	124	IRS	Payroll - FICA/MED/FED	3349.10	3349.10	EFT1189	fica, med, fed payroll taxes 11/22/2024
11/22/2024	116	Net Wages	Payroll - Net Wages	12644.86	12644.86	EFT1187	Net DD Entry
11/26/2024	144	Best Equipment	GEN - Compost & Leaf	1500.00	1500.00	12520	hoses-leaf vacs
11/26/2024	83	City of Gary	GEN - Recycling Grants	444423.00	444423.00	12521	reissue due to lost check #12343
11/26/2024	4	Don's Snow Removal	GEN - Professional Services	205.00	205.00	12522	snow removal 11/21/24
11/26/2024	30	Green Wave Electronics	GEN - Special Waste	1384.95	1384.95	12523	electronic recycling
11/26/2024	32	Merrillville Conservancy District	GEN - Utilities	194.60	194.60	12524	waste water-district building
11/26/2024	114	PBS Enterprises	GEN - Compost & Leaf	34986.00	34986.00	12525	leaf vac collection-week 4 2024

ACCOUNTS PAYABLE VOUCHER REGISTER SUMMARY

Lake County Solid Waste Management Distric

GOVERNMENTAL UNIT

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11/26/2024	47	Pitney Bowes	GEN - Professional Services	129.96	129.96	12526	postage meter lease
11/26/2024	20	Service Sanitation	GEN - Compost & Leaf	103.68	103.68	12527	service-compost site bathroom
11/26/2024	119	AFLAC	Payroll - AFLAC	365.52	365.52	EFT1197	supplemental insurance
12/03/2024	12	americaneagle.com	GEN - Professional Services	105.00	105.00	12528	monthly website hosting
12/03/2024	25	Barnes & Thornburg	GEN - Professional Services	5000.00	5000.00	12529	speical lobby counsel
12/03/2024	11	Chase Credit Card	GEN - Other Services	2173.65	2173.65	12530	Chase credit card
12/03/2024	53	Creekside Outdoor Living	GEN - Professional Services	566.49	566.49	12531	November 2024 lawn maintenance
12/03/2024	112	The Davey Tree Expert Company	GEN - Compost & Leaf	22295.00	22295.00	12532	grinding-compost material-October 2024
12/03/2024	117	Fulget Cleaning Company LLC	GEN - Professional Services	1080.00	1080.00	12533	cleaning-district office
12/03/2024	33	Hinckley Springs	GEN - Other Services	47.47	47.47	12534	water-district office
12/03/2024	10	Homewood Disposal	GEN - Utilities	121.00	121.00	12535	garbage service-district office
12/03/2024	41	McCann Industries	GEN - Compost & Leaf	2721.84	2721.84	12536	repair-box truck
12/03/2024	9	Menard's Credit Card	GEN - Other Services	8.77	8.77	12537	Menard's credit card
12/03/2024	114	PBS Enterprises	GEN - Compost & Leaf	33346.56	33346.56	12538	leaf vac collection Week 5 2024
12/03/2024	6	Republic Services	GEN - Compost & Leaf	3335.00	3335.00	12539	leaf drop program Oct/Nov 2024
12/03/2024	148	Tri Creek School Corporation	GEN - Education	147.25	147.25	12540	Bus reimbursement
12/03/2024	15	Anthem Blue Cross Blue Shield	GEN - Insurance	12612.61	12612.61	12541	health insurance premiums
12/04/2024	1	Payroll Fund	GEN - Executive Director	19157.72	19157.72	12542	EXECUTIVE DIRECTOR
12/04/2024	123	INPRS	Payroll - INPRS	2297.53	2297.53	EFT1223	employee retirement
12/04/2024	124	IRS	Payroll - FICA/MED/FED	3347.61	3347.61	EFT1224	taxes-12/6/24 payroll
12/04/2024	122	Indiana Department of Revenue	Payroll - STATE/LOCAL TAX	1467.06	1467.06	EFT1225	state and county taxes November 2024
12/06/2024	116	Net Wages	Payroll - Net Wages	12379.60	12379.60	EFT1222	Net DD Entry
12/11/2024	114	PBS Enterprises	GEN - Compost & Leaf	32068.99	32068.99	12543	Leaf Vac Collection-Week six 2024
12/11/2024	8	Comcast	GEN - Utilities	454.19	454.19	12544	phone and internet-district office
12/11/2024	4	Don's Snow Removal	GEN - Professional Services	105.00	105.00	12545	salting parking lot
12/11/2024	30	Green Wave Electronics	GEN - Special Waste	1528.65	1528.65	12546	electronic recycling
12/11/2024	7	Indiana American Water	GEN - Utilities	126.65	126.65	12547	water service to building
12/11/2024	23	Indiana Chamber	GEN - Dues and	24.99	24.99	12548	legislative directory
12/11/2024	49	Indiana Household Hazardous	GEN - Dues and	125.00	125.00	12549	HHW Task Force Membership
12/11/2024	17	Lake County Farm Bureau Co-op	GEN -	843.06	843.06	12550	fuel-compost site machinery
12/11/2024	27	Liberty Tire	GEN - Special Waste	1869.00	1869.00	12551	tire recycling
12/11/2024	18	NIPSCO	GEN - Utilities	1272.46	1272.46	12552	utilities-district office
12/11/2024	14	Phil and Son, Inc.	GEN - Professional Services	109.40	109.40	12553	monthly security monitoring
12/11/2024	16	Pulse Technology	GEN - Other Supplies	61.72	61.72	12554	upstairs copies-November 24
12/11/2024	103	Southlake Communications	GEN - Other Services	112.50	112.50	12555	set up new phone extensions
12/11/2024	22	Trust Tech	GEN - Professional Services	733.75	733.75	12556	monthly server monitoring
12/11/2024	66	Working Well	GEN - Professional Services	612.00	612.00	12557	healthaccess program-October 2024
12/18/2024	1	Payroll Fund	GEN - Executive Director	19178.75	19178.75	12558	EXECUTIVE DIRECTOR
12/18/2024	30	Green Wave Electronics	GEN - Special Waste	2597.85	2597.85	12559	electronic recycling
12/18/2024	48	Mavis Tire Supply	GEN - Other Services	24.99	24.99	12560	flat tire repair-truck

ACCOUNTS PAYABLE VOUCHER REGISTER SUMMARY

Lake County Solid Waste Management Distric

GOVERNMENTAL UNIT

AGENCY

NOTES:(1) Use both sides of the form if needed. Signatures of governing board should appear only on the final page of each meeting in which accounts payable vouchers are allowed.
(2) The Memorandum is for entering action on accounts payable vouchers if disallowed in whole or in part, if continue to a later meeting of governing board, or for other pertinent information.

Page 5 of 5 Pages

Installed by the Lake County Solid Waste Management Distric-2023

General Form No. 364 (1997) APVREGISTER_SUM.FRX

Check Date	Vendor	Name of Claimant	Office Department	Amount of Voucher	Amount Allowed	Warrant	Check/ Memorandum (See Note (2) Above)
12/18/2024	149	Preyon Pest Control	GEN - Other Services	250.00	250.00	12561	pest control-District office
12/18/2024	6	Republic Services	GEN - Compost & Leaf	390.00	390.00	12562	leaf drop program 2024
12/18/2024	20	Service Sanitation	GEN - Compost & Leaf	184.33	184.33	12563	service-compost site bathroom
12/18/2024	123	INPRS	Payroll - INPRS	2297.53	2297.53	EFT1243	employee retirement
12/18/2024	124	IRS	Payroll - FICA/MED/FED	3418.67	3418.67	EFT1244	payroll taxes 12/20/2024
12/20/2024	29	Principal Life	GEN - Insurance	793.83	793.83	12564	life insurance premiums
12/20/2024	116	Net Wages	Payroll - Net Wages	12592.07	12592.07	EFT1242	Net DD Entry
12/27/2024	11	Chase Credit Card	GEN - Other Services	676.56	676.56	12565	chase credit card
12/27/2024	4	Don's Snow Removal	GEN - Professional Services	1340.00	1340.00	12566	snow removal 12/11 and 12/17
12/27/2024	33	Hinckley Springs	GEN - Other Services	31.48	31.48	12567	water-district office
12/27/2024	10	Homewood Disposal	GEN - Utilities	121.00	121.00	12568	garbage service-district office
12/27/2024	7	Indiana American Water	GEN - Utilities	169.63	169.63	12569	waste water usage
12/27/2024	44	IDEM	GEN - Special Waste	100.00	100.00	12570	waste tire transporter fee
12/27/2024	9	Menard's Credit Card	GEN - Other Services	170.62	170.62	12571	Menard's credit card
12/27/2024	16	Pulse Technology	GEN - Other Supplies	175.00	175.00	12572	water-district office
12/27/2024	6	Republic Services	GEN - Compost & Leaf	1457.15	1457.15	12573	leaf drop program 2024
12/27/2024	51	William Touchette	GEN - Professional Services	5000.00	5000.00	12574	legal services Sept, Oct., Nov, Dec, 2024
12/27/2024	74	Tradebe	GEN - HHW	23402.63	23402.63	12575	Griffith HHW
12/27/2024	119	AFLAC	Payroll - AFLAC	365.52	365.52	EFT1251	supplemental insurance
12/30/2024	1	Payroll Fund	GEN - Executive Director	19161.55	19161.55	12576	EXECUTIVE DIRECTOR
12/30/2024	123	INPRS	Payroll - INPRS	2297.53	2297.53	EFT1265	employee retirement
01/02/2025	12	americaneagle.com	GEN - Professional Services	105.00	105.00	12577	monthly website hosting
01/02/2025	25	Barnes & Thornburg	GEN - Professional Services	5000.00	5000.00	12578	special lobby counsel
01/02/2025	71	Cedar Lake Storage	GEN - Compost & Leaf	400.00	400.00	12579	leaf vac storage
01/02/2025	117	Fulget Cleaning Company LLC	GEN - Professional Services	1280.00	1280.00	12580	cleaning-ed space
01/02/2025	16	Pulse Technology	GEN - Other Supplies	208.99	208.99	12581	service contract -downstairs copier
01/02/2025	3	Staff Source	GEN - Professional Services	382.60	382.60	12582	laborer-compost site programs
01/02/2025	28	SWANA	GEN - Dues and	305.00	305.00	12583	SWANA Membership-Kiera Hagerman
01/02/2025	122	Indiana Department of Revenue	Payroll - STATE/LOCAL TAX	1362.94	1362.94	EFT1266	State/County Payroll taxes
01/02/2025	124	IRS	Payroll - FICA/MED/FED	3355.27	3355.27	EFT1267	fica, med, fed payroll taxes 1/3/2025
01/03/2025	116	Net Wages	Payroll - Net Wages	12423.49	12423.49	EFT1264	Net DD Entry
01/08/2025	15	Anthem Blue Cross Blue Shield	GEN - Insurance	4761.72	4761.72	12584	Health insurance premium-
01/08/2025	4	Don's Snow Removal	GEN - Professional Services	225.00	225.00	12585	salting-1/2/25
01/08/2025	27	Liberty Tire	GEN - Special Waste	1869.00	1869.00	12586	tire recycling
01/08/2025	24	Peoples Bank	GEN - Debt Services (HHLF)	180000.00	180000.00	12587	loan payment
01/08/2025	16	Pulse Technology	GEN - Other Supplies	18.16	18.16	12588	copies-upstairs December 2024
01/08/2025	22	Trust Tech	GEN - Professional Services	2137.00	2137.00	12589	monthly server monitoring
01/08/2025	26	Waste Management	GEN - Utilities	77.09	77.09	12590	garbage service-compost site
01/08/2025	66	Working Well	GEN - Professional Services	544.00	544.00	12591	healthaccess program-November 2024
		Checks: 0- 12591		1441117.23	1441117.23		

I hereby certify that each of the above listed vouchers and the invoices, or bills attached thereto, are true and correct and I have audited same in accordance with IC 5-11-10-1.6

Fiscal Officer

ALLOWANCE OF ACCOUNTS PAYABLE VOUCHERS

Lake County Solid Waste Management Distric

We have examined the Accounts Payable Vouchers listed on the foregoing Register of Accounts Payable Vouchers consisting of 5 pages and except for accounts payables not allowed as shown on the Register such accounts payables are hereby allowed in the total amount of \$ 1441117.23

Dated this _____ day of _____

_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Signatures of Governing Board



Resolution 2025-1

**Resolution by the Lake County Solid Waste Management District
Awarding a Contract for the Leaf Drop Off Program**

Whereas, the Lake County Solid Waste Management District, hereinafter “District”, has the powers and duties enumerated in Indiana Code 13-21-1 et. seq.; and

Whereas, the District has issued a Notice and Invitations for Quotes (NIQ) to three (3) providers for providing services involving the continuation of the District’s Leaf Drop Off Program; and

Whereas, the District received two responses, one from Republic Services and one from Total Disposal;

Whereas, upon review of the response, and incorporating the NIQ and response thereto, it is respectfully recommended that the District Board finds Total Disposal as the lowest responsible and responsive responder; and

Whereas it is further respectfully recommended that the District Board enter a contract with Total Disposal to provide leaf drop off services for the District’s Leaf Drop Off Program, as delineated hereinabove and as further contained in the proposer’s response(s) to the District’s NIQ.

Now, therefore, be it resolved:

The Board hereby (1) accepts, adopts, and approves the above recommendation and finds Total Disposal as the lowest responsive and responsible proposer to provide leaf drop off services for the District’s Leaf Drop Off Program as delineated in the District’s NIQ and in said proposer’s response thereto, incorporated herein by reference; and (2) that the actions taken to date on behalf of the District with respect to the NIQs and review be, and they are hereby ratified and approved and that the Chairperson of the Board be, and hereby is, authorized for and on behalf of and in the name of the District to execute and deliver a Contract incorporating the terms of the proposal by Total Disposal, and such other documents and instruments and take such other actions as may be required to implement the Contract as deemed necessary or advisable by the Chairperson of the Board.

All of which is resolved and adopted this ____ day of _____, 2025, by a vote of ____ in favor and ____ opposed.

Lake County Solid Waste Management District

Attest:

By: _____
Richard Long
Chairperson

Kiera Hagerman
Executive Director/Controller

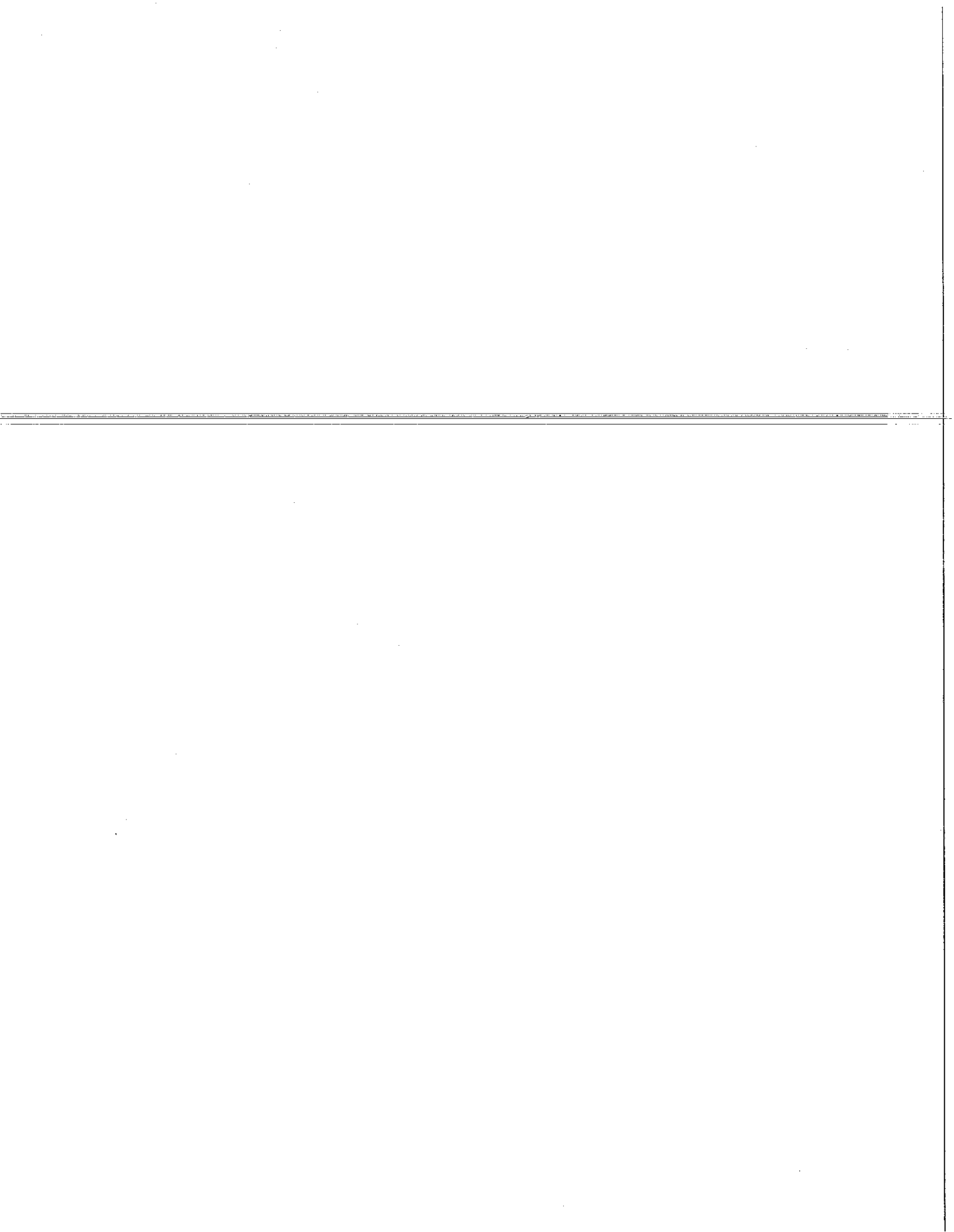
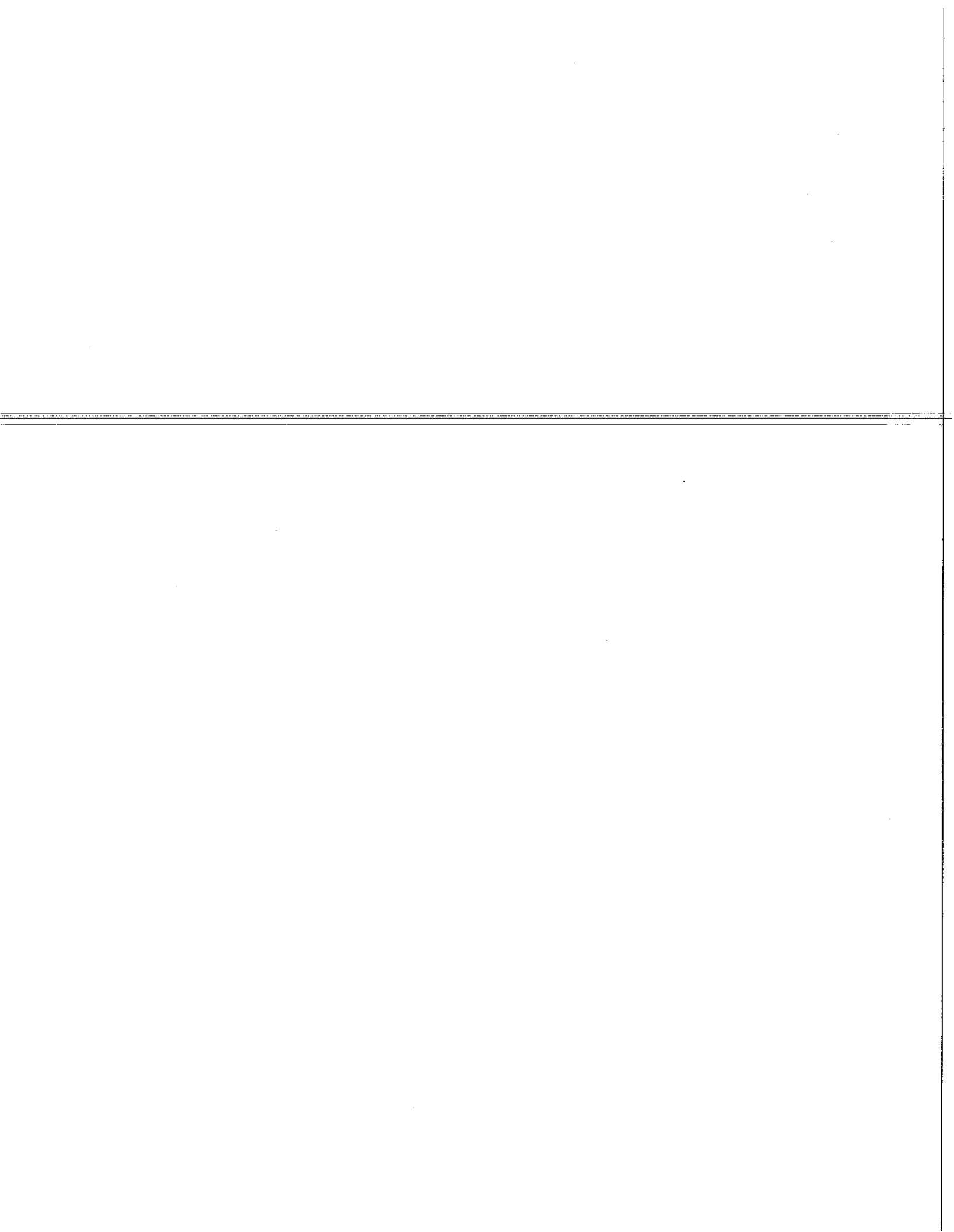




Exhibit A

Total Disposal was found to be the lowest responsive and responsible proposer to provide the District's Leaf Drop Off Program for Lake County, Indiana as delineated in the District's Invitation for Quotes based upon the following:

1. Total Disposal's responses, experience, and abilities, which fully address the needs of the District and all items requested by the District for the District's Leaf Drop Off Program for Lake County, Indiana as delineated in the District's Invitation for Quotes;
2. Such other discussions and reviews were conducted at the District's January 16, 2025, District Board meeting.



Service Agreement

Contract # 0000004103



Customer

Lake County Solid Waste Management District (ID 020303)
 8695 Broadway
 Merrillville, IN 46410
 (P) (219) 853-2420 ext 101
 (F) (219) 853-2424
 Contact: Kiera Hagerman

Agreement Terms

Effective Start date 1/1/2025
Term 36 Months

Contract Notes

Leaf Drop Off - SPRING AND FALL 2025; SPRING AND FALL 2026; SPRING AND FALL 2027
 Fuel Included.
 5% increase in year 2 & 3
 MSW Disposal Rate only if contaminated.

Scheduled Services

020303 - 0001 - LCSWMD Leaf Drop Off - 1515 W US Highway 30 Schererville 463751562

Qty	Service Code	Service Description	Service Frequency	Monthly Rate
1.000	30ROBILL	30yd Roll Off BILLABLE	On-Call	\$0.00
Work Order Charges	Billing Description	No Charge Qty	Rate	RatePeriod
DEL30RO	30yd Roll Off Delivery	0.000	75.00	Per unit
DSPMSW	MSW Disposal per Ton	3.000	67.00	Per unit
FINAL30RO	30yd Roll Off Final	0.000	445.00	Per unit
SWAP30RO	30yd Roll Off Swap/E&R	0.000	445.00	Per unit
Total				\$0.00

Additional Terms and Conditions:

- A fuel recovery fee based on the US Department of Energy fuel average is added to all services excluding container rental and tax.
- Debris above the rim of the container or removed from around the container will be billed at the prevailing rate per yard.
- Locking mechanisms are available for an additional monthly fee.
- Service will be suspended on accounts past 30 days. No credits will be applied to the account for the suspended services. In the event of a suspension of service, Customer will be required to remit outstanding balances due by credit card or cash before service will be reinstated

Scheduled Services

020303 - 0002 - LCSWMD Leaf Drop Off - 1900 W 41st Ave Gary 464082372

Qty	Service Code	Service Description	Service Frequency	Monthly Rate
1.000	30ROBILL	30yd Roll Off BILLABLE	On-Call	\$0.00
Work Order Charges	Billing Description	No Charge Qty	Rate	RatePeriod
DEL30RO	30yd Roll Off Delivery	0.000	75.00	Per unit
DSPMSW	MSW Disposal per Ton	3.000	67.00	Per unit
FINAL30RO	30yd Roll Off Final	0.000	445.00	Per unit
SWAP30RO	30yd Roll Off Swap/E&R	0.000	445.00	Per unit



REPUBLIC SERVICES

PROPOSAL

10/29/2024

KIERA HAGERMAN
LCSWMD FALL 2024 LEAVES LOWELL
W 181st Ave AT Wicker Blvd
Lowell, IN46356
Quote: A911652918

LC SOLID WASTE MGMT DISTRICT:

Below is our proposal of recommended services, customized for your business needs identified during our discussions. If you ever need additional services, or just need an extra pickup, please give us a call at 219-926-1046. It's that easy.

Service Details

LARGE CONTAINERS

Equipment Qty/Type/Size:	1 - Open Top - 30.00Yd(s)	Haul Rate:	\$475.00 per haul
Frequency:	On-Call		4.0
Material Type:	Compost / Yard Waste		\$0.00
Hauls/ month:	1.0		

Estimated Monthly Amount *

Large Container Haul Charge	\$475.00
Total Estimated Amount	\$475.00

One Time Charges

Delivery Charge Subtotal	\$176.00
Valued Customer Discount - Delivery	-\$51.00
Total One-Time Amount	\$125.00

Susan Milby
Republic Services

smilby@republicservices.com
www.republicservices.com

* The Total Estimated Amount is merely an estimate of your typical monthly invoice amount without one-time start-up charges (e.g., delivery). It does not include any applicable taxes or local fees, which would be additional charges on your invoice.

**FRF, RPC, ERF and ADMIN: The Fuel Recovery Fee (FRF) and the Recycling Processing Charge (RPC) are variable charges that change monthly. For more information on the FRF, RPC, Environmental Recovery Fee (ERF) and Administrative Fee, please visit www.republicservices.com/customer-support/fee-disclosures. The proposed rates above are valid for 30 days. This proposal is not a contract or agreement or an offer to enter into a contract or agreement. The purpose of this proposal is to set forth the proposed framework of service offerings and rates and fees for those offerings. Any transaction based upon this proposal is subject to and conditioned upon the execution by both parties of Republic Services' Customer Service Agreement.



REPUBLIC SERVICES

PROPOSAL

10/29/2024

KIERA HAGERMAN
LCSWMD FALL 2024 LEAVES GARY
1900 W 41ST AVE
GARY, IN46408
Quote: A911652964

LC SOLID WASTE MGMT DISTRICT:

Below is our proposal of recommended services, customized for your business needs identified during our discussions. If you ever need additional services, or just need an extra pickup, please give us a call at 219-926-1046. It's that easy.

Service Details

LARGE CONTAINERS

Equipment Qty/Type/Size:	1 - Open Top - 30.00Yd(s)	Haul Rate:	\$475.00	per haul
Frequency:	On-Call		4.0	
Material Type:	Compost / Yard Waste		\$0.00	
Hauls/ month:	1.0			

Estimated Monthly Amount *

Large Container Haul Charge	\$475.00
Total Estimated Amount	\$475.00

One Time Charges

Delivery Charge Subtotal	\$176.00
Valued Customer Discount - Delivery	-\$51.00
Total One-Time Amount	\$125.00

Susan Milby
Republic Services

smilby@republicservices.com
www.republicservices.com

* The Total Estimated Amount is merely an estimate of your typical monthly invoice amount without one-time start-up charges (e.g., delivery). It does not include any applicable taxes or local fees, which would be additional charges on your invoice.

**FRF, RPC, ERF and ADMIN: The Fuel Recovery Fee (FRF) and the Recycling Processing Charge (RPC) are variable charges that change monthly. For more information on the FRF, RPC, Environmental Recovery Fee (ERF) and Administrative Fee, please visit www.republicservices.com/customer-support/fee-disclosures. The proposed rates above are valid for 30 days. This proposal is not a contract or agreement or an offer to enter into a contract or agreement. The purpose of this proposal is to set forth the proposed framework of service offerings and rates and fees for those offerings. Any transaction based upon this proposal is subject to and conditioned upon the execution by both parties of Republic Services' Customer Service Agreement.



REPUBLIC SERVICES

Temporary Service Agreement

INVOICE TO		SITE LOCATION	
CUSTOMER NAME	LC SOLID WASTE MGMT DISTRICT	SITE NAME	LCSWMD FALL 2024 LEAVES GARY
ATTN	Dora Mantis	ADDRESS	1900 W 41ST AVE
ADDRESS	8695 BROADWAY	CITY	GARY, IN
CITY	MERRILLVILLE, IN	STATE	
ZIP CODE	46410-7033	SUITE	
TEL. NO.	(219) 853-2420 FAX NO.	ZIP CODE	46408
		TEL. NO.	(219) 853-2420 FAX NO.
		AUTHORIZED BY	KIERA HAGERMAN TITLE
		CONTACT	KIERA HAGERMAN TITLE

AGREEMENT NUMBER	A911652964
ACCOUNT NUMBER	715-126283
EMAIL : khagerman@lcswwmd.com	

N/O	CONT. GRP	TYPE	SIZE	C	QTY	ACCT. TYPE	C/O	SERV. FREQUENCY	EST. LIFTS	S	P.O. REQ	RECP. REQ	L/F CODE	OPEN CLOSE DATE	LIFT CHARGE	MONTHLY SERVICE	EXTRA LIFT	DISP RATE	ADDITIONAL CHARGES	TC/RC CMP
N		IR	30.00Yd(s)	N	1	T	N	O/C	1.0	N	N	N	DSYW	1/17/2025	\$475.00					02/58
S		IR	30.00Yd(s)	N	1	T	N	O/C		Y			DSYW		\$390.00		\$250.00	\$55.50		

Republic Services of Indiana, Limited Partnership DBA Able Disposal, Allied Waste Services of DelMoite, Allied Waste Services of Northwest Indiana, Republic Services of DelMoite, Republic Services of Northern Indiana

HEREINAFTER REFERRED TO AS THE "COMPANY"

The undersigned individual signing this Agreement on behalf of the Customer acknowledges that he or she has read and understands the terms and conditions of this Agreement and that he or she has the authority to sign the Agreement on behalf of the Customer.

BY: _____ (AUTHORIZED SIGNATURE)

TITLE: _____

CUSTOMER NAME (PLEASE PRINT) _____ DATE OF AGREEMENT _____

See reverse for Terms and Conditions

COMMENTS:

Fuel Recovery Fee - No, Environmental Recovery Fee - No, Administrative Fee - No

Valued Customer Discount - Delivery for 1 container IR 30.00 yard - \$51.00

Delivery Notes:

Safety: No Safety Concerns

Exempt from: Fuel Recovery Fee, Environmental Recovery Fee, Administrative Fee

A911652964

C&L Std_1_20230829

2 of 6



Resolution 2025-2

**Resolution by the Lake County Solid Waste Management District
Awarding a Contract for the District’s Leaf Collection Program**

Whereas, the Lake County Solid Waste Management District, hereinafter “District”, has the powers and duties enumerated in Indiana Code 13-21-1 et. seq.; and

Whereas, the District issued an Invitation for Quotes (IFQ) for the District’s Leaf Collection Program, hereinafter “Program”, in Lake County, Indiana; and

Whereas, the District received one response(s) therefor; and

Whereas, upon review of the response(s), and incorporating the IFQ and response(s) thereto, the District Board on January 16, 2025, found PBS Enterprises, LLC to be as the lowest responsible and responsive proposer, and

Whereas, the District Board on January 16, 2025 further found and directed that the District enter into a contract with PBS Enterprises, LLC to provide for the District’s Leaf Collection Program as delineated hereinabove and as further contained in the proposer’s response to the District’s Invitation for Quotes.

Now, therefore, be it resolved:

The Board hereby finds and directs that the Chairperson of the Board be, and hereby is, authorized for and on behalf of and in the name of the District to execute a Contract incorporating the terms of the responses by PBS Enterprises and such other documents and instruments and take such other actions as may be required to implement the Contract as deemed necessary or advisable by the Chairperson of the Board.

All of which is resolved and adopted this ____ day of _____, 2025, by a vote of ____ in favor and ____ opposed.

Lake County Solid Waste Management District

Attest:

By: _____
Richard Long
Chairperson

Kiera Hagerman
Executive Director/Controller





Exhibit A

PBS Enterprises, LLC was found to be the lowest responsive and responsible proposer to provide the District's Leaf Collection Program for Lake County, Indiana as delineated in the District's Invitation for Quotes based upon the following:

1. PBS Enterprises, LLC's responses, experience, and abilities, which fully address the needs of the District and all items requested by the District for the District's Leaf Collection Program for Lake County, Indiana as delineated in the District's Invitation for Quotes;
2. Such other discussion and review as were conducted at the District's January 16, 2025 District Board meeting.



**NOTICE AND INVITATION FOR QUOTES
LEAF VAC PROGRAM 2025
THE LAKE COUNTY SOLID WASTE MANAGEMENT DISTRICT (DISTRICT)**

PRICING

F. Cost/week for operation of 1 leaf vac: \$7,502.94

G. Cost/day for operation of 1 leaf vac: \$1,500.56

H. Cost/hour for operation of 1 leaf vac: \$187.57

I. TOTAL COST FOR THE 6 WEEKS: \$180,070.56

a. $\$180,070.56 \sim 6 \text{ wks} = \$30,011.76 \text{ per week for 6 wks}$

b. $\$30,011.76 \sim 4 \text{ leaf vacs} = \$7,502.94 \text{ per wk for operation of 1 leaf vac}$

c. $\$7,502.94 \sim 40 \text{ hrs} = \$187.57 \text{ per hr for operation of 1 leaf vac}$

d. $\$187.57 \times 8 \text{ hrs} = \$1,500.56 \text{ per day for operation of 1 leaf vac}$

J. Rate per day if the District adds an additional/extra day to the collection schedule: \$1,500.56 per vac

Please provide any details or caveats the District will need to consider if selecting to add an extra day and/or collection area:

Each "District Added Day" will be an additional charge of \$1,500.56 per day/per vac. used. ***NEED MORE EXPLANATION

- Increase of the amount of households using the service in designated areas or adjoining areas
- Volume of leaves that have fallen
- Trees that are maturing in previously designated areas
- Increase population in Lake county
- Increase demand for the service in areas not previously service due to neighborhood expansion nearby

K. Additional information for the District to consider: For the last 8 years, PBS Enterprises LLC has been operating as the District's Leaf Vac program contractor where we have integrated the following:

- Completely service all designated areas
- Provided more detail spreadsheet of all areas serviced.

New Business

**MODIFICATION OF AGREEMENT BETWEEN THE
LAKE COUNTY SOLID WASTE MANAGEMENT DISTRICT
AND
PBS ENTERPRISES, LLC**

1. The Lake County Solid Waste Management District (*hereinafter*, District) and PBS Enterprises, LLC (*hereinafter*, Contractor) are parties to a 1-20-2022 "AGREEMENT BETWEEN THE LAKE COUNTY SOLID WASTE MANAGEMENT DISTRICT AND PBS ENTERPRISES, LLC" (*hereinafter*, Agreement), which was signed by the duly authorized representatives of the parties on 7-21-2022.

2. The Agreement states:

A. The terms under which Contractor will provide the services necessary to operate the District's Leaf Collection program; and

B. The terms of Contractor's compensation.

3. The Agreement provides:

"SECTION XXIV – CONSTRUCTION

"This AGREEMENT represents the entire understanding between the parties, and modifications of this AGREEMENT shall not be effective unless reduced to writing and signed by both parties..."

See, Agreement at p. 8.

4. The parties desire to modify their Agreement in the following respects:

A. The length of the Leaf Collection program services is changing from five (5) weeks to six (6) weeks: 10-28-2024 through 12-6-2024;

B. Leaf collection service will be provided every other week instead of weekly to the Defined Service Areas described in the attached **EXHIBIT A**; and

C. Contractor's compensation will be increased to account for the additional services Contractor will be providing pursuant to the modifications adopted herein.

IN WITNESS WHEREOF, the duly authorized representatives of the parties have executed this "Modification of Agreement Between the Lake County Solid Waste Management District and PBS Enterprises, LLC" on the date specified below.

LAKE COUNTY SOLID WASTE MANAGEMENT DISTRICT

By: Richard Long
Richard Long, Chairman
Lake County Solid Waste Management District

Date: 10/16/24

ATTEST:

Kiera G. Hagerman
Kiera Hagerman, Executive Director/Controller
Lake County Solid Waste Management District

Date: 10.3.24

CONTRACTOR: PBS ENTERPRISES, LLC

By: Barbara Iddings
(Sign Name)

Date: 10.3.24

Barbara Iddings - owner/manager
(Print Name and Title)

ZONE (I-A): weeks 10/28 - 11/11 - 11/25

Monday - Area 1 (St John Township - Schererville Heights)

Schererville town limits - North
W 93rd Ave - South
Cline Ave - West
Burr Street - East

Tuesday - Area 2 (West Calumet Township - West of Whitcomb)

Ridge Road - North
W 53rd Ave - South
Colfax St - West
Whitcomb St - East

Wednesday - Area 3 (West St. John Township - St. John & Dyer)

~~W 77th Ave - North~~

W 93rd Ave - South
State Line - West
Route US41 - East

Collection areas include the following subdivisions** and Main Roads adjacent to

Longwood off of W 81st/Calumet
W 91st Ave/Robinson/Moraine st/State Line
Trail's Bends Estates off of W 93rd/Beall
Whispering Woods off of W 85th/Torrence
Baker's Rolling Heights off of W 85th/Towle
Olde Hickory Estates off of Henry st/W 86th
W 77th/Ruth/Jay/Joyce st
Ahlborn Scenic off of Route 41 & W 80th ct
Arrowhead Heights off of W 119th Ave/Hawthorne St
Hanover Oaks Off of W 117th Ave/Hawthorne St
Palmira off of W 117th Ave/Belmont Pl
Armbruster Woodland Acres off of W 113th Ave/Parrish Ave

Thursday - Area 4 (West Center Township)

W 113th - North
W 120th - South
Cline Ave - West
Whitcomb St - East

Collection areas include the following subdivisions** and Main Roads adjacent to

Pine Ridge Lakes off of W 117th/Edison
Woodland Ponds off of W 118th/Lee st
Beaver dam off of W 117th/Stevensons
Burr st/W 115th - Bridge road
Westwood Estates off of W 113th Ave/West Valley
Oak Hill Estates off of W 113th Ave/West Valley
Oakwood Hills off of W 113th/Durbin Pl
Wognum Estates off of 231/Whitcomb St

ZONE (2-B): weeks 11/4 - 11/18 - 12/2

Monday - Area 5 (Cedar Creek Township - Lake Dalecarlia)

153rd Ave - North
W. Main Street - South
Colfax Street - West
Clark Street - East

Collection areas include the following subdivisions** and Main Roads adjacent to

Lake Dalecarlia off of W153rd/Colfax
Westdale Estates off of W159th/Stevenson

Tuesday - Area 6 (Middle - Center twp)

West 101st Ave - North
West 125th Ave- South
Fathke Road/Burr Street/Bell Street - West
Hendricks - East

Collection areas include the following subdivisions** and Main Roads adjacent to

Sleepy Hollow off of Burr St/W122nd
Buck Hill Estates off of W121st Ave/Clark St
Hermits Lake off of W121st Ave/White Oak
Woody Creek off of W121st Ave/Mount St
Green Acres Estates off of 231/Bell Street
West Long off of 231/Hendricks
Green Hill Ranches off of 231/Porter
Oak Heights off of Lane st/Baker st
Willowdale Manor off of W Summit st/W105th

Wednesday - Area 7 (East Center twp)

West 124th Pl- North
West 133rd Ave- South
Jennings - West
Van Buren Pl - East

Collection areas include the following subdivisions** and Main Roads adjacent to

Holiday Creek off of 55-Indiana/W124th
Wingate off of 55-Indiana/W129th
Schulien's Wild Wood's off of 55-Indiana/Greenview
Oakwood Acres off of W133st/Jennings
Taney off of Chase/Marshall/W130th

Thursday - Area 8 (East Calumet Township - East of Whitcomb & Hobart twp)

(East Calumet Township)

Ridge Road - North
53rd Ave - South
Whitcomb - West
Harrison St/Grant St - East

(Hobart Township)

East 31st Ave - North
East 34th Pl - South
North Lake Park Ave. - West
Laporte St - East

**MODIFICATION OF AGREEMENT BETWEEN THE
LAKE COUNTY SOLID WASTE MANAGEMENT DISTRICT
AND
PBS ENTERPRISES, LLC**

1. The Lake County Solid Waste Management District (*hereinafter*, District) and PBS Enterprises, LLC (*hereinafter*, Contractor) are parties to a 1-20-2022 "AGREEMENT BETWEEN THE LAKE COUNTY SOLID WASTE MANAGEMENT DISTRICT AND PBS ENTERPRISES, LLC" (*hereinafter*, Agreement), which was signed by the duly authorized representatives of the parties on 7-21-2022.

2. The Agreement states:

~~A. The terms under which Contractor will provide the services necessary to operate the District's Leaf Collection program; and~~

B. The terms of Contractor's compensation.

3. The Agreement provides:

"SECTION XXIV – CONSTRUCTION

"This AGREEMENT represents the entire understanding between the parties, and modifications of this AGREEMENT shall not be effective unless reduced to writing and signed by both parties..."

See, Agreement at p. 8.

4. The parties desire to modify their Agreement in the following respects:

A. The length of the Leaf Collection program services is changing from five (5) weeks to six (6) weeks: 10-28-2024 through 12-6-2024;

B. Leaf collection service will be provided every other week instead of weekly to the Defined Service Areas described in the attached **EXHIBIT A**; and

C. Contractor's compensation will be increased to account for the additional services Contractor will be providing pursuant to the modifications adopted herein.

IN WITNESS WHEREOF, the duly authorized representatives of the parties have executed this "Modification of Agreement Between the Lake County Solid Waste Management District and PBS Enterprises, LLC" on the date specified below.

LAKE COUNTY SOLID WASTE MANAGEMENT DISTRICT

By: Richard Long
Richard Long, Chairman
Lake County Solid Waste Management District

Date: 10/16/24

ATTEST:

Kiera G. Hagerman
Kiera Hagerman, Executive Director/Controller
Lake County Solid Waste Management District

Date: 10.3.24

CONTRACTOR: PBS ENTERPRISES, LLC

By: Barbara Iddings
(Sign Name)

Date: 10-3-24

Barbara Iddings - owner/manager
(Print Name and Title)

ZONE (I-A): weeks 10/28 - 11/11 - 11/25

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Schererville town limits - North

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W 93rd Ave - South

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Baker's Rolling Heights off of W 85th/Towle

Olde Hickory Estates off of Henry st/W 86th

W 77th/Ruth/Jay/Joyce st

Ahlborn Scenic off of Route 41 & W 80th ct

Arrowhead Heights off of W 119th Ave/Hawthorne St

Hanover Oaks Off of W 117th Ave/Hawthorne St

Palmira off of W 117th Ave/Belmont Pl

Armbruster Woodland Acres off of W 113th Ave/Parrish Ave

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West Long off of 231/Hendricks
Green Hill Ranches off of 231/Porter
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Willowdale Manor off of W Summit st/W105th

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(East Calumet Township)

Ridge Road - North
53rd Ave - South
Whitcomb - West
Harrison St/Grant St - East

(Hobart Township)

East 31st Ave - North
East 34th Pl - South
North Lake Park Ave. - West
Laporte St - East

RESOLUTION NO. 2012-1
LAKE COUNTY SOLID WASTE MANAGEMENT DISTRICT
POLICY ON NEPOTISM AND ON CONTRACTING WITH THE DISTRICT

Whereas, the Lake County Solid Waste Management District, hereinafter "District", has the powers and duties enumerated in Indiana Code 13-21-1 et. seq.; and

Whereas, as a governmental entity, the District represents the citizens of Lake County and the State of Indiana; and

Whereas, public service is one of the highest callings which demands the conduct above reproach and which avoids even the appearance of impropriety.

Now, therefore, be it resolved:

The District Board hereby finds it in the best interest of the District to adopt the following Policy on Nepotism and on Contracting with the District, which follows hereafter, as the standard by which all those representing or associated with the District in any capacity shall conduct themselves.

Lake County Solid Waste Management District Policy on Nepotism

Sec. 1. This Resolution applies to the Lake County Solid Waste Management District, hereinafter "District".

Sec. 2. An individual who is employed by the District on July 1, 2012, is not subject to this Resolution unless the individual has a break in employment with the District. The following are not considered a break in employment with the District:

(1) The individual is absent from the workplace while on paid or unpaid leave, including vacation, sick, or family medical leave, or worker's compensation.

(2) The individual's employment with the District is terminated followed by immediate reemployment by the District, without loss of payroll time.

Sec. 3. As used in this Resolution, "direct line of supervision" means an elected officer or employee who is in a position to affect the terms and conditions of another individual's employment, including making decisions about work assignments, compensation, grievances, advancement, or performance evaluation. The term does not include the responsibilities of the District Board, as provided by law, to make decisions regarding salary ordinances, budgets, or personnel policies of the District.

Sec. 4. As used in this Resolution, "employed" means an individual who is employed by the District on a full-time, part-time, temporary, intermittent, or hourly basis. The term does not include an individual who holds only an elected office. The term includes an individual who is a party to an employment contract with the District.

Sec. 5. (a) As used in this Resolution, "relative" means any of the following:

- (1) A spouse.
- (2) A parent or stepparent.
- (3) A child or stepchild.
- (4) A brother, sister, stepbrother, or stepsister.
- (5) A niece or nephew.

(6) An aunt or uncle.

(7) A daughter-in-law or son-in-law.

(b) For purposes of this section, an adopted child of an individual is treated as a natural child of the individual.

(c) For purposes of this section, the terms "brother" and "sister" include a brother or sister by the half blood.

Sec. 6. (a) This Resolution establishes the District policy regarding employment of relatives. The District Board may subsequently modify this policy to:

(1) include requirements that are more stringent or detailed than any provision in this Resolution; and

(2) apply to individuals who are exempted or excluded from the application of this Resolution.

The District may prohibit the employment of a relative that is not otherwise prohibited by this Resolution.

(b) The annual report filed by the District with the state board of accounts must include a statement by the Chairperson of the District stating whether the District has implemented a policy consistent the requirements listed in Indiana Code 36-1-20.2.

Sec. 7. Individuals who are relatives may not be employed by the District in a position that results in one (1) relative being in the direct line of supervision of the other relative.

Sec. 8. (a) This section applies to an individual who:

(1) is employed by the District on the date the individual's relative begins serving a term of an elected office of the District; and

(2) is not exempt from the application of this Resolution under section 2 of this Resolution.

(b) Unless a policy adopted under section 6 of this Resolution provides otherwise, an individual may remain employed by the District and maintain the individual's position or rank even if the individual's employment would violate section 7 of this Resolution.

(c) Unless a policy adopted under section 6 of this Resolution provides otherwise, an individual described in subsection (b) may not:

(1) be promoted to a position;

if the new position would violate section 7 of this Resolution.

Sec. 9. This Resolution does not abrogate or affect an employment contract with the District that:

(1) an individual is a party to; and

(2) is in effect on the date the individual's relative begins serving a term of an elected office of the District.

Sec. 10. Each elected officer of the District shall annually certify in writing, subject to the penalties for perjury, that the officer has not violated this Resolution. An officer shall submit the certification to the Chairman of the District not later than December 31 of each year.

Lake County Solid Waste Management District Policy on Contracting With the District

Sec. 1. This Resolution applies only to the District.

Sec. 2. As used in this Resolution, "elected official" means:

(1) the executive or a member of the executive body of the District;

(2) a member of the legislative body of the District; or

(3) a member of the fiscal body of the District.

Sec. 3. (a) As used in this Resolution, "relative" means any of the following:

- (1) A spouse.
- (2) A parent or stepparent.
- (3) A child or stepchild.
- (4) A brother, sister, stepbrother, or stepsister.
- (5) A niece or nephew.
- (6) An aunt or uncle.
- (7) A daughter-in-law or son-in-law.

(b) For purposes of this section, an adopted child of an individual is treated as a natural child of the individual.

(c) For purposes of this section, the terms "brother" and "sister" include a brother or sister by the half blood.

Sec. 4. (a) This Resolution establishes the District policy regarding contracting with the District. The District Board may subsequently modify this policy to:

~~(1) include requirements that are more stringent or detailed than any provision in this Resolution; and~~

(2) apply to individuals who are exempted or excluded from the application of this Resolution.

The District may prohibit or restrict an individual from entering into a contract with the District that is not otherwise prohibited or restricted by this Resolution.

(b) The annual report filed by the District with the state board of accounts must include a statement by the Chairperson of the District stating whether the District has implemented a policy consistent the requirements listed in Indiana Code 36-1-21.

Sec. 5. (a) The District may enter into a contract or renew a contract for the procurement of goods and services, or a contract for public works with:

- (1) an individual who is a relative of an elected official or the Executive Director; or
 - (2) a business entity that is wholly or partially owned by a relative of an elected official;
- only if the requirements of this section are satisfied and the elected official does not violate IC 35-44-1-3.

(b) The District may enter into a contract or renew a contract with an individual or business entity described in subsection (a) if:

- (1) the elected official files with the District a full disclosure, which must:
 - (A) be in writing;
 - (B) describe the contract or purchase to be made by the District;
 - (C) describe the relationship that the elected official has to the individual or business entity that contracts or purchases;
 - (D) be affirmed under penalty of perjury;
 - (E) be submitted to the District Board and be accepted by the Board in a public meeting of the District prior to final action on the contract or purchase; and
 - (F) be filed, not later than fifteen (15) days after final action on the contract or purchase, with:
 - (i) the state board of accounts; and
 - (ii) the clerk of the circuit court in the county where the District takes final action on the contract or purchase;
- (2) the District Board:
 - (A) makes a certified statement that the contract amount or purchase price was the lowest amount or price bid or offered; or

(B) makes a certified statement of the reasons why the vendor or contractor was selected;
and

(3) the District satisfies any other requirements under IC 5-22 or IC 36-1-12.

(c) An elected official shall also comply with the disclosure provisions of IC 35-44-1-3, if applicable.

(d) This section does not affect the initial term of a contract in existence at the time the term of office of the elected official of the District begins.

Sec. 6. Each elected officer of the District shall annually certify in writing, subject to the penalties for perjury, that the officer has not violated this Resolution. An officer shall submit the certification to the Chairman of the District not later than December 31 of each year.

All of which is resolved and adopted this 21 day of June, 2012, by a vote of All in favor and 0 opposed.

Lake County Solid Waste Management District

By: Rick Niemeyer
Chairman, Lake County Solid Waste Management District

Attest:

John Petalas
John Petalas, Controller



RESOLUTION NO. 2025-3

**Resolution of the Lake County Solid Waste Management District
Amending Internal Controls Policy**

WHEREAS, the Lake County Solid Waste Management District (*hereinafter*, District) is organized and operates under Ind. Code § 13-21-3.

WHEREAS, according to I.C. 5-11-10.5-1, I.C. § 36-1-2-13, and I.C. § 32-1-2-18 the District is an Indiana “political subdivision.”

WHEREAS, according to I.C. § 5-11-1-27, I.C. § 13-21-3-4, and I.C. § 13-21-3-5 the District’s Board of Directors is responsible for the oversight of the District’s compliance with the internal control standards and procedures required by Indiana’s State Board of Accounts.

WHEREFORE, the District’s Board of Directors hereby adopts and approves the following amended Capital Assets Policy for the District to comply with the internal control standards and procedures required by Indiana’s State Board of Accounts. (see attached)

This amended Internal Controls Policy shall be effective immediately upon the District Board’s approval.

All of which is resolved this _____ day of _____, 2025 by a vote of _____ in favor and _____ against.

Lake County Solid Waste Management District

Attest:

By: _____

Richard Long

Kiera Hagerman

Chairperson

Executive Director/Controller

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PART I – TO BE COMPLETED BY UNIT OFFICIAL

Questionnaire completed by:

Name	Title	Date
Cliff Duggan	Director of Business Operations	
Jeanette Romano	Executive Director	Until 7/12/2024
Kiera Hagerman	Executive Director/Controller	7/12/2024-present

CONTROL ENVIRONMENT

1. Communication and enforcement of integrity and ethical values:

- a. What action is taken to address departures from approved policies or unacceptable conduct that might create errors on the accounting records?

The District Board reviews and acts on claims and records at its public meetings throughout the year. The District Chair and Vice Chair are also regularly engaged in discussions with the Executive Director/Controller on the daily operation of the District, including financial activity. Should questions arise, the District Board and its officers will question the Executive Director/Controller and will take action at District Board meetings as it deems appropriate. This includes but is not limited to executive sessions as applicable and action at public District Board meetings. Remedial action will be on a case by case basis and may include but is not limited to disciplinary action up to termination of employment or termination of contract as applicable, as well as modification of policies as warranted.

The District Board has taken action at public District Board meetings and passed approved policies and acceptable conduct standards as described in District Resolutions and documents, including but not limited to: Resolution 2016-21 Resolution on Materiality and Process for Reporting Material Items; Resolution 2016-20 Lake County Solid Waste Management District Compliance with the Uniform Internal Control Standards for Indiana Political Subdivision; Amended By-Laws of the Lake County Solid Waste Management District Board February 15, 2024; Human Resource Policies and Procedures Handbook; Resolution 2005-3 Ethics Resolution; Resolution 2016-8 Resolution for Credit Card Policy; Resolution 2015-2 Resolution to Update the Travel Policy of the Lake County Solid Waste Management District; Resolution 2013-2 Lake County Solid Waste Management District Recycling Grants Policy; Resolution 2012-1 Lake County Solid Waste Management District Policy on Nepotism and on Contracting with the District; Resolution 2004-2 Resolution Establishing a Capitalization Policy; Job Descriptions for all District Staff.

- b. If fraud is alleged, what does management or the governing body (board) do to investigate the allegation, take appropriate and consistent actions against violators, and assess how relevant controls could be improved?

If discovered by the District staff, the allegation would be brought to the Executive Director/Controller for investigation. Once discovered by the Executive Director/Controller, or if the matter involves the Executive Director/Controller, the matter would be brought to the Chair and Vice-Chair and as directed to the District Board. Investigation may include, as applicable, internal review and/or retainage of outside persons/entities with expertise to review the allegation. The District Board would take action as it deemed appropriate. This includes but is not limited to executive sessions as applicable and action at public District Board meetings. Remedial action will be on a case by case basis and may include but is not limited to disciplinary action up to termination of employment or termination of contract, as well as modification of policies as warranted.

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2. Commitment to competence:

- a. What background, education, and experience do accounting personnel have that assist them with their duties?

Pursuant to Indiana Code 13-21-3-10, the Controller is charged with the financial responsibilities of the District and is selected/appointed by the District Board as described in Indiana Code 13-21-3-9. This is also reflected in the District's Amended By-Laws.

The District Board retains an outside financial advisor to act in concert with the Controller regarding the District's annual budget submission to the County Council and the Department of Local Government Finance.

- b. What training do employees receive to help them maintain their accounting and financial reporting competencies?

~~The District Board also follows Indiana Code 5-4-1 regarding bonding of the Controller in the performance of his/her duties.~~

3. Participation of those charged with governance (board):

- a. How does the governing body (board) oversee the activities of management that are related to financial reporting (what oversight does the board give on the accounting records?)

The District Board reviews and acts on claims and records at its public meetings throughout the year. The District Chair and Vice Chair are also regularly engaged in discussions with the Executive Director/Controller on the daily operation of the District, including financial activity. Should questions arise, the District Board and its officers will question the Executive Director/Controller and will take action as it deems appropriate. This includes but is not limited to executive sessions as applicable and action at public District Board meetings. Remedial action will be on a case by case basis and may include but is not limited to disciplinary action up to termination of employment or termination of contract.

The District Board retains an outside financial advisor to act in concert with the Executive Director/Controller regarding the District's annual budget submission to the County Council and the Department of Local Government Finance.

- b. How involved is the governing body (board) in understanding the entity's transactions, overseeing the effectiveness of internal control, and evaluating whether the accounting records are correct? (For example, is board involvement limited to attending board meetings, or does the board oversee other things such as unit controls and accounting practices.)

The District Board regularly reviews and acts on claims and records at its public meetings throughout the year. The District Chair and Vice Chair are also regularly engaged in discussions with the Executive Director /Controller on the daily operation of the District, including financial activity. Should questions arise, the District Board and its officers will question the Executive Director/Controller and will take action as it deems appropriate. This includes but is not limited to executive sessions as applicable and action at public District Board meetings. Remedial action will be on a case by case basis and may include but is not limited to disciplinary action up to termination of employment or termination of contract, as well as modification of policies as warranted.

The District Board has passed as approved policies and acceptable conduct standards in the following Resolutions/documents: Resolution 2016-21 Resolution on Materiality and Process for Reporting Material Items; Resolution 2016-20 Lake County Solid Waste Management District Compliance with the Uniform Internal Control Standards for Indiana Political Subdivision; Amended By-Laws of the Lake County Solid Waste Management District Board February 15, 2024; Human Resource Policies and Procedures Handbook; Resolution 2005-3 Ethics Resolution; Resolution 2016-8 Resolution for Credit Card Policy; Resolution 2015-2 Resolution to Update the Travel Policy of the Lake County Solid Waste Management District; Resolution 2013-2 Lake County Solid Waste Management

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District Recycling Grants Policy; Resolution 2012-1 Lake County Solid Waste Management District Policy on Nepotism and on Contracting with the District; Resolution 2004-2 Resolution Establishing a Capitalization Policy; Job Descriptions for all District Staff.

Besides the Executive Director/Controller maintaining all financial responsibilities of the District and reporting same to the District Board at each District Board meeting, the District Board retains an outside financial advisor to act in concert with the Executive Director/Controller regarding the District's annual budget submission to the County Council and the Department of Local Government Finance.

- c. What interaction does the governing body (board) have with Examiners from the State Board of Accounts?

~~The District Board interacts with the Examiners from the State Board of Accounts as directed by the State Board of Accounts.~~ That includes participation in the state audits by the District Board Chair and Vice-Chair, and Executive Director/Controller. Once completed and public record, the state audit is shared with the District Board members and District staff.

In the day to day operation of the District, there are questions which may arise for which State Board of Account input is sought. When that occurs, the District's Executive Director/Controller will contact the State Board of Accounts and seek direction and input. The State Board of Accounts has been very helpful and cooperative in reviewing the District's requests and providing input and the District looks forward to the continued successful and cooperative relationship.

4. Management's philosophy and operating style:

- a. How does management prevent fraud and errors in the accounting records (for example, by performing important internal control procedures such as approvals, regular preparation or review of reconciliations, and review of supporting schedules or reports, etc.)?

The District follows the accounting principles and procedures found in the Indiana Statutes and Regulations; Indiana State Board of Accounts Manuals, Guidance Documents, Procedures and Forms; and Indiana Department of Local Government Finance Manuals, Guidance Documents, Procedures and Forms, all of which are incorporated by reference in Resolution 2018-20. The District also adopted policies in Resolutions 2016-21, 2016-8, 2015-2, 2012-1, 2004-2 and 94-1 which control various District activities and financial issues.

The Office Administrator verifies accuracy of invoices and payments. The Executive Director/Controller communicates with the Chairperson as needed. The District Board reviews and approves claims and supporting documentation, in addition to the Executive Director/Controller and Attorney review and approval. In the event an invoice or claim is from the District's Attorney, the Office Administrator will review and approve the claim.

- b. How has management addressed risks associated with using computerized accounting records, such as unauthorized access to applications or data, potential loss of data, and reliance or inadequate systems that may adversely affect internal control?

The District Controller operates under an accounting system (Boyce/Keystone). The Controller maintains the financial records, including District checks, under lock and key in the Controller's office.

The Executive Director/Controller and the District's Attorney periodically review the financial records and ledgers of the District.

- c. What policies and procedures has management established to prevent unauthorized access to documents, records, computer programs, and assets?

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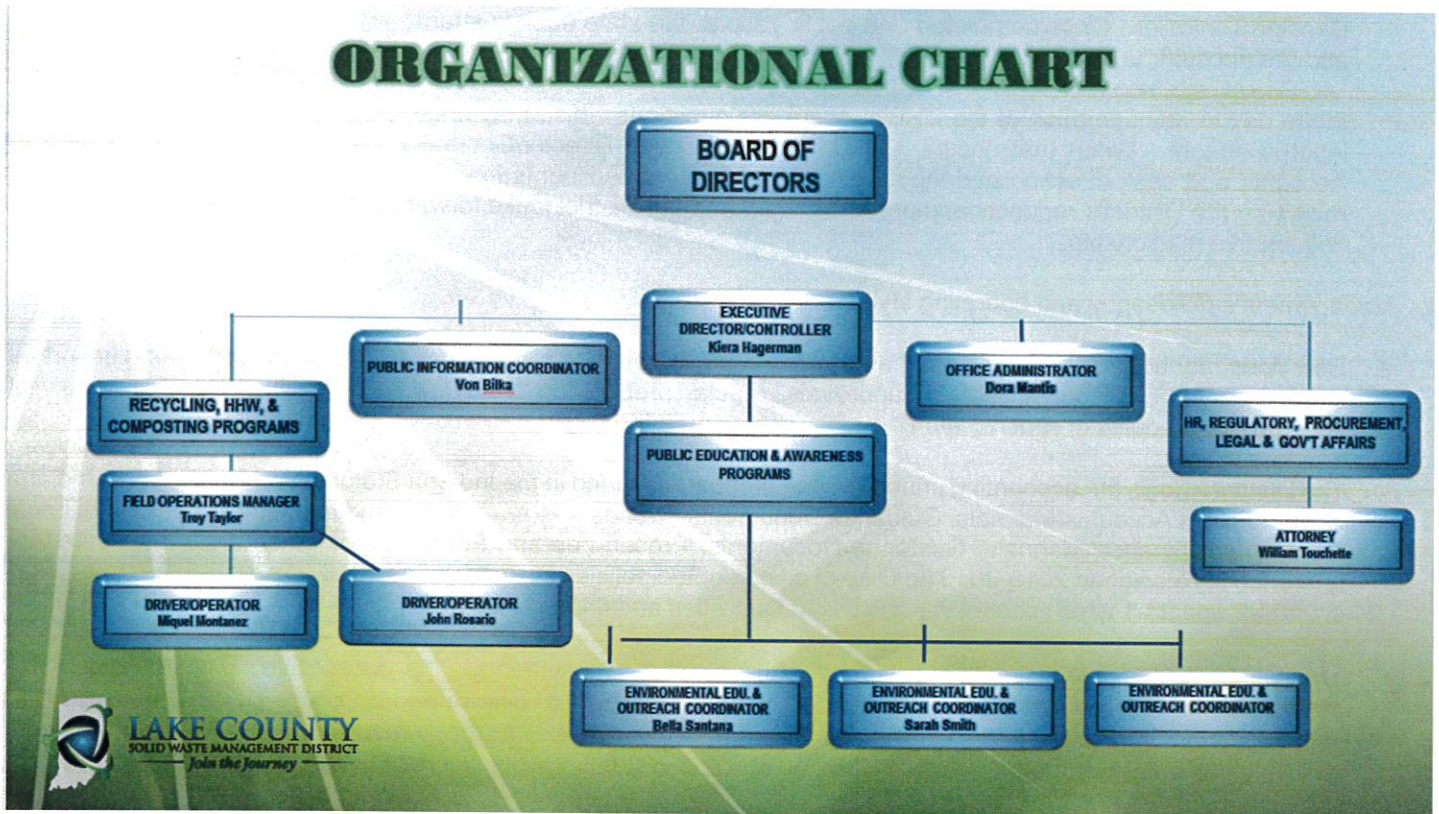
The District's Director has as one of their duties the maintenance of personnel records, which are maintained under lock and key in the District's administrative offices.

The District has a contract with Trust Tech Inc. as its IT manager and regularly has contact with the company to insure the security of its computer system.

5. Organizational structure:

- a. What is the organizational structure of the unit?

The basic District Board structure is established under Indiana Code 13-21. Administratively, the District Board organizational structure is as follows:



6. Assignment of authority and responsibility:

- a. How is authority and responsibility within the governmental unit assigned?

The authority and responsibility with the District is delineated by applicable Indiana Statutes and Regulations; Indiana State Board of Accounts Manuals, Guidance Documents, Procedures and Forms; and Indiana Department of Local Government Finance Manuals, Guidance Documents, Procedures and Forms,

The authority and responsibilities are assigned pursuant to the Human Resource Policies and Procedures Handbook, as well as the job descriptions for the individual District employees.

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Authority and responsibilities are also delineated in part in the following District Resolutions/documents: Resolution 2016-21 Resolution on Materiality and Process for Reporting Material Items; Resolution 2016-20 Lake County Solid Waste Management District Compliance with the Uniform Internal Control Standards for Indiana Political Subdivision; Amended By-Laws of the Lake County Solid Waste Management District Board February 15, 2024; Resolution 2005-3 Ethics Resolution; Resolution 2016-8 Resolution for Credit Card Policy; Resolution 2015-2 Resolution to Update the Travel Policy of the Lake County Solid Waste Management District; Resolution 2013-2 Lake County Solid Waste Management District Recycling Grants Policy; Resolution 2012-1 Lake County Solid Waste Management District Policy on Nepotism and on Contracting with the District; Resolution 2004-2 Resolution Establishing a Capitalization Policy; and Contract with the District Controller.

b. What are management's procedures for authorizing transactions?

All transactions are reviewed and approved by the District Board.

c. How are computer applications updated for rate changes, fee changes, and other changes that would be necessary? (Explain approval process.)

N/A

7. Human resource policies and practices:

a. What policies and practices are in place to ensure background and reference checks for new employees, adequate training, and regular performance evaluations, especially for accounting and IT personnel?

The policies and practices are outlined in the Human Resource Policies and Procedures Handbook in the applicable sections.

In addition, the Executive Director/Controller, Chairperson and the Attorney regularly discuss District operations and review employee performance and competence, as well as accounting and IT performance.

b. What is the turnover of accounting and IT personnel?

None.

RISK ASSESSMENT PROCESS

1. Financial reporting objectives:

a. What procedures are in place to ensure that the information reported in the financial statements are correct and reflective of the accounting records?

The District Board also reviews and approves all supporting documentation for claims, in addition to the Executive Director/Controller's review and approval. The Executive Director/Controller is also bonded, and the District carries errors and omissions and public officials' insurance.

2. Management of financial reporting risks:

a. Have any of the following conditions occurred?

Have There Been Any:	Yes	No
Changes in the operating environment	X	
New personnel	X	
New or revised information systems	X	
Restructuring or reorganization and resulting staff reductions, changes in supervision, or	X	

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segregation of duties		
Changes in laws and regulations		X

- b. If any of the conditions above exists, what effect does it have on the ability to prepare correct financial statements and how have they been addressed?

The District has transitioned to Boyce/Keystone accounting software which helps to ensure the accuracy of all financial statements.

3. Consideration of fraud risk:

- a. What areas have been identified that may be exposed to fraud risk?

~~Financial transactions and contract performance are two areas that are potential areas of fraud risk.~~

- b. How does the entity identify the processes, controls, and other procedures needed to reduce identified fraud risks?

The Executive Director/Controller, Attorney and Office Administrator, in cooperation with the District Board Chair, Vice-Chair and District Board members, are constantly in the process of reviewing the effectiveness and efficiency of the District procedures followed in the operation of the District. Please refer to the District responses contained herein above for specific applicable procedures currently followed by the District.

INFORMATION AND COMMUNICATION PROCESS

1. What procedures are in place to collect the information needed to complete the financial statements?

The District Office received all mail containing the information needed to complete the financial statements. The information is distributed as follows:

- Office Administrator (OA) receives and opens mail
- OA receipt-date stamps mail
- Executive Director/Controller (EDC) reviews and discusses all mail received with OA
- OA makes copies and places in file to be paid
- ED/Controller (C) reviews invoices, produces checks, and prints and signs vouchers
- ED/C returns checks and vouchers to OA for review and OA prepares checks for mailing.
- OA informs the District’s attorney (A) that checks and vouchers are ready for review and second sign off.
- A reviews and signs all vouchers.
- C receives the bank and financial records and performs his duties related thereto
- EDC and A regularly review financial records and ledger sheets

2. Internal communication:

- a. What are the ways in which employees are encouraged to report suspected fraud to management?

The District Human Resources Policies and Procedures outlines the open communication and procedures regarding employee conduct. The Executive Director/Controller and executive staff regularly interact with the staff and are encouraged to communicate any activity which may be harmful to or adversely affect the District and its operation. During the interview process for hiring employees, one question asked is in regard to reporting of such harmful, unlawful or unethical conduct, and it is stressed after hearing the answer by the interviewee, as well as upon the hiring of a successful applicant, that an employee’s duty is to the District and not any individual, and that the District’s well-being is to be put above personal consideration or benefit.

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- b. How does the governmental unit internally communicate information to employees, including objectives and responsibilities for internal control?

Communication is constantly maintained between all employees verbally and by email, texts or hard copy. All employees sign indicating that they have read the handbook.

3. External communication:

- a. How does the governmental unit address internal control findings issued by the State Board of Accounts?

Should State Board of Accounts issue internal control findings, those findings will be provided to the District Board members for consideration and appropriate action.

- b. How is input from citizens, vendors, and other external parties acted upon when it may impact the integrity of financial reporting?

The District follows transparency and ethical standards in its financial and operational reporting, as evidenced by its Ethics Resolution and other applicable District Resolutions and actions previously described herein.

MONITORING PROCESS

1. Ongoing internal control evaluation:

- a. What are the procedures to ensure that appropriate personnel perform their required duties sufficiently and in a timely manner and follow the policies and procedures of the governmental unit?

The Executive Director/Controller, Chairperson and Attorney regularly discuss District operations, review employee performance and competence and take appropriate action as necessary.

2. Reporting of internal control deficiencies:

- a. What follow-up action is taken for identified problems or weaknesses in internal controls (including matters communicated by the State Board of Accounts)?

Corrections are made at the operational and managerial level and by action of the District Board by implementation or modification of additional internal control policies.

IT ENVIRONMENT AND GENERAL COMPUTER CONTROLS

1. IT Environment:

- a. What procedures does the computer perform (record transactions, reconciliations, produce checks and receipts, etc.)?

The Controller performs all financial transactions, reconciliations, checks, receipts and claims using Boyce/Keystone software.

The employees utilize their computers for documents related to their duties and responsibilities and for internet use as applicable.

- b. What data is stored in electronic files? Is a backup kept off site?

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The documentation utilized by employees related to their duties are stored on their computers. External backups are utilized by some employees. Backup files are also kept on an internal server with cloud backup which is considered off-site.

- c. Does the governmental unit utilize service organizations, such as for payroll, meter reading, utility electronic payment, etc.?

No.

- d. Are any significant spreadsheets utilized for accounting functions or transaction processing?

No.

- e. Does the system identify when changes are made and who made changes?

Yes

2. General Computer Controls:

- a. Are computers physically secured (passwords)? Is there restricted access to certain programs and data?

Yes. Yes.

- b. How does the governmental unit determine when updates to the systems need to be performed?

The District is either in contact with its IT provider to determine when updates need to be performed or the programs themselves indicate when updates are needed.

- c. Are spreadsheets protected so that the integrity of the data is not compromised (password protection, locked cells, etc.)? If so, how?

Spreadsheets are password protected, when necessary.

- d. Are unique logins assigned to different users of computers/software? Is restricted access given to certain individuals?

Yes. Yes.

3. IT-related risks:

- a. How does the entity identify IT-related risks? If IT risks are identified, how does the unit respond?

The District has programs designed to detect risks. In addition, the District is in regular contact with its IT provider to review IT operation. Should the District discover a risk itself through operation of its programs or by contact with its IT provider, the District will immediately be in contact with its IT provider and take such steps as recommended by the IT provider to address the risk.



Resolution 2025-4

WHEREAS, upon proper Notice, the Board of Directors of the Lake County Solid Waste Management District (hereinafter, LCSWMD) held a public meeting on January 16, 2025, at 6:00 p.m., at the District's office at 8695 Broadway, Merrillville, Indiana 46410.

WHEREAS, since 1997 the LCSWMD has owned a prefabricated Hazardous Waste Storage Building, 2,340 gallon Capacity, Model ER0824, Serial Number 3152, which was manufactured by the Haz-Stor Company (hereinafter, Storage Building). See, copy of attached photo showing building's manufacturer's information tag marked as EXHIBIT 1.

WHEREAS, the LCSWMD's Storage Building is currently located on the premises of the Public Works Department of the Town of Merrillville, Indiana.

WHEREAS, the LCSWMD no longer uses this Storage Building and it has very little value to the LCSWMD.

WHEREAS, the LCSWMD desires to dispose of this Storage Building.

WHEREAS, the Town Council of the Town of Merrillville wishes acquire this Storage Building from the LCSWMD.

WHEREAS, Ind. Code §§ 5-22-22 concerns the "Disposition of Surplus Personal Property by a Governmental Body."

WHEREAS, I.C. § 5-22-22-1 is entitled "Applicability of chapter" and it provides in relevant part:

"(a) This chapter applies only to personal property owned by a governmental body."

WHEREAS, the LCSWMD is a "governmental body" as defined by I.C. § 5-22-2-13.

WHEREAS, the Town of Merrillville, Indiana is a "municipality" as defined by I.C. § 36-1-2-11.

WHEREAS, the Merrillville Town Council is a "governmental body" as defined by I.C. § 5-22-2-13.

WHEREAS, the Board of Directors of LCSWMD is authorized to enter contracts for the LCSWMD and as such is the "purchasing agency" for the LCSWMD, as defined by I.C. § 5-22-2-25.

WHEREAS, the Merrillville Town Council is authorized to enter contracts for the Town of Merrillville, Indiana and as such is the "purchasing agency" for the Town of Merrillville as defined by I.C. § 5-22-2-25.

Resolution 2025-4

WHEREAS, the LCSWMD's Storage Building is property and therefore "supplies" as defined by I.C. § 5-22-2-38.

WHEREAS, according to I.C. § 5-22-22-1, the LCSWMD's Storage Building is personal property within the applicability of I.C. § 5-22-22, et seq.

WHEREAS, I.C. § 5-22-22-10, which is entitled "Exchange with another governmental body", provides:

(a) A purchasing agency may exchange property with another governmental body upon terms and conditions agreed upon by the governmental bodies as evidenced by adoption of a substantially identical resolution by each entity.

(b) A transfer under this section may be made for any amount of property or cash as agreed upon by the governmental bodies.

[Emphasis Added]

I.C. § 5-22-22-10.

WHEREAS, the Board of Directors of the LCSWMD desires to sell the LCSWMD's Storage Building to the Town of Merrillville for the nominal sale price of \$1.00.

WHEREAS, the Town of Merrillville desires to purchase the LCSWMD's Storage Building from the LCSWMD for the nominal purchase price of \$1.00.

WHEREAS, the Merrillville Town Council is adopting a resolution that is substantially identical to this LCSWMD Resolution.

THEREFORE, BE IT RESOLVED THAT:

The LCSWMD's Board of Directors hereby approves the sale of the LCSWMD's Storage Building to the Town of Merrillville for the nominal sale price of \$1.00; and

The LCSWMD will transfer ownership and custody of the LCSWMD's Storage Building to the Town of Merrillville upon:

1. The Town of Merrillville's payment of \$1.00 to the LCSWMD; and
2. The LCSWMD's receipt of a resolution adopted by the Merrillville Town Council approving the purchase of the LCSWMD's Storage Building for \$1.00 according to terms that are substantially identical to the terms of this LCSWMD Resolution.

(This space intentionally left blank)

Resolution 2025-4

All of which is resolved and adopted this ____ day of _____, 2025,
by a vote of ____ in favor and ____ opposed.

Lake County Solid Waste Management District

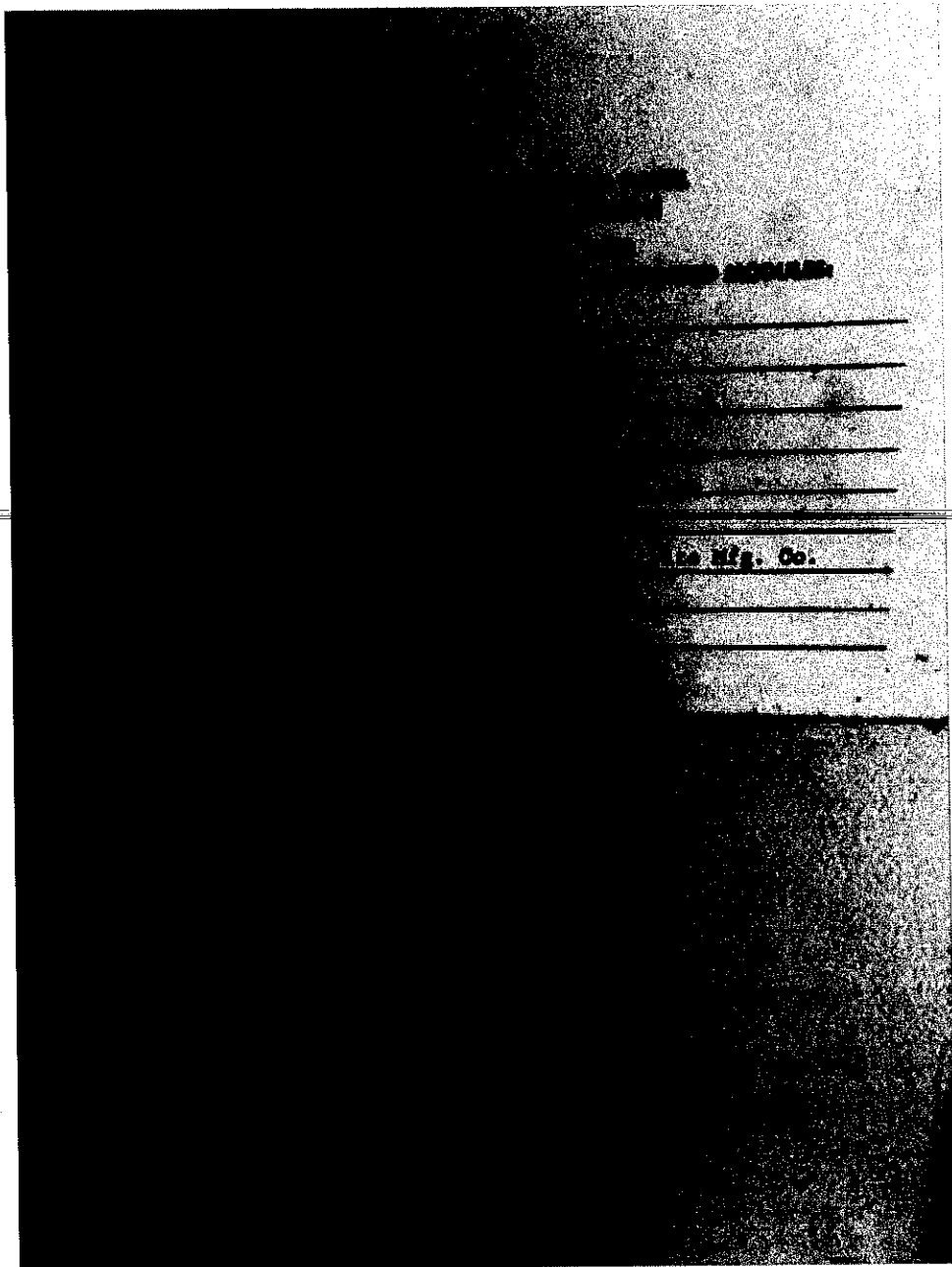
Attest:

By: _____
Richard Long
Chairperson

Kiera Hagerman
Executive Director/Controller

Exhibit 1







Resolution 2025-5

A RESOLUTION FOR THE TRANSFER OF FUNDS FOR THE YEAR 2024

WHEREAS, the Lake County Solid Waste Management District, Lake County, Indiana now finds that need exists for the use and expenditure of money to carry on necessary Solid Waste District functions during the current year, the amounts of which are in excess of the amount appropriated for the item in the regularly published budget; and

WHEREAS there are sufficient funds which are available for transfer.

NOW, THEREFORE, BE IT RESOLVED, BY THE Lake County Solid Waste Management District of Lake County, Indiana that a transfer of funds be made as follows:

GENERAL FUND

FROM:	113	Assistant Director	\$8600.00
TO:	112	Executive Director	\$8600.00
FROM:	113	Assistant Director	\$250.00
TO:	120	Driver/Operator	\$250.00
FROM:	303	Miscellaneous Recycling	\$50,000.00
TO:	305	Compost and Leaf Collection	\$50,000.00
FROM:	303	Miscellaneous Recycling	\$30,000.00
TO:	153	Insurance	\$30,000.00

All of which is resolved and adopted this ____ day of _____, 2025,

by a vote of ____ in favor and ____ opposed.

Lake County Solid Waste Management District

Attest:

By: _____
Richard Long
Chairperson

Kiera Hagerman
Executive Director/Controller



Resolution 2025-6

Resolution by the Lake County Solid Waste Management District Exercising the Second 1-Year Option of the Agreement for the District Collection, Processing, and Recycling of Electronic Waste Program 2025

WHEREAS, the Lake County Solid Waste Management District, hereinafter “District”, and Green Wave Computer Recycling, LLC, hereinafter “Contractor”, executed a 1-year Agreement with 2 1-year options commencing on January 1, 2023, for the operation of the District Collection, Processing, and Recycling of Electronic Waste Program, hereinafter “Program”; and

WHEREAS, the current Agreement between the Contractor and the District provides for the ability for the District to exercise its second option for the extension of the Agreement; and

WHEREAS, based upon the Contractor’s outstanding performance under the current Agreement and the facts outlined herein, District staff recommends such an extension.

Now, therefore, be it resolved:

The Board hereby (1) exercises its second option to extend the Agreement dated December 1, 2022, between the Lake County Solid Waste Management District and Green Wave Computer Recycling LLC based on the facts and recommendation provided to the District Board; and (2) that the actions taken to date on behalf of the District with respect to the exercise of this second option of the Agreement and negotiations thereof be, and they are hereby are, ratified and approved and that the Chairperson of the Board be, and hereby is, authorized for and on behalf of and in the name of the District to execute this Resolution, and such other documents and instruments and take such other actions as may be required to carry out the purpose of this Resolution.

All of which is resolved and adopted this ____ day of _____ 2025, by a vote of ____ in favor and ____ opposed.

Lake County Solid Waste Management District

Attest:

By:

Richard Long
Chairperson

Kiera Hagerman
Executive Director/Controller



Resolution 2025-7

Resolution by the Lake County Solid Waste Management District Exercising the Second 1-Year Option of the Agreement for the District Tire Transportation and Recycling Program 2025

WHEREAS, the Lake County Solid Waste Management District, hereinafter “District”, and Liberty Tire Recycling, hereinafter “Contractor”, executed a 1-year Agreement with 2 1-year options commencing on January 1, 2023, for the operation of the District Tire Transportation and Recycling Program, hereinafter “Program”; and

WHEREAS, the current Agreement between the Contractor and the District provides for the ability for the District to exercise its second option for the extension of the Agreement; and

WHEREAS, based upon the Contractor’s outstanding performance under the current Agreement and the facts outlined herein, District staff recommends such an extension

Now, therefore, be it resolved:

The Board hereby (1) exercises its second option to extend the Agreement dated December 1, 2022, between the Lake County Solid Waste Management District and Liberty Tire Recycling based on the facts and recommendation provided to the District Board; and (2) that the actions taken to date on behalf of the District with respect to the exercise of this second option of the Agreement and negotiations thereof be, and they are hereby are, ratified and approved and that the Chairperson of the Board be, and hereby is, authorized for and on behalf of and in the name of the District to execute this Resolution, and such other documents and instruments and take such other actions as may be required to carry out the purpose of this Resolution.

All of which is resolved and adopted this ____ day of _____ 2025, by a vote of ____ in favor and ____ opposed.

Lake County Solid Waste Management District

Attest:

By:

Richard Long
Chairperson

Kiera Hagerman
Executive Director/Controller



Resolution 2025-8

Resolution by the Lake County Solid Waste Management District Exercising the Second 1-Year Option of the Agreement for the District Household Hazardous Waste Program 2025

WHEREAS, the Lake County Solid Waste Management District, hereinafter “District”, and Tradebe Environmental Services, LLC, hereinafter “Contractor”, executed a 1-year Agreement with 2 1-year options commencing on January 1, 2023, for the operation of the District Household Hazardous Waste Program, hereinafter “Program”; and

WHEREAS, the current Agreement between the Contractor and the District provides for the ability for the District to exercise its second 1-year option for the extension of the Agreement; and

WHEREAS, based upon the Contractor’s outstanding performance under the current Agreement and the facts outlined herein, District staff recommends such an extension.

Now, therefore, be it resolved:

The Board hereby (1) exercises its second 1-year option to extend the Agreement dated December 1, 2022, between the Lake County Solid Waste Management District and Tradebe Environmental Services, LLC based on the facts and recommendation provided to the District Board; and (2) directs that the actions taken to date on behalf of the District with respect to the exercise of this second 1-year option of the Agreement and negotiations thereof be, and they are hereby are, ratified and approved and that the Chairperson of the Board be, and hereby is, authorized for and on behalf of and in the name of the District to execute this Resolution, and such other documents and instruments and take such other actions as may be required to carry out the purpose of this Resolution.

All of which is resolved and adopted this ____ day of _____ 2025, by a vote of ____ in favor and ____ opposed.

Lake County Solid Waste Management District

Attest:

By: _____
Richard Long
Chairperson

Kiera Hagerman
Executive Director/Controller



Resolution 2025 - 9
Resolution by the Lake County Solid Waste Management District
Attorney Agreement for 2025

Whereas, the Lake County Solid Waste Management District, hereinafter “District”, has the powers and duties enumerated in Indiana Code 13-21-1 et. seq.; and

WHEREAS, the District and William L. Touchette, Attorney at Law, hereinafter “Attorney”, entered into an Agreement in 2022; and

~~WHEREAS, the parties wish to continue the legal services as previously provided by the Attorney in years 2022, 2023, and 2024; and~~

Now, therefore, be it resolved as follows:

The Board hereby (1) approves the attached Attorney Agreement for one-year with 2 1-year options commencing on January 1, 2025, for legal services; and (2) directs that the Chairperson of the Board be, and hereby is, authorized for and on behalf of and in the name of the District to execute such other documents and instruments and take such other actions as may be required to carry out the purpose of this Resolution.

All of which is resolved and adopted this ____ day of _____, 2025, by a vote of ____ in favor and ____ opposed.

Lake County Solid Waste Management District

Attest:

By: _____
Chairperson

Vice-Chairperson

Kiera Hagerman
Controller

William L. Touchette
Attorney at Law

LEGAL SERVICES RETAINER FEE AGREEMENT FOR 2024, 2025, AND 2026

COMES NOW, William L. Touchette (*hereinafter*, Attorney) and the Lake County Solid Waste Management District (LCSWMD) located at 8695 Broadway, Merrillville, Lake County, Indiana, by the Chairperson of its Board of Directors (*hereinafter*, Client) and hereby enter the following Agreement:

Throughout the duration of this Agreement:

A. Client will need to receive general legal advice and opinions regarding matters that routinely arise in the course of the business affairs of the LCSWMD;

B. Client desires to consult with Attorney and obtain appropriate legal services from Attorney regarding general and routine legal matters that may arise; and

C. Attorney desires to provide Client with appropriate general and routine legal services including (but not limited to) legal research, legal drafting, Client consultation, attending meetings of the LCSWMD's Board; attending meetings with Client's personnel; and meeting and consulting with others on Client's behalf as circumstances reasonably require.

Attorney and Client agree that Attorney will provide Client with the above described general and routine legal services for an annual retainer of \$15,000.00, which shall be paid by Client to Attorney on a monthly basis at the rate of \$1,250.00 per month. For said retainer Attorney shall provide Client with the above-described legal services based on an average of eight (8) hours per month.

Attorney and Client agree that if Client wants Attorney to provide legal services regarding extraordinary legal matters that may arise in the course of Client's business affairs, then Attorney and Client will enter a separate contractual agreement under which Attorney will provide those extraordinary legal services.

Attorney will not bill Client for any extraordinary legal services without the prior agreement and consent of Client.

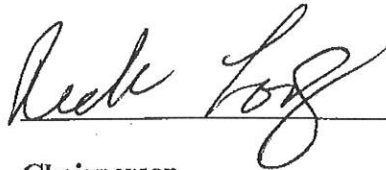
This Agreement shall be in effect from 1-1-2024 through 12-31-2024.

This Agreement shall automatically renew for 1-1-2025 through 12-31-2025, and renew again for 1-1-2026 through 12-31-2026 unless prior to the end of 2025 or 2026 one of the parties gives notice to the other that this Agreement shall not be renewed.

Either party may terminate this Agreement upon two (2) months written notice to the other party.

Legal Services Retainer Agreement for 2024, 2025, and 2026

SIGNED AND DATED THIS 15th DAY OF February, 2024.



Chairperson
Lake County Solid Waste Management District
8695 Broadway
Merrillville, IN 46410



WILLIAM L. TOUCHETTE
Attorney at Law



ORDINANCE NO. 2025-1
Salary Ordinance for Budget Year 2025

WHEREAS, the Lake County Solid Waste Management District (DISTRICT) is empowered under I.C. 13-21-1-1 et. seq. to hire personnel necessary for the management or disposal of solid waste in accordance with an approved budget and to contract for professional services; and

WHEREAS, the District’s 2025 Budget was submitted to the Department of Local Government Finance; and

WHEREAS, said budget provides for salaries of personnel authorized under 13-21-1-1 et. seq.

NOW, THEREFORE, LET IT BE ORDAINED that a salary ordinance be adopted as follows:

	<u>Actual</u>	<u>Minimum</u>	<u>Maximum</u>
Executive Director #112:	\$90,000.00	\$85,000.00	\$95,000.00
Public Information Coordinator #113:	\$44,100.00	\$42,000.00	\$50,000.00
Office Administrator #115:	\$44,100.00	\$42,000.00	\$50,000.00
Field Operations Program Manager #116:	\$73,163.00	\$50,000.00	\$75,000.00
Driver/Operator #118:	\$44,100.00	\$42,000.00	\$50,000.00
Environmental Education and Outreach Coordinator #119:	\$47,250.00	\$45,000.00	\$50,000.00
Driver/Operator #120:	\$47,250.00	\$45,000.00	\$50,000.00
Environmental Education and Outreach Coordinator #124:	\$47,250.00	\$45,000.00	\$50,000.00
Environmental Education and Outreach Coordinator #126:	\$47,250.00	\$45,000.00	\$50,000.00
Administrative Assistant (PT) #127:	\$-0-	\$20.00/hr.	\$20.00/hr.

All of which is adopted this _____ day of _____, 2025.

Lake County Solid Waste Management District

ATTEST:

Richard Long, Chairman

Kiera Hagerman, Executive Director/Controller

