



BOARD OF COMMISSIONERS WORK SESSION MEETING
117 South Main Street, Monticello, Utah 84535. Commission Chambers
September 19, 2023 at 9:00 AM

AGENDA

The public will be able to view the meeting on San Juan County's Facebook live and Youtube channel

*Zoom Meeting <https://us02web.zoom.us/j/82171709527> One tap mobile +16699006833,,82171709527#
US (San Jose)*

CALL TO ORDER

ROLL CALL

AGENDA ITEMS

1. San Juan Stampede Pro Rodeo Update. Karah Nay
2. San Juan County Landfill Operations Update
3. San Juan County Landfill Employee Incentive Program. Jed Tate, Landfill Operations Manager

ADJOURNMENT

The Board of San Juan County Commissioners can call a closed meeting at any time during the Regular Session if necessary, for reasons permitted under UCA 52-4-205

All agenda items shall be considered as having potential Commission action components and may be completed by an electronic method **In compliance with the Americans with Disabilities Act, persons needing auxiliary communicative aids and services for this meeting should contact the San Juan County Clerk's Office: 117 South Main, Monticello or telephone 435-587-3223, giving reasonable notice**



STAFF REPORT

MEETING DATE: September 19, 2023

ITEM TITLE, PRESENTER: San Juan County Landfill Employee Incentive Program. Jed Tate, Landfill Operations Manager

RECOMMENDATION: Consideration and Approval

SUMMARY

We would like to have approval from the San Juan County Commissioners to start a Landfill Employee Incentive Program

This incentive would make it profitable for the County as well as our Landfill Employees (in bonuses).

Most other Utah Landfills have the same program, with great success.

A 60/40 split (County/Landfill Employees) for any funds received from the Landfill Recycling effort. This is a state-wide average that we found to be used throughout the state.

HISTORY/PAST ACTION

No incentive program has been initiated.

FISCAL IMPACT

None. This program will generate revenue.

San Juan County Landfill

Landfill Employee Recycling Incentive Program



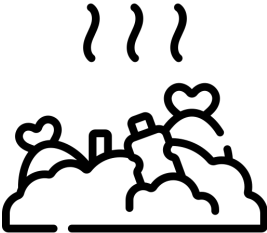
Collecting and Sorting through Garbage

▶ We provide services for the following:

▶ Homeowners

▶ Contractors

▶ Other Businesses that provide solid waste collection services, including municipal sites



We collect many forms of waste products:

▶ Non-Recyclable Materials:

- ▶ Household Garbage
- ▶ Construction debris (cement, wood, etc.)
- ▶ Rocks/soil
- ▶ Green Waste
- ▶ Food Waste from Restaurants & Grocery Stores

▶ Currently Recycling:

- ▶ Metals (\$\$ as income)
- ▶ Copper Wiring (\$\$ as income)
- ▶ Used Oil (No \$\$)
- ▶ Tires (Reimbursed by the State Used Tire Program)





Working at a Landfill is Dirty Work! Just like in this picture from the San Juan County Landfill, there is metal that can be recycled!

Amounts of metals with pricing received to date:

- ▶ Mixed Metals 309.85 tons = \$24,788.00 (received 08/30/22)
- ▶ Mixed Metals 202.56 tons = \$16,204.80 (received 03/08/23)

- ▶ Copper 3376.15 lbs = \$13,572.14 (received 12/01/22)
- ▶ Copper 1130.64 lbs = \$ 4,409.50 (received 05/04/23)

The money received in 2022 was for over 4 years of accumulated metals at the landfill. With our employee's efforts, we are collecting and recycling more metals this year alone than any combined prior years!

To continue to make our landfill last and not fill up earlier than projected, we need to make sure that we recycle all that we can. To do that, we need our employees to want to make that happen.



Landfill Employee Recycling Incentive

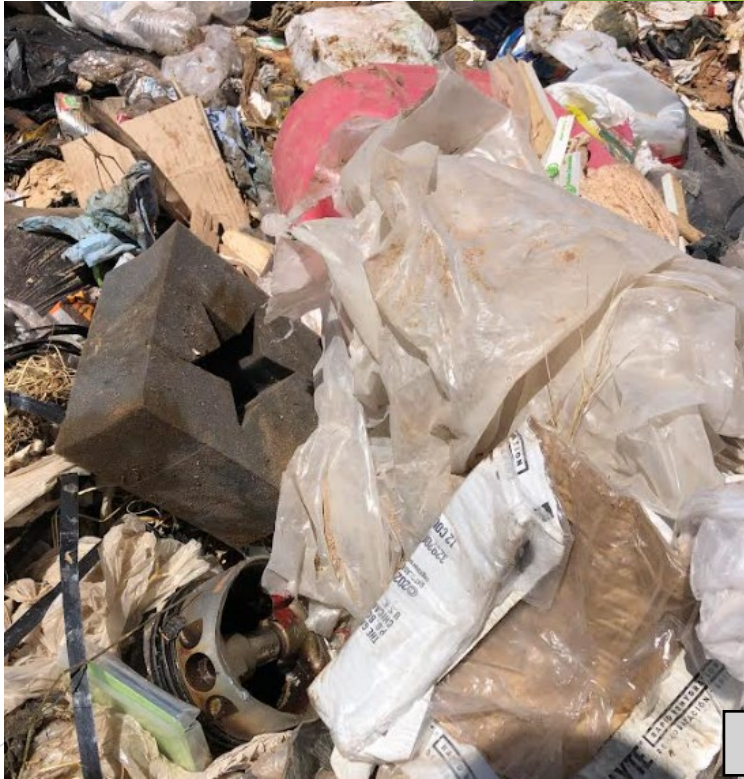
- ▶ Most other Utah landfills have an employee incentive program
- ▶ Recycling is a win-win for everyone, including the county and the landfill employees
- ▶ An average (compared to other Utah landfills) the money earned from recycling, the suggested split would be that the county would receive 60% and the landfill employees 40%.
- ▶ This incentive would make our landfill employees work harder in keeping possible recycled materials out of the landfill, giving our landfill a longer lifespan.

Our current scrap metal pile at the landfill on September 7, 2023:



Potential for More!

- ▶ In the past year, our recycling efforts have almost doubled. But we are still short on what our potential could be.
- ▶ Right now, some of these recyclable materials still get into the landfill, filling it up unnecessarily and shortening the life of the landfill.



Approval from Commissioners

- ▶ We would like to have approval from the San Juan County Commissioners to start a Landfill Employee Incentive Program
- ▶ This incentive would make it profitable for the County as well as our Landfill Employees (in bonuses).
- ▶ Most other Utah Landfills have the same program, with great success.
- ▶ A 60/40 split (County/Landfill Employees) for any funds received from the Landfill Recycling effort. This is a state-wide average that we found to be used throughout the state.
- ▶ This could be paid quarterly, bi-annually or annually.