



## LASSEN REGIONAL SOLID WASTE MANAGEMENT AUTHORITY

(a California public agency)

### Board of Directors:

Ralph Ellis – At Large, Chairman  
Aaron Albaugh – County, Vice Chairman  
Curtis Bortle – City  
Gerry Hibbits - City  
Jason Ingram – County  
Tom Neely - County  
Mendy Schuster – City Alternate  
Gary Bridges - County Alternate  
Mike Scanlan – County Alternate

### Staff:

Manager: Matt May  
Clerk to the Board Authority:  
Christine del Llano  
Counsel: Josh Nelson  
Landfill Foreman: Vacant

## LASSEN REGIONAL SOLID WASTE MANAGEMENT AUTHORITY

### BOARD OF DIRECTORS, REGULAR MEETING

#### – AGENDA –

#### TUESDAY

August 25, 2026 at 1:00 p.m.

707 Nevada Street, Susanville, California 96130

- ▶ Any person desiring to address the Board of Directors shall first secure permission of the presiding officer.
- ▶ The Public may address matters under the jurisdiction of the Board of Directors, and not on the Agenda, at the time provided in the Agenda under Public Comment.
- ▶ The Board of Directors will not take action on any subject that is not on the Agenda.

---

### CALL TO ORDER

- A. ROLL CALL OF BOARD OF DIRECTORS
- B. AGENDA APPROVAL, ADDITIONS AND/OR DELETIONS
- C. CLOSED SESSION –
  - 1. None

D. PUBLIC COMMENT

(Any person may address the Board at this time to comment on any subject not on the agenda. However, the Board may not take action other than to direct staff to place the matter on the agenda at a future meeting).

E. REPORTS AND INFORMATION

1. Un-agendized Reports by Board Members

2. Staff Reports/Discussion Items

- Assistant Director of Solid Waste
- Notice of Violation WQCB
- CDFW Land Swap Update
- Update on current staffing level.
- Notice of Violation CalRecycle
- Miscellaneous Solid Waste Operations
- Budget 26/27

F. CONSENT CALENDAR

1. *Subject:* Approval of and/or additions to and deletions for the following meeting minutes.

*Action Requested:* By motion, approve April 23, 2026, and June 25, 2026 Board of Directors Meeting Minutes.

2. *Subject:* Appointment of New Executive Director.

*Action Requested:* By motion, appoint new Executive Director, Amy Schmidt, who is replacing Matt May.

G. REGULAR CALENDAR

1. Receive Notice of Rate Increase proposed by C&S Waste, due to Pass-Through Costs from the LRSWMA Fee increases effective October 1, 2026.
2. Approve Amendment to Agreement with CB Equipment Repair.
3. Adopt Resolution Authorizing continuation, for operational purposes, of Fiscal Year 25/26 Budget, until adoption of the final Budget on September 22, 2026.

**H. ADJOURNMENT**

**Next Scheduled Board of Directors Meeting: September 22, 2026.**



## LASSEN REGIONAL SOLID WASTE MANAGEMENT AUTHORITY

(a California public agency)

### Board of Directors:

Ralph Ellis, At Large, Chairman  
Aaron Albaugh, County, Vice Chairman  
Mike Scanlan, County  
Russ Brown, City  
Patrick Parrish, City  
Mendy Schuster, City Alternate  
Jason Ingram, County Alternate  
Tom Neely, County Alternate

### Staff:

Manager: Vacant  
Clerk to the Board Authority: Christine del Llano  
Counsel: Josh Nelson  
Landfill Foreman: Vacant

## LASSEN REGIONAL SOLID WASTE MANAGEMENT AUTHORITY

### BOARD OF DIRECTORS

– MINUTES –

TUESDAY

April 28, 2026 at 1:00 P.M.

- A. **CALL TO ORDER:** At 1:17 p.m., Vice Chairman Albaugh called the meeting to order.

**ROLL CALL OF BOARD OF DIRECTORS:** Directors Albaugh, Scanlan, and Schuster were present. Directors Brown, Ellis, and Parrish were absent.

- B. **AGENDA APPROVAL, ADDITIONS AND/OR DELETIONS:** Director Scanlan motioned to approve the agenda as presented. Director Schuster seconded the motion. The motion was approved.

- C. **CLOSED SESSION:** Conference with Legal Counsel: Significant exposure to Litigation Pursuant to Subdivision (d) (2) of Government Code Section 54956.9.

Director Albaugh asked the Board if they could move the Closed Session Discussion to the end of the meeting. All agreed.

- D. **PUBLIC COMMENT:**  
None

## **E. REPORTS AND INFORMATION:**

### **1. Un-agendized Reports by Board Members:**

None

### **2. Staff Reports**

#### **Ground Water Monitoring Well Project:**

Matt May reported on Ground Water Monitoring Well Project. The project is moving ahead slowly. The bid we are working on with Converse Consulting is 95% complete. This is acceptable to the water board. Discussions with Kerry O'Keefe will determine the priority sites for starting the project. These will be the sites closest to residential water. We are planning on doing bids in phases. Other water board violations are also in discussion with O'Keefe. We had the inmate crews out to the site three times in March and they picked up close to 3,000 pounds in trash. This made a dent but more clean-up is needed because the fencing needs repaired. Some work was done on the fencing on the larger holes but we have more repairs to do.

#### **Notice of Violations WQCB:**

The other violations are a little more complicated. O'Keefe is concerned with potential leaching into the surface water and she is also concerned with a potential slope failure on one of the sides that has been constructed. O'Keefe is requesting an engineer to verify that the slope is stable. Director Albaugh asked if there was any indication of the slope failure. May reported there was some damage done from operations; they were working on an area that was too wet. He also stated that we needed to wait for it to dry out before repairs could be made and doesn't believe it should be certified. Director Scanlan asked if there was erosion. May reported they had unintentionally damaged one of the cells. The operators we have are new and not completely experienced. It will be repaired when it dries out. Scanlan asked about the type of repairs and May explained they had made a type of cliff and exposed some of the trash so once it is dried out, they can cover the area. Albaugh stated this does not sound like the site is failing. May responded that O'Keefe did not specify the violation but she will be returning at the end of May for her site visit. The cover for the detention basin is needed and is one of the violations. May reported the area to be smaller and it is full of trash. We need to wait for that to dry and then clean out the trash. At first, the water board wanted an engineered cover but now they will be satisfied with some type of netting so debris won't fly into it.

May also explained that reporting needs to be done regarding the violations and the Board needs to appoint a manager for this to happen. Once a manager has been appointed, they will be able to access the web portals for the reporting requirements. Director Albaugh advised May to take caution when dealing with the Water Board. May stated we have been doing this for a long time and he is hoping to come into this with a fresh start. Director

Scanlan does agree that we have been demonstrating that we are trying to comply with their demands. He also stated that we have been in violation for decades, and, at this point, Lahontan is showing grace and willingness to work with us. The State may or may not care and could start imposing fines.

May agreed that we will continue to make progress with the smaller items on their punch list. We will continue to show progress. Director Albaugh also would like to see them present and on site.

#### CDFW Land Swap Update:

May addressed the Board with updates on the California Department of Fish and Wildlife (CDFW) land swap. We have been in contact with CDFW over the years and when it seems we are actually getting somewhere, something happens and we are once again put on the back burner. He explained that Director Scanlan was able to email CDFW and received a call back the next day to get the ball rolling. May passed out some color-coded maps to the Board and reported that he sent these over to CDFW for their review. We are hoping to move forward with this agreement. Director Albaugh asked if they want to sell it to us or swap it. May reported CDFW has to swap it due to the way they acquired it. We got our portion from the Bureau of Land Management (BLM) back in 2016. We got the land for free but it came with a caveat that if we sell it, we have to pay Fair Market Value. May is hoping that if we swap the land, it would eliminate paying Fair Market Value. We will have to work with BLM to work that out.

#### Update of Current Staffing Level:

Matt May reported that we hired a couple new employees and we are currently recruiting for maintenance, spotter, and foreman. Tina Bernhardt has been using a lot of Extra Help employees which seems to be a revolving door. May also explained we received some interest from a current county employee in Public Works that would be willing to help out on an over time basis. We will need to figure out logistics to get him on board.

#### Notice of Violation CalRecycle:

Matt May reported on the several violations with CalRecycle. The biggest one is the post closure analysis that was prepared by Converse Consulting. It increased our closure costs assessment from 7M to 11M. The state requires we have a portion of that in a fund. This amounts to 4M and it is not accounted for in the budget. Their recent correspondence is stating that we are deficient. To resolve this, May believes that we could possibly amend the post closure analysis and certify a cost that is significantly lower. He has reached out to Larry Sweetser. Sweetser stated the analysis looked very high to him for a landfill of our size. This may be the best solution. May stated we could agendaize that at our next meeting. Director Albaugh asked how much we have now. May reported 3M, but now it looks like we need 7M with the current cost estimate. May reported they will be talking to CalRecycle this week regarding this issue.

ES JPS Larry Sweetser:

May also reported that Sweetser has been helping Solid Waste with reporting requirements. Albaugh asked May if the contract with Converse Consulting is coming up for renewal. Director Albaugh asked May if he would talk to Sweetser regarding our need to keep Converse Consulting. May stated he would look into that.

Bass Hill/Transfer Station Disposal Fees:

Matt May reported that Tina Bernhardt put a chart together regarding the increase on fees. Bernhardt reported that it has been 8 years since the last increase, in 2017. The Board reviewed the increases that were presented. Director Scanlan stated that none of the increases presented seem like radical increases. May asked the Board if he could add this to the next agenda for a vote. Director Albaugh states yes.

Matt May also asked to add another agenda item for the maintenance and service on the newer machines. The current mechanics we have on contract are not always available and sometimes not able to provide the type of service needed. We are looking for Petersen CAT and/or John Deere.

Miscellaneous Solid Waste Operations:

Matt May reported that there is free mattress recycling on every operating day in Herlong, Bieber, and Westwood. Staff received their annual HAZWOPER training on April 2<sup>nd</sup>. The Westwood Landfill Day will happen on May 6<sup>th</sup>. Director Scanlan asked about the Westwood Landfill Day. Bernhardt reported that Westwood is an actual landfill and everything is buried there on site. This is scheduled the first Wednesday of each month from May to October. There was a Spaulding green waste event last week and three more are coming up in June, August, and October. Director Albaugh asked about the pricing for landfill day. Bernhardt reported this is less because we are not transporting the debris. May reported that as soon as this meeting is over, he may be able to sign for the tire amnesty program. He also reported that North State Recycling has been working on the metal pile.

Matt May asked the Board for questions to the staff report.

Maury Anderson, CAO, asked if he could add to the staff report. He thanked Matt May for coming in to this department to address all these issues. He also took the opportunity to express concern for the many situations that are happening right now, all of which are potential show stoppers. The City and the County does not have the funds for the million-dollar fines that are being proposed to Solid Waste. He recognizes that we are in a very critical situation and our attention needs to be steadfast in appeasing those at Lahontan and those at CalEPA. This is no little deal anymore. This has been going on, as Director Scanlan has noted, for some time. He will continue to be hyper-focused on continuing the steps that have been outlined. We can no longer take this lightly anymore. He clarified that he didn't

believe that the Board took this lightly, however we are in a critical situation. It is of utmost importance to complete the requirements from both of these entities. He stated he is very appreciative of Matt May, Tina Bernhardt and all those that have stepped up to take this on.

Matt May reported that he missed a bullet point on his staff report. He wanted to talk about life expectancy of the landfill and to come up with a contingency plan. It could be one year or three years. Expansion makes the most sense. He is not aware how this would work fiscally. The alternatives to an expansion looks grim. Director Scanlan stated that when they approved the new compactor, it would extend the life of the landfill by 10 years. May responded it does a better job. Director Scanlan asked what the gauge of the measurement is. May reported it is elevation and slope. Anderson reported that analysis will probably need to happen very soon. He also reported on the lack of staffing and experienced staffing. To extend the life of the landfill we have to build better cells. Director Albaugh referred to the map to go over the expansion possibility. May explained the area that is affected.

**F. CONSENT CALENDAR:**

1. Subject: Approval of and/or additions to and deletions for the following meeting minutes: January 27, 2026 Board of Directors Meeting Minutes.

Director Schuster motioned to approve the January 27, 2026 Meeting Minutes. Director Scanlan seconded the motion and it was unanimously approved.

**G. REGULAR CALENDAR:**

1. Appointment of Manager: Pursuant to Article 2.03 of the Lassen Regional Solid Waste Management Authority Ordinance No. 08

Discussions were held regarding who will be the manager. Matt May said he is willing to do it for the time he is at Public Works. Director Scanlan motioned to approve Matt May as the Manager for Lassen Regional Solid Waste Management Authority. Director Schuster seconded the motion and it was unanimously approved.

RECESS: 1:53 p.m. to 1:55 p.m.

**CLOSED SESSION: ANNOUNCEMENT OF THE ITEMS TO BE DISCUSSED IN CLOSED SESSION**

1. Conference with Legal Counsel: Significant exposure to Litigation Pursuant to Subdivision (d) (2) of Government Code Section 54956.9.

Closed Session was held from 1:55 p.m. to 1:59 p.m.

Present: Directors Albaugh, Scanlan, and Schuster. Also present: CAO Anderson, Counsel Josh Nelson, Matt May, and Clerk of the Board Christine del Llano.

**H. ADJOURNMENT:**

The next regular meeting is scheduled for: May 26, 2026 at 1:00 p.m.

*At 2:00 p.m., Vice Chairman Albaugh closed the meeting.*

**LASSEN REGIONAL SOLID WASTE  
MANAGEMENT AUTHORITY**

---

RALPH ELLIS,  
CHAIRMAN OF THE BOARD OF DIRECTORS

---

CHRISTINE DEL LLANO,  
CLERK TO THE BOARD AUTHORITY



## LASSEN REGIONAL SOLID WASTE MANAGEMENT AUTHORITY

(a California public agency)

### Board of Directors:

Ralph Ellis, At Large, Chairman  
Aaron Albaugh, County, Vice Chairman  
Russ Brown, City  
Jason Ingram, County  
Tom Neely, County  
Patrick Parrish, City  
Mike Scanlan, County Alternate  
Mendy Schuster, City Alternate

### Staff:

Manager: Matt May, Interim  
Clerk to the Board Authority: Christine del Llano  
Counsel: Josh Nelson  
Landfill Foreman: Vacant

## LASSEN REGIONAL SOLID WASTE MANAGEMENT AUTHORITY

### BOARD OF DIRECTORS

– MINUTES –

THURSDAY

June 25, 2026 at 1:00 P.M.

- A. **CALL TO ORDER:** At 1:23 p.m., Chairman Ellis called the meeting to order.

**ROLL CALL OF BOARD OF DIRECTORS:** Directors Ellis, Neely, and Scanlan were present. Directors Albaugh, Brown, and Parrish were absent.

- B. **AGENDA APPROVAL, ADDITIONS AND/OR DELETIONS:** Director Scanlan motioned to approve the agenda as presented. Director Neely seconded the motion. The motion was approved.

- C. **CLOSED SESSION:**  
None

- D. **PUBLIC COMMENT:**  
None

- E. **REPORTS AND INFORMATION:**

1. Un-agendized Reports by Board Members:

None

## 2. Staff Reports

### Director of Public Works:

Matt May introduced Amy Schmidt as the new Director of Public Works.

### Notice of Violations Water Quality Control Board:

Mr. May updated the Board regarding ongoing Water Quality Control Board issues. Mr. May reviewed a few of the corrective items he has been working on with Lahontan. He also reported that with the help of Kerry O'Keefe, Converse Consulting, and our local enforcement agency, they have established a good workplan. They are helping us with implementing the plan and it's getting us back on track with Lahontan. Director Ellis asked if this is for Bass Hill. Matt May confirmed the violations are for Bass Hill.

### California Department of Fish and Wildlife, Land Swap Update

Mr. May continued his discussion regarding the land swap with Fish and Wildlife. He stated that the deal has been in the works for ten plus years and once completed would alleviate the methane gas violation. The reason why it has taken so long is because every time we get close to closing the deal, the people at Fish and Wildlife move on or retire and a new set of people come on board and want to do something different with the land swap.

The land swap originally was going to be done through conservation easements with Fish and Wildlife. We would give a conservation easement on the westside of the landfill, near the Egan ranch. The papers were nearly signed but in 2020, CalRecycle said "no" that it has to be a fee title swap. We would have to purchase the land or trade the land with Fish and Wildlife.

For the last five years or so, we have been trying to settle the land swap deal. In early May of this year, we met with Fish and Wildlife and CalRecycle onsite. Now, the new group from CalRecycle is suggesting we do conservation easements, again. Mr. May reported that he explained the history to the new group, but they were persistent in their advisement. Director Neely asked if this could be accomplished in thirty days. Mr. May stated he has an email to the regional manager, who was onsite last month, regarding the conservation easements and his plan is to complete this deal as soon as possible before any changes in CalRecycle staff.

### Update On Current Staffing Levels at the Landfill

Mr. May reported the staffing level is pretty low. Current vacancies are a landfill spotter, a foreman, two equipment operators, as well as the Assistant Director, who should be the manager presenting at these meetings. Matt also explained that he is the current acting manager until we can fill the Assistant Director position. He also reported that the Board of Supervisors recently modified the position description for the Assistant Director because we have someone very interested and very qualified in the position but does not have a degree.

#### Notice Of Violations for CalRecycle

Mr. May reported that the violations with CalRecycle are much the same as the violations from Water Quality Control Board with the exception of the landfill cover being placed on a daily basis. The violation for the cover is cleared as well as a couple of slope issues.

#### Miscellaneous Solid Waste Operations

Mr. May reported that all the metals have been cleared out. He reported the tire program is working out well. All other programs are on track.

#### Budget 2026/2027

Mr. May also reported that he will be presenting the preliminary budget next meeting. It will be almost the same as this last year. Mr. May also reported we are not expecting any big-ticket items for our budget. Extensive discussion was held regarding the preliminary budget.

Chairman Ellis asked the audience if there was any public comment. He stated he overlooked that section prior to the reporting.

#### Public Comment

Michael Hoenig, from Lassen County Environmental Health, commented on the land swap. He stated the permit needs to be revised to complete that transaction.

### **F. CONSENT CALENDAR**

- 1. Subject: Approval of and/or additions to and deletions for the following meeting minutes.**

Consensus was to continue to the next meeting.

### **G. REGULAR CALENDAR**

- 1. Approve New Agreement with Converse Consulting for the Period of 07/01/26 – 06/30/27, not to exceed \$75,000.00**

Mr. May presented the new agreement to the Board. He stated this contractor does our required monitoring and reporting for CalRecycle. They also prepare our storm water pollution prevention plan and provide general support.

It was moved by Director Scanlan to approve the Converse Consulting agreement for the period of 07/01/26 – 06/30/27 for a not to exceed amount of \$75,000.00. It was seconded by Director Neely. The motion carried: All yes.

- 2. Approve New Agreement with Peterson CAT for the period of 07/01/26 – 06/30/27, not to exceed \$50,000.00**

Mr. May presented the Peterson CAT agreement to the Board for their review. The contract is for service and maintenance of equipment.

It was moved by Director Scanlan to approve the Peterson CAT agreement for the period of 07/01/26 – 06/30/27 for a not to exceed amount of \$50,000.00. It was seconded by Director Neely. The motion carried: All yes.

### **3. Adopt Resolution approving proposed Gate Fee Increase**

Mr. May presented the Resolution to approve the proposed Gate Fee Increase. He states he received a request from Amanda Garrett from C&S Waste to postpone an effective date for this proposed increase until October 1, 2026 in order to capture the passthrough costs. Discussion is held.

Chairman Ellis opened the Public Hearing for the Rate Fee Increase at 1:57 p.m. There was no public comment and the hearing ended at 1:57 p.m.

It was moved by Director Scanlan to approve the Gate Fee Increase effective October 1, 2026. It was seconded by Director Neely. The motion carried: All yes.

### **4. Adopt Resolution Establishing a Financial Assurance to demonstrate financial responsibility for corrective action of the Madeline, Ravendale, and Herlong Disposal Facilities, and authorize Manager to sign Pledge of Revenue Agreement with CalRecycle.**

Mr. May presented the Resolution Establishing Financial Assurance. He stated the Board signed a Pledge of Revenue in 2025, however, the attorneys for CalRecycle did not like the language. Mr. May stated he has been in contact with CalRecycle regarding this Resolution and he finally received an updated one for the Boards review. Director Scanlan asked that changes were made. Discussion was held and Mr. May noted the proposed changes.

The conversation for the Pledge of Revenue expanded for a few minutes and got off subject. Attorney Josh Nelson stated that Mr. May could add the discussion to a future meeting.

It was moved by Director Scanlan to Adopt Resolution Establishing a Financial Assurance to demonstrate financial responsibility for corrective action of the Madeline, Ravendale, and Herlong Disposal Facilities, and authorize Manager to sign Pledge of Revenue Agreement with CalRecycle. It was seconded by Director Neely. The motion carried: All yes.

## **H. ADJOURNMENT:**

The next regular meeting is scheduled for: July 28, 2026 at 1:00 p.m.

*At 2:05 p.m., Chairman Ellis closed the meeting.*

**LASSEN REGIONAL SOLID WASTE  
MANAGEMENT AUTHORITY**

---

**RALPH ELLIS,  
CHAIRMAN OF THE BOARD OF DIRECTORS**

---

**CHRISTINE DEL LLANO,  
CLERK TO THE BOARD AUTHORITY**

# Lassen Regional Solid Waste Management Authority



## *STAFF REPORT*

TO: LRSWMA Board of Directors  
FROM: Matt May  
SUBJECT: Notice of Rate Increase proposed by C&S Waste  
DATE: August 25, 2026

---

The intent of this item is to provide Notice of Rate Increase proposed by C&S Waste, due to Pass-Through Costs from the LRSWMA Gate Fee increases effective October 1, 2026. This notice is required by the Franchise Agreement between the LRSWMA and C&S Waste prior to consideration and adoption of new rates. The new rates will be provided for review and approval at the September 22, 2026, LRSWMA meeting.

*Agenda Item G-1*

---

## Disposal Increase

---

From Amanda Garrett <Amanda.Garrett@WasteConnections.com>

Date Tue 7/21/2026 10:48 AM

To Matthew May <MMay@co.lassen.ca.us>

---

### **This Message Is From an External Sender**

This message came from outside your organization.

Matt,

Good morning.

I understand the landfill tipping fee increase was approved by the JPA. Could you please provide a formal written letter documenting the approval? Once received, we will begin the process of calculating the pass-through fee.

After the calculation is complete, we will submit it for your review. My understanding of the contract is that the JPA must also approve the pass-through fee. With that in mind, I would like to have this item placed on the agenda as soon as practicable.

Thank you, and please let me know if you have any questions.

**Amanda Garrett** | Waste Connections

District Manager

O: 530-528-4504 | C: 530-209-5209

# Lassen Regional Solid Waste Management Authority



## *STAFF REPORT*

TO: LRSWMA Board of Directors  
FROM: Matt May   
SUBJECT: Service Agreement with CB Equipment for maintenance and repair of Heavy Equipment.  
DATE: August 25, 2026

---

This is an amendment to a service agreement with CB Equipment for maintenance and repair of Heavy Equipment. The proposed amendment increases the not exceed contract amount from \$25,000 to \$50,000 for the remainder of the term.

The agreement has been approved as to form by the Authority's counsel and is ready for execution.

*Agenda Item G-2*

FIRST AMENDMENT TO AGREEMENT BETWEEN LASSEN COUNTY  
AND  
CB EQUIPMENT REPAIR, LLC

This FIRST Amendment to Agreement is made on 7/01/2026, between the LASSEN REGIONAL SOLID WASTE MANAGEMENT AUTHORITY, a political subdivision of the State of California (hereinafter "LRSWMA"), and CB EQUIPMENT REPAIR, LLC, with a principal place of business at 716-625 Thunder Mountain Road, Milford, CA 96121 (hereinafter "CONTRACTOR").

1. **Recitals:** This First Amendment is made with reference to the following facts and objectives:

- a. LRSWMA and CONTRACTOR have entered into a written Agreement dated July 1, 2025, CB EQUIPMENT REPAIR, LLC (the "Agreement"), in which CONTRACTOR agreed to provide heavy equipment repairs.

2. **Amendments:** The parties agree to amend the Agreement as follows:

- a. Attachment B – Payment is Amended as follows:

The total cost of this agreement shall not exceed \$50,000.00 for completing the work as described in Attachment A, Scope of Services.

3. **Effectiveness of Agreement:** Except as set forth in this First Amendment to Agreement, all provisions of the Agreement dated July 1, 2025 shall remain unchanged and in full force and effect. This Amendment incorporates each and every term of the prior agreement of the parties, as if fully set forth insofar as said terms are not inconsistent with this amendment.

IN WITNESS THEREOF, the parties hereto have executed this First Amendment the day and year first written above by their duly authorized representative, having full authority to so act for on behalf of the parties hereto, and in a manner fully binding upon them, and each of them.

CONTRACTOR  
CB Equipment Repair, LLC

Dated: \_\_\_\_\_

By: \_\_\_\_\_  
Owner

Lassen Regional Solid Waste Management Authority

Dated: \_\_\_\_\_

By: \_\_\_\_\_  
Ralph Ellis  
JPA Board Chairman

Approved as to form:

  
\_\_\_\_\_  
JPA Counsel

**AGREEMENT BETWEEN  
LASSEN REGIONAL SOLID WASTE MANAGEMENT AUTHORITY  
AND  
CB EQUIPMENT REPAIR, LLC**

**THIS AGREEMENT** is made between the LASSEN REGIONAL SOLID WASTE MANAGEMENT AUTHORITY, a political subdivision of the State of California (hereinafter "LRSWMA"), and CB EQUIPMENT REPAIR, LLC, with a principal place of business at 716-625 Thunder Mountain Road, Milford, CA 96121 (hereinafter "CONTRACTOR").

This Agreement is made with reference to the following facts and circumstances:

**WHEREAS** LRSWMA has need for heavy equipment repair and,

**WHEREAS** CONTRACTOR desires to provide those services.

In consideration of the services to be rendered, the sums to be paid, and each and every covenant and condition contained herein, the parties hereto agree as follows:

**1. SERVICES.**

The CONTRACTOR shall provide those services described in Attachment "A". CONTRACTOR shall provide said services at the time, place and in the manner specified in Attachment "A".

**2. TERM.**

The term of the agreement shall be for the period of July 1, 2025 through June 30, 2027.

**3. PAYMENT.**

LRSWMA shall pay CONTRACTOR for services rendered pursuant to this Agreement at the time and in the amount set forth in Attachment "B". The payment specified in Attachment "B" shall be the only payment made to CONTRACTOR for services rendered pursuant to this Agreement. CONTRACTOR shall submit all billing for said services to LRSWMA in the manner specified in Attachment "B".

**4. FACILITIES, EQUIPMENT AND OTHER MATERIALS AND OBLIGATIONS OF LRSWMA.**

CONTRACTOR shall, at its sole cost and expense, furnish all facilities, equipment, and other materials which may be required for furnishing services pursuant to this Agreement.

LRSWMA shall:

4.1 Pay the CONTRACTOR on the terms agreed upon herein in writing, provided that: (1) the CONTRACTOR timely submits appropriate invoices to the LRSWMA, (2) the

CONTRACTOR is not in breach of the terms and conditions of this Agreement, its attachments, or the standards or/specifications referenced or applicable thereto; (3) the CONTRACTOR is not in violation of laws or regulations substantially impairing the value of the CONTRACTOR'S performance or the CONTRACTOR'S entitlement to payment; (4) funds to be paid to the CONTRACTOR are not the subject of any active levy, execution, claim, offset, or stop notice by any third party or the LRSWMA; and (5) appropriate public funds are available to the LRSWMA for such payment.

4.2 Retain ownership and have prompt access to any report, evaluations, intellectual property, findings, or data assembled/developed by CONTRACTOR under this Agreement.

**5. ADDITIONAL PROVISIONS.**

Those additional provisions unique to this Agreement are set forth in Attachment "C".

**6. GENERAL PROVISIONS.**

The general provisions set forth in Attachment "D" are part of this Agreement. Any inconsistency between said general provisions and any other terms or conditions of this Agreement shall be controlled by the other terms or conditions insofar as the latter are inconsistent with the general provisions.

**7. DESIGNATED REPRESENTATIVES.**

Pete Heimbigner, Lassen County Public Works Director, is the designated representative of the LRSWMA and will administer this Agreement for the LRSWMA. Claudio Bustamante is the authorized representative for CONTRACTOR. Changes in the designated representatives shall occur only by advance written notice to the other party.

**8. ATTACHMENTS.**

All attachments referred to herein are attached hereto and by this reference incorporated herein. Attachments include:

Attachment A-Services  
Attachment B-Payment  
Attachment C-Additional Provisions  
Attachment D-General Provisions

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the dates shown opposite their respective signatures.

CONTRACTOR

Dated: 12-23-25

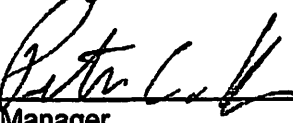
By:   
Claudio Bustamante

Dated: \_\_\_\_\_

By: \_\_\_\_\_

Lassen Regional Solid Waste Management Authority

Dated: 12/23/25

By:   
Manager  
Pete Heimbigner

Approved as to form:

By: \_\_\_\_\_  
Counsel

**ATTACHMENT A  
AGREEMENT BETWEEN LASSEN COUNTY AND  
CB EQUIPMENT REPAIR, LLC**

**SCOPE OF SERVICES**

**A.1 SCOPE OF SERVICES AND DUTIES.**

The services to be provided by CONTRACTOR and the scope of CONTRACTOR's duties include the following:

A.1.1 Contractor shall furnish all materials, supplies, tools, equipment, labor, tax, freight and other services necessary to complete heavy equipment repair as requested by LRSWMA.

A.1.1.1 CONTRACTOR shall provide the LRSWMA with a detailed quote/estimate and scope of work for any work requested by the LRSWMA. The LRSWMA shall then provide approval prior to any work being completed.

**END OF ATTACHMENT "A"**

**ATTACHMENT B  
AGREEMENT BETWEEN LASSEN COUNTY  
AND  
CB EQUIPMENT REPAIR, LLC**

**PAYMENT**

LRSWMA shall pay CONTRACTOR as follows:

Compensation shall consist of individual lump sum prices based off individual approved Contractor's Proposal/Service Repair Estimates for the individual requested projects.

No additional compensation shall be allowed for costs incurred for out-of-pocket expenses, ie. travel, phone, photocopies, meals, etc. The total cost of this agreement shall not exceed \$25,000.00 for the term of this agreement, unless written authorization is issued by the LRSWMA.

**END OF ATTACHMENT "B"**

**ATTACHMENT C  
AGREEMENT BETWEEN LASSEN COUNTY  
AND  
CB EQUIPMENT REPAIR, LLC**

**ADDITIONAL PROVISIONS**

No Additional Provisions.

**END OF ATTACHMENT "C"**

## **ATTACHMENT D**

### **AGREEMENT BETWEEN LASSEN COUNTY AND CB EQUIPMENT REPAIR, LLC**

#### **GENERAL PROVISIONS**

**D.1. INDEPENDENT CONTRACTOR.** For all purposes arising out of this Agreement, CONTRACTOR shall be: an independent contractor and CONTRACTOR and each and every employee, agent, servant, partner, and shareholder of CONTRACTOR (collectively referred to as "The Contractor") shall not be, for any purpose of this Agreement, an employee of LRSWMA. Furthermore, this Agreement shall not under any circumstance be construed or considered to be a joint powers agreement as described in California Government Code sections 6000, et seq., or otherwise. As an independent contractor, the following shall apply:

**D.1.1** CONTRACTOR shall determine the method, details and means of performing the services to be provided by CONTRACTOR as described in this Agreement.

**D.1.2** CONTRACTOR shall be responsible to LRSWMA only for the requirements and results specified by this Agreement and, except as specifically provided in this Agreement, shall not be subject to LRSWMA's control with respect to the physical actions or activities of CONTRACTOR in fulfillment of the requirements of this Agreement.

**D.1.3** CONTRACTOR shall be responsible for its own operating costs and expenses, property and income taxes, workers' compensation insurance and any other costs and expenses in connection with performance of services under this Agreement.

**D.1.4** CONTRACTOR is not, and shall not be, entitled to receive from or through LRSWMA, and LRSWMA shall not provide or be obligated to provide the CONTRACTOR with workers' compensation coverage, unemployment insurance coverage or any other type of employee or worker insurance or benefit coverage required or provided by any federal, state or local law or regulation for, or normally afforded to, any employee of LRSWMA.

**D.1.5** The CONTRACTOR shall not be entitled to have LRSWMA withhold or pay, and LRSWMA shall not withhold or pay, on behalf of the CONTRACTOR any tax or money relating to the Social Security Old Age Pension Program, Social Security Disability Program or any other type of pension, annuity or disability program required or provided by any federal, state or local law or regulation for, or normally afforded to, an employee of LRSWMA.

**D.1 .6** The CONTRACTOR shall not be entitled to participate in, or receive any benefit from, or make any claim against any LRSWMA fringe benefit program including, but not limited to, LRSWMA's pension plan, medical and health care plan, dental plan, life insurance plan, or other type of benefit program, plan or coverage designated for, provided to, or offered to LRSWMA's employees.

**D.1 .7** COUNTY shall not withhold or pay on behalf of CONTRACTOR any federal, state or local tax including, but not limited to, any personal income tax owed by CONTRACTOR.

**D.1 .8.** The CONTRACTOR is, and at all times during the term of this Agreement shall represent and

\_\_\_\_ LRSWMA Initials

Contractor Initials CB

conduct itself as, an independent contractor and not as an employee of COUNTY.

D.1.9 CONTRACTOR shall not have the authority, express or implied, to act on behalf of, bind or obligate the LRSWMA any way without the written consent of the LRSWMA.

**D.2 LICENSES, PERMITS, ETC.** CONTRACTOR represents and warrants to LRSWMA that it has all licenses, permits, qualifications, and approvals of whatsoever nature which are legally required for CONTRACTOR to practice its profession. CONTRACTOR represents and warrants to LRSWMA that CONTRACTOR shall, at its sole cost and expense, keep in effect or obtain at all times during the term of this Agreement any licenses, permits, and approvals which are legally required for CONTRACTOR to practice its profession at the time the services are performed.

**D.3 CHANGE IN STATUTES OR REGULATIONS.** If there is a change of statutes or regulations applicable to the subject matter of this Agreement, both parties agree to be governed by the new provisions, unless either party gives notice to terminate pursuant to the terms of this Agreement.

**D.4 TIME.** CONTRACTOR shall devote such time to the performance of services pursuant to this Agreement as may be reasonably necessary for the satisfactory performance of CONTRACTOR's obligations pursuant to this Agreement. Neither party shall be considered in default of this Agreement to the extent performance is prevented or delayed by any cause, present or future, which is beyond the reasonable control of the party.

**D.5 INSURANCE.**

D.5.1 Prior to rendering services provided by the terms and conditions of this Agreement, CONTRACTOR shall acquire and maintain during the term of this Agreement insurance coverage (hereinafter referred to as "the insurance") through and with an insurer acceptable to LRSWMA. The insurance shall contain the following coverages:

D.5.1.1 Comprehensive general liability insurance including comprehensive public liability insurance with minimum coverage of One Million Dollars (\$1,000,000) per occurrence and with not less than One Million Dollars (\$1,000,000) aggregate; CONTRACTOR shall insure both LRSWMA and CONTRACTOR against any liability arising under or related to this Agreement.

D.5.1.2 Comprehensive automobile liability insurance with minimum coverage of Five Hundred Thousand Dollars (\$500,000) per occurrence and with not less than Five Hundred Thousand Dollars (\$500,000) on reserve in the aggregate, with combined single limit including owned, non-owned and hired vehicles.

D.5.1.3 Workers' Compensation Insurance coverage for all of CONTRACTOR's employees and other persons for whom CONTRACTOR is responsible to provide such insurance coverage, as provided by Division 4 and 4.5 of the California Labor Code.

D.5.2 The limits of insurance herein shall not limit the liability of the CONTRACTOR hereunder.

D.5.3 In respect to any insurance herein, if the aggregate limit available becomes less than that required above, other excess insurance shall be acquired and maintained immediately. For the purpose of any insurance term of this Agreement, "aggregate limit available" is defined as the total policy limits available for all claims made during the policy period.

D.5.4 Except for automobile liability insurance, the insurance shall name the LRSWMA and LRSWMA's officers, employees, agents and independent contractors as additional insureds and shall

\_\_\_\_\_  
LRSWMA Initials

Contractor Initials CRB

include an endorsement that no cancellation or material change adversely affecting any coverage provided by the insurance may be made until twenty (20) days after written notice is delivered to LRSWMA.

D.5.5 The insurance policy forms, endorsements and insurer(s) issuing the insurance shall be satisfactory to LRSWMA at its sole and absolute discretion. The amount of any deductible payable by the insured shall be subject to the prior approval of the LRSWMA and the LRSWMA, as a condition of its approval, may require such proof of the adequacy of CONTRACTOR's financial resources as it may see fit.

D.5.6 Prior to CONTRACTOR rendering services provided by this Agreement, and immediately upon acquiring additional insurance, CONTRACTOR shall deliver a certificate of insurance describing the insurance coverages and endorsements to:

Lassen County Department of Public Works  
707 Nevada Street, Suite 4  
Susanville, California 96130

Upon LRSWMA's request, CONTRACTOR shall deliver certified copies of any insurance policies to LRSWMA.

D.5.7 CONTRACTOR shall not render services under the terms and conditions of this Agreement unless each type of insurance coverage and endorsement is in effect and CONTRACTOR has delivered the certificate(s) of insurance to LRSWMA as previously described. If CONTRACTOR shall fail to procure and maintain said insurance, LRSWMA may, but shall not be required to, procure and maintain the same, and the premiums of such insurance shall be paid by CONTRACTOR to LRSWMA upon demand. The policies of insurance provided herein which are to be provided by CONTRACTOR shall be for a period of not less than one year, it being understood and agreed that twenty (20) days prior to the expiration of any policy of insurance, CONTRACTOR will deliver to LRSWMA a renewal or new policy to take the place of the policy expiring.

D.5.8 LRSWMA shall have the right to request such further coverages and/or endorsements on the insurance as LRSWMA deems necessary, at CONTRACTOR's expense. The amounts, insurance policy forms, endorsements and insurer(s) issuing the insurance shall be satisfactory to LRSWMA in its sole and absolute discretion.

D.5.9 Any subcontractor(s), independent contractor(s) or any type of agent(s) performing or hired to perform any term or condition of this Agreement on behalf of CONTRACTOR, as may be allowed by this Agreement (hereinafter referred to as the "SECONDARY PARTIES"), shall comply with each term and condition of this Section D.5 entitled "INSURANCE". Furthermore, CONTRACTOR shall be responsible for the SECONDARY PARTIES' acts and satisfactory performance of the terms and conditions of this Agreement.

D.6 **INDEMNITY.** LRSWMA shall not be liable for, and CONTRACTOR shall defend, indemnify and hold LRSWMA and its officers, agents, employees, and volunteers (collectively "LRSWMA Parties"), harmless against any and all claims, deductibles, self-insured retentions, demands, liability, judgments, awards, fines, mechanics; liens or other liens, labor disputes, losses, damages, expenses, charges or costs of any kind or character, including attorney's fees and court costs (hereinafter collectively referred to as "Claims"), which arise out of or are in any way connected to the work covered by this Agreement arising either directly or indirectly from any act, error, omission or negligence of CONTRACTOR or its officers, employees, agents, contractors, licensees or servants, including, without limitation, Claims caused by the concurrent negligent act, error or omission, whether

\_\_\_\_ LRSWMA Initials

Contractor Initials CM

active or passive of LRSWMA Parties. CONTRACTOR shall have no obligation, however, to defend or indemnify LRSWMA Parties from a Claim if it is determined by a court of competent jurisdiction that such Claim was caused by the sole negligence or willful misconduct of LRSWMA Parties.

**D.7 CONTRACTOR NOT AGENT.** Except as LRSWMA may specify in writing, CONTRACTOR shall have no authority, express or implied, to act on behalf of LRSWMA in any capacity whatsoever as an agent. CONTRACTOR shall have no authority, express or implied, pursuant to this Agreement to bind LRSWMA to any obligation whatsoever.

**D.8 ASSIGNMENT PROHIBITED.** CONTRACTOR may not assign any right or obligation pursuant to this Agreement. Any attempted or purported assignment of any right or obligation pursuant to this Agreement shall be void and of no legal effect.

**D.9 PERSONNEL.** CONTRACTOR shall assign only competent personnel to perform services pursuant to this Agreement. In the event that LRSWMA, in its sole discretion at any time during the term of this Agreement, desires the removal of any person or persons assigned by CONTRACTOR to perform services pursuant to this Agreement, CONTRACTOR shall remove any such person immediately upon receiving written notice from LRSWMA of its desire for removal of such person or persons.

**D.10 STANDARD OF PERFORMANCE.** CONTRACTOR shall perform all services required pursuant to this Agreement in the manner and according to the standards observed by a competent practitioner of the profession in which CONTRACTOR is engaged. All products of whatsoever nature which CONTRACTOR delivers to LRSWMA pursuant to this Agreement shall be prepared in a first class and workmanlike manner and shall conform to the standards of quality normally observed by a person practicing in CONTRACTOR's profession.

**D.11 POSSESSORY INTEREST.** The parties to this Agreement recognize that certain rights to property may create a "possessory interest", as those words are used in the California Revenue and Taxation Code section 107. For all purposes of compliance by LRSWMA with Section 107.6 of the California Revenue and Taxation Code, this recital shall be deemed full compliance by the LRSWMA. All questions of initial determination of possessory interest and valuation of such interest, if any, shall be the responsibility of the County Assessor and the contracting parties hereto. A taxable possessory interest may be created by this, if created, and the party in whom such an interest is vested will be subject to the payment of property taxes levied on such an interest.

**D.12 TAXES.** CONTRACTOR hereby grants to the LRSWMA the authority to deduct from any payments to CONTRACTOR any LRSWMA imposed taxes, fines, penalties and related charges which are delinquent at the time such payments under this Agreement are due to CONTRACTOR.

**D.13 TERMINATION.**

**D.13.1** LRSWMA shall have the right to terminate this Agreement at any time by giving notice in writing of such termination to CONTRACTOR. In the event LRSWMA gives notice of termination, CONTRACTOR shall immediately cease rendering service upon receipt of such written notice and the following shall apply:

\_\_\_\_ LRSWMA Initials

Contractor Initials CS

D.13.1.1 CONTRACTOR shall deliver to LRSWMA copies of all writings prepared by it pursuant this agreement. The term "writings" shall be construed to mean and include: handwriting, typewriting, printing, photocopying, photographing computer storage medium (tapes, disks, diskettes, etc.) and every other means of recording upon any tangible thing, and form of communication or representation, including letters, pictures, sounds, or symbols, or combinations thereof.

D.13.1.2 LRSWMA shall pay CONTRACTOR the reasonable value of services rendered by CONTRACTOR to the date of termination pursuant to this Agreement not to exceed the amount documented by CONTRACTOR and approved by LRSWMA as work accomplished to date; provided, however, that in no event shall any payment hereunder exceed **TWENTY-FIVE THOUSAND DOLLARS AND NO/100 (\$25,000.00)**. Further provided, however, LRSWMA shall not in any manner be liable for lost profits which might have been made by CONTRACTOR had CONTRACTOR completed the services required by this Agreement. In this regard, CONTRACTOR shall furnish to LRSWMA such financial information as in the judgment of the LRSWMA is necessary to determine the reasonable value of the services rendered by CONTRACTOR. In the event of a dispute as to the reasonable value of the services rendered by CONTRACTOR, the decision of the LRSWMA shall be final. The foregoing is cumulative and does not affect any right or remedy which LRSWMA may have in law or equity.

D.13.2 CONTRACTOR may terminate its services under this Agreement upon thirty (30) working days written notice to the LRSWMA, without liability for damages, if CONTRACTOR is not compensated according to the provisions of the Agreement or upon any other material breach of the Agreement by LRSWMA, provided that CONTRACTOR has first provided LRSWMA with a written notice of any alleged breach, specifying the nature of the alleged breach and providing not less than ten (10) working days within which the LRSWMA may cure the alleged breach.

**D.14 OWNERSHIP OF INFORMATION.** All professional and technical information developed under this Agreement and all work sheets, reports, and related data shall become and/or remain the property of LRSWMA, and CONTRACTOR agrees to deliver reproducible copies of such documents to LRSWMA on completion of the services hereunder. The LRSWMA agrees to indemnify and hold CONTRACTOR harmless from any claim arising out of reuse of the information for other than this project.

**D.15 WAIVER.** A waiver by any party of any breach of any term, covenant or condition herein contained or a waiver of any right or remedy of such party available hereunder at law or in equity shall not be deemed to be a waiver of any subsequent breach of the same or any other term, covenant or condition herein contained or of any continued or subsequent right to the same right or remedy. No party shall be deemed to have made any such waiver unless it is in writing and signed by the party so waiving.

**D.16 COMPLETENESS OF INSTRUMENT.** This Agreement, together with its specific references and attachments, constitutes all of the agreements, understandings, representations, conditions, warranties and covenants made by and between the parties hereto. Unless set forth herein, neither party shall be liable for any representations made, express or implied.

**D.17 SUPERSEDES PRIOR AGREEMENTS.** It is the intention of the parties hereto that this Agreement shall supersede any prior agreements, discussions, commitments, representations, or agreements, written or oral, between the parties hereto.

**D.18 ATTORNEY'S FEES.** If any action at law or in equity, including an action for declaratory relief, is brought to enforce or interpret provisions of this Agreement, the prevailing party shall be entitled to reasonable attorney's fees, which may be set by the Court in the same action or in a separate action brought for that purpose, in addition to any other relief to which such party may be entitled.

\_\_\_\_ County Initials

ATTACHMENT D, Page 6

Contractor Initials CRD

**D.19 MINOR AUDITOR REVISION.** In the event the Lassen County Auditor's office finds a mathematical discrepancy between the terms of the Agreement and actual invoices or payments, provided that such discrepancy does not exceed one percent (1%) of the Agreement amount, the Auditor's office may make the adjustment in any payment or payments without requiring an amendment to the Agreement to provide for such adjustment. Should the LRSWMA or the CONTRACTOR disagree with such adjustment, they reserve the right to contest such adjustment and/or to request corrective amendment.

**D.20 CAPTIONS.** The captions of this Agreement are for convenience in reference only and the words contained therein shall in no way be held to explain, modify, amplify or aid in the interpretation, construction or meaning of the provisions of this Agreement.

**D.21 DEFINITIONS.** Unless otherwise provided in this Agreement, or unless the context otherwise requires, the following definitions and rules of construction shall apply herein.

**D.21.1 Number and Gender.** In this Agreement, the neuter gender includes the feminine and masculine, the singular includes the plural, and the word "person" includes corporations, partnerships, firms or associations, wherever the context so requires.

**D.21.2 Mandatory and Permissive.** "Shall" and "will" and "agrees" are mandatory. "May" is permissive.

**D.22 TERM INCLUDES EXTENSIONS.** All references to the term of this Agreement or the Agreement Term shall include any extensions of such term.

**D.23 SUCCESSORS AND ASSIGNS.** All representations, covenants and warranties specifically set forth in this Agreement, by or on behalf of, or for the benefit of any or all of the parties hereto, shall be binding upon and inure to the benefit of such party, its successors and assigns.

**D.24 MODIFICATION.** No modification or waiver of any provisions of this Agreement or its attachments shall be effective unless such waiver or modification shall be in writing, signed by all parties, and then shall be effective only for the period and on the condition, and for the specific instance for which given.

**D.25 COUNTERPARTS.** This Agreement may be executed simultaneously and in several counterparts, each of which shall be deemed an original, but which together shall constitute one and the same instrument.

**D.26 OTHER DOCUMENTS.** The parties agree that they shall cooperate in good faith to accomplish the object of this Agreement and, to that end, agree to execute and deliver such other and further instruments and documents as may be necessary and convenient to the fulfillment of these purposes.

**D.27 PARTIAL INVALIDITY.** If any term, covenant, condition or provision of this Agreement is held by a court of competent jurisdiction to be invalid, void or unenforceable, the remainder of the provision and/or provisions shall remain in full force and effect and shall in no way be affected, impaired or invalidated.

**D.28 VENUE.** It is agreed by the parties hereto that unless otherwise expressly waived by them, any action brought to enforce any of the provisions hereof or for declaratory relief hereunder shall be filed and remain in a court of competent jurisdiction in the County of Lassen, State of California.

**D.29 CONTROLLING LAW.** The validity, interpretation and performance of this Agreement shall be controlled by and construed under the laws of the State of California.

**D.30 CALIFORNIA TORT CLAIMS ACT.** Notwithstanding any term or condition of the Agreement, the provisions, and related provisions, of the California Tort Claims Act, Division 3.6 of the Government Code, are not waived by LRSWMA and shall apply to any claim against LRSWMA arising out of any acts or conduct under

\_\_\_\_ County Initials

ATTACHMENT D, Page 7

Contractor Initials CAH

the terms and conditions of this Agreement.

**D.31 TIME IS OF THE ESSENCE.** Time is of the essence of this Agreement and each covenant and term herein.

**D.32 AUTHORITY.** All parties to this Agreement warrant and represent that they have the power and authority to enter into this Agreement in the names, titles and capacities herein stated and on behalf of any entities, persons, estates or firms represented or purported to be represented by such entity(s), person(s), estate(s) or firm(s) and that all formal requirements necessary or required by any state and/or federal law in order to enter into this Agreement are in full compliance. Further, by entering into this Agreement, neither party hereto shall have breached the terms or conditions of any other contract or agreement to which such party is obligated, which such breach would have a material effect hereon.

**D.33 CORPORATE AUTHORITY.** If CONTRACTOR is a corporation or public agency, each individual executing this Agreement on behalf of said corporation or public agency represents and warrants that he or she is duly authorized to execute and deliver this Agreement on behalf of said corporation, in accordance with a duly adopted resolution of the Board of Directors of said corporation or in accordance with the bylaws of said corporation or Board or Commission of said public agency, and that this Agreement is binding upon said corporation or public entity in accordance with its terms. If CONTRACTOR is a corporation, CONTRACTOR shall, within thirty (30) days after execution of this Agreement, deliver to LRSWMA a certified copy of a resolution of the Board of Directors of said corporation authorizing or ratifying the execution of this Agreement.

**D.34 CONFLICT OF INTEREST.**

**D.34.1 Legal Compliance.** CONTRACTOR agrees at all times in performance of this Agreement to comply with the law of the State of California regarding conflicts of interest, including, but not limited to, Article 4 of Chapter 1, Division 4, Title 1 of the California Government Code, commencing with Section 1090 and Chapter 7 of Title 9 of said Code, commencing with Section 87100, including regulations promulgated by the California Fair Political Practices Commission.

**D.34.2 Advisement.** CONTRACTOR agrees that if any facts come to its attention which raise any questions as to the applicability of this law, it will immediately inform the LRSWMA designated representative and provide all information needed for resolution of the question.

**D.34.3 Admonition.** Without limitation of the covenants in subparagraphs D.34.1 and D.34.2, CONTRACTOR is admonished hereby as follows:

The statutes, regulations and laws referenced in this provision D.34 include, but are not limited to, a prohibition against any public officer, including CONTRACTOR for this purpose, from making any decision on behalf of LRSWMA in which such officer has a direct or indirect financial interest. A violation occurs if the public officer influences or participates in any LRSWMA decision which has the potential to confer any pecuniary benefit on CONTRACTOR or any business firm in which CONTRACTOR has an interest of any type, with certain narrow exceptions.

**D.35 NONDISCRIMINATION.** During the performance of this Agreement, CONTRACTOR shall not unlawfully discriminate against any employee of the CONTRACTOR or of the LRSWMA or applicant for employment or for services or any member of the public because of race, religion, color, national origin, ancestry, physical handicap, medical condition, marital status, age or sex. CONTRACTOR shall ensure that in the provision of services under this Agreement, its employees and applicants for employment and any member of the public are free from such discrimination. CONTRACTOR shall comply with the provisions of the Fair Employment and Housing Act (Government Code Section 12900 et seq.). The applicable regulations of the Fair Employment Housing Commission implementing Government Code Section 12900, set forth in

\_\_\_\_ County Initials

ATTACHMENT D, Page 8

Contractor Initials CLM

Chapter 5, Division 4 of Title 2 of the California Code of Regulations are incorporated into this Agreement by reference and made a part hereof as if set forth in full. CONTRACTOR shall also abide by the Federal Civil Rights Act of 1964 and all amendments thereto, and all administrative rules and regulation issued pursuant to said Act CONTRACTOR shall give written notice of its obligations under this clause to any labor agreement. CONTRACTOR shall include the non-discrimination and compliance provision of this paragraph in all subcontracts to perform work under this Agreement.

**D.36 JOINT AND SEVERAL LIABILITY.** If any party consists of more than one person or entity, the liability of each person or entity signing this Agreement shall be joint and several.

**D.37 TAXPAYER I.D. NUMBER.** The LRSWMA shall not disburse any payments to CONTRACTOR pursuant to this Agreement until CONTRACTOR supplies the latter's Taxpayer Identification Number or Social Security Number by providing LRSWMA with a completed IRS Form W-9.

**D.38 NOTICES.** All notices and demands of any kind which either party may require or desire to serve on the other in connection with this Agreement must be served in writing either by personal service or by registered or certified mail, return receipt requested, and shall be deposited in the United States Mail, with postage thereon fully prepaid, and addressed to the party so to be served as follows:

If to "LRSWMA":

Lassen County Department of Public Works  
707 Nevada Street, Suite 4  
Susanville, California 96130

If to "CONTRACTOR":

Claudio Bustamante  
716-625 Thunder Mountain Road  
Milford, CA 96121

**END OF ATTACHMENT "D".**

# Lassen Regional Solid Waste Management Authority



## *STAFF REPORT*

TO: LRSWMA BOARD OF DIRECTORS  
FROM: Matt May  
SUBJECT: CONTINUATION OF OPERATIONAL BUDGET FOR FISCAL YEAR  
2025 -2026  
DATE: August 25, 2026

---

ACTION REQUESTED: Adopt Resolution

DISCUSSION: The attached resolution will set in place a recommended budget to include revenues and appropriations for expenditure at no greater than the fiscal year 2025-2026 adopted final budget (attached). The recommended budget will allow solid waste operations to continue until a final proposed budget is adopted on September 22, 2026.

# LASSEN REGIONAL SOLID WASTE MANAGEMENT AUTHORITY

## RESOLUTION 2026-02

### RESOLUTION APPROVING CONTINUATION THE FISCAL YEAR 2025-2026 BUDGET FOR OPERATIONAL PURPOSES.

**WHEREAS**, staff is still gathering information, and discussing options and details regarding the Fiscal Year 2026-2027 Budget, to submit to the Board for future action; and

**WHEREAS**, adopting an operational budget allows for regular operations of the Authority to continue until a final budget is adopted; and

**NOW, THEREFORE, BE IT RESOLVED**, that there is established an operational budget that maintains revenues and appropriations at no greater than fiscal year 2025-2026 adopted budget.

The foregoing resolution was adopted at a regular meeting of the Board of Directors of the Lassen Regional Solid Waste Management Authority, State of California, on the 25<sup>th</sup> day of August 2026, by the following vote.

AYES: \_\_\_\_\_

NOES: \_\_\_\_\_

ABSENT: \_\_\_\_\_

ABSTAIN: \_\_\_\_\_

\_\_\_\_\_  
Ralph Ellis, Chairman of the Board of Directors  
Lassen Regional Solid Waste Management Authority

\_\_\_\_\_  
Christine del Llano, Clerk to the Board Authority

**FISCAL YEAR 2024/2025 ESTIMATED****Summary**

Fund: **585**  
Department : **SOLID WASTE**  
Budget Unit Name: **SOLID WASTE**  
Budget Unit Number: **0241**

| Account Name                    | FY 2024/25<br>Budgeted | FY 2025/26<br>Preliminary | Expansion/<br>(Reduction) |
|---------------------------------|------------------------|---------------------------|---------------------------|
| Total FTE Employees             | 12.80                  | 12.80                     | 0.00                      |
| Salaries & Benefits             | \$ 1,364,587           | \$ 1,384,789              | 20,202                    |
| Services & Supplies             | \$ 918,500             | \$ 1,046,537              | 128,037                   |
| Other Charges                   | \$ -                   | \$ -                      | 0                         |
| Capital Outlay                  | \$ 135,000             | \$ 850,000                | 715,000                   |
| Appropriation for Contingencies | \$ -                   | \$ -                      |                           |
| TOTAL BUDGET REQUEST            | \$ 2,418,087           | \$ 3,281,325              | 863,238                   |
| Revenues Available              | \$ 1,783,464           | \$ 1,745,000              | \$ -                      |
| Fund Balance (if applicable)    | \$ -                   | \$ 2,343,070              | \$ 2,343,070              |
| TOTAL REVENUES AVAILABLE        | \$ 1,783,464           | \$ 4,088,070              | \$ 2,343,070              |
| NET FUND REQUIRED               | \$ 634,623             | \$ (806,745)              | \$ (1,479,832)            |

Department Head Signature

Date: \_\_\_\_\_

| FUND | BUDGET-UNIT | COST-CENTER | ACCOUNT | ACCOUNT-NAME                                      | ACTUAL    | ACTUAL    | ACTUAL    | ACTUAL    | FINAL     | ACTUAL                   | REQUESTED |
|------|-------------|-------------|---------|---------------------------------------------------|-----------|-----------|-----------|-----------|-----------|--------------------------|-----------|
| 585  | 0241        |             |         | SOLID WASTE/JPA                                   |           |           |           |           |           |                          |           |
|      |             |             |         | SOLID WASTE                                       |           |           |           |           |           |                          |           |
|      |             |             |         | 3000100 SALARIES & WAGES                          | 389,147   | 520,852   | 525,826   | 688,638   | 497,607   | 688,638                  |           |
|      |             |             |         | 3000102 UNIFORM ALLOWANCE                         | 900       | 750       | 1,000     | 1,000     | 900       | 1,000                    |           |
|      |             |             |         | 3000105 CELL PHONE                                |           |           |           |           | 762       | 762                      |           |
|      |             |             |         | 3000110 OVERTIME                                  | 10,795    | 20,000    | 20,000    | 20,000    | 24,044    | 24,044                   |           |
|      |             |             |         | 3000130 EXTRA HELP                                | 25,732    |           | 30,000    | 236,098   | 121,294   | 236,098                  |           |
|      |             |             |         | 3000160 FURLOUGH SAVINGS                          |           |           |           |           |           |                          |           |
|      |             |             |         | 3000161 VACANT SAVINGS                            | 37,829    | 47,313    | 45,475    | 61,358    | 47,694    | 61,358                   |           |
|      |             |             |         | 3000200 RETIREMENT                                | 6,385     | 8,549     | 9,000     | 9,000     | 9,000     | 9,000                    |           |
|      |             |             |         | 3000205 PERS UNFUNDED RETIREMENT LIABILITY        | 66,790    | 76,452    | 75,000    | 75,000    | 83,977    | 83,977                   |           |
|      |             |             |         | 3000210 SOCIAL SECURITY                           | 27,239    | 36,724    | 37,032    | 42,696    | 41,575    | 42,696                   |           |
|      |             |             |         | 3000300 GROUP INSURANCE - HEALTH                  | 25,418    | 46,107    | 39,285    | 50,724    | 13,901    | 50,724                   |           |
|      |             |             |         | 3000310 FLEX PLAN / CAFETERIA PLAN                | 77,680    | 103,528   | 91,608    | 106,598   | 65,365    | 106,598                  |           |
|      |             |             |         | 3000320 GROUP INSURANCE - DENTAL                  | 4,168     | 5,760     | 4,800     | 6,144     | 2,685     | 6,144                    |           |
|      |             |             |         | 3000330 GROUP INSURANCE - LIFE                    | 1,537     | 1,761     | 1,531     | 1,782     | 1,470     | 1,782                    |           |
|      |             |             |         | 3000340 GROUP INSURANCE - VISION                  |           |           |           |           |           |                          |           |
|      |             |             |         | 3000400 WORKERS COMPENSATION INSURANCE            | 39,989    | 33,120    | 30,000    | 31,000    | 36,715    | 36,715                   |           |
|      |             |             |         | 3000401 WORKERS COM EXPERIENCE LOSS               |           |           |           |           |           |                          |           |
|      |             |             |         | 3000501 OTHER POST EMPLOYMENT BENEFITS            | 9,162     | 10,018    | 23,312    | 24,064    | 18,360    | 24,064                   |           |
|      |             |             |         | 3000510 UNEMPLOYMENT INSURANCE                    | 256       | 9,000     | 9,000     | 9,000     | 0         | 9,000                    |           |
|      |             |             |         | 3000750 YE SALARIES AND EMPLOYEE BENEFITS         | 1,777     |           |           | 0         | 1,204     | 1,204                    |           |
|      |             |             |         | 3000760 CHANGE IN COMPENSATED ABSENCES            |           |           |           |           |           |                          |           |
|      |             |             |         | SALARIES AND EMPLOYEE BENEFITS                    | 704,864   | 919,974   | 942,530   | 1,364,587 | 967,276   | 1,384,789                | 397,311   |
|      |             |             |         | 3001100 CLOTHING AND PERSONAL                     | 1,044     | 2,000     | 2,000     | 2,000     | 3,549     | 3,500                    |           |
|      |             |             |         | 3001200 COMMUNICATIONS                            | 12,306    | 12,000    | 12,000    | 13,500    | 9,615     | 13,500                   |           |
|      |             |             |         | 3001400 HOUSEHOLD EXPENSE                         | 8,039     | 8,000     | 8,000     | 8,000     | 5,019     | 8,000                    |           |
|      |             |             |         | 3001500 INSURANCE                                 | 85,840    | 85,000    | 50,000    | 85,000    | 2,231     | 85,000                   |           |
|      |             |             |         | 3001700 MAINTENANCE - EQUIPMENT                   | 0         | 35,000    | 35,000    | 35,000    | 27,482    | 35,000                   |           |
|      |             |             |         | 3001701 MAINTENANCE - COUNTY VEHICLES             | 43,165    | 40,000    | 80,000    | 80,000    | 90,807    | 95,000                   |           |
|      |             |             |         | 3001800 MAINTENANCE - BUILDING & IMPROVEMENTS     | 3,770     | 5,000     | 5,000     | 5,000     | 12,970    | 13,000                   |           |
|      |             |             |         | 3001801 MAINTENANCE - LANDFILL                    | 0         | 15,000    | 15,000    | 15,000    | 0         | 15,000                   |           |
|      |             |             |         | 3002000 MEMBERSHIP                                | 6,005     | 9,000     | 9,000     | 9,000     | 12,858    | 13,000                   |           |
|      |             |             |         | 3002000 OFFICE EXPENSE                            | 5,065     | 6,000     | 6,000     | 6,000     | 6,516     | 6,500                    |           |
|      |             |             |         | 3002201 POSTAGE                                   | 1,380     | 1,500     | 1,500     | 1,500     | 775       | 1,500                    |           |
|      |             |             |         | 3002205 OIL GRANT EXPENSE                         | 1,340     | 5,000     | 5,000     | 5,000     | 0         | 5,000                    |           |
|      |             |             |         | 3002300 PROFESSIONAL AND SPECIALIZED SERVICES     | 302,975   | 350,000   | 350,000   | 350,000   | 215,506   | 350,000                  |           |
|      |             |             |         | 3002302 PROFESSIONAL AND SPECIALIZED - ACCOUNTING | 42,282    | 50,000    | 50,000    | 50,000    | 58,037    | 56,037                   |           |
|      |             |             |         | 3002354 DOC GRANT EXPENSE                         | 0         | 1,000     | 1,000     | 1,000     | 340       | 1,000                    |           |
|      |             |             |         | 3002400 PUBLICATIONS AND LEGAL NOTICES            | 615       | 10,000    | 10,000    | 10,000    | 1,087     | 10,000                   |           |
|      |             |             |         | 3002500 RENTS AND LEASES - EQUIPMENT              | 19,865    | 22,000    | 22,000    | 24,000    | 26,726    | 27,000                   |           |
|      |             |             |         | 3002500 RENTS AND LEASES - BUILDING               | 180       | 1,000     | 1,000     | 1,000     | 3,778     | 5,000                    |           |
|      |             |             |         | 3002700 SMALL TOOLS AND INSTRUMENTS               | 125,144   | 120,000   | 120,000   | 120,000   | 112,934   | 120,000                  |           |
|      |             |             |         | 3002800 SPECIAL DEPARTMENTAL EXPENSE-A87          |           |           |           |           |           |                          |           |
|      |             |             |         | 3002801 SPECIAL DEPARTMENTAL EXPENSE              | 0         |           |           |           |           |                          |           |
|      |             |             |         | 3002817 HHV GRANT EXPENSE                         | 97,943    | 0         | 0         | 90,000    | 38,406    | 90,000                   |           |
|      |             |             |         | 3002818 GRANT REBURSABLE EXPENSES                 | 0         | 1,000     | 1,000     | 1,000     | 2,614     | 3,000                    |           |
|      |             |             |         | 3002900 TRANSPORTATION AND TRAVEL                 | 0         | 5,000     | 6,000     | 6,500     | 7,646     | 8,000                    |           |
|      |             |             |         | 3002901 CONFERENCES AND TRAINING                  | 4,817     |           |           |           |           |                          |           |
|      |             |             |         | 3003000 UTILITIES                                 |           |           |           |           |           |                          |           |
|      |             |             |         | 3003010 UTILITIES - LIGHTS                        |           |           |           |           |           |                          |           |
|      |             |             |         | SERVICES AND SUPPLIES                             | 783,495   | 783,500   | 789,500   | 918,500   | 638,896   | 1,046,537                | 279,604   |
|      |             |             |         | 3004900 DEPRECIATION                              | 137,420   | 0         | 0         | 0         | 0         | 0                        |           |
|      |             |             |         | OTHER CHARGES                                     | 137,420   | 0         | 0         | 0         | 0         | 0                        |           |
|      |             |             |         | 3006160 BUILDING & IMPROVEMENTS NON-CAPITAL       |           |           |           |           |           |                          |           |
|      |             |             |         | 3006100 BUILDING & IMPROVEMENTS                   |           |           | 135,000   | 135,000   | 5,088     | 150,000                  |           |
|      |             |             |         | Litter Fence                                      |           |           |           |           |           | 200,000                  |           |
|      |             |             |         | Groundwater Monitoring Wells                      |           |           |           |           | 913,614   | 500,000                  |           |
|      |             |             |         | 3006200 EQUIPMENT                                 |           |           |           |           |           |                          |           |
|      |             |             |         | Loader                                            |           |           |           |           |           |                          |           |
|      |             |             |         | 3006203 EQUIPMENT- GRANT FUNDED                   |           |           |           |           |           |                          |           |
|      |             |             |         | 3006260 EQUIPMENT NON-CAPITALIZED                 |           |           |           |           |           |                          |           |
|      |             |             |         | FIXED ASSETS                                      | 0         | 0         | 135,000   | 135,000   | 918,702   | 850,000                  |           |
|      |             |             |         | 3006500 SOLID WASTE CLOSURE/POST CLOSURE          |           |           |           | 0         | 0         | 0                        |           |
|      |             |             |         | CAPITAL OUTLAY                                    | 0         | 0         | 0         | 0         | 0         | 0                        |           |
|      |             |             |         | 3007000 OPERATING TRANSFER OUT                    |           |           |           |           |           |                          |           |
|      |             |             |         | OPERATING TRANSFER OUT                            | 0         | 0         | 0         | 0         | 0         | 0                        |           |
|      |             |             |         | 3010000 APPROPRIATION FOR CONTINGENCIES           |           |           |           |           |           |                          |           |
|      |             |             |         | APPROPRIATION FOR CONTINGENCIES                   | 0         | 0         | 0         | 0         | 0         | 0                        |           |
|      |             |             |         | SOLID WASTE                                       | 1,625,779 | 1,703,474 | 1,867,030 | 2,418,087 | 2,524,874 | 3,281,325                |           |
|      |             |             |         | FTEs                                              | 14.05     | 14.05     | 12.40     | 12.80     | 12.80     | 12.80                    |           |
|      |             |             |         |                                                   |           |           |           | 5.38      | 5.38      | Extra Help - no benefits |           |

\*24/25 Prem paid in.

\*Membership for CFI

## REVENUES

Budget Unit: **SOLID WASTE**

Fund: **585**

Budget Unit # **0241**

| Account      | Account Name                      | Description | FY 2023/24<br>ACTUAL | FY 2024/25<br>ACTUAL | FY 2025/26<br>REQUEST |
|--------------|-----------------------------------|-------------|----------------------|----------------------|-----------------------|
| 2001500      | FRANCHISE FEE                     |             | 130,157              | 206,673              | 200,000               |
| 2003000      | INTEREST                          |             | 83,712               | 74,731               | 70,000                |
| 2003900      | FAIR MKT VLU/INT REV ADJ          |             |                      |                      |                       |
| 2006200      | STATE - OTHER (USED OIL GRANT)    |             |                      |                      |                       |
| 2006220      | STATE GRANT REIMB (HHW AND TIRES) |             |                      |                      |                       |
| 2007400      | OTHER-GOVT AGENCIES (DOC GRANT)   |             |                      |                      |                       |
| 2010001      | SOLID WASTE/LANDFILL FEES         |             | 1,408,864            | 1,421,498            | 1,400,000             |
| 2010600      | OTHER-CHARGES FOR CURRENT SVCS    |             |                      |                      |                       |
| 2010700      | INTERFUND REVENUE                 |             |                      |                      |                       |
| 2011100      | OTHER SALES (SCRAP METAL)         |             | 75,052               | 64,771               | 60,000                |
| 2011200      | MISCELLANEOUS                     |             | 15,357               | 15,791               | 15,000                |
| 2011210      | PRIOR YEAR REVENUE                |             |                      |                      |                       |
| 2012400      | OTHER-TRUST TRANSFER              |             |                      |                      |                       |
| <b>TOTAL</b> |                                   |             | <b>\$1,713,142</b>   | <b>\$1,783,464</b>   | <b>\$1,745,000</b>    |

LASSEN REGIONAL SOLID WASTE MANAGEMENT AUTHORITY  
DRAFT FISCAL YEAR 2024/2025 BUDGET  
SALARY AND BENEFITS SCHEDULE

| POS NO.<br>OLD / NEW | NAME                | POSITION TITLE                      | Review<br>Date | BU   | RG | CODE   | STEP | MO | NEW<br>STEP | MO | COST OF<br>NEW<br>STEP | LGV   | FTE   | 1st MON<br>SAL | 2nd MON<br>SAL | YRLY SAL<br>3000100 | RETIRE-<br>MENT<br>3000200 | PERS<br>PLAN<br>NO. | SOC SEC<br>3000210 | MEDI-<br>CARE<br>3000202 | HLTH<br>PLAN<br>NO. | INSURANCE       |                 |                 |                 | OPEB-<br>Health<br>3000501 | OTHER | TOTAL \$&B |
|----------------------|---------------------|-------------------------------------|----------------|------|----|--------|------|----|-------------|----|------------------------|-------|-------|----------------|----------------|---------------------|----------------------------|---------------------|--------------------|--------------------------|---------------------|-----------------|-----------------|-----------------|-----------------|----------------------------|-------|------------|
|                      |                     |                                     |                |      |    |        |      |    |             |    |                        |       |       |                |                |                     |                            |                     |                    |                          |                     | HLTH<br>3000300 | FLEX<br>3000310 | DNTL<br>3000320 | LIFE<br>3000330 |                            |       |            |
| 585                  |                     | SOLID WASTE                         |                |      |    |        |      |    |             |    |                        |       |       |                |                |                     |                            |                     |                    |                          |                     |                 |                 |                 |                 |                            |       |            |
| 241                  |                     | SOLID WASTE                         |                |      |    |        |      |    |             |    |                        |       |       |                |                |                     |                            |                     |                    |                          |                     |                 |                 |                 |                 |                            |       |            |
| 2002114 (new)        | Godman, Michelle    | Asst. PW Director for SW            |                | MM   | 34 | MM34   | C    | 12 | D           | 0  | 0                      | 0.025 | 1.00  | 9,539          | 10,004         | 117,335             | 10,455                     | 3                   | 7,275              | 1,701                    | 6                   | 7,080           | 8,628           | 480             | 139             | 1,880                      |       | 154,971    |
| 200158 (new)         | Bernhardt, Tina     | Program Manager                     |                | MM   | 22 | MM22   | B    | 11 | C           | 1  | 247                    | 0.050 | 1.00  | 5,173          | 5,420          | 65,440              | 5,831                      | 3                   | 4,057              | 949                      | 6                   | 7,080           | 8,628           | 480             | 139             | 1,880                      |       | 94,485     |
| 9606 / 200002        | Germann, Shireen    | Administrative Assistant            |                | MM   | 20 | MM20   | A    | 5  | B           | 7  | 1,491                  | 0.000 | 1.00  | 4,502          | 4,715          | 55,513              | 4,946                      | 3                   | 3,442              | 805                      | 6                   | 7,080           | 8,628           | 480             | 139             | 1,880                      |       | 82,913     |
| 9602 / 200081        | Brown, Royce        | Landfill Foreman                    |                | MM   | 20 | MM20   | A    | 3  | B           | 9  | 1,916                  | 0.125 | 1.00  | 4,502          | 4,715          | 62,931              | 5,607                      | 3                   | 3,902              | 913                      | 6                   | 7,080           | 8,628           | 480             | 139             | 1,880                      |       | 91,559     |
| 9605 / 100208        | Silveria, Anthony   | Sr. Landfill Operator               |                | UPEC | 16 | UPEC16 | G    | 12 | G           | 0  | 0                      | 0.125 | 1.00  | 4,905          | 4,905          | 66,217              | 5,900                      | 3                   | 4,105              | 960                      | 3                   | 7,080           | 8,328           | 480             | 139             | 1,880                      |       | 95,089     |
| 9604 / 100379        | Schroer, Damion     | Landfill Equip Operator             |                | UPEC | 14 | UPEC14 | E    | 9  | F           | 3  | 553                    | 0.000 | 1.00  | 4,097          | 4,281          | 49,712              | 4,429                      | 3                   | 3,082              | 721                      | 3                   | 7,080           | 8,328           | 480             | 139             | 1,880                      |       | 75,851     |
| 9603 / 100377        | Stump, Daniel       | Landfill Equip Operator             |                | UPEC | 14 | UPEC14 | D    | 12 | E           | 0  | 0                      | 0.000 | 1.00  | 3,913          | 4,097          | 46,956              | 4,184                      | 3                   | 2,911              | 681                      | 3                   | 7,080           | 8,328           | 480             | 139             | 1,880                      |       | 72,640     |
| 2200 / 100209        | Chedwick, Austin    | Landfill Spotter                    |                | UPEC | 12 | UPEC12 | A    | 6  | B           | 6  | 863                    | 0.000 | 1.00  | 3,118          | 3,262          | 38,285              | 3,411                      | 3                   | 2,374              | 555                      | 3                   | 7,080           | 8,328           | 480             | 139             | 1,880                      |       | 62,532     |
| 2201 / 100210        | VACANT              | Landfill Spotter                    |                | UPEC | 12 | UPEC12 | A    | 6  | B           | 6  | 863                    | 0.000 | 1.00  | 3,118          | 3,262          | 38,285              | 3,411                      | 3                   | 2,374              | 555                      | 3                   | 7,080           | 8,328           | 480             | 139             | 1,880                      |       | 62,532     |
| 9607 / 100373        | VACANT/FREEZE       | Sr. Account Clerk                   |                | UPEC | 11 | UPEC11 | G    | 12 | G           | 0  | 0                      | 0.000 | 0.00  | 3,900          | 3,900          | 0                   | 0                          | 3                   | 0                  | 0                        | 3                   | 0               | 0               | 0               | 0               | 0                          | 0     | 0          |
| 9620 / 100211        | Swirney, Samantha   | Landfill Maintenance                |                | UPEC | 11 | UPEC11 | A    | 6  | B           | 6  | 822                    | 0.000 | 1.00  | 2,982          | 3,118          | 36,600              | 3,261                      | 3                   | 2,269              | 531                      | 3                   | 7,080           | 8,328           | 480             | 139             | 1,880                      |       | 60,568     |
| 9619 / 100349        | Schroer, Jeanette   | Gatekeeper - Bass Hill              |                | UPEC | 11 | UPEC11 | D    | 4  | E           | 8  | 1,268                  | 0.000 | 1.00  | 3,413          | 3,572          | 42,227              | 3,762                      | 3                   | 2,618              | 612                      | 3                   | 7,080           | 8,328           | 480             | 139             | 1,880                      |       | 67,127     |
| 9618 / 100169        | VACANT/FREEZE       | Gatekeeper                          |                | UPEC | 11 | UPEC11 | G    | 12 | G           | 0  | 0                      | 0.000 | 0.00  | 3,900          | 3,900          | 0                   | 0                          | 3                   | 0                  | 0                        | 3                   | 0               | 0               | 0               | 0               | 0                          | 0     | 0          |
| 9621 / 100170        | Sterling, JoAnn     | Gatekeeper - Herlong                |                | UPEC | 11 | UPEC11 | D    | 2  | E           | 10 | 951                    | 0.000 | 0.60  | 3,413          | 3,572          | 25,527              | 2,274                      | 3                   | 1,583              | 370                      | 3                   | 4,248           | 4,997           | 288             | 84              | 1,128                      |       | 40,498     |
| 9622 / 100350        | Accomando, Janet    | Gatekeeper - Bieber                 |                | UPEC | 11 | UPEC11 | C    | 11 | D           | 1  | 91                     | 0.000 | 0.60  | 3,262          | 3,413          | 23,579              | 2,101                      | 3                   | 1,462              | 342                      | 3                   | 4,248           | 4,997           | 288             | 84              | 1,128                      |       | 38,228     |
| 9623 / 100171        | Snyder, Amanda      | Gatekeeper - Westwood               |                | UPEC | 11 | UPEC11 | C    | 6  | D           | 6  | 544                    | 0.000 | 0.60  | 3,262          | 3,413          | 24,032              | 2,141                      | 3                   | 1,490              | 348                      | 3                   | 4,248           | 4,997           | 288             | 84              | 1,128                      |       | 38,756     |
| 4013 / 100169        | VACANT/FREEZE       | Gatekeeper                          |                | UPEC | 11 | UPEC11 | G    | 12 | G           | 0  | 0                      | 0.000 | 0.00  | 3,900          | 3,900          | 0                   | 0                          | 3                   | 0                  | 0                        | 3                   | 0               | 0               | 0               | 0               | 0                          | 0     | 0          |
| 4120 / ?             | VACANT/FREEZE       | Gatekeeper                          |                | UPEC | 11 | UPEC11 | G    | 12 | G           | 0  | 0                      | 0.000 | 0.00  | 3,900          | 3,900          | 0                   | 0                          | 3                   | 0                  | 0                        | 3                   | 0               | 0               | 0               | 0               | 0                          | 0     | 0          |
|                      |                     | TOTALS                              |                |      |    |        |      |    |             |    |                        |       | 12.80 | 74,802         | 77,351         | 692,638             | 61,714                     | 0                   | 42,944             | 10,043                   | 0                   | 90,624          | 107,798         | 5,144           | 1,782           | 24,064                     | 0     | 1,037,749  |
|                      |                     |                                     |                |      |    |        |      |    |             |    |                        |       |       |                |                |                     |                            |                     |                    |                          |                     |                 |                 |                 |                 |                            |       | 0          |
|                      |                     |                                     |                |      |    |        |      |    |             |    |                        |       |       |                |                |                     |                            |                     |                    |                          |                     |                 |                 |                 |                 |                            |       | 0          |
|                      |                     | EXTRA HELP                          |                |      |    |        |      |    |             |    |                        |       |       |                |                |                     |                            |                     |                    |                          |                     |                 |                 |                 |                 |                            |       | 0          |
|                      | Anderson, Stephanie | Gatekeeper                          |                | UPEC | 11 | UPEC11 | A    | 12 | A           | 0  | 0                      | 0.000 | 0.400 | 2,982          | 2,982          | 14,311              | 0                          | 0                   | 887                | 208                      | 0                   | 0               | 0               | 0               | 0               | 0                          | 752   | 16,158     |
|                      | Curry, Frank        | Gatekeeper                          |                | UPEC | 11 | UPEC11 | A    | 12 | A           | 0  | 0                      | 0.000 | 0.375 | 2,982          | 2,982          | 13,417              | 0                          | 0                   | 832                | 195                      | 0                   | 0               | 0               | 0               | 0               | 0                          | 705   | 15,148     |
|                      | Gerig, Vicky        | Gatekeeper                          |                | UPEC | 11 | UPEC11 | A    | 12 | A           | 0  | 0                      | 0.000 | 0.200 | 2,982          | 2,982          | 7,156               | 0                          | 0                   | 444                | 104                      | 0                   | 0               | 0               | 0               | 0               | 0                          | 376   | 8,079      |
|                      | Eggl, Jennifer      | Gatekeeper                          |                | UPEC | 11 | UPEC11 | A    | 12 | A           | 0  | 0                      | 0.000 | 0.200 | 2,982          | 2,982          | 7,156               | 0                          | 0                   | 444                | 104                      | 0                   | 0               | 0               | 0               | 0               | 0                          | 376   | 8,079      |
|                      | Stevenson, James    | Gatekeeper                          |                | UPEC | 11 | UPEC11 | A    | 12 | A           | 0  | 0                      | 0.000 | 0.400 | 2,982          | 2,982          | 14,311              | 0                          | 0                   | 887                | 208                      | 0                   | 0               | 0               | 0               | 0               | 0                          | 752   | 16,158     |
|                      | Sheetz, Randy       | Gatekeeper                          |                | UPEC | 11 | UPEC11 | A    | 12 | A           | 0  | 0                      | 0.000 | 0.200 | 2,982          | 2,982          | 7,156               | 0                          | 0                   | 444                | 104                      | 0                   | 0               | 0               | 0               | 0               | 0                          | 376   | 8,079      |
|                      | Hembree, John       | Gatekeeper - Spaulding              |                | UPEC | 11 | UPEC11 | B    | 12 | B           | 0  | 0                      | 0.000 | 0.200 | 3,118          | 3,118          | 7,484               | 0                          | 0                   | 464                | 109                      | 0                   | 0               | 0               | 0               | 0               | 0                          | 376   | 8,433      |
|                      | Beechner, Joshua    | Landfill Equip Operator - Bass Hill |                | UPEC | 14 | UPEC14 | A    | 12 | A           | 0  | 0                      | 0.000 | 0.575 | 3,413          | 3,413          | 23,552              | 0                          | 0                   | 1,460              | 341                      | 0                   | 0               | 0               | 0               | 0               | 0                          | 1,081 | 26,434     |
|                      | Snyder, Hunter      | Landfill Equip Operator - WW        |                | UPEC | 14 | UPEC14 | A    | 12 | A           | 0  | 0                      | 0.000 | 0.575 | 3,413          | 3,413          | 23,552              | 0                          | 0                   | 1,460              | 341                      | 0                   | 0               | 0               | 0               | 0               | 0                          | 1,081 | 26,434     |
|                      | McCart, Jacob       | Landfill Equip Operator - Back-Up   |                | UPEC | 14 | UPEC14 | A    | 12 | A           | 0  | 0                      | 0.000 | 0.750 | 3,413          | 3,413          | 30,719              | 0                          | 0                   | 1,905              | 445                      | 0                   | 0               | 0               | 0               | 0               | 0                          | 1,410 | 34,479     |
|                      | Ames, Brian         | Landfill Spotter - Back-Up          |                | UPEC | 12 | UPEC12 | A    | 12 | A           | 0  | 0                      | 0.000 | 0.750 | 3,118          | 3,118          | 28,066              | 0                          | 0                   | 1,740              | 407                      | 0                   | 0               | 0               | 0               | 0               | 0                          | 1,410 | 31,623     |
|                      | Martinez, Hailey    | Landfill Maintenance                |                | UPEC | 11 | UPEC12 | A    | 12 | A           | 0  | 0                      | 0.000 | 0.750 | 3,169          | 3,169          | 30,424              | 0                          | 0                   | 1,886              | 441                      | 0                   | 0               | 0               | 0               | 0               | 0                          | 1,504 | 34,256     |
|                      |                     | TOTALS                              |                |      |    |        |      |    |             |    |                        |       | 5.38  | 37,535.16      | 37,535.16      | 207,304.05          | 0.00                       | 0.00                | 12,852.85          | 3,005.91                 | 0.00                | 0.00            | 0.00            | 0.00            | 0.00            | 10,199.00                  | 0.00  | 233,361.81 |

899,942