



COMMISSION STAFF REPORT

MEETING DATE: October 3, 2023

ITEM TITLE, PRESENTER: Consideration and Approval of the Landfill Employee Recycling Incentive Program, Jed Tate, Landfill Manager

RECOMMENDATION: To Approve Previously Discussed Landfill Recycling Incentive Program that was Discussed in the September 19, 2023 Work Session

SUMMARY

We would like to have approval from the San Juan County Commissioners to start a Landfill Employee Recycling Incentive Program to begin in the year 2023 for all recycling that occurred in 2023 and to be a continued program in each year thereafter; to be paid the last payday of November of every year to ALL landfill employees.

The Landfill Employee Recycling Incentive Program consists of Landfill Employees picking and pulling recyclable metal from the refuse and garbage that is dropped at the landfill prior to coverage being placed on top of the garbage. Currently, employees, when they have time or notice recyclable metal in the garbage, will get off their equipment and pick-up what was noticed and place it in the recycling pile. This also requires employees to strip any plastic or casing from the metal. The program will be used as an extra incentive to employees and encourage them to pick and pull recyclable metals more frequently knowing that they too are rewarded for the extra effort.

We are proposing a 60/40 split with the employees. The County Landfill will retain 60% of the revenue received from the recyclable metal and the employees will receive 40% as an incentive bonus.

We have met with the County Clerk/Auditor's office and HR where they have indicated that they can process a bonus check for employees separate from their typical paycheck.

Employees will continue to be encouraged to follow OSHA 3348 guidance for the Identification and Control of Safety and Health Hazards in Metal Scrap Recycling.

Effectiveness of this program will help reduce the overall speed that we are filling up cells at the Landfill by removing those metal items that can be recycled instead of taking up room in our Landfill as well as a source to provide extra income to the operations of the Landfill.

HISTORY/PAST ACTION

Discussed in the September 19, 2023 Work Session.

FISCAL IMPACT

In the past two years, our recyclable revenue after paying the vendor for hauling off the recyclable metal is as follows:

Mixed Metals 309.85 tons = \$24,788.00 (received 08/30/22)

Mixed Metals 202.56 tons = \$16,204.80 (received 03/08/23)

Copper 3376.15 lbs = \$13,572.14 (received 12/01/22)

Copper 1130.64 lbs = \$ 4,409.50 (received 05/04/23)

Had this program been in place in the beginning of 2023, the incentive split would have been \$12,368.58 to the County and \$8,245.72 to the employees for a total bonus of \$2,061.43 for four employees.

For the recycling that took place in 2022, it would be hard to analyze the split where it was a combination of multiple years where we had not been sending our metal recyclables to a recycling center.