

LANDFILL COMMITTEE
MINUTES OF MEETING
August 11th, 2026
5:00 P.M.

Present: Ben Bridges, Brenda Abercrombie, Mike Holley and Nathan Pilgreen. Absent: None.
Also present: Glenn Hutto, Russell Wade, Jeremy Hobbs, A.J. Ford, Jr., Shane Abercrombie, Milas Davidson, Linda Hammett and Danielle Harkins.

There were no public comments on agenda items.

Mr. Bridges called the meeting to order. Mr. Holley led the group in prayer.

Motion Mr. Holley, seconded by Mr. Pilgreen to approve the agenda as written. Motion carried unanimously.

Motion Mrs. Abercrombie, seconded by Mr. Pilgreen to approve the minutes of the July 14th, 2026 meeting. Motion carried unanimously.

A brief discussion was held regarding the job descriptions for Milas J. Davidson, Landfill Superintendent, and Alan Ates. Mr. Bridges requested that committee members review the job descriptions for both employees.

Mr. Bridges stated that Milas has previously been made aware of his duties and responsibilities. Alan, however, has been employed at the Landfill for approximately one month and is not yet fully aware of his day-to-day responsibilities.

Alan was unable to attend the meeting due to a prior family commitment. Mr. Bridges advised that if the committee wished to speak with Alan in person regarding his duties and responsibilities the meeting would need to be rescheduled.

Mr. Wade and Mr. Holley commended Milas for obtaining his Class A Commercial Driver's License (CDL). Milas stated that he is able to operate a rear-load garbage truck but has not yet mastered the operation of the new front-load trucks. It was also noted that, in accordance with his job description, Alan will be responsible for operating a front-load truck when needed.

Mr. Bridges discussed at length the job duty of Milas which includes the following:

- Run landfill scales when scale house operator is not there – this includes the operator's lunch, sick and vacation time.

Mr. Bridges addressed concerns regarding the use of an equipment operator in the scale house in addition to Haven, the designated scale operator. He stated that when Haven is unavailable, it is the responsibility of Milas or Alan to operate the scales and manage the office, rather than assigning an equipment operator who should otherwise be operating machinery.

Mr. Bridges asked Milas whether this issue had been corrected. Milas explained that an equipment operator had covered the scales while Haven attended a conference and, on another occasion, while she was at a dental appointment. Milas also noted that the operator had assisted in the office with preparing statements.

Mr. Holley stated that there is no need for an equipment operator to be assigned to the scale house and emphasized that Milas and Alan need to become familiar with the responsibilities of operating the office. Mr. Bridges reiterated that whenever Haven is absent either Milas or Alan is expected to manage the scale house and office. He stressed that these duties fall within their job responsibilities and should not be assigned to an equipment operator who is needed elsewhere to operate machinery. The Jury expects Milas or Alan to be able to remain in the office as needed during Haven's absence, and Mr. Bridges directed that the matter be corrected immediately.

Mr. Holley further stated that Milas is responsible for ensuring that Alan understands his job duties and responsibilities. Alan will primarily oversee outside garbage operations, including routes and collection sites, while Milas will oversee operations inside the Landfill. As Landfill Superintendent, however, Milas remains ultimately responsible for both inside and outside Landfill operations. In the absence of either Milas or Alan the other will assume the necessary responsibilities.

Motion Mr. Holley, seconded by Mrs. Abercrombie to recommend to the full jury to implement the following job responsibilities for Milas J. Davidson and Alan Ates:

Milas J. Davidson

- **Make sure employees are on time – if they aren't on time, leave early or waste time then employees should be written up**
- **No inmates riding in vehicle just to do errands**
- **Open the gate and close the gate – should be the first one there and the last one to leave**
- **No overtime**
- **Enforce no smoking policy in buildings, vehicles and equipment**
- **Run landfill scales when scale house operator is not there – this includes the operator's lunch, sick and vacation time**
- **Mechanic should get their own parts or equipment as needed. Parts can be ordered by superintendent, but mechanic should get his own parts**
- **Cross training must be done – routes, front load trucks, dozers and packers.**
- **Alternate safety meeting training**
- **Fully focus on the day-to-day operations and keeping Landfill DEQ compliant.**
- **Follow up on equipment being serviced – equipment on the hill should be washed and greased weekly with records; tracks are to be cleared of dirt and trash debris weekly**
- **Spend the large majority of time inside the perimeter of the Landfill**

Alan Ates

- **Oversee drivers and fill in when needed - No exceptions unless Milas is off**
- **Oversee trucks - Trucks must be washed/greased weekly and records kept**
- **Oversee sites - Make sure sites are clean and serviced**
- **Write up drivers that are arriving late and leaving early**
- **Overtime held to a bare minimum – work an 8-hour shift from 7:00 AM until 3:30 PM**
- **Do not allow inmates in the trucks except pick-up or drop-off from UPDC.**
- **Do not allow employees/inmates to waste time sitting in the truck, equipment or building**
- **Do not allow smoking in equipment, trucks or building**
- **Take water samples**
- **Contact customers for non-payments**
- **Prepare reports for monthly meetings (aging report, tonnage reports, number of employees, equipment/route updates, how many tires removed)**
- **Cross train with Milas**
- **Alternate safety meeting training**

Motion carried unanimously.

A brief discussion was held regarding the need for a skid steer-mounted brush cutter that could remain at the Landfill for regular use. The equipment is needed to safely maintain the slopes at the facility.

Milas presented three (3) options for consideration; however, the information provided was not sufficiently detailed for the committee to make a decision. Mr. Bridges requested that the matter be placed on the agenda for discussion at next month's meeting to allow additional time for further research. **No action taken.**

There being no more business to come before the committee, Mr. Bridges declared the meeting adjourned upon motion by Mr. Pilgreen and duly seconded by Mrs. Abercrombie on this the 11th day of August, 2026.

Ben Bridges, Chairman
Paula Strickland, Secretary/Treasurer