

**JEFFERSON BELMONT REGIONAL SOLID WASTE AUTHORITY
MINUTES FROM REGULAR MEETING OF OCTOBER 7, 2024**

ROLL CALL:

PRESENT: Bob Baird, John Davies, Chuck Dawson, Scott Fabian, Andrew Henry, Tony Kolanski, Robert Krajnyak, Joe Luckino, Dan Lima, James Mavromatis, Rob Sproul

ABSENT: Mike Bianconi, Jerry Echemann, George Irvin Jr, Mitch Morelli

OTHERS: Anita Petrella, Scott Renforth, Natalie Lysle, Albin Bauer, Loretta Hannahs, Bobbi McMillen, Shawn Albaugh, Eric Lilly

A quorum being present, Chair Scott Fabian called to order the regular meeting of the Jefferson Belmont Regional Solid Waste Authority Board at the JB Green Team building, 67895 Pickering Road, St. Clairsville, Ohio at 5:33PM on, Monday, October 7, 2024.

MINUTES: A motion to approve the September 9, 2024 regular monthly meeting minutes was made by Mr. Krajnyak, and seconded by Mr. Baird. **Vote: 8 said Aye, with Mr. Davies, Mr. Kolanski and Mr. Luckino abstaining. Motion passed.**

Mr. Fabian asked for a motion to change the Agenda and move Authority Attorney Albin Bauer up next in the order. Mr. Lima made the motion to move Attorney Bauer up in the Agenda order, Mr. Baird seconded. **VOTE: All said aye. Motion approved.**

Mr. Krajnyak made a motion to go into Executive Session siting under ORC 121.22(G)(1) Personnel Exception for possible discipline and complaints against public employee of the Authority and for ORC 121 121.22(G)(3) Court Action Exception regarding threaten litigation. Mr. Mavromatis seconded. **Roll Call Vote: All said Yes. Motion approved.**

Mr. Krajnyak made a motion to exit Executive Session, Mr. Henry seconded. **Roll Call Vote: All said Yes. Motion approved.**

Mr. Fabian then turned the meeting over to Attorney Bauer. Mr. Bauer reported that the Board went into Executive Session in part to discuss possible discipline and complaints against a public employee of Authority. In connection with that he discussed with Board the provisions of the Authority's written Personnel Policy Manual, which has very detailed and explicit procedures for addressing alleged complaints. There is more than one in the Manual, and a process that applies to complaints that are alleging race, color, disability, gender, age and religion discrimination and then another procedure that applies to complaints that don't involve that kind of discrimination.

In that regard Mr. Bauer's stated his recommendation to the Board was that the complaints they were dealing with here were not discrimination complaints, and that the procedure called for in the Policy Manual has not been followed for initiating and then pursuing those complaints. So, the Board should not use executive session to officially delve into the substance of the complaints but should actually require that they be processed in accordance with the Policy Manual. For that reason, the Board came out of Executive Session without doing anything to specifically address the substance the allegations/complaints reported to the Board. The Boards expectation is a follow up will be made with employees who have made complaints to discuss with them what the procedure is under the Policy Manual so that they can properly submit those complaints and get them addressed in accordance with the Personnel Policy Manual.