

DUBOIS COUNTY SOLID WASTE MANAGEMENT DISTRICT BOARD MEETING  
FEBRUARY 15, 2013

The Special meeting of the Board of Directors of the Dubois County Solid Waste Management District was held in the Courthouse Annex beginning at 11:30 a.m. on February 15, 2013. Present at the meeting were Board members Gregory A. Kendall, Douglas Uebelhor, Terry Seitz, Beverly A. Schulthise and Randall J. Buchta. Also present were District Director Toni Lubbers, Controller Martha A. Wehr, and County Attorney Arthur C. Nordhoff, Jr. The meeting was called to order by President Kendall.

**RE: PROPOSED NEW EMPLOYEE**

The President announced that the purpose of the meeting was to consider the employment of a new District Director, to replace Toni Lubbers, who had submitted her resignation in late January. Notices of job vacancy and requests for applications had been published in local newspaper beginning January 26, 2013.

The President announced that 36 job applications had been received and evaluated by a committee appointed by him and that interviews were held with several of the applicants. He said that a large number of the applicants were well suited for the vacancy. Based upon the applications and interviews, the Committee recommended the employment of Lee W. Kraft Jr. as District Director. Toni Lubbers, who had been present for the Committee proceedings joined with the recommendation. The President described Kraft's prior job experiences and qualifications. Lubbers stated that the requirements and expectations of the job were described to Kraft and that he had agreed to accept the position.

The President stated that in order for the new employee to work with Lubbers before she left the County on February 22, it was recommended that an immediate approval for employment be granted in order that Kraft could begin services on February 19. On motion by Buchta, seconded by Uebelhor, and accepted by vote of 5-0, Lee Kraft was employed as new District Director. On motion by Uebelhor and seconded by Schultise, the employee would be treated as a probationary employee for a 90 day period with a salary of 90% of full Director's pay. On vote of 4-1 the motion was passed, with Mayor Seitz expressing his belief that the full Director's pay should be applicable.

**RE: NEXT MEETING**

The President announced that the next Board meeting will be held on February 21 at 7:15 am.