

AGENDA  
City of Monroe

LEGAL & REGULAR SESSION – SEPTEMBER 9, 2025, 6:00PM  
CITY COUNCIL CHAMBERS CITY HALL

I: ROLL CALL AND DECLARE QUORUM:

II: INVOCATION & PLEDGE OF ALLEGIANCE – DR. RUTH COLLINS-BROWN OF THE ST. JUDE BAPTIST CHURCH OF MONROE:

III: PRELIMINARY AGENDA MATTERS:

1. Rules of the Day
2. Mayor Veto – Ordinance No. 12,270

IV: COMMUNICATIONS & SPECIAL ANNOUNCEMENTS:

1. Mr. Harvey
2. Mrs. Ezernack
3. Ms. Woods
4. Mr. Muhammad
5. Mr. McFarland

V: APPROVE MINUTES OF THE LEGAL AND REGULAR SESSION OF AUGUST 26, 2025:

VI: PROPOSED CONDEMNATIONS:

1. 1603 South 12<sup>TH</sup> Street (D4) – Owner: Charlon Brown Perkins
2. 2916 Jackson Street (D4) – Owner: James R. Colvin

VII: RESOLUTIONS AND MINUTE ENTRIES:

1. Council:

(a) Adopt a Resolution requesting the Mayor abide by the Louisiana Supreme Court's Ruling in Monroe Municipal Fire and Police Civil Service Board v. Reginald Brown and the City of Monroe. (McFarland)

(b) Adopt a Resolution authorizing the renewal of a Professional Services Agreement with the Picard Group, L.L.C. and Monroe Chamber of Commerce for State and Governmental Affairs and Lobbying.

(c) Adopt a Resolution granting an exception to the Open Container Ordinance to the Lotus Club for an October Festival pursuant to Monroe City Code Sec. 12-231D (Open Container Ordinance) and further providing with respect thereto.

2. Mayor's Office:

(a) Adopt a Resolution authorizing a Cooperative Endeavor Agreement with the Northeast Louisiana Chamber of Commerce.

(b) Adopt a Resolution authorizing a Cooperative Endeavor Agreement with the Monroe Chamber of Commerce, Inc.

(c) Adopt a Resolution authorizing a Cooperative Endeavor Agreement with the Cooley House Foundation.

3. Department of Public Works:

(a) Adopt a Resolution accepting the RFP response of and authorizing and contract with Waste Connections of Louisiana, Inc. for trash and garbage services.

VIII: RESOLUTIONS AND ORDINANCES FOR SECOND READING AND FINAL ADOPTION AND SUBJECT TO PUBLIC HEARING:

Open Public Hearing/Public Comment/Close Hearing:

(a) Finally adopt an Ordinance approving an application by Katherine Zimmerman to rezone certain property (2.128 acres), amending the zoning map for the City of Monroe, and further providing with respect thereto.

XI: CITIZENS PARTICIPATION:

X: ADJOURN.

City Hall, Monroe, Louisiana  
August 26, 2025  
6:00 p.m.

There was a legal and regular session of the City Council of the City of Monroe, Louisiana held on this date at the Council's regular meeting place, the Council Chamber, City Hall Building, Monroe, Louisiana.

The Honorable Chairman Rodney McFarland I, called the meeting to order. He then asked the clerk to call roll.

There were present: Mr. Harvey, Mrs. Ezernack, Ms. Woods, Mr. McFarland, & Mr. Muhammad.

There was absent: None.

Chairman McFarland announced that a quorum was present, and that the Invocation and the Pledge of Allegiance would be led by Mr. Muhammad or his designee.

The Invocation was led by Ouachita Parish Police Juror Mr. Michael Thompson.

PRELIMINARY AGENDA MATTERS: Pennington Biomedical Research Center - Ms. Lauren Goddard, GRE AUX Healthy, explained that the initiative partners with the State of Louisiana to provide tools and resources for preventing and treating childhood obesity. Louisiana has a 23.15% obesity rate among children ages 6–17, ranking third highest in the nation. As part of their vision, they are introducing the Healthy Moves bus to bring free resources to Louisiana residents. They also run the Pennington Generation study, aiming to enroll 1,500 families statewide for health screenings and behavior data. This week, they will be at the Ouachita Parish Library (10–1 p.m.) and at a ULM tailgate event at the ACE lot. Their resources are designed for healthcare providers, educators, families, and community members. More information is available at [greauxhealthy.org](http://greauxhealthy.org).

COMMUNICATIONS & SPECIAL ANNOUNCEMENTS:

(1.) Mr. Harvey had no announcements.

(2.) Mrs. Ezernack welcomed everyone to the meeting and she recognized former Councilwoman Kay Katz, noting her 12 years of service in the Louisiana Legislature and expressing appreciation for her contributions.

(3.) Ms. Woods acknowledged former Councilman Kenneth Wilson, and thanked Police Juror Michael Thompson for the prayer. She congratulated Coach DeeDee Massey winning the bid for the 2026 USATF Southern Association Junior Olympics for Monroe (June 18–21, 2026). She also announced a series of community meetings to discuss the City's trash and garbage services and whether to contract them out or keep them in-house. The meetings are scheduled for August 28<sup>th</sup> at Emily P. Robinson, September 2<sup>nd</sup> at Powell Avenue Community Center, and September 4<sup>th</sup> at Harvey Benoit, all from 6:00–7:30 p.m. and encouraged residents to attend.

(4.) Mr. Muhammad thanked Mr. Thompson for the heartfelt prayer and noted that tonight's agenda is focused on infrastructure projects for all citizens of Monroe. He announced an AT&T laptop giveaway at Harvey Benoit (tomorrow, 4–6 p.m.) and a community meeting on trash and garbage services on September 4<sup>th</sup>, 6–7:30 p.m. He highlighted the upcoming Wossman vs. Carroll football jamboree and a lot more football events. Lastly, he acknowledged that the city has had only one homicide this summer, which he said deserves applause.

(5.) Mayor Friday Ellis noted a really productive and busy week engaging with the business community and residents. He said the Monroe Chamber Government Advocacy Council constantly meet to talk about ways to partner with the City and help with infrastructure issues. He explained the plans behind the Candy Co. Auction to develop it into a mixed-use development. He said the items sold will go as matching funds to the half-million-dollar grant to restore the Cooley House. He highlighted the Coffee and Convos with the Chamber of Commerce and the Luncheon with Senator Kennedy this past week. He noted to save the date for The River Market September 13, 2025, 9 a.m. until 1 p.m., the Mayor's Cup Charity Golf Tournament September 19<sup>th</sup>, and Rollin' on the Riverfront October 25<sup>th</sup>.

(6.) Mr. McFarland noted the Council prefers to gather feedback at community meetings before the item is brought to City Council meeting concerning trash and garbage. He said the Mayor and city staff will attend to answer questions.

Upon motion of Mr. Harvey, and seconded by Ms. Ezernack, and the minutes of the Legal and Regular session of August 12, 2025, and the Legal and Special Session August 4, 2025, were approved. (There were no public comments.)

Proposed Condemnations: 407 Carlton Ave. (D4) – Owner: S Birds, LLC c/o C. Palmer Jarrell and Allison Jarrell, Reg. Agent. Notice to show cause was served. Photographic evidence was presented. There was no one present. Upon motion of Mr. Muhammad, seconded by Mr. Harvey and unanimously approved, the building was condemned, and the property owner given 30 days in which to bring the structure into compliance with the Code or demolish the Structure and clean the lot. (There were no public comments.)

Mr. Tommy James, Code Enforcement Officer, stated this is an open dilapidated structure and it's collapsed on the left side. They are asking that the property be condemned giving the owner 30 days to bring it into compliance.

Mr. McFarland motion to condemn the property, giving the property owner 30 days to bring the property up to code. If not move forward with condemning the structure.

#### RESOLUTIONS AND MINUTE ENTRIES:

##### Council

(a.) Upon motion of Mr. Muhammad, seconded by Ms. Woods and unanimously approved Resolution No. 8975 appointing John J. Miller to the Monroe Board of Adjustment. (There were no public comments.)

(b.) Upon motion of Mr. Muhammad, seconded by Mr. Harvey and unanimously approved Resolution No. 8976 appointing Valandria LaTrice Mays to the Monroe Board of Adjustment. (There were no public comments.)

(c.) Upon motion of Ms. Woods, seconded by Mr. Harvey and unanimously approved Resolution No. 8977 appointing Antonio D. Tims to the Interstate 20 Economic Development Corporation and further providing with respect thereto. (There were no public comments.)

(d.) Upon motion of Ms. Woods, seconded by Mrs. Ezernack and unanimously approved Resolution No. 8978 granting an exception to the Open Container Ordinance to the Twin City Art Foundation for an Exhibition Reception for Clifford Tresner: Swimming in the Sky at the Masur Museum of Art pursuant to Monroe City Code Sec. (There were no public comments.)

(e.) Upon motion of Ms. Woods, seconded by Mrs. Ezernack and unanimously approved Resolution No. 8979 granting an exception to the Open Container Ordinance to the Twin City Art Foundation (PARTY 318) at the Masur Museum of Art pursuant to Monroe City Code Sec. 12-231 D (Open Container Ordinance) and further providing with respect thereto. (There were no public comments.)

##### Department of Administration:

(a.) Upon motion of Mr. Muhammad, seconded by Ms. Woods and unanimously approved to Consider request from the Purchasing Division for authorization to advertise for bids for the Georgia Street Pump Station Project. The estimate for the Georgia Station Project is \$6,941,490.00, Alternate No. 1 - \$1,407,500.00, and Alternate No. 2 \$1,640,000.00. The DBE Goal is 15.12%. (There were no public comments.)

Mr. Muhammad said this will alleviate the flooding problem and get the ball rolling for a pump station in that area for heavy rain.

Mayor Ellis thanked Mr. McCallister and his team for their excellent work, noting the complexities of federal funding, including changing notices, requirements, and environmental considerations, and thanked all involved for making the project possible.

Mr. Muhammad noted the 15% DBE goal should be commended as well.

(b.) Upon motion of Mr. Harvey, seconded by Ms. Woods and unanimously approved to Consider request from the Purchasing Division for authorization to advertise for bids for the Kansas Lane-Garrett Road & I-20 Improvements MALSR Relocation Only Project is \$248,650. The DBE goal is 6.55%. (There were no public comments.)

(c.) Upon motion of Mr. Muhammad, seconded by Mr. Harvey and unanimously approved to Consider request from the Purchasing Division for authorization to advertise for bids for the Texas Ave. LS Sewer Force Main Repairs Project. The estimate for the Texas Ave. LS Sewer Force Main Repairs Project is \$1,000,000.00. The DBE goal is 16.67%. (There were no public comments.)

(d.) Upon motion of Mrs. Ezernack, seconded by Mr. Harvey and unanimously approved Resolution No. 8980 accepting the bid of Hemphill Construction Co. Inc. for the WPCC VTSH pumps #1 & 2 Replacement Project and further providing with respect thereto. (There were no public comments.)

Legal Department:

(a.) Upon motion of Mr. Muhammad, seconded by Mr. Harvey and unanimously approved Resolution No. 8981 authorizing the City of Monroe to Settle Opioid Epidemic Claims with certain manufacturer defendants and further providing with respect thereto. (There were no public comments.)

Mr. Muhammad wanted to know how long the City has been dealing with this.

Mr. Creekbaum noted he thinks about three and a half or four years.

(b.) Upon motion of Mr. Muhammad, seconded by Mr. Harvey and unanimously approved Resolution No. 8982 authorizing the City of Monroe to Settle Opioid Epidemic Claims with Purdue Pharma, L.P. and the Sackler Family and further providing with respect thereto. (There were no public comments.)

Engineering Services:

(a.) Upon motion of Mr. Muhammad, seconded by Ms. Woods and unanimously approved Resolution No. 8983 approving Amendment No. 2 to Task Order No. 14 with CSRS, LLC, for the Young's Bayou Channel Enhancement Project. (There were no public comments.)

Mrs. Ezernack thanked Mr. McCallister for bringing the Council all the information.

(b.) Upon motion of Mr. Muhammad, seconded by Mr. Harvey and unanimously approved Resolution No. 8984 approving Task Order 6 between the City of Monroe and Volkert, Inc the Pine St. Pump Gates Improvements Project. (There were no public comments.)

Mr. Muhammad said this is another pump at Pine Street that he is pleased to support.

(c.) Upon motion of Mr. Muhammad, seconded Mr. Harvey and unanimously approved Resolution No. 8985 authorizing the City of Monroe to enter into a cooperative Endeavor Agreement between the City of Monroe and the State of Louisiana Department of Transportation & Development for the H.015248, LA 15 & US 165-Business Repairs Project and further providing with respect thereto. (There were no public comments.)

(d.) Upon motion of Mrs. Ezernack, seconded by Mr. Harvey and unanimously approved Resolution No. 8986 approving Amendment No. 2 to the Professional Services Agreement with Atakapa Services, LLC for the City-Wide Storm Drainage and Sanitary Sewer Cleaning Project. (There were no public comments.)

(e.) Upon motion of Ms. Woods, seconded by Mr. Harvey and unanimously approved Resolution No. 8987 approving Amendment No. 3 to Task order No. 15 with CSRS, LLC for the DeSiard Street Improvements (S. Grand St. to N. 6<sup>th</sup> St.) Project. (There were no public comments.)

(f.) Upon motion of Mrs. Ezernack, seconded by Mr. Muhammad and unanimously approved Resolution No. 8988 approving Task Order No. 21-19 with Lazenby & Associates, Inc. for the Civic Center Parking Lot Improvements Project. (There were no public comments.)

(g.) Upon motion of Mrs. Ezernack, seconded by Mr. Muhammad and unanimously approved Resolution No. 8989 approving Task Order No. 21-20 with Lazenby & Associates, Inc. for BJ

Washington Community Center (Robert Drive) Roadway, Lighting, and Drainage Project. (There were no public comments.)

Mr. Muhammad noted this is in the BJ Washington area and hopefully they can get that old concession stand torn down and get some improvement in that area.

Ms. Woods informed the Council staff the Facebook livestream was down. She thanked everyone that was involved with the DBE goals increase.

(Facebook livestream, which had experienced a temporary disruption, was restored and resumed normal operation.)

(h.) Upon motion of Mr. Muhammad, seconded by Mr. Harvey and unanimously approved Resolution No. 8990 approving a Master Services Agreement with CSRS, LLC to provide engineering, surveying, and other related professional services. (There were no public comments.)

(i.) Upon motion Mr. Muhammad, seconded by Ms. Woods and unanimously approved Resolution No. 8991 approving Amendment No. 1 to Task Order No. 18 with CSRS, LLC, for the Oregon Trail Protective Levee Project. (There were no public comments.)

(j.) Upon motion Mr. Muhammad, seconded by Mr. Harvey and unanimously approved Resolution No. 8992 approving Closeout Change Order No. Two (2) for the Texas Standifer Trunkline Repairs Project. (There were no public comments.)

Mr. Muhammad wanted to know what all went into Phase 1 and what Phase 2 would look like.

Mr. McCallister reported on the Texas/Standifer Trunk Line Repairs, noting Phase 1 covered over 9,000 linear feet and Phase 2 over 5,000 linear feet—nearly 3 miles of sewer force main. Phase 1 involved numerous point repairs and full slip lining, resulting in over \$400,000 in savings. Phase 2 was initially a \$7 million project but was reduced to under \$3 million through point repairs and limited slip lining. He said the City plans to complete full slip lining in the future.

#### INTRODUCTION OF RESOLUTIONS & ORDINANCES:

(a.) Upon motion of Mr. Muhammad, seconded by Mr. Harvey and unanimously approved to Introduce an Ordinance approving an application by Katherine Zimmerman to rezone certain property (2.128 acres), amending the zoning map for the City of Monroe and further providing with respect thereto. (There were no public comments.)

Mr. Creekbaum stated that the Planning Commission approved the request without conditions, and the Council has the same authority. Since then, additional affected property owners were identified, and the proposed ordinance includes a condition requiring their consent. Planning and Zoning is working to obtain this consent, and the ordinance allows the applicant 30 days to secure it, with extra time beyond the next meeting if needed.

#### RESOLUTIONS AND ORDINANCES FOR SECOND READING AND FINAL ADOPTION AND SUBJECT TO PUBLIC HEARING:

The Chairman Open Public Hearing and Seeing no one coming forward the Hearing was closed.

(a.) Upon motion of Mr. Muhammad, seconded by Ms. Woods and approved Ordinance No. 12, 270 establishing time limits for certain mayoral appointments. (Mr. Harvey & Mrs. Ezernack nay)

Mr. Harvey stated the Council has already established sufficient oversight of the Mayor's appointments and can set whatever criteria they choose when reviewing them.

The Chairman Open Public Hearing and Seeing no one coming forward the Hearing was closed.

(b.) Upon motion of Mr. Muhammad, seconded by Mr. Harvey and approved Ordinance No. 12,271 amending Sections 30.5-1 (Definitions) and 30.5-9 (Where Smoking Not Regulated of the City of Monroe Code and further providing with respect thereto. (Mrs. Ezernack nay) (There were no public comments.)

Mrs. Ezernack spoke against the final adoption, noting she was on the Council when the non-smoking ordinance was adopted. She said people were concerned that if Monroe and West Monroe did it alone, those who wanted to smoke would go to other communities and spend their money. She said she feels that once they open the door to amend it, others will come with requests for exceptions, such as smoking in restaurants.

Ms. Woods wanted Mr. Creekbaum explained the Ordinance in its entirety.

Mr. Creekbaum explained that the ordinance would create an exception to the City's no-smoking rule, allowing smoking in cigar or hookah lounges where at least 60% of sales are from those products. He noted safeguards are included, such as employee protections and facility ventilation requirements.

Mrs. Ezernack wanted to know who is going to keep up with the sales.

Mr. Creekbaum stated he believes they discussed that it would be Tax & Revenue.

Before moving to the next item on the agenda, the Chairman stated the Council will entertain a motion to amend the millage back to the original millage of last year at 10.18 mills.

The Chairman Open Public Hearing and Seeing no one coming forward the Hearing was closed.

(c.) Upon motion of Mr. Harvey, seconded by Mrs. Ezernack and unanimously approved Ordinance No. 12,272 as amended adopting the actual and Adjusted Millage Rate(s) and providing for the Levying of Special and General Taxes for the City of Monroe for the year 2025 and further providing with respect thereto. (There were no public comments.)

Citizen's Participation:

(1.) Coach DeeDee Massey, 1900 Hickory Street, stated on Saturday she won a bid to host a track meet at ULM with over 5,000 athletes from June 18 -21, 2026.

(2.) Ms. Harvetta Reddix, 376 Joe White Road, thanked the Council and Mayor Ellis for hearing her concerns. A retired educator and founder of Lovey's Mobile tutoring nonprofit, she emphasized the importance of adults modeling positive behavior for children, citing the poem "Children Learn What They Live". She encouraged the Council to work together as examples and leaders for youth, providing stability and security.

(3.) Ms. Connie Adams, 2802 Magellan Place, said AT&T contractors left sinkholes in some neighbors' yards after installing fiber optic cables. She asked who she should contact to have the issue addressed and fixed.

Mayor Ellis asked Mr. Morgan McCallister to meet with Ms. Adams to address the issue.

(4.) Mr. Tyrone Dickens, 3004 Dick Taylor Street, extended an invitation to everyone for the Stop the Violent Event this weekend at Chennault Park.

(5.) Mr. Robert E. Johnson, 2608 Cooley Street, said he was elected Union President for City of Monroe Local No. 2388 and raised prior concerns about City Attorney Brandon Creekbaum.

(6.) Mr. Brain Drayton, Vice-President Local 2388, expressed an issue with Mr. Creekbaum and Chief Jimmie Bryant reporting to Council 17.

(7.) Ms. Kenya Roberson, on behalf of the Northeast Louisiana Chamber of Commerce, Renaissance Movement Committee, and Omega Fraternity, thanked the Council and Mayor for supporting their back-to-school drive. She thanked the Civic Center employees for their efforts, and she said she appreciated the Council's participation, noting it showed they care and can come together despite disagreements.

There being no further business to come before the council, the Chairman adjourned the meeting at 7:27 p.m.

Mr. Rodney McFarland I

Chairman

Ms. Carolus S. Riley

Council Clerk

Ms. Ileana Murray

Staff Secretary

For extended details on the council meeting please call the Council Clerk Monday-Friday at 318-329-2252 to schedule an appointment to listen to the minute recording



**MEMO**

**DATE: September 3, 2025**

**TO: CAROLUS RILEY**

**FROM: LEAH ARNOLD**

**RE: CONDEMNATION FOR CITY COUNCIL ON SEPTEMBER 9, 2025**

Please place the following condemnation on the agenda for the City Council on September 9, 2025.

1. 1603 South 12<sup>TH</sup> Street (D4) – Owner: Charlon Brown Perkins
2. 2916 Jackson Street (D4) – Owner: James R. Colvin

c: Ellen Hill  
Stacy Newbill  
Angelic Dorsey  
Tommy James  
Jimmie Bryant  
Tongia Hill  
Brandon Creekbaum

**RESOLUTION**

**STATE OF LOUISIANA  
CITY OF MONROE**

**NO.** \_\_\_\_\_

The following Resolution was offered by \_\_\_\_\_, who moved for its adoption, and was seconded by \_\_\_\_\_:

**A RESOLUTION REQUESTING THE MAYOR ABIDE BY THE LOUISIANA SUPREME COURT'S RULING IN MONROE MUNICIPAL FIRE AND POLICE CIVIL SERVICE BOARD V. REGINALD BROWN AND THE CITY OF MONROE.**

**WHEREAS**, the City of Monroe has been engaged in civil service litigation with Reginald Brown for almost five years, spending hundreds of thousands of dollars in costs and fees in the process;

**WHEREAS**, the City of Monroe originally terminated Reginald Brown in November 2020, claiming that Reginald Brown delayed referring a criminal matter for political purposes and failed a polygraph examination concerning his actions;

**WHEREAS**, after Brown appealed to the Monroe Fire and Police Municipal Civil Service Board, the Board reduced Brown's termination to a ninety-day suspension;

**WHEREAS**, the Fourth Judicial District Court reinstated Brown's termination following an appeal by the City of Monroe;

**WHEREAS**, the Second Circuit Court of Appeal reversed Brown's termination and reinstated Brown's ninety-day suspension;

**WHEREAS**, the Louisiana Supreme Court accepted review, and on September 3, 2025, affirmed the judgment of the court of appeal and the Monroe Municipal Fire and Police Civil Service Board to reduce Reginald Brown's discipline to a suspension without pay for ninety days; and

**WHEREAS**, the Monroe City Council believes that ending all litigation concerning Reginald Brown's employment with the City of Monroe is in the best interest of the City and its citizens.

**NOW, THEREFORE BE IT RESOLVED** by the City Council of the City of Monroe, Louisiana, in legal session convened, that the City Council hereby requests that Mayor Ellis abide by the Louisiana Supreme Court's ruling in *Monroe Fire and Police Civil Service Board v. Reginald Brown and the City of Monroe*, No. 2024-CC-00543 (La. 09/03/2025) and that the Mayor cease all further litigation against Brown concerning his employment with the City of Monroe.

This Resolution was submitted in writing and was then submitted to a vote as a whole, the vote thereon being as follows:

**AYES:**

**NAYS:**

**ABSENT:**

And the Resolution was declared **ADOPTED** on September 9, 2025.

\_\_\_\_\_  
**CHAIRPERSON**

\_\_\_\_\_  
**CITY CLERK**

**RESOLUTION**

**STATE OF LOUISIANA  
CITY OF MONROE**

**NO.** \_\_\_\_\_

The following Resolution was offered by \_\_\_\_\_, who moved for its adoption, and was seconded by \_\_\_\_\_:

**A RESOLUTION AUTHORIZING THE RENEWAL OF A PROFESSIONAL SERVICES AGREEMENT WITH THE PICARD GROUP, L.L.C. AND MONROE CHAMBER OF COMMERCE FOR STATE AND GOVERNMENTAL AFFAIRS AND LOBBYING.**

**WHEREAS**, the City, together with the Monroe Chamber of Commerce, Inc., retains the services of qualified and reputable firms to provide state governmental affairs and lobbying services;

**WHEREAS**, the City and Monroe Chamber of Commerce contracted with The Picard Group, L.L.C. to provide such services (Res. No. 8808), and The Picard Group, L.L.C. has consistently and professionally met its obligations;

**WHEREAS**, the City and Monroe Chamber desire to renew their agreement with The Picard Group, L.L.C. to continue provide state governmental affairs and lobbying services; and

**WHEREAS**, the renewal is authorized by the existing Contract for State Governmental Affairs and Lobbying Services between the City of Monroe, The Picard Group, and the Monroe Chamber of Commerce, subject to Council’s approval.

**NOW, THEREFORE BE IT RESOLVED** by the City Council of the City of Monroe, Louisiana, in legal session convened, that Mayor Friday Ellis, or his designee, is hereby authorized to renew the Contract for State Governmental Affairs and Lobbying Services between the City of Monroe, The Picard Group, and the Monroe Chamber of Commerce.

This Resolution was submitted in writing and was then submitted to a vote as a whole, the vote thereon being as follows:

**AYES:**

**NAYS:**

**ABSENT:**

And the Resolution was declared **ADOPTED** on September 9, 2025.

\_\_\_\_\_  
**CHAIRPERSON**

\_\_\_\_\_  
**CITY CLERK**

## CONTRACT FOR STATE GOVERNMENTAL AFFAIRS & LOBBYING SERVICES

This Contract for State Governmental Affairs Services (hereafter referred to as the "Agreement") by and between THE PICARD GROUP, L.L.C., a Louisiana limited liability company (hereafter referred to as "THE PICARD GROUP"), represented herein by Tyron D. Picard, its duly authorized Member, and THE CITY OF MONROE AND MONROE CHAMBER OF COMMERCE (hereafter referred to as "CLIENT").

1. **ENGAGEMENT.** In accordance with the terms of this Agreement, CLIENT hereby engages THE PICARD GROUP to serve as a state governmental affairs consultant and lobbyist for CLIENT, and THE PICARD GROUP hereby agrees to such engagement.
2. **TERM.** The term of this Agreement shall commence on October 1, 2024 and shall continue until September 30, 2025. This Agreement may be renewed thereafter by the mutual consent of the parties hereto, whereby CLIENT consent requires approval by the Monroe City Council. Either party to this Agreement may terminate this Agreement prior to its expiration date by providing no less than thirty (30) days written notice to the other party. In any event, CLIENT shall owe THE PICARD GROUP full payment for the monthly compensation period in which the notice of termination is provided.
3. **SERVICES.** THE PICARD GROUP shall provide the agreed upon scope of service to CLIENT as described in Exhibit A to this agreement and named "Scope of Work", which exhibit is incorporated fully herein by reference as an integral part of this Agreement. The services of THE PICARD GROUP hereunder shall be provided by or under the direction of Rodney Alexander.
4. **COMPENSATION.** As compensation for the state governmental affairs and lobbying services to be provided by THE PICARD GROUP hereunder, CLIENT shall pay THE PICARD GROUP a fee totaling \$70,000 per year commencing on October 1, 2024. The CITY OF MONROE shall pay \$65,000 per year, and the MONROE CHAMBER OF COMMERCE shall pay \$5,000 per year. Services rendered are billed at the beginning of each monthly compensation period. Payment is due upon receipt.
5. **EXPENSES.** Any expenses incurred by THE PICARD GROUP for entertainment, public relations, and travel associated with providing state governmental affairs and lobbying services to CLIENT under this Agreement shall be itemized and shall be subject to the approval of CLIENT. All clerical and personnel expenses incurred by THE PICARD GROUP in providing governmental affairs and lobbying services under this Agreement shall be at the sole cost of THE PICARD GROUP.
6. **DELINQUENT ACCOUNTS.** THE PICARD GROUP reserves the right to charge interest at a rate not to exceed twelve (12%) percent per annum on any balance outstanding on CLIENT's account that has been on our receivable list for more than thirty (30) days. If assessed,

this amount shall be added to CLIENT's monthly billing. THE PICARD GROUP reserves the right to terminate this relationship for nonpayment of fees or expenses.

7. LIMITATIONS. CLIENT acknowledges and agrees that THE PICARD GROUP shall have no liability for actions or decisions made in good faith while providing the governmental affairs and lobbying services hereunder. Further, CLIENT acknowledges and agrees that this Agreement is not a contract for legal services and any advice and services rendered by THE PICARD GROUP pursuant to this Agreement shall not constitute legal advice or legal services and shall not subject THE PICARD GROUP to professional liability for the rendering of legal services.

8. INDEPENDENT CONTRACTOR. The relationship of each party hereto shall be that of an independent contractor and nothing in this Agreement shall be construed as creating the relationship of employer and employee between a party and officers, employees, or agents of any other party or the relationship of a partnership or joint venture between or among the parties. No party to this Agreement shall have the right or the power to bind or obligate the other party to, or third-party beneficiary of, this Agreement.

9. ENTIRE AGREEMENT. This Agreement sets forth the entire agreement of the parties hereto with respect to the subject matter hereof and supersedes all prior discussions and agreements, written or oral, with respect thereto.

10. AMENDMENT. This agreement may only be amended with the mutual consent of THE PICARD GROUP and CLIENT expressed in writing.

11. DISPUTE RESOLUTION. The parties hereto agree that the following alternative dispute resolution procedure shall be followed with respect to any dispute arising between the parties which in any manner arises out of or relates to the subject matter of this or the conduct of the parties in the performance of this Agreement.

(a) Mediation. The parties shall attempt in good faith to resolve any dispute arising out of or relating to this Agreement promptly by and through non-binding mediation. Any party may give the other party written notice of any dispute not resolved in the ordinary course of business. Within fifteen (15) days after delivery of the notice the party receiving the notice shall submit to the other a written response. The notice and the response shall include a statement of each party's position regarding the matter in dispute and a summary of arguments in support thereof. Within thirty (30) days after delivery of the notice, the designated parties shall meet at a mutually acceptable time and place using a mutually acceptable mediator to attempt to resolve the dispute. All reasonable requests for information made by one party to the other shall be honored in a timely fashion. If the matter in dispute has not been resolved within sixty (60) days after delivery of the notice, or if

the parties fail to meet within thirty (30) days, either party may initiate legal proceedings as contemplated herein.

12. TERMINATION. This Agreement may be terminated under any or all of the following conditions:

- A. Either party to this Agreement may terminate this Agreement prior to its expiration date by providing no less than thirty (30) days written notice to the other party;
- B. If the CLIENT does not appropriate or otherwise receive funds sufficient to continue the services set forth in this Agreement, the CLIENT may unilaterally terminate this Agreement. The CLIENT will make every effort to give THE PICARD GROUP thirty (30) days written notice prior to termination. In the event of termination due to a lack of appropriations, CLIENT will pay for the services provided by THE PICARD GROUP prior to the effective date of termination.

13. GOVERNING LAW. This Agreement will be governed by the laws of the State of Louisiana. The exclusive venue and jurisdiction for any action brought with respect hereto, will be in the state courts of the State of Louisiana and Parish of Ouachita.

CITY OF MONROE

By: Stacey Rowell  
Name: Stacey Rowell  
Title: Director of Administration  
Duly Authorized

DATE: 10/28/24

MONROE CHAMBER OF COMMERCE

By: Roy Heathery  
Name: Roy Heathery  
Title: President & CEO  
Duly Authorized

DATE: 10/25/24

THE PICARD GROUP, LLC

By: Tyrone D. Picard  
Tyrone D. Picard  
Duly Authorized

DATE: 10/4/24

Exhibit A

SCOPE OF WORK

The Picard Group (TPG) will provide state governmental affairs and lobbying services for CLIENT through the following:

State Government Affairs:

- Regular legislative efforts
- Monitor and track all identified and relevant legislation through the legislative process and regularly report to CLIENT
- Monitor and advise on state capital outlay projects
- Educate legislators, in particular the House and Senate committees of jurisdiction, in individual and group meetings on any policy issues or proposed state legislation with potential impact to CLIENT
- Assist with coordinating Onachita Parish/Monroe Day at the Capitol
- Assist with high-priority projects at the legislative and executive levels for CLIENT
- Elevate CLIENT profile at the state level to build and strengthen CLIENT priorities

**RESOLUTION**

**STATE OF LOUISIANA**

**NO. \_\_\_\_\_**

**CITY OF MONROE**

The following Resolution was introduced by Mr. \_\_\_\_\_ who moved for its adoption and was seconded by Mr. \_\_\_\_\_.

**RESOLUTION GRANTING AN EXCEPTION TO THE OPEN CONTAINER ORDINANCE TO THE LOTUS CLUB FOR AN (OCTOBER FESTIVAL) PURSUANT TO MONROE CITY CODE SEC. 12-231D (OPEN CONTAINER ORDINANCE), AND FURTHER PROVIDING WITH RESPECT THERETO.**

---

WHEREAS, The Lotus Club applied to the Monroe City Council pursuant to Monroe City Code Sec. 12-231D, for a permit for a special event, “October Festival”, scheduled for Saturday, September 20, 2025 on St. John Street and they are requesting road closure at DeSiard Street to Grammont Street during this event. The exception is from 12:00pm until 4:00pm, and

NOW, THEREFORE BE IT RESOLVED by the City Council of the City of Monroe, Louisiana, in legal session convened, that The Lotus Club be and is hereby granted a permit for a special event, “October Festival”, scheduled for Saturday, September 20, 2025 on St. John Street and they are requesting road closure at DeSiard Street to Grammont Street during this event. The exception is from 12:00pm until 4:00pm. There will be off duty officers for security at this event. This Resolution shall act as an exception only to the open container for said event pursuant to Monroe City Code Sec. 12-231D.

This Resolution having been submitted in writing was then submitted to a vote as a whole, the vote thereon being as follows:

**AYES:**

**NAYS:**

**ABSENT:**

And the Resolution was declared **ADOPTED** on the \_\_\_\_\_ day of \_\_\_\_\_, 2025.

\_\_\_\_\_  
**CHAIRMAN**

\_\_\_\_\_  
**CITY CLERK**



---

FROM THE OFFICE OF  
MAYOR FRIDAY ELLIS

September 3, 2025

To Whom It May Concern:

*It is my understanding that the Lotus Club will be hosting an event, "Octoberfest" on Saturday, September 20, 2025, from 12:00pm-4:00pm. The event will be held on Saint John Street, located in Downtown Monroe, Louisiana, 71201. Alcohol will be served at the event.*

*The Lotus Club will apply for the required special event permit issued by the state. The City of Monroe has no objection to said activities.*

Sincerely,

Friday Ellis  
Mayor



CERTIFICATE OF LIABILITY INSURANCE

LOTUCLU-01

TBRAGG

DATE (MM/DD/YYYY)  
9/2/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

|                                                                                             |  |                                                                                                                                           |  |        |
|---------------------------------------------------------------------------------------------|--|-------------------------------------------------------------------------------------------------------------------------------------------|--|--------|
| PRODUCER<br>Forth Insurance, LLC (2200)<br>P.O. Box 2110<br>Monroe, LA 71207                |  | CONTACT NAME: Sharon Norris<br>PHONE (A/C, No, Ext): (318) 361-4767<br>E-MAIL ADDRESS: SharonN@tfins.com<br>FAX (A/C, No): (318) 388-1466 |  |        |
| INSURED<br><br>Lotus Club of Monroe, Inc.<br>130 DeSiard Street Ste 900<br>Monroe, LA 71201 |  | INSURER(S) AFFORDING COVERAGE                                                                                                             |  | NAIC # |
|                                                                                             |  | INSURER A: United Fire & Casualty Company                                                                                                 |  | 13021  |
|                                                                                             |  | INSURER B: LUBA Casualty Insurance Co                                                                                                     |  | 12472  |
|                                                                                             |  | INSURER C:                                                                                                                                |  |        |
|                                                                                             |  | INSURER D:                                                                                                                                |  |        |
|                                                                                             |  | INSURER E:                                                                                                                                |  |        |

COVERAGES      CERTIFICATE NUMBER:      REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

| INSR LTR | TYPE OF INSURANCE                                                                                                                                                                                                                                                                                                                                                                | ADD'L SUBR NSD WVD                  | POLICY NUMBER   | POLICY EFF (MM/DD/YYYY) | POLICY EXP (MM/DD/YYYY) | LIMITS                                                                                                                                                                                                                                                        |
|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-----------------|-------------------------|-------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| A        | <input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY<br><input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR<br><input checked="" type="checkbox"/> Liquor Liability 1/2M<br><br>GEN'L AGGREGATE LIMIT APPLIES PER:<br><input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC<br>OTHER: | X                                   | 10129422880     | 7/1/2025                | 7/1/2026                | EACH OCCURRENCE \$ 1,000,000<br>DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 50,000<br>MED EXP (Any one person) \$ 5,000<br>PERSONAL & ADV INJURY \$ 1,000,000<br>GENERAL AGGREGATE \$ 2,000,000<br>PRODUCTS - COMP/OP AGG \$ 2,000,000<br>HIRED NON OWNED \$ |
|          | AUTOMOBILE LIABILITY<br><input type="checkbox"/> ANY AUTO OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS<br><input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> NON-OWNED AUTOS ONLY                                                                                                                                                                   |                                     |                 |                         |                         | COMBINED SINGLE LIMIT (Ea accident) \$<br>BODILY INJURY (Per person) \$<br>BODILY INJURY (Per accident) \$<br>PROPERTY DAMAGE (Per accident) \$<br>\$                                                                                                         |
|          | UMBRELLA LIAB <input type="checkbox"/> OCCUR<br>EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE<br>DED <input type="checkbox"/> RETENTION \$                                                                                                                                                                                                                                    |                                     |                 |                         |                         | EACH OCCURRENCE \$<br>AGGREGATE \$<br>\$                                                                                                                                                                                                                      |
| B        | WORKERS COMPENSATION AND EMPLOYERS' LIABILITY<br>ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) <input type="checkbox"/><br>If yes, describe under DESCRIPTION OF OPERATIONS below                                                                                                                                                                  | Y/N<br><input type="checkbox"/> N/A | 028000016899125 | 7/1/2025                | 7/1/2026                | <input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER<br>E.L. EACH ACCIDENT \$ 1,000,000<br>E.L. DISEASE - EA EMPLOYEE \$ 1,000,000<br>E.L. DISEASE - POLICY LIMIT \$ 1,000,000                                                     |
|          |                                                                                                                                                                                                                                                                                                                                                                                  |                                     |                 |                         |                         |                                                                                                                                                                                                                                                               |

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)  
Certificate is included as additional insured on the policy as respects General Liability per form BP7018 05/16 Additional Insured - Designated person or organization.  
Event Location - 110 Desiard St, Monroe, LA 71201  
Date - 9/20/25 (12:00PM-4:00PM)  
(Membership Drive)

|                                                     |                                                                                                                                                                                                                    |
|-----------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| CERTIFICATE HOLDER                                  | CANCELLATION                                                                                                                                                                                                       |
| City of Monroe<br>P. O. Box 123<br>Monroe, LA 71207 | SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.<br><br>AUTHORIZED REPRESENTATIVE<br><i>Pert For</i> |



POLICE DEPARTMENT  
CHIEF VICTOR ZORDAN

P.O. Box 1581  
700 Wood Street  
Monroe, LA 71210-1581  
office: 318-329-2600  
fax: 318-329-2610

To: Chief Victor Zordan

From: Cpl. Kwasic Heckard

Re: Oktoberfest

Sir,

The Lotus Club will be hosting Ocktober Festival on Saturday, September 20, 2025. The event will be from 12:00 noon until 4:00 pm. They're requesting that St. John Street be closed to vehicle traffic for this event from Desiard Street to Grammont Street. The event will take place inside the street closure. Alcohol will not be consumed at this event outside. This event will need an open container exemption letter along with a no objection letter from City Hall. The event will have traditional German food, music, and alcoholic beverages. They will have cornhole and yodeling. I will have traffic control in place for the road closure. They're requesting 2 off-duty officers to work at this event.

Respectfully,  
Cpl. Kwasic Heckard



**RESOLUTION**

**STATE OF LOUISIANA**  
**CITY OF MONROE**

**NO.** \_\_\_\_\_

The following Resolution was offered by \_\_\_\_\_ who moved for its adoption and was seconded by \_\_\_\_\_:

**A RESOLUTION AUTHORIZING A COOPERATIVE ENDEAVOR AGREEMENT WITH THE NORTHEAST LOUISIANA CHAMBER OF COMMERCE.**

**WHEREAS**, Article VII, Section 14(c) of the Constitution of the State of Louisiana provides that, “For a public purpose, the state and its political subdivisions or political subdivisions or political corporations may engage in cooperative endeavors with each other, with the United States or its agencies, or with any public or private association, corporation, or individual;”

**WHEREAS**, a vibrant business community is vital to the City’s growth and success, and the City desires to support initiatives and services that promote the health, growth, and improvement of its business community;

**WHEREAS**, chambers of commerce, including the Northeast Louisiana Chamber of Commerce, support the business community by providing resources to help business grow and develop, connect with their local communities, and work with governmental institutions to find solutions to local challenges;

**WHEREAS**, the Northeast Louisiana Chamber of Commerce supports the City’s business community by providing opportunities for businesses and local officials to meet, maintaining programs that focus on identifying development opportunities for local businesses, and identifying workforce development opportunities to meet the needs of the City’s residents and businesses;

**WHEREAS**, the City desires to support the Northeast Louisiana Chamber of Commerce programs and initiatives, which have a direct and positive impact on the City, its businesses, and the region, by entering into a cooperative endeavor agreement that provides funding to the Northeast Louisiana Chamber of Commerce in exchange for certain commitments from the Northeast Louisiana Chamber of Commerce;

**WHEREAS**, the provision of funds under the cooperative endeavor agreement will serve a public purpose by promoting economic development, enhancing the business community, and providing opportunities to learn and communicate with the business community;

**WHEREAS**, the City receives commensurate value under this CEA by receiving direct services from the Northeast Louisiana Chamber of Commerce and ensuring that events are hosted to provide opportunities for government officials to engage with the business community; and

**WHEREAS**, a copy of the Cooperative Endeavor Agreement between the City of Monroe and the Northeast Louisiana Chamber of Commerce is attached hereto and made part hereof.

**NOW, THEREFORE BE IT RESOLVED** by the City Council of the City of Monroe, Louisiana, in legal session convened, that Mayor Friday Ellis, or his designee, is hereby authorized to enter into and execute the attached Cooperative Endeavor Agreement with the Northeast Louisiana Chamber of Commerce.

This Resolution was submitted in writing and was then submitted to a vote as a whole, the vote thereon being as follows:

**AYES:**

**NAYS:**

**ABSENT:**

And the Resolution was declared **ADOPTED** on September 9, 2025.

\_\_\_\_\_  
**CHAIRPERSON**

\_\_\_\_\_  
**CITY CLERK**

**Cooperative Endeavor Agreement**  
**City of Monroe and the Northeast Louisiana Chamber of Commerce**

This Cooperative Endeavor Agreement (the “Agreement”) is made, entered into and effective as of October 1, 2025 (the “Effective Date”), by and between the City of Monroe (the “City”), a Louisiana political subdivision operating under home rule charter, and the Northeast Louisiana Chamber of Commerce (“NLCC”), a Louisiana non-profit corporation.

**Recitals**

**WHEREAS**, a vibrant business community is vital to the City’s growth and success, and the City desires to support initiatives and services that promote the health, growth, and improvement of its business community;

**WHEREAS**, chambers of commerce, including the Northeast Louisiana Chamber of Commerce, support the business community by providing resources to help business grow and develop, connect with their local communities, and work with governmental institutions to find solutions to local challenges;

**WHEREAS**, the Northeast Louisiana Chamber of Commerce supports the City’s business community by providing opportunities for businesses and local officials to meet, maintaining programs that focus on identifying development opportunities for local businesses, and identifying workforce development opportunities to meet the needs of the City’s residents and businesses; and

**WHEREAS**, the City desires to support the Northeast Louisiana Chamber of Commerce’s programs and initiatives, which have a direct and positive impact on the City, its businesses, and the region, by entering into this Agreement.

**Agreement**

**NOW, THEREFORE**, for and in consideration of the mutual covenants and agreements contained herein, the City and Northeast Louisiana Chamber of Commerce do hereby covenant and agree as follows:

**I. NLCC’s Obligations**

NLCC shall provide the following services under this Agreement:

1. Periodically coordinate and/or host events that provide engagement opportunities for federal, state, and local officials and the business community, help identify areas to support or improve the Monroe business community and showcase the City of Monroe and its business community. These events shall include the following:
  - a. Subject to availability, luncheons, or other similar functions, featuring members of state, local, and federal government;

- b. State of the Chamber;
  - c. Quarterly Member's Meetings;
  - d. Education Brunch;
  - e. Corporate Connect;
  - f. Business Roundtables;
  - g. Non-Profit Organizations; and
  - h. Juneteenth Events.
2. Host monthly community meetings (*e.g.* "Business & Non-Profit Roundtables") to provide updates to business and residents about current events in the City and to solicit feedback from the community about areas of concern and interest.
  3. Notify the City of all NLCC ribbon cuttings within the City and provide a City representative an opportunity to speak or present at each such ribbon cutting.
  4. For each ticketed event hosted by the NLCC under this Agreement, the NLCC shall provide the City with eight (8) complimentary tickets and shall identify the City of Monroe as an event host or sponsor.
  5. Market the City of Monroe and its business community, including engaging in local and regional marketing campaigns or promotions using commercially reasonable media forms (*e.g.* print media, social media, podcasts, radio programming, *etc.*).
  6. Provide recruitment and retention services that help businesses within the City attract new employees and maintain and develop their existing workforce.
  7. Identify opportunities to attract new business or expand existing business.
  8. Provide quarterly updates to the Mayor on NLCC's recruitment, retention, and attraction efforts under this Agreement and all other services provided under this Agreement.
  9. Deliver updates to the Monroe City Council, at their request, on NLCC's activities under this Agreement.
  10. Provide, at its sole cost and expense, overhead and administrative support to maintain the services required by this Agreement.

## **II. City Obligations**

The City shall:

1. Within thirty (30) days of the Effective Date of this CEA, pay to NLCC the sum of Fifteen Thousand and XX/100 Dollars (\$15,000.00) to support NLCC's operations, services, and efforts under this Agreement.
2. Provide the NLCC with up to Ten Thousand (\$10,000.00) in in-kind, facility rental fees (excluding expenses), including rental fees for the Monroe Civic Center, the Public Safety Center, and City of Monroe Recreational Centers, to be used for NLCC events.

The City shall have no further obligations or liability under this Agreement.

## **III. Term**

The term of this Agreement shall commence on the Effective Date and terminate on September 30, 2026.

## **IV. Cancellation**

Either party may cancel or terminate this Agreement upon ninety (90) days' written notice to other party. If either party breaches any of its obligations or commitments under this Agreement and fails to cure any such breach within thirty (30) days after receiving written notice of the breach, this Agreement may be cancelled for cause. The parties may mutually agree to cancel or terminate this Agreement at any time, with or without notice.

## **V. Auditor's Clause**

The Louisiana Legislative Auditor and City of Monroe auditors, both internal and external, shall have the option of auditing all accounts, expenditures, receipts, and invoices related to this CEA. The NLCC shall promptly comply with all requests for information, accounts, expenditures, receipts, and invoices under this CEA.

**WITNESSES:**

\_\_\_\_\_  
\_\_\_\_\_

**CITY OF MONROE**

BY: \_\_\_\_\_

Friday Ellis, Mayor

**WITNESSES:**

\_\_\_\_\_  
\_\_\_\_\_

**NORTHEAST LOUISIANA CHAMBER OF  
COMMERCE**

BY: \_\_\_\_\_

Kenya Roberson, Executive Director

**RESOLUTION**

**STATE OF LOUISIANA  
CITY OF MONROE**

**NO.** \_\_\_\_\_

The following Resolution was offered by \_\_\_\_\_ who moved for its adoption and was seconded by \_\_\_\_\_:

**A RESOLUTION AUTHORIZING A COOPERATIVE ENDEAVOR AGREEMENT WITH THE MONROE CHAMBER OF COMMERCE, INC.**

**WHEREAS**, Article VII, Section 14(c) of the Constitution of the State of Louisiana provides that, “For a public purpose, the state and its political subdivisions or political subdivisions or political corporations may engage in cooperative endeavors with each other, with the United States or its agencies, or with any public or private association, corporation, or individual;”

**WHEREAS**, a vibrant business community is vital to the City’s growth and success, and the City desires to support initiatives and services that promote the health, growth, and improvement of its business community;

**WHEREAS**, chambers of commerce, including the Monroe Chamber of Commerce, Inc. (“Monroe Chamber”), support the business community by providing resources to help business grow and develop, connect with their local communities, and work with governmental institutions to find solutions to local challenges;

**WHEREAS**, the Monroe Chamber supports the City’s business community by providing opportunities for businesses and local officials to meet, maintaining programs that focus on identifying development opportunities for local businesses, and identifying workforce development opportunities to meet the needs of the City’s residents and businesses;

**WHEREAS**, the City desires to support the Monroe Chamber’s programs and initiatives, which have a direct and positive impact on the City, its businesses, and the region, by entering into a cooperative endeavor agreement that provides funding to the Monroe Chamber in exchange for certain commitments from the Monroe Chamber;

**WHEREAS**, the provision of funds under the cooperative endeavor agreement will serve a public purpose by promoting economic development, enhancing the business community, and providing opportunities to learn and communicate with the business community;

**WHEREAS**, the City receives commensurate value under this CEA by receiving direct services from the Monroe Chamber and ensuring that events are hosted to provide opportunities for government officials to engage with the business community; and

**WHEREAS**, a copy of the Cooperative Endeavor Agreement between the City of Monroe and the Monroe Chamber is attached hereto and made part hereof.

**NOW, THEREFORE BE IT RESOLVED** by the City Council of the City of Monroe, Louisiana, in legal session convened, that Mayor Friday Ellis, or his designee, is hereby authorized to enter into and execute the attached Cooperative Endeavor Agreement with the Monroe Chamber of Commerce, Inc.

This Resolution was submitted in writing and was then submitted to a vote as a whole, the vote thereon being as follows:

**AYES:**

**NAYS:**

**ABSENT:**

And the Resolution was declared **ADOPTED** on September 9, 2025.

\_\_\_\_\_  
**CHAIRPERSON**

\_\_\_\_\_  
**CITY CLERK**

**Cooperative Endeavor Agreement**  
**City of Monroe and the Monroe Chamber of Commerce, Inc.**

This Cooperative Endeavor Agreement (the “Agreement”) is made, entered into and effective as of October 1, 2025 (the “Effective Date”), by and between the City of Monroe (the “City”), a Louisiana political subdivision operating under home rule charter, and Monroe Chamber of Commerce, Inc. (“MCC”), a Louisiana non-profit corporation.

**Recitals**

**WHEREAS**, a vibrant business community is vital to the City’s growth and success, and the City desires to support initiatives and services that promote the health, growth, and improvement of its business community;

**WHEREAS**, chambers of commerce, including the Monroe Chamber of Commerce, support the business community by providing resources to help business grow and develop, connect with their local communities, and work with governmental institutions to find solutions to local challenges;

**WHEREAS**, the Monroe Chamber of Commerce supports the City’s business community by providing opportunities for businesses and local officials to meet, maintaining programs that focus on identifying development opportunities for local businesses, and identifying workforce development opportunities to meet the needs of the City’s residents and businesses; and

**WHEREAS**, the City desires to support the Monroe Chamber of Commerce’s programs and initiatives, which have a direct and positive impact on the City, its businesses, and the region, by entering into this Agreement.

**Agreement**

**NOW, THEREFORE**, for and in consideration of the mutual covenants and agreements contained herein, the City and Monroe Chamber do hereby covenant and agree as follows:

**I. MCC’s Obligations**

MCC shall provide the following services under this Agreement:

1. Periodically coordinate and/or host events that provide engagement opportunities for federal, state, and local officials and the business community, help identify areas to support or improve the Monroe business community and showcase the City of Monroe and its business community. These events shall include the following:
  - a. Subject to availability, luncheons or other similar functions featuring the Governor and members of the Louisiana Congressional delegation;
  - b. Louisiana Association of Business and Industry luncheon;

- c. State of Local Government luncheon;
  - d. Vision for the Future education luncheon;
  - e. Northeast Louisiana Legislative Delegation luncheon;
  - f. Northen Exposure;
  - g. Annual Chamber Banquet;
  - h. Thomas H. Scott Awards of Excellence; and
  - i. Top 20 Under 40.
2. Host monthly community meetings (*e.g.* “Coffee and Conversations”) to provide updates to business and residents about current events in the City and to solicit feedback from the community about areas of concern and interest.
  3. Notify the City of all MCC ribbon cuttings within the City and provide a City representative an opportunity to speak or present at each such ribbon cutting.
  4. For each ticketed event hosted by MCC under this Agreement, MCC shall provide the City with eight (8) complimentary tickets and shall identify the City of Monroe as an event host or sponsor.
  5. Market the City of Monroe and its business community, including engaging in local and regional marketing campaigns or promotions using commercially reasonable media forms (*e.g.* print media, social media, podcasts, radio programming, *etc.*).
  6. Provide recruitment and retention services that help businesses within the City attract new employees and maintain and develop their existing workforce.
  7. Identify opportunities to attract new business or expand existing business.
  8. Provide quarterly updates to the Mayor on MCC’s recruitment, retention, and attraction efforts under this Agreement and all other services provided under this Agreement.
  9. Deliver updates to the Monroe City Council, at their request, on MCC’s activities under this Agreement.
  10. Provide, at its sole cost and expense, overhead and administrative support to maintain the services required by this Agreement.

## II. City Obligations

The City shall:

1. Within thirty (30) days of the Effective Date of this CEA, pay to MCC the sum of Fifteen Thousand and XX/100 Dollars (\$15,000.00) to support MCC's operations, services, and efforts under this Agreement.
2. Provide MCC with up to Ten Thousand (\$10,000.00) in in-kind, facility rental fees (excluding expenses), including rental fees for the Monroe Civic Center, the Public Safety Center, and City of Monroe Recreational Centers, to be used for MCC events.

The City shall have no further obligations or liability under this Agreement.

## III. Term

The term of this Agreement shall commence on the Effective Date and terminate on September 30, 2026.

## IV. Cancellation

Either party may cancel or terminate this Agreement upon ninety (90) days' written notice to other party. If either party breaches any of its obligations or commitments under this Agreement and fails to cure any such breach within thirty (30) days after receiving written notice of the breach, this Agreement may be cancelled for cause. The parties may mutually agree to cancel or terminate this Agreement at any time, with or without notice.

## V. Auditor's Clause

The Louisiana Legislative Auditor and City of Monroe auditors, both internal and external, shall have the option of auditing all accounts, expenditures, receipts, and invoices related to this CEA. MCC shall promptly comply with all requests for information, accounts, expenditures, receipts, and invoices under this CEA.

**WITNESSES:**

\_\_\_\_\_  
\_\_\_\_\_

**CITY OF MONROE**

BY: \_\_\_\_\_  
Friday Ellis, Mayor

**WITNESSES:**

\_\_\_\_\_  
\_\_\_\_\_

**MONROE CHAMBER OF COMMERCE**

BY: \_\_\_\_\_  
Roy Heatherly, Executive Director

## RESOLUTION

STATE OF LOUISIANA  
CITY OF MONROE

NO. \_\_\_\_\_

The following Resolution was offered by \_\_\_\_\_ who moved for its adoption and was seconded by \_\_\_\_\_:

### **A RESOLUTION AUTHORIZING A COOPERATIVE ENDEAVOR AGREEMENT WITH THE COOLEY HOUSE FOUNDATION.**

**WHEREAS**, Article VII, Section 14(c) of the Constitution of the State of Louisiana provides that "For a public purpose, the state and its political subdivisions or political subdivisions or political corporations may engage in cooperative endeavors with each other, with the United States or its agencies, or with any public or private association, corporation, or individual;"

**WHEREAS**, the Cooley House is a structure of recognized historical, architectural, and cultural significance listed on the National Register of Historic Places, and the City desires that it be preserved, rehabilitated, and adapted for contemporary public use while retaining its historic and architectural features;

**WHEREAS**, the Cooley House Foundation ("Foundation") is a nonprofit organization dedicated to the preservation and restoration of the Cooley House;

**WHEREAS**, the City, in partnership with the Foundation, applied for and was awarded the National Park Service's Save America's Treasures Grant to support the restoration of the Cooley House;

**WHEREAS**, the City and the Foundation desire to work collaboratively to accomplish the restoration and revitalization of the Cooley House and to operate the Cooley House as a going concern and public asset;

**WHEREAS**, entering into a cooperative endeavor agreement with serve a public purpose by preserving and operating of the Cooley House as a historic landmark, including its use for educational programs, tourism promotion, cultural events, and short-term rental/event operations to raise revenues in support of ongoing maintenance and restoration;

**WHEREAS**, the City will receive commensurate value under a cooperative endeavor agreement by ensuring the preservation of a historically and architecturally significant landmark and providing the public with access to educational, cultural, and tourism opportunities at the Cooley House, while also generating revenues from events and rentals to support the building's ongoing maintenance and operation; and

**WHEREAS**, a copy of the Cooperative Endeavor Agreement between the City of Monroe and the Cooley House Foundation is attached hereto and made part hereof.

**NOW, THEREFORE BE IT RESOLVED** by the City Council of the City of Monroe, Louisiana, in legal session convened, that Mayor Friday Ellis, or his designee, is hereby authorized to enter into and execute the attached Cooperative Endeavor Agreement with the Monroe Chamber of Commerce, Inc.

This Resolution was submitted in writing and was then submitted to a vote as a whole, the vote thereon being as follows:

**AYES:**

**NAYS:**

**ABSENT:**

And the Resolution was declared **ADOPTED** on September 9, 2025.

\_\_\_\_\_  
**CHAIRPERSON**

\_\_\_\_\_  
**CITY CLERK**

**COOPERATIVE ENDEAVOR AGREEMENT  
THE COOLEY HOUSE FOUNDATION**

This Cooperative Endeavor Agreement (“CEA”), is made, entered into and effective as of September \_\_\_, 2025, by and between the City of Monroe (“City”), a municipality existing under the laws of the State of Louisiana, and the Cooley House Foundation (“Foundation”).

**RECITALS**

**WHEREAS**, Article VII, Section 14(c) of the Constitution of the State of Louisiana provides that “For a public purpose, the state and its political subdivisions or political subdivisions or political corporations may engage in cooperative endeavors with each other, with the United States or its agencies, or with any public or private association, corporation, or individual;”

**WHEREAS**, the Cooley House is a structure of recognized historical, architectural, and cultural significance listed on the National Register of Historic Places, and the City desires that it be preserved, rehabilitated, and adapted for contemporary public use while retaining its historic and architectural features;

**WHEREAS**, the Foundation is a nonprofit organization dedicated to the preservation and restoration of the Cooley House;

**WHEREAS**, the City, in partnership with the Foundation, applied for and was awarded the National Park Service’s Save America’s Treasures Grant to support the restoration of the Cooley House;

**WHEREAS**, the City and the Foundation desire to work collaboratively to accomplish the restoration and revitalization of the Cooley House and to operate the Cooley House as a going concern and public asset;

**WHEREAS**, the public purpose of this Agreement is the preservation and operation of the Cooley House as a historic landmark, including its use for educational programs, tourism promotion, cultural events, and short-term rental/event operations to raise revenues in support of ongoing maintenance and restoration.

**AGREEMENT**

**NOW, THEREFORE**, for and in consideration of the mutual covenants and agreements herein contained, the City and Foundation hereby covenant and agree as follows:

## **I. Scope of Services**

The City and Foundation agree to work together to accomplish the renovation and revitalization of the Cooley House. This includes the commitment to apply for and, upon receipt, sign all necessary documents to accomplish the purposes set forth in grants which may be applied for by the City or the Cooley House Foundation if matching funds are available from either party. The mutual scope of services shall further include the marketing and activation of the Cooley House through the efforts of the Cooley House Foundation in presenting programs, fundraisers, restoration building projects, and the facilitation of short-term and event rental operations, all of which may occur through funds raised by the Cooley House Foundation.

## **II. Foundation's Obligations:**

Foundation shall:

1. Cooperate with the City to meet all grant requirements under the Save America's Treasures grant.
2. Manage and operate the Cooley House, which may include presenting programs, fundraisers, restoration building projects, marketing, short-term and event rental operations, scheduling, staffing, and guest services. The Cooley House may engage with a qualified firm or firm(s) to assist it in its operation and/or management of the Cooley House.
3. Remit all net revenues generated by Cooley House operations to the City to be held and applied for the benefit of the Cooley House in accordance with this CEA. In the event the Foundation requires access to any funds reserved for maintenance, repairs, or capital improvements, it shall submit plans to the City Engineer for review and approval and follow all applicable City policies and procedures for such projects.
4. Report income and activity related to the Cooley House to the City on a quarterly basis.
5. Ensure compliance with applicable safety, accessibility, and hospitality standards.
6. Provide designated personnel or volunteers to facilitate access and oversee day-to-day operations, excluding dedicated maintenance by City personnel and approved third party vendors.
7. Coordinate marketing and outreach efforts to promote the facility as a regional destination for tourism and events.

### **III. City's Obligations**

City shall:

1. Grant Foundation access to the Cooley House and supply a key to the Foundation for use in connection with authorized uses under this CEA.
2. Reserve all net revenues generated from Cooley House operations in an account designated for projects that enhance the property, including maintenance, repairs, and capital improvements.
3. Permit the Foundation to perform maintenance, repairs, or capital improvements to the property using its own or grant-related funds, subject to the prior approval of the City Engineer and compliance with all applicable laws, rules, and procedures.

### **IV. Ownership of Facility**

The Cooley House is owned solely by the City of Monroe. Nothing in this CEA shall be construed as conveying to the Cooley House Foundation any interest in or right to control the property. All rights of the Foundation under this CEA are subordinate to the City's ownership and authority, and the City retains the right to make decisions regarding the use and operation of the Cooley House, provided that any such actions shall not impair the completion of active grant-funded projects.

### **V. Cancellation**

This CEA may be terminated by either party upon thirty (30) days written notice if the other party fails to fulfill its obligations under this CEA and does not cure such failure within that period; however, no termination shall impair or prevent completion of any grant-funded project already underway, and the parties shall cooperate as necessary to ensure compliance with applicable grant requirements.

### **VI. Auditor's Clause**

The Louisiana Legislative Auditor and City auditors, both internal and external, shall have the option of auditing all accounts, expenditures, receipts, and invoices related to this CEA. The Foundation shall promptly comply with all requests for information, accounts, expenditures, receipts, and invoices under this CEA.

THUS DONE, READ AND SIGNED in the presence of the undersigned legal and competent witnesses in the City of Monroe, Ouachita Parish, State of Louisiana, on this \_\_\_\_\_ day of September, 2025.

WITNESSES:

\_\_\_\_\_

\_\_\_\_\_

**Cooley House Foundation**

BY: \_\_\_\_\_

WITNESSES:

\_\_\_\_\_

\_\_\_\_\_

**City of Monroe**

BY: \_\_\_\_\_

**RESOLUTION**

**STATE OF LOUISIANA**  
**CITY OF MONROE**

**NO.** \_\_\_\_\_

The following Resolution was offered by \_\_\_\_\_ who moved for its adoption and was seconded by \_\_\_\_\_:

**A RESOLUTION ACCEPTING THE RFP RESPONSE OF AND AUTHORIZING AND CONTRACT WITH WASTE CONNECTIONS OF LOUISIANA, INC. FOR TRASH AND GARBAGE SERVICES.**

---

**WHEREAS**, pursuant to La. R.S. 33:4169.1, the City of Monroe issued a Request for Proposals for Waste Collection and Disposal (RFP No. 2025-00000020), which sought proposals from qualified respondents for a contract to collect, transport, and dispose of refuse, including trash and garbage, within the City of Monroe;

**WHEREAS**, the City received submissions from Waste Collections of Louisiana, Inc., Waste Management, R2 Waste, and Clean Force in response to the Request for Proposals;

**WHEREAS**, after reviewing the proposal, the selection committee recommended that, if the City determines to enter into an agreement for services, the City award the contract for services to Waste Connections of Louisiana, Inc.; and

**WHEREAS**, the City of Monroe desires to accept Waste Collections, Inc.'s proposal and to enter into a contract with Waste Collections for trash and garbage collections services.

**NOW, THEREFORE BE IT RESOLVED** by the City Council of the City of Monroe, Louisiana, in legal session convened, that Waste Collections of Louisiana, Inc.'s response to the Request for Proposals for Waste Collection and Disposal (RFP No. 2025-00000020) is hereby accepted; and

**BE IT FURTHER RESOLVED** that Mayor Friday Ellis, or his designee, is hereby authorized to enter into and execute an agreement with Waste Collections of Louisiana, Inc. on behalf of the City of Monroe for said services.

This Resolution was submitted in writing and was then submitted to a vote as a whole, the vote thereon being as follows:

**AYES:**

**NAYS:**

**ABSENT:**

And the Resolution was declared **ADOPTED** on September 9, 2025.

\_\_\_\_\_  
**CHAIRPERSON**

\_\_\_\_\_  
**CITY CLERK**

**SCORE SHEET**

**RFP NO. 2025-00000020  
WASTE COLLECTION AND DISPOSAL**

Date: March 26, 2025  
Meeting: Teams / In Person  
Present: Brandon Creekbaum, City Attorney (Teams); Stacey Rowell, Director of Administration (Teams); Jimmie Bryant, Chief Operating Officer (In Person); Roshonda Gospel, Public Works Superintendent (Teams); Louis Tolliver, Public Works Director (Teams)

The Committee received RFP responses from four entities: Waste Connections of Louisiana, Inc.; Waste Management; R2 Waste; and Clean Force. The Committee considered the proposals for responsiveness, compliance, and completeness; scored the responses; and discussed its recommendations for the RFP.

**Waste Connections**

The Committee determined that the RFP response was responsive. The Committee scored the RFP as follows:

| Category                                               | Score     |
|--------------------------------------------------------|-----------|
| Qualifications and Experience (0-30 points)            | 30        |
| Service Operating Plans and Capabilities (0-30 points) | 28        |
| Price Proposal (0-40 points)                           | 37        |
| <b>Total</b>                                           | <b>95</b> |

**Waste Management**

The Committee determined that the RFP response was responsive. The Committee scored the RFP as follows:

| Category                                               | Score     |
|--------------------------------------------------------|-----------|
| Qualifications and Experience (0-30 points)            | 26        |
| Service Operating Plans and Capabilities (0-30 points) | 21        |
| Price Proposal (0-40 points)                           | 22        |
| <b>Total</b>                                           | <b>69</b> |

**R2 Waste**

The Committee determined that the RFP response was non-responsive, because it failed to include the mandatory cover sheet/certifications; the Committee declined to certify a score for R2 Waste on that basis. Out of an abundance of caution, if the Committee’s determination was made in error, the Committee would have scored the RFP as follows:

| Category                                               | Score     |
|--------------------------------------------------------|-----------|
| Qualifications and Experience (0-30 points)            | 22        |
| Service Operating Plans and Capabilities (0-30 points) | 23        |
| Price Proposal (0-40 points)                           | 30        |
| <b>Total</b>                                           | <b>77</b> |

**Clean Force**

The Committee determined that the RFP response was responsive. The Committee scored the RFP as follows:

| Category                                               | Score     |
|--------------------------------------------------------|-----------|
| Qualifications and Experience (0-30 points)            | 15        |
| Service Operating Plans and Capabilities (0-30 points) | 15        |
| Price Proposal (0-40 points)                           | 20        |
| <b>Total</b>                                           | <b>50</b> |

\*\*\*\*

Based on the above scores, the Committee recommends that, if the City determines to enter into an agreement for services, the City award the contract for services to Waste Connections of Louisiana, Inc.

### **SCORING CRITERIA**

The Proposal Selection Committee's recommendation shall be determined on the following criteria:

- **Qualifications and Experience of the Company (0-30 points)**
  - Demonstrated experience providing similar services to other entities.
  - Satisfaction of respondent's references with services received, including but not limited to, implementation, transition, service delivery, customer service, reporting, continuity of operations following a disaster event, and working cooperatively with City staff. (3)
  - Experience of key contract personnel.
  - Assurance of dedicated contract personnel.
  - Scope and availability of employee benefits and worker safety programs.
- **Service Operating Plans and Capabilities (0-30 points)**
  - Appropriateness and fit of proposed service operating plans.
  - Dedicated resources, vehicle, and equipment allocation, and quantities
  - Features and functionality of proposed vehicles and equipment
  - Experience and proposed approach to customer service.
  - Efficiency and detailed scope of Transition Plan.
- **Price Proposal (0-40 points)**
  - Reasonableness of costs
  - Logically consistent relationship between costs and operational assumptions
  - Cost competitiveness relative to other proposals

All proposals will be reviewed to ensure compliance with the requirements and completeness of information as requested in this RFP. Respondents may receive the maximum points, a portion of the points score, or no points at all, depending upon the merit of proposal, as judged by the selection committee

**PROPOSAL COVER SHEET**  
**2025 Waste Collection and Disposal**  
**RFP NO. 2025-00000020**

Business Name: Waste Connections of Louisiana, Inc.  
Address: 632 Meadowlark Drive, Monroe, LA, 71203  
Telephone: (318) 343-4625 Bryant Cell: (318) 469-3252  
E-Mail: bryant.whittington@wasteconnections.com

Service Bid (check all applicable):

☐ Refuse Collection ☒ Yard Waste Collection

Responsible Contact:

Bryant Whittington (318) 469-3252 bryant.whittington@wasteconnections.com

The undersigned responder certifies that the information contained in this proposal has been carefully reviewed and is submitted as correct and final. I certify that the foregoing proposal was not prepared in collusion with any other responder or other person or persons who responded to this proposal.

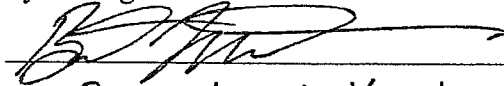
If this proposal is submitted on behalf of a partnership, limited partnership, limited liability company, corporation or other corporate entity, I hereby certify that I am submitting this proposal in my capacity as District Manager of the Corporation, and that I am vested with the authority to bid said entity by this proposal.

This proposal is a legally binding offer that shall remain firm until June 30, 2025.

Signature:

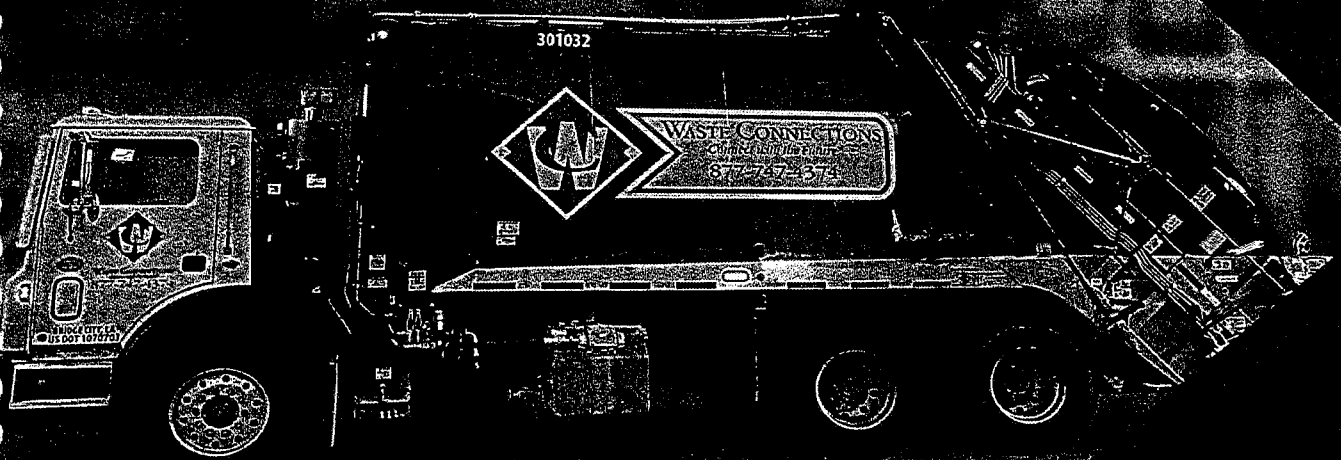
Printed Name:

Date:

  
Bryant Whittington  
3/14/25



WASTE CONNECTIONS  
*Connect with the Future®*



RFP No. 2025-00000020-PROPOSAL WASTE COLLECTIONS

Waste Connections

3/14/2025

March 14, 2025

Re: RFP NO. 2025-00000020- PROPOSAL Waste Collection

Dear Selection Committee,

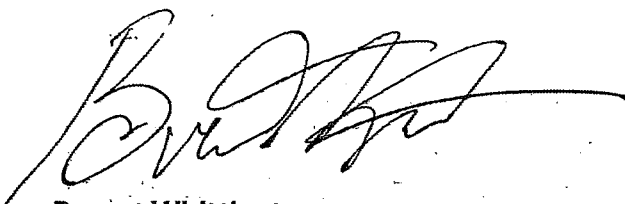
Waste Connections is pleased to submit the following proposal for Waste Collections and Disposal to the City of Monroe. We strive to provide excellent service while being safe and responsible. Our top priority is the health and safety of our employees and our community. We follow all necessary safety protocols and guidelines to ensure a safe environment for everyone.

Waste Connections also believes in providing exceptional customer service. Our friendly and knowledgeable staff are always ready to assist you with any questions or concerns you may have. We take pride in exceeding your expectations and providing a positive experience.

Waste Connections' de-centralized organizational structure is unique among our peers. Our managers are local and empowered to meet the best needs of our district and their communities. Waste Connections understands the services required by the city and believes that given the long-term partnership that we have with the city, we are the best provider to be able to continue to meet your needs for an exceptional service.

Monroe is my home as well as the home to many of our employees. I consider the opportunity to serve my hometown as the greatest responsibility. Our team intends to provide excellence to its citizens and align with the vision of high hopes for the future of Monroe.

Sincerely,



**Bryant Whittington**  
District Manager- North LA  
318-343-4628- Office  
318-469-3252- Cell  
[bryant.whittington@wasteconnections.com](mailto:bryant.whittington@wasteconnections.com)



**EXCELLENCE**  
*with Humility*

## Table of Contents

|                                                           |           |
|-----------------------------------------------------------|-----------|
| <b>Company Profile</b>                                    | <b>1</b>  |
| Statement of Operating Value s                            | 2         |
| Vision of the Future                                      | 2         |
| About Waste Connections of Louisiana                      | 2         |
| Ownership Structure                                       | 3         |
| Management Philosophy                                     | 3         |
| Local and Non-Local Staffing Model                        | 4         |
| Community Connections                                     | 4         |
| <b>Waste Connections – Bayou Division Management Team</b> | <b>5</b>  |
| <b>Similar Projects</b>                                   | <b>8</b>  |
| <b>Transition Plan</b>                                    | <b>9</b>  |
| Team Overseeing the Transition                            | 10        |
| Transition Schedule                                       | 10        |
| Organizational Chart                                      | 11        |
| <b>Vehicle Description</b>                                | <b>11</b> |
| Safety Technology                                         | 12        |
| On-Board Camera System                                    | 12        |
| Mounted Tablets and MOAB Software                         | 12        |
| <b>Containers</b>                                         | <b>15</b> |
| <b>Permits</b>                                            | <b>15</b> |
| <b>Public Information Plan</b>                            | <b>16</b> |
| <b>Subcontractors</b>                                     | <b>17</b> |
| <b>Collection Routes</b>                                  | <b>18</b> |
| <b>Employee Benefits</b>                                  | <b>19</b> |
| <b>Operating Plan</b>                                     | <b>20</b> |
| 12.4 Resource and Equipment Allocation                    | 21        |
| 12.5 Continuity of Operations                             | 22        |
| 12.6 Contingency Plan for Breakdowns                      | 24        |
| <b>Reporting</b>                                          | <b>25</b> |
| <b>Customer Service</b>                                   | <b>26</b> |
| <b>Price Proposal</b>                                     | <b>27</b> |
| <b>Disposal Facility</b>                                  | <b>27</b> |
| <b>Contractual Terms and Exceptions</b>                   | <b>27</b> |
| <b>References</b>                                         | <b>30</b> |



WASTE CONNECTIONS  
*Connect with the Future*

- **Company Profile**

Waste Connections is an integrated solid waste services company that provides non-hazardous waste collection, transfer and disposal services, along with resource recovery primarily through recycling and renewable fuels generation. The Company serves more than eight million residential, commercial and industrial customers in mostly exclusive and secondary markets across 43 states in the U.S. and six provinces in Canada with 23,000 employees.

Waste Connections also provides non-hazardous oilfield waste treatment, recovery, and disposal services in several basins across the U.S., as well as intermodal services for the movement of cargo and solid waste containers in the Pacific Northwest.



The philosophy at Waste Connections is that the solid waste service business is a local business managed by professionals living and working in the communities we serve. We strive to provide service excellence for those communities that place their trust in our company and are always dedicated to putting our customers first. We look to technology and growth to help our customers, employees and shareholders "Connect with the Future".

We are committed to improving the environment for the future of the communities we live in and serve. We believe that our services play an integral part in improving environmental quality and are mindful of having the most cost-effective waste management solutions for our customers. We constantly monitor and evaluate new technologies and programs that can enhance our commitment to the environment. Within our industry, there is enormous effort made toward alternative technologies to reduce landfill disposal, reduce greenhouse gas emissions, and harness biofuels.

Honoring our commitments establishes us as the premier waste services company in the markets we serve. This creates a safe and rewarding environment for our employees while protecting the health and welfare of the communities we serve.

Our Operating "Core Values" are not just words they are the actions that define our organization 24/7.

Safety is the foundation of Waste Connections and is what has allowed us to experience exponential growth over 25 years.



WASTE CONNECTIONS  
*Connect with the Future*



## STATEMENT OF OPERATING VALUES

**Safety.** We strive to assure complete safety of our employees, our customers and the public in all of our operations. Protection from accident or injury is paramount in all we do.

**Integrity.** We define integrity as "saying what you will do and then doing it." We keep our promises to our customers, our employees and our stockholders. Do the right thing, at the right time, for the right reason.

**Customer Service.** We provide our customers the best possible service in a courteous, effective manner, showing respect for those we are fortunate to serve.

**To be a Great Place To Work.** We maintain a growth culture where our employees can maximize their potential personally and professionally. Our objective is to provide an environment where people enjoy what they do and take pride in their work. We wish to embody a work hard, play harder culture.

**To be the Premier Waste Services Company in North America.** We continue to provide superior returns, remain environmentally responsible, and continue to grow in a disciplined way, deploying resources intelligently and benefiting communities we live in. We remain a "different breed".

## VISION OF THE FUTURE

Our goal is to create an environment where self-directed, empowered employees strive to consistently fulfill our constituent commitments and seek to create positive impacts through interactions with customers, communities, and fellow employees, always relying on our Operating Values as the foundation for our existence.

## ABOUT WASTE CONNECTIONS OF LOUISIANA

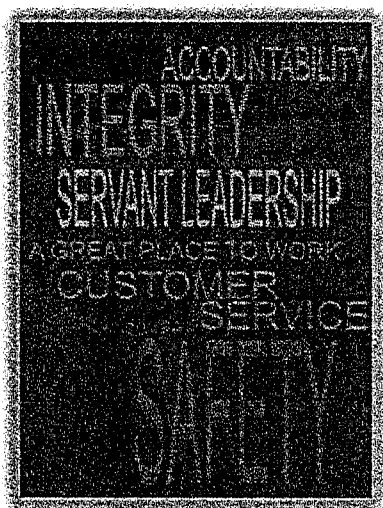
A wholly owned subsidiary of Waste Connections (WCN), Waste Connections of Louisiana provides Collections, Disposal and Recycling services to communities and businesses across Louisiana. We serve numerous municipal, commercial, industrial, institutional and residential customers in the state including, but not limited to Franklin, Caldwell, and Lasalle Parish, as well as the City of West Monroe. We are spread across the state with locations in Monroe, Alexandria, Jena, Natchitoches, Alexandria, Lafayette, Shreveport, Leesville, and New Orleans. Our guiding principles are to always provide excellent services, safety, responsive communication, compliance with the terms of our agreements, accuracy in correspondence and to treat our customers with respect and dignity.



### OWNERSHIP STRUCTURE

WCN is the third largest publicly traded solid waste services company in North America. WCN is a publicly traded (NYSE and TSX symbol WCN) regional, integrated environmental services company that provides solid waste collection, transfer, disposal, and recycling services, as well as petroleum exploration and production (E&P) throughout the United States and Canada. For more information, see [www.wasteconnections.com](http://www.wasteconnections.com). From its principal executive offices in Vaughan, Ontario, Canada, and its principal administrative offices in The Woodlands, Texas, WCN serves residential, commercial, industrial customers in 43 U.S. states and six Canadian provinces. WCN owns or operates a network of 275 solid waste collection operations, 133 transfer stations, seven intermodal facilities, 71 recycling operations, and 94 active municipal solid waste ("MSW") landfill facilities.

### MANAGEMENT PHILOSOPHY



The WCN philosophy is based on the belief that the solid waste service business is a local business best managed by professionals living and working in the communities we serve. WCN strives to provide service excellence for those communities that place their trust in our company and are always dedicated to putting our customers first. We look to technology and best practices to help our customers, employees, and shareholders "Connect with the Future."

Both corporate-wide and locally, we are committed to improving the environment for the future of the communities we live in and serve. We believe that our services play an integral part in improving the environment and are always mindful of having the most cost-effective waste management solutions for our customers. In addition, we are committed to the safety of our workers and the communities we serve and have programs in place to continually upgrade our safety management and environmental policies.

WCN's ability to operate effectively and ethically has been driven by our emphasis on integrity since the inception of the Company. Integrity is imperative throughout the organization—not only in the financial and accounting arena, but also in compliance with laws governing our employees, anti-trust and competitive practices. It also applies to our environmental track record as we work with regulators in many states. WCN is committed to this value and continuously strives to have the systems in place to ensure the preservation of integrity. A strong internal and external audit program has been and will continue to be integral to the corporate philosophy.

The WCN Statement of Values, created by a team of corporate, region and district employees, guides our daily and long-term decisions.



WASTE CONNECTIONS  
*Connect with the Future*

### **LOCAL AND NON-LOCAL STAFFING MODEL**

WCN believes that decentralization provides a low-overhead, highly efficient operational structure that gives our customers an advantage. Local employees are empowered and supported to make decisions. This employee empowerment results in responsive and timely service provided by people who know the community—from WCN's district and facility managers to the customer service representatives answering the phone. These empowered employees are backed by WCN's financial management, accounting, information systems, environmental compliance, risk management, and personnel functions, which are centralized and shared among locations to improve productivity, lower operating costs, and control certain assets. While district management operates with a high degree of autonomy, WCN's regional and senior officers monitor district operations and require adherence to accounting, purchasing, marketing, and internal control policies, particularly with respect to financial matters.

In Monroe, Waste Connections employs 77 local team members, all of whom live in and around Monroe. Local positions include Drivers, Helpers, Accountants, Sales Associates, Managers, Mechanics, Operators, Customer Serve Reps, Technicians, and Administrative Professionals. We also engage services and materials from dozens of local business including mechanical shops, supplies, landscaping, raw materials, restaurants, parts and more.

### **COMMUNITY CONNECTIONS**

At WCN, we are connected to the communities we serve. Each holiday season, our Monroe employees purchase approximately 100 bicycles, assemble them, and donate them to children and charities. Nationally, WCN has provided more than 85,000 bicycles to Children for Christmas. In Monroe, we are committed to helping keep our community clean by our support for Ouachita Green. Each year, we donate dumpsters and disposal services to events such as the River Sweep, Household hazardous Waste Day, and community cleanups including last September's District 17 cleanup organized by. During that event, our Landfill opened to the public for a Ouachita Parish Free Disposal Day, a tradition we intend to continue. In addition, Waste Connections locally supports numerous other organizations through donations and sponsorships.

In 2017 we created the Waste Connections Employee Relief Fund to help co-workers and their immediate family members who faced significant financial hardship following a natural disaster or other financial hardships. Our initial funds have been used to help numerous employees over the past six years. Our employees have an opportunity to help our coworkers affected by hurricanes, floods and fires to assist impacted employees help pay for essential living expenses, such as food, clothing, utilities, temporary housing, property repairs, and other necessities. Employee contributions are entirely voluntary. Each dollar donated by an employee will be matched 3x by Waste Connections.



**WASTE CONNECTIONS**  
*Connect with the Future*

## **WASTE CONNECTIONS – BAYOU DIVISION MANAGEMENT TEAM**

### **Bruce Emley, Division Vice President**

Bruce Emley's position as the Division Vice President of Waste Connections Bayou Division highlights his significant role and extensive experience in the waste and recycling industry. With over 42 years of experience, Bruce brings a wealth of knowledge and expertise to his position.

Having worked in multiple areas of the United States throughout his career, Bruce possesses a broad understanding of waste management practices, regulations, and market dynamics across different regions. This diverse experience enables him to bring valuable insights and strategic decision-making to the Bayou Division, which includes the Monroe market.

His ability to identify and implement solutions ensures the continuity and effectiveness of waste services in the area. This decision displays his leadership and vision for providing efficient and sustainable waste management solutions to the community. As the Division Vice President, Bruce Emley's experience and expertise contribute to the overall strategic direction and management of Waste Connections operations in the Bayou Division. His extensive background in the waste and recycling industry, coupled with his decision-making capabilities, positions him as a key leader in driving the success of Waste Connections initiatives in the region.

### **Bryant Whittington, District Manager**

Bryant Whittington serves as the District Manager of Waste Connections Monroe Hauling, White Oaks Landfill, Lasalle Transfer Station, and Timberlane Landfill in Oakdale. Having returned home to lead the team in Monroe, Bryant has made a significant commitment to the area and has developed a deep understanding of its unique waste needs.

With a career spanning over 15 years in the industry, Bryant brings a wealth of knowledge and expertise to his role. His instrumental role in E&P Waste Treatment and Disposal operations showcases his ability to initiate and oversee major infrastructure projects. This experience in facility development and project management further adds to his qualifications as a District Manager, as he understands the operational requirements and intricacies involved in waste treatment processes. Bryant provides service and support to his teams, parishes and municipalities throughout NELA including Franklin parish, Caldwell Parish, Lasalle Parish, and the City of Monroe. Bryant is a native to Monroe. He attended Sterlington High School and Graduated from ULM's Construction Management Degree. His wife Camille, a native of Ruston, attended Cedar Creek High School, hold a Phycology degree from Louisiana Tech, and is the owner of Card My Yard Monroe. They have three daughters that attend Monroe City Schools.



**WASTE CONNECTIONS**  
*Connect with the Future*

#### **Eric Carman, Operations Manager**

With 9 years of experience Eric brings valuable knowledge of the local dynamics, challenges, and best practices related to waste management. Eric possesses an understanding of operational procedures, regulatory requirements, and customer needs in the region. His experience equips him with the necessary skills to effectively oversee the operations in Monroe and contribute to Waste Connection's operational plan.

Eric's local expertise and familiarity with the Monroe area can be instrumental in ensuring the smooth execution of trash pickup services. His knowledge of the specific requirements and resources available in the area can help in making informed decisions and coordination with the city during critical times. Overall, Eric Carman's of experience in the solid waste industry, positions him well to contribute to Waste Connections operational plan and effectively address any challenges that may arise.

#### **Danny Massey**

Danny brings over 40 years of experience in the waste industry, supporting the citizens of Northeast Louisiana since the early 2000s. Danny was instrumental in the success of Delta Disposals and its incorporation into Waste Connections. Danny's relationship with the city and knowledge of the industry from both a local and non-local level will help drive this partnership to excellence. While Danny's official role is Special Waste sales for Louisiana Landfills, he also supports our Monroe District team as a mentor and advisor.

#### **Michael Willis, Residential Supervisor**

Michael has been supporting the waste industry for over 10 years and his community for a lifetime. An exceptional leader, Mike has serviced as the residential supervisor for over 5 years and creates a positive and supporting culture for his team that brings commitment and loyalty to its individuals. As a deacon, Mike's commitment to service shows through his actions every day to ensure that our drivers are safe, friendly, and accountable to our customers.

#### **Dillon Day, MIT**

Dillon Day is a dedicated waste industry professional and West Monroe native. A former NFL player and Mississippi State University football captain, Dillon brings the same discipline and teamwork from his athletic career to his work in waste services. Dillon began his Career at Waste Connections through our Manager Training program and has excelled in his leadership development and knowledge of waste collections and disposal services. Together Dillon and Mike will support the city by leading our teams dedicated to these collection services. Dillon lives in Monroe with his wife, Alyssa, and their two daughters, Ivy and Nova, and remains dedicated to improving his community for future generations.



WASTE CONNECTIONS  
*Connect with the Future*

|                              |                                                                                                                                   |
|------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|
| Name of Proposer             | Waste Connections of Louisiana                                                                                                    |
| Physical Address of Business | 632 Meadowlark Drive<br>Monroe, LA, 71203                                                                                         |
| Phone Number                 | 318-343-4628                                                                                                                      |
| Primary Contact              | Bryant Whittington                                                                                                                |
|                              | 318-469-3252                                                                                                                      |
|                              | <a href="mailto:bryant.whittington@WasteConnections.com">bryant.whittington@WasteConnections.com</a>                              |
|                              | Eric Carman                                                                                                                       |
|                              | 318-664-5372                                                                                                                      |
|                              | <a href="mailto:eric.carman@WasteConnections.com">eric.carman@WasteConnections.com</a>                                            |
| Route Supervisor             | Michael Willis                                                                                                                    |
|                              | <a href="mailto:michael.willis@WasteConnections.com">michael.willis@WasteConnections.com</a>                                      |
|                              | 318-282-8567                                                                                                                      |
| Dispatcher                   | Ashley McGee<br>318-417-2943<br><a href="mailto:ashley.mcgee@wasteconnections.com">ashley.mcgee@wasteconnections.com</a>          |
| Route Supervisor             | Dillon Day<br>318-376-6443<br><a href="mailto:Dillon.day@wasteconnections.com">Dillon.day@wasteconnections.com</a>                |
| Special Liaison              | Danny Massey<br>318-537-2325<br><a href="mailto:Danny.massey@wasteconnections.com">Danny.massey@wasteconnections.com</a>          |
| Accounts Receivable          | Jeanne Mitchell<br>318-343-4628<br><a href="mailto:Jeanne.mitchell@wasteconnections.com">Jeanne.mitchell@wasteconnections.com</a> |
| Customer Service Rep         | Shanna Crangle<br>318-343-4628<br><a href="mailto:Shanna.crangle@wasteconnections.com">Shanna.crangle@wasteconnections.com</a>    |



**WASTE CONNECTIONS**  
*Connect with the Future*

### Similar Projects

Waste Connections of LA has a long history of servicing municipalities in the State of Louisiana. The locations we service vary in size both geographically and population count. No matter the size, we build our operating plan to fit the needs of our customers and deliver the same level of care to all.

| Municipal Contracts       |                                       |                         |                          |        |              |
|---------------------------|---------------------------------------|-------------------------|--------------------------|--------|--------------|
| MUNICIPALITY              | CONTACT                               | ADDRESS                 | CITY                     | #HOMES | #APROX. POP. |
| Acadia Parish             | Beau Pettjean, President Police Juror | Courthouse Building     | Crowley, LA 70526        | 26,308 | 55,000       |
| Alexandria                | Shane Williams, City Attorney         | PO Box 71               | Alexandria, LA 71309     | 17,000 | 46,342       |
| Allen Parish              | Jacob Dillehay, Parish Administrator  | 602 Court St.           | Oberlin, LA 70655        | 10,807 | 22,112       |
| Angie                     | John Dawsey, Mayor                    | 64475 Cherry Street     | Angie, LA 70426          | 109    | 240          |
| Boyce                     | Alma Scott Moore, Mayor               | PO Box 146              | Boyce, LA 71409          | 369    | 1,200        |
| Forest Hill               | Elizabeth Ieter, Mayor                | 4300 Hwy 112            | Forest Hill, LA 71430    | 286    | 456          |
| Glenmora                  | Tyrone Doyle, Mayor                   | PO Box 265              | Glenmora, LA 71443       | 630    | 1,558        |
| Harahan                   | Tim Baudier, Mayor                    | 6437 Jefferson Hwy.     | Harahan, LA 70123        | 3,990  | 9,242        |
| Iberia Parish             | Larry Richard, Parish President       | 300 Iberia St., Ste 400 | New Iberia, LA 70560     | 15,538 | 73,266       |
| Jonesboro                 | Leslie Cornell Thompson, Mayor        | PO Box 610              | Jonesboro, LA 71251      | 1,859  | 5,019        |
| Lecompte                  | Craig Phillips, Mayor                 | PO Box 649              | Lecompte, LA 71346       | 425    | 1,366        |
| McNary                    | Don Parker, Mayor                     | PO Box 1197             | Glenmora, LA 71443       | 55     | 211          |
| Many                      | Robert Hable Jr, Mayor                | PO Box 1330             | Many, LA 71449           | 1,345  | 3,631        |
| Natchitoches              | Ronnie Williams, Jr, Mayor            | 700 Second Street       | Natchitoches, LA 71457   | 6,954  | 18,323       |
| Sabine Parish Police Jury | Ricky Sepulvado, President            | 400 Courthouse Street   | Many, LA 71449           |        | 24,233       |
| St. Martin Parish         | Pete Delcambre, Parish President      | P.O Box 9               | St martinville, LA 70562 | 11,490 | 51,540       |
| Vermillion Parish         | Mark Poche, President                 | 100 North State Street  | Abbeville, LA 70510      | 25,835 | 58,000       |
| Vernon Parish             | James P. Tuck, Parish President       | P.O. Box 1548           | Leesville, LA 71446      | 16,500 | 52,531       |
| Westwego                  | Joe Peoples, Mayor                    | 419 Avenue A            | Westwego, LA 70094       | 3,500  | 10,003       |
| Winn Parish               | Josh McCallister, Parish President    | Court Street            | Winnfield, LA 71483      | 4,702  | 12,694       |
| Winnfield                 | Gerald Hamms, Mayor                   | P.O. Box 509            | Winnfield, LA            | 2,221  | 5,742        |
| Woodworth                 | David Butler, Mayor                   | P.O. Box 228            | Woodworth, LA 71465      | 510    | 1,335        |
| Zwolle                    | Marvin Frazier, Mayor                 | 952 S. Main Street      | Zwolle, LA 71486         | 825    | 1,900        |
| Franklin Parish           | Sam Wiggins                           | 6558 Main Street        | Winnsboro, LA, 71295     | 9,374  | 19,308       |
| Caldwell Parish           | Farrin Roberts, Assistant Treasurer   | 201 Main Street         | Columbia, LA, 71418      | 4,560  | 9,389        |
| West Monroe               | Courtney Horsby, Chief of Staff       | 2305 N 7th Street       | West Monroe, LA, 71291   | 4,505  | 13,103       |
| Lasalle Parish            | Abbie Whittington                     | 1050 Courthouse St      | Jena, LA, 71342          | 6,914  | 14,791       |

#### **Iberia Parish**

For over a decade, it has been our privilege to provide reliable waste collection services to the residents of Iberia Parish. Our once-per-week garbage service and every-other-week bulky waste collection have been essential in maintaining a clean and healthy community. We take pride in our commitment to efficiency, dependability, and environmental responsibility. Serving Iberia Parish for the past ten years has allowed us to build strong relationships with our customers, and we look forward to continuing to meet the waste management needs of the community for years to come.

#### **Vermillion Parish**

For the past ten years, we have been honored to serve the residents of Vermillion Parish with dependable, cart-only garbage collection. Our once-per-week service ensures a clean and efficient waste management solution for the community. We take great pride in our role in maintaining the parish's cleanliness and environmental responsibility. Over the years, we have built strong relationships with our customers, and we remain committed to providing reliable and high-quality service.



WASTE CONNECTIONS  
*Connect with the Future*

## Transition Plan

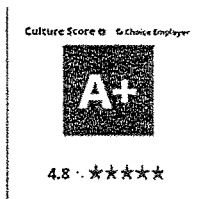
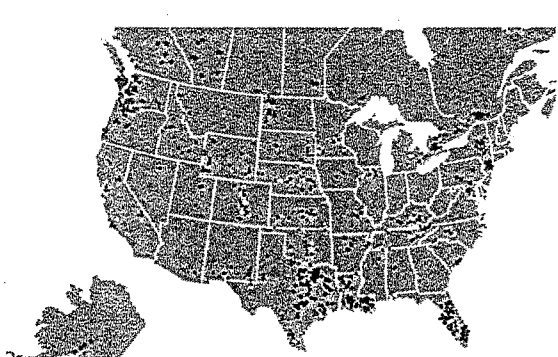
Waste Connections understands receiving this contract award comes with a great responsibility to the City of Monroe Council, City staff, and the citizens. We are committing up to \$10,000 for transition education and outreach, which will provide Monroe residents with an overall refresh process regarding waste collections. We will provide the highest level of communication and support to ensure the smoothest of transitions throughout the entire process and will provide ongoing updates to City staff and Council.

Waste Connections has grown from one location in 1997 to over 600 today.

We understand the transition process and it is a vital part of what has made us successful.



WASTE CONNECTIONS



Waste Connections  
Best Company for  
Diversity 2021



Waste Connections  
Best Company for  
Women 2021



Waste Connections  
Best Company Culture  
2021



Waste Connections  
Best Company Perks &  
Benefits



Waste Connections  
Best Company  
Happiness



Waste Connections  
Best Leadership  
Teams 2021



Waste Connections  
Best CEOs for Women  
2021



Waste Connections  
Best Sales Team 2021



Waste Connections  
Best HR Team 2021

Culture Score and Awards from Comparably.com based 5000+ anonymous ratings from Employees and Customers



### Team Overseeing the Transition

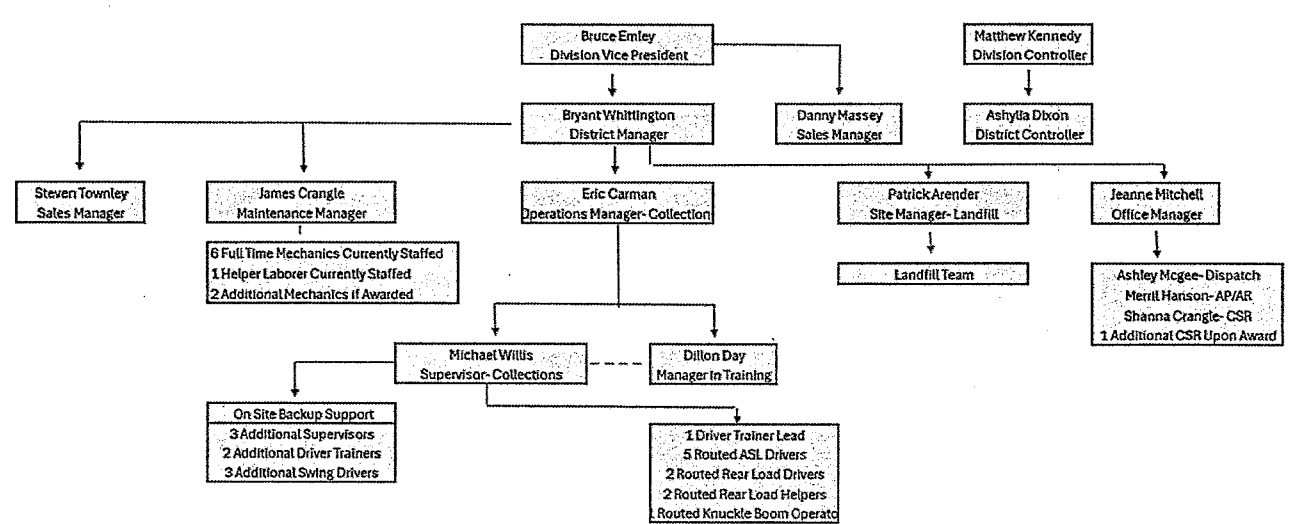
The same team that worked on this RFP response will be on-site to oversee and complete the transition, including Bryant Whittington, Eric Carman, Danny Massey, and Waste Connections of LA's Municipal Marketing Manager Jamie Gilbert. Together, this team has over forty years' experience working with elected officials and government staff and have successfully implemented many of the communications elements detailed in this response. Jamie and Danny have been instrumental in implementing transition plans at most if not all of the municipalities listed above.

### Schedule

| Activity                                                                  | Date By   |
|---------------------------------------------------------------------------|-----------|
| Customer Service Database Development and Implementation                  | 4/1/2025  |
| Data Audit by Management Team                                             | 4/15/2025 |
| Launch updated Website details on What to Expect with Transition          | 4/15/2025 |
| Vehicle Order                                                             | 4/15/2025 |
| Initial Meeting with City to discuss transition & Public Information Plan | 4/15/2025 |
| Post Open Positions                                                       | 4/15/2025 |
| Route Review and Design by Eroute and Supervisors                         | 5/1/2025  |
| Submit Design of Containers to City for Approval                          | 5/1/2025  |
| Job Fair/Hiring Event                                                     | 5/1/2025  |
| Order Containers                                                          | 5/15/2025 |
| Follow up Meeting for City on Transition and Public Information Plan      | 5/15/2025 |
| Initial Mailer to Residents on Transition                                 | 5/15/2025 |
| App Available to Download by Residents                                    | 5/15/2025 |
| Provide Final Routes to City for Review                                   | 5/15/2025 |
| Vehicle Receipt and Testing                                               | 6/1/2025  |
| Public Workshop/Open House                                                | 6/1/2025  |
| Provide Updated Operational Plan to City                                  | 6/1/2025  |
| Public Service Campaign to Residents                                      | 6/1/2025  |
| All Positions Filled                                                      | 6/1/2025  |
| Container Receipt and Assembly                                            | 6/15/2025 |
| Route Changes Mailer and Media Campaign to Residents                      | 6/15/2025 |
| Pre-Meeting with Council on New Services                                  | 6/20/2025 |
| All Employees Trained on New Routes                                       | 6/25/2025 |
| Service Start Date                                                        | 6/30/2025 |
| Initial Post Start Up meeting with City                                   | 7/15/2025 |
| Second Post Start Up Meeting with City                                    | 8/15/2025 |



### Organizational Chart



### Vehicle Description

Using our experience in the waste industry, internal technologies, knowledge of the community, and statements of the RFP, Waste Connections proposes to utilize a total of (5) Automated Side Load Vehicles, (3) Knuckle Boom trucks, and (2) Rear Load trucks as the routed equipment for collection of the City of Monroe. In addition to these new routed vehicles that will be purchased specific for this agreement, our location also has (3) additional spare ASLs and (2) additional spare rear loads. Descriptions of the proposed routed vehicles and spares are detailed below.

| Front Line Trucks |              |           |             |      |                |                           |                      |  |
|-------------------|--------------|-----------|-------------|------|----------------|---------------------------|----------------------|--|
| Quantity          | Chassis Make | Body Make | Body Model  | Year | Capacity (Yds) | Description               | Purpose              |  |
| 5                 | Battle       | McNeilus  | Zero Radius | 2025 | 28             | Automated Side Load (ASL) | Garbage Collection   |  |
| 2                 | Mack         | Mcneilus  | Rear Loader | 2025 | 28             | Rear Load                 | Yard Waste/Trash     |  |
| 1                 | Peterbuilt   | Peterson  | TL3         | 2025 | 30             | Knuckle Boom              | Oversized Yard Waste |  |

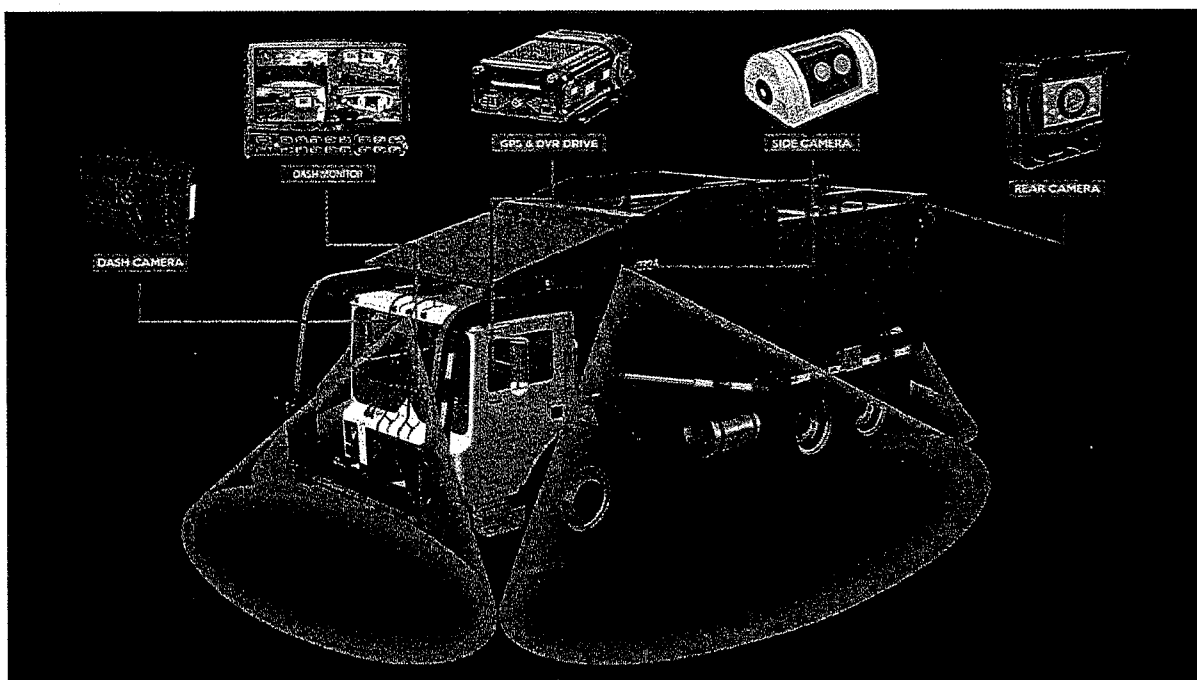
| Backup Support Trucks |              |           |             |      |                |              |                      |  |
|-----------------------|--------------|-----------|-------------|------|----------------|--------------|----------------------|--|
| Quantity              | Chassis Make | Body Make | Body Model  | Year | Capacity (Yds) | Description  | Purpose              |  |
| 1                     | Mack         | McNeilus  | Zero Radius | 2022 | 30             | ASL          | Garbage Collection   |  |
| 1                     | Peterbuilt   | McNeilus  | Paccar      | 2022 | 22             | ASL          | Garbage Collection   |  |
| 1                     | Mack         | McNeilus  | 4029        | 2017 | 29             | Rear Load    | Yard Waste/Trash     |  |
| 1                     | Freightliner | Heil      | 612-3201    | 2017 | 23             | Rear Load    | Yard Waste/Trash     |  |
| 1                     | Peterbuilt   | Peterson  | TL3         | 2021 | 30             | Knuckle Boom | Oversized Yard Waste |  |



## SAFETY TECHNOLOGY

### ON BOARD CAMERA SYSTEMS

At Waste Connections, we are dedicated to incorporating innovative technologies that enhance the operational efficiency, customer service, and safety of our trash and recycling trucks. That's why we have equipped all our trucks with the revolutionary Lytx Camera Systems, specifically the 3rd Eye hopper and external cameras. These cutting-edge camera systems serve multiple purposes, including providing service verification to customers and governmental agencies, tracking analytics on route efficiency, and reporting any safety-related concerns for immediate coaching. With the Lytx Camera Systems, we have established the ultimate solution for tracking operational quality control, resulting in enhanced safety across our operations.



Waste Connections was the first national waste and recycling company to embrace the on-board camera systems back in 2008.

### MOUNTED TABLETS AND MOAB SOFTWARE

One of the key components of our truck technology is the mounted tablets and MOAB (Mobile Operational Analytics Board) software. Our trucks are equipped with on-board tablet systems that streamline the entire process, eliminating the need for paper documentation. This paperless approach allows our drivers to record completed stops and note any service issues in real-time. By doing so, our Customer Service team can proactively reach out to customers and address service-related questions more effectively, ensuring exceptional customer satisfaction.

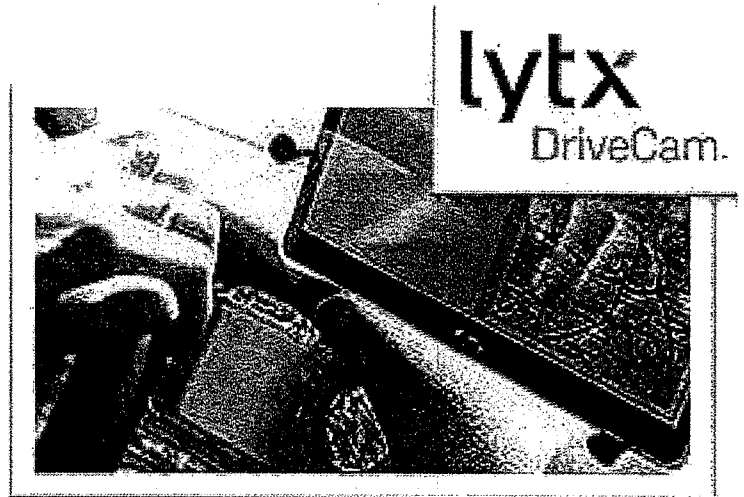
Furthermore, the mounted tablets and MOAB software enable our management team to easily locate drivers on their routes. This real-time tracking capability allows us to offer remote



WASTE CONNECTIONS  
*Connect with the Future*

support, send work orders, and communicate efficiently with our drivers. The tablets display messages and alerts directly on the screen, providing a quick and convenient means of communication. With just two clicks, drivers can also capture a picture of a customer's container using the intuitive interface. These photos are then automatically uploaded to the customer's account in our Route Manager Online program, ensuring accurate documentation and efficient record-keeping.

The integration of the Lytx Camera Systems and mounted tablets with MOAB software represents a significant technological advancement in our operations. Not only does it provide us with valuable insights into route efficiency and safety-related concerns, but it also empowers our drivers to be more productive and responsive to customer needs. With this comprehensive technology solution, Waste Connections is at the forefront of operational excellence in the waste management industry.



We are continuously exploring new technologies and investing in cutting-edge solutions to further enhance the efficiency, safety, and customer service of our operations. By embracing these advancements, we are committed to providing our customers with the highest level of service, while ensuring the well-being of our employees and the communities we serve. Waste Connections remains dedicated to delivering innovative solutions that redefine industry standards and set new benchmarks for operational excellence.

## Motorola XPR 5000e



Motorola Solutions

### XPR 5000e

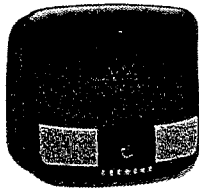
With this dynamic evolution of MOTOTRBO digital two-way radios, you're better connected, safer and more productive. The XPR 5000e Series is designed for the skilled professional who refuses to compromise. With high-performance integrated voice and data, and advanced features for efficient operation, these next-generation radios deliver complete connectivity to your organization.

Here's what's new in these next-generation radios:

- Integrated Wi-Fi
- Over-the-air software updates
- Bluetooth® 4.0
- Indoor location tracking



**WASTE CONNECTIONS**  
*Connect with the Future*



#### **DRIVEN BY LYTX DRIVECAM® EVENT RECORDERS**

It's more intelligent than a dashcam. Powered by built-in machine vision and artificial intelligence [MV+AI], these state-of-the-art devices help

distinguish normal driving from risky behaviors to capture risk on the road when paired with



#### **FLEET MANAGEMENT MADE EASY**

Efficiently operate our fleet with data at our fingertips, on the desktop, tablet, or smartphone.

- Mobile-friendly interface with color-coded view settings
- Insights to help manage our fuel usage
- Mileage data extracts by state
- Maintenance notifications to help keep our fleet in top working order

#### **WE SEE WHAT'S HAPPENING IN AN INSTANT**

With our Fleet Tracking Service, we can quickly monitor our assets in the field and access video when we need it most.

#### **REAL-TIME FLEET STATUS WITH VIDEO ALWAYS ON HAND**

Keep our trucks on schedule, improving time to service, and staying aware of unauthorized activity with timely information, such as vehicle location, closest vehicle to a destination, and more. Plus view up to 200 driving hours of continual video for a more complete picture of fleet performance.

- Live vehicle status and trip histories with route replay
- Alerts to geofencing, speeding, and idling violations
- Seamlessly link to all the features in Video Search

#### **DOES WHAT YOU DEMAND FOR YOUR RESIDENTS AND BUSINESSES**

Waste Connections checks our vehicles with a powerful combination of GPS tracking and video telematics.

- Data is captured by Lytx DriveCam Event Recorders with no need for additional equipment
- Real-time vehicle location powered by Google Maps and Google Traffic

#### **ACHIEVES EFFICIENCY THROUGH FUEL MANAGEMENT**

We identify our inefficient drivers by checking driving habits, such as braking, idling, and speeding that may cause excessive fuel consumption and vehicle wear and tear.

#### **KEEPS OUR FLEET RUNNING IN TOP CONDITION**

We can identify and fix urgent problems before they become dangerous and costly with Diagnostic Trouble Code (DTC) notifications. Preventative Maintenance solutions helps us manage routine maintenance to minimize vehicle downtime.

#### **HOW DOES THIS SOLUTION OUR COMMUNITIES?**

##### **RESPOND FASTER**

Make the most of existing assets to deliver prompt customer service. Access up-to-the-minute details to minimize phone time, reduce callbacks, and complete more jobs per day.

##### **WORK MORE EFFICIENTLY**

Know where the vehicles are and when you can expect them to arrive. This way, you can make the right decisions for the most efficient routes, fuel economy, and use of resources.

##### **GET THE BEST FROM YOUR FLEET**

Supervise in real time to optimize productivity, verify service delivery, enforce company policies, and prevent unauthorized vehicle use.



WASTE CONNECTIONS  
*Connect with the Future*

## Containers

Waste Connections will source new containers that meet the city's required specification from Sierra Container Group. Sierra Container Group has a demonstrated history of success executing projects of varying size and scope. Waste Connections anticipates approximately 1500 carts per year to be swapped out by our full-time cart delivery driver. Below is a short list of some projects we have completed with Sierra that help demonstrate our ability to serve Monroe, LA:

- Waxahachie, TX: Distribution of 40,000 residential carts in partnership with Waste Connections of Texas
- West Manchester, PA, and Surrounding Areas: Distribution of 60,000 residential carts in partnership with Waste Connections Penn Waste and Eagle Disposal
- Rock River, IL: Distribution of 31,000 residential carts in partnership with Waste Connections Rock River
- Berkeley County, SC: Distribution of 30,000 residential carts in partnership with Waste Connections Carolina Waste
- Polk County, FL: Distribution of 120,000 residential carts

*We are happy to provide contact information upon request.*



## Permits:

- LDEQ Transporter ID- T-073-8861
- LPSC ID- 8373
- US DOT- 2050850
- LSCB Contractor License- 54780

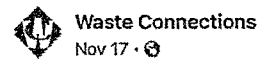


## Public Information Plan

### Prior to Start Date

Waste Connections will hire a local marketing and communication service provider to establish a comprehensive public information and communication campaign in advance, during, and following the transition. We will utilize different marketing platforms such as newspapers, social media, mailed flyers, radio and local news outlets to inform the residents of the change in service provider, cart placement requirements, Route Days, and how to contact us. Media will be shared with the City and City leadership to be able to share through their media platforms.

In addition, Waste Connections will utilize our internal communications systems, The Announcement Generator (TAG) and our Customer Service App WasteConnect. TAG will be utilized to provide information to residents via text messages and email. WasteConnect is a platform where the resident can receive information on route days, requirements, and any collections delays. The Resident may also utilize WasteConnect to notify our team of any service-related issues or work orders needed for damaged or missing carts.



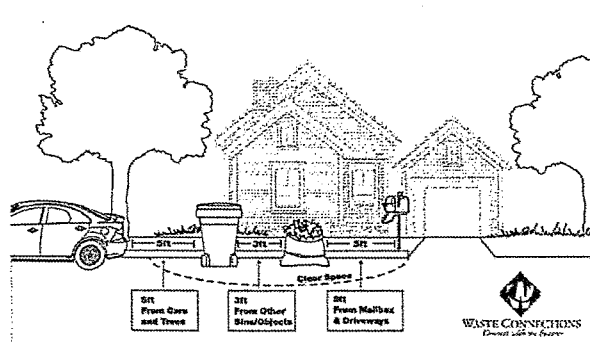
With the holiday season approaching, you may have questions about service schedule changes. Be sure to check your local website for... See more



34

4 comments 23 shares

Waste Connections will incorporate in its public information plan education and outreach relating to cart placement for ASL operations. Graphics like the one below will be shared on all platforms and at all stages of the transition process. Improperly placed containers will be tagged on route and resident will be notified via our TAG system of the improper placement.





### **During Transition**

During the initial weeks of the transition, our team will utilize WasteConnect and TAG to remind residents of the approaching collection day, cart placement, Acceptable Wastes, and Yard Waste Requirements. We will be actively posting to our local social media page this same information. As our customer service team fields calls, they will be actively promoting the WasteConnect App and to opt into text alerts relating to their collections service. We will also provide daily updates to the City on the progress made and issues that may arise.

### **After Transition**

During and after the transition project is complete, Waste Connections will provide ongoing support to city residents through our customer service reps and communication intake systems. Our customer service plan will respond to communications from both the city and directly from the residents.

Communication from the city can be emailed to our office or through the city's internal system if necessary. Complaint intake email addresses provided by us will go directly to our CSR and Ops teams for full transparency and to avoid any silo of communication. The dedicated CSR rep will respond to the city with our findings and action item taken to resolve within 24 hours. City Staff and Elected Representatives will also be able to directly contact the Collections Supervisor, Operations Manager, and District Manager at all times.

Communications directly from Residents can be received through a variety of channels including our Website, WasteConnect App, Email, Telephone, and social media. Waste Connections representatives respond to calls and other forms of communications between the hours of 8:30AM and 4PM. Voicemail messages are collected at 8AM. All communications prior to 4pm will be answered the same day. Communications after 4pm are responded to the following business day.

Waste Connections utilizes an internal IT system, known as Route Management Optimization (RMO). RMO serves as a one stop program for all routing data, customer management, work orders, complaint tracking, and reporting. All inbound communications from the listed ways to contact us automatically create notifications into our Automated Customer Engagement Dashboard (ACE). The intention of ACE is to allow users to efficiently manage incoming customer requests from Waste Connections digital platforms and to allow users to easily consume incoming requests from customers and respond in a timely manner while reducing call volume and time spent in email. Reports will be generated out of RMO and provided to city based on requirements of RFP or upon city's request.

### **Subcontractors**

Due to our vast resources, Waste Connections does not intend to utilize any subcontractors on this project.



### Collection Routes

Waste Connections has reviewed the current routes of the City of Monroe and submits preliminary collection routes to the city below. Our plan for Monroe contains two primary objectives:

- Transition to a 5-Day Route Schedule while,
- Limiting changes in Resident route days

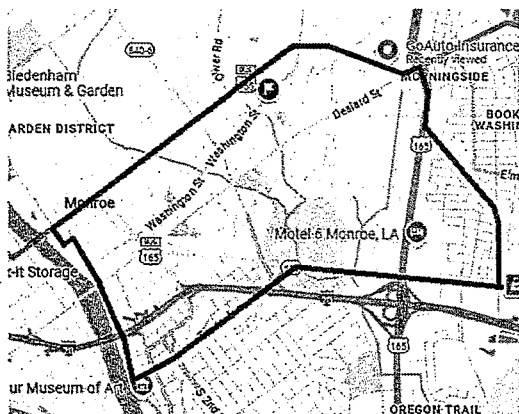
To facilitate this, Waste Connections utilizes advanced routing technology known as eRouteLogistics®.

Waste Connections' eRouteLogistics® is the industry-leading route optimization software that supports multiple lines of business, including commercial, residential, and roll-off. It helps to reduce environmental impact by reducing miles driven, hours spent, number of vehicles required, and total disposal costs. The software also provides dynamic dispatch, real-time vehicle tracking, and planned vs. actual comparison for increased operational excellence.

Once provided, Waste Connections will input addresses into this program, along with our two primary objectives. The software will then create detailing collection routes and route maps to be reviewed by our team and city officials.

Our **preliminary** route plan is to add a Wednesday Pickup Day that is pulled mostly from the Current Thursday Route Day provided by the city. The Boundaries of this route would be:

Louisville Ave -> 165 South -> MLK Jr Drive -> Powell -> Millhaven -> Texas Avenue-> South Grand -> North Grand -> Walnut -> Olive -> Riverside -> Louisville Ave



This would pull small sections off of each current route but would leave most residents' collection day unchanged. An official route plan will be submitted in the requested time frame once addresses are received and entered in eRouteLogistics®.



WASTE CONNECTIONS  
*Connect with the Future*

## Employee Benefits

Waste Connections, Inc. provides a comprehensive health insurance program for regular full-time employees who are scheduled to work at least 40 hours or more per week. Benefits include medical, dental, and vision coverage for employee and family, life and long-term disability insurance, flexible spending plan, Health Savings Account and 401K. A Copy of our Benefits Package is provided along with this proposal.

## WORKER SAFETY PROGRAM

Safety is our #1 core operating value.



It is Waste Connections policy to conduct all operations in a safe and healthful manner. The safety and health of every employee is a fundamental consideration in every business decision and plan, and all reasonable precautions will be taken to protect employees from injury and illness.

Waste Connections goal is to prevent the occurrence of all work-related injuries, illnesses and property losses. It is our philosophy that, by striving to eliminate unsafe conditions and actions, this goal will eventually be achieved.

All applicable safety regulations, codes, and accepted work practices will be trained upon and followed. Each employee will be informed of any hazards associated with his or her job and trained in safe work procedures, the use of personal protective equipment and other means intended to provide required protection. Training is conducted upon hire of every new employee, prior to an employee being placed in a new position, prior to conducting different work from that to which they are accustomed and monthly on required topics and as needed.

Waste Connections safety program includes accident and injury improvement, safety meetings, safety committee meetings, driver/ operator management, reporting and safety assessments, route and work observations, spill response, regulatory training including lock-out/tag-out training, fire prevention training, medical and first aid training, heat and cold stress, accident prevention, defensive driving SMITH system training, PPE training, and blood-borne pathogen training. All new drivers are enrolled in our internal training course called "Making the Connection." Once this course is complete, drivers are sent to our New Hire Academy in Houston, TX, where they receive additional driver training in a controlled environment. Details of "Making the Connections program are included with this proposal.



### **OPERATING PLAN**

Waste Connections is pleased to submit the following operational plan to provide Collections and Disposal Services to the City of Monroe:

#### **Garbage Collection**

Cart collection will be provided 5 days a week utilizing 5 routed Automated Side Load Trucks Monday through Friday. Each truck will bring 2 loads to White Oaks Landfill each day. This strategy has been formed based on factors such as the known number of homes, density, and tonnage of Monroe, as well as our experience with route efficiencies, vehicle optimization, and advanced routing technologies.

#### **Yard Waste Collection**

Curbside collection of Yard Waste will be performed utilizing 2 Rear Load and 1 Knuckle Boom truck routed daily. Rear Load vehicles provide efficiency in yard waste collection by having the ability to cover a larger area and hold more waste than traditional Knuckle Boom collectors. Our rear load routes will include a full-time helper to collect yard waste into the hopper. For Oversized Yard Waste, such as long limbs and stumps, we will utilize the Knuckle Boom. This driver will be sent daily to locations that have been noted by our Garbage and Yard Waste Collections Drivers as oversized for the normal rear load collection vehicles. We will also enter in work order notifications by city residents or city staff. The Knuckle Boom will run 5 days a week.

#### **Cart Maintenance and Replacement**

Waste Connections employs a full-time cart delivery driver who provides cart services to our customers, and if awarded, the City of Monroe. Work orders for cart swap outs, deliveries, or final pulls are provided to the driver daily. These services will be provided 5 days a week and conform to the requirements of the city in this RFP.



WASTE CONNECTIONS  
*Connect with the Future*

### Resource and Equipment Allocation

| Personnell Allocation |                 |                                                     |
|-----------------------|-----------------|-----------------------------------------------------|
| Position              | Number of Staff | Responsibilities                                    |
| Supervisor            | 1               | Supervise Operations of City Collections            |
| ASL Drivers           | 5               | Collect Garbage                                     |
| Rear Load Drivers     | 2               | Collect Yard Waste                                  |
| Rear load Helpers     | 2               | Collect Yard Waste                                  |
| Maintenance Crew      | 8               | Repair and Maintain Fleet                           |
| Administrative Staff  | 4               | Customer Service, Dispatch, and Accounts Receivable |
| Cart Manitenance      | 1               | Deliver, Swap Out, and Final Pull Carts             |
| Swing Driver          | 2               | Learn all Routes in the city to fill in when needed |
| Knuckle Boom Operator | 1               | Collect Oversized Yard Waste                        |

| Equipment Allocation |          |                              |
|----------------------|----------|------------------------------|
| Equipment            | Quantity | Function                     |
| ASL Trucks           | 5        | Collect Carted Garbage       |
| Rear Load Trucks     | 2        | Collect Yard Waste           |
| Knuckle Boom Truck   | 1        | Collect Oversized Yard Waste |

| Garbage Collection Schedule |                 |         |            |
|-----------------------------|-----------------|---------|------------|
| Zone                        | Collection Days | Time    | Truck Type |
| North East                  | Monday          | 6AM-5PM | ASL        |
| South West                  | Tuesday         | 6AM-5PM | ASL        |
| Central                     | Wednesday       | 6AM-5PM | ASL        |
| South East                  | Thursday        | 6AM-5PM | ASL        |
| North West                  | Friday          | 6AM-5PM | ASL        |

| Yard Waste Collections Schedule |                  |                 |            |                |
|---------------------------------|------------------|-----------------|------------|----------------|
| Zone                            | Collections Days | Collection Time | Truck Type | Boom Truck Day |
| North East                      | Monday           | 6AM-5PM         | Rear Load  | Tuesday        |
| South West                      | Tuesday          | 6AM-5PM         | Rear Load  | Wednesday      |
| Central                         | Wednesday        | 6AM-5PM         | Rear Load  | Thursday       |
| South East                      | Thursday         | 6AM-5PM         | Rear Load  | Friday         |
| North West                      | Friday           | 6AM-5PM         | Rear Load  | Monday         |



**WASTE CONNECTIONS**  
*Connect with the Future®*

## Continuity of Operations

Waste Connections recognizes the critical importance of maintaining service through emergencies like hurricanes, tornadoes, floods, and pandemics. Over our 25+ years, we have developed continuity plans and coordinated with communities to restore normalcy after disasters.

Our preparedness focuses on communication, facility reinforcement, and advance planning. We establish diverse contact methods, secure infrastructure, and stock emergency supplies. Our team trains for various scenarios to hone their response skills.



When disasters strike, we work closely with local authorities to support recovery efforts. Our personnel leverage collection trucks and equipment to clear debris and haul supplies. We can mobilize supplemental crews, our Blue Teams, from across our North American network to assist for large events.

After crises, we prioritize restarting service to provide normalcy but remain flexible to changing conditions. We assist citizens with property and waste issues exacerbated by events. Our goal is to help communities stabilize and rebuild when it matters most.

Waste Connections maintains readiness to withstand challenges while aiding areas impacted. Our resilience and resources enable assisting neighborhoods to return to functioning safely and efficiently. We take our disaster response obligations seriously as a provider of essential services.



Natural disasters, such as hurricanes, floods, and fires, can wreak havoc on communities, causing immense destruction and disrupting the lives of countless individuals. In the face of these challenging circumstances, Waste Connections takes pride in its commitment to providing essential services and support to the communities it serves. With an extensive network of dedicated professionals known as the Blue Team, Waste Connections is prepared to activate its resources for Monroe in a time of crisis.



**Case Examples:**

- **Hurricane Relief:** Following the devastating impact of Hurricane Ian, Waste Connections activated its Blue Team in the affected areas, rapidly restoring trash collection services, clearing debris, and assisting in the cleanup efforts. Through close collaboration with local authorities, Waste Connections played a pivotal role in revitalizing the community, providing much-needed relief during a difficult time. Waste Connections of Louisiana maintains over 100 generators and air conditioning units to supply to our team members plus acquires needed hotel rooms in the event one of our driver's home is uninhabitable. We take care of our people so that they are ready to take care of the community.
- **Flood Relief:** When unprecedented flooding struck our Tennessee communities, Waste Connections quickly mobilized its resources to ensure the continuity of waste management services. The Blue Team worked diligently to remove debris, address potential environmental hazards, and assist in the recovery efforts. Waste Connections demonstrated its commitment to community support by organizing donation drives to help affected residents rebuild their lives.

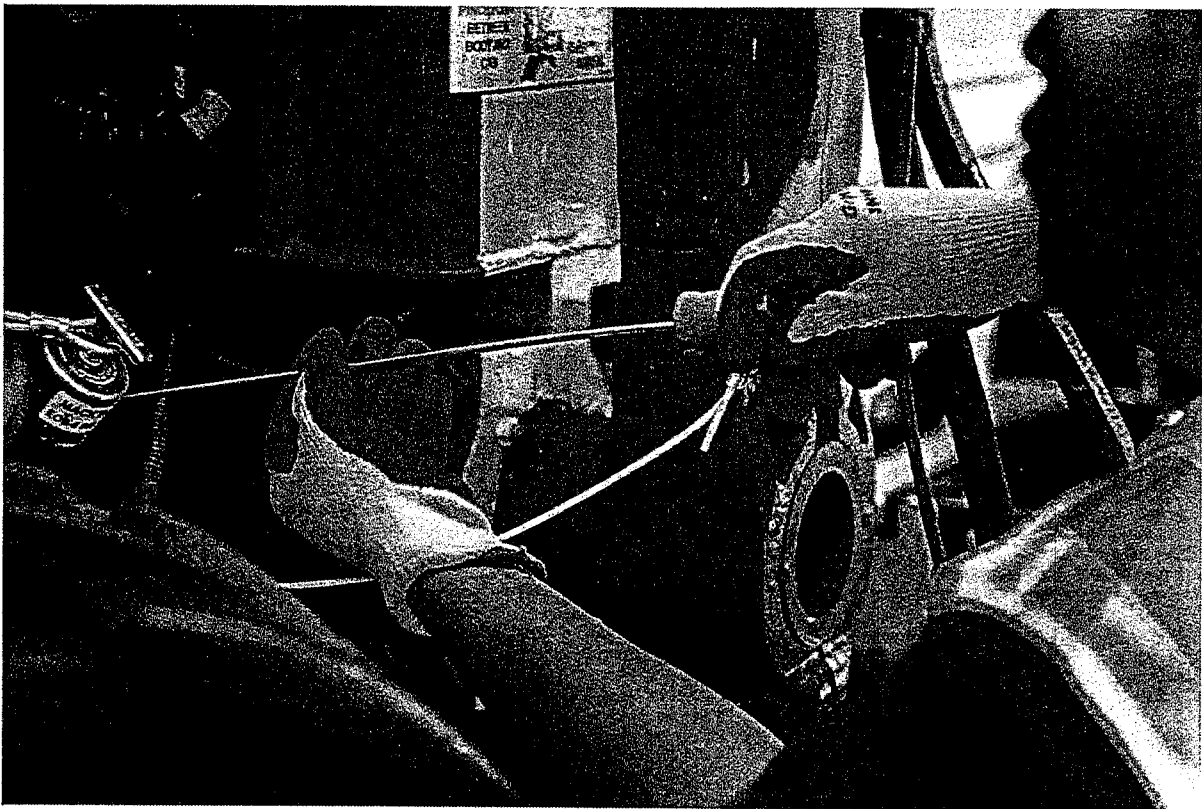
| Unpredicted Event             | Impact                                                                               | Response                                                                                                      | Contact Information                    |
|-------------------------------|--------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|----------------------------------------|
| Temporary Closure of Landfill | Collected waste materials will not be disposed of at White Oaks                      | All collected waste materials will be diverted to Magnolia                                                    | Bryant Whittington<br>District Manager |
| Inclement Weather             | Intense (rain/snow/ice or freezing rain) may prevent trucks from being on the roads. | Customers would be notified and service would be postponed until conditions improve.                          | Bryant Whittington<br>District Manager |
| Mass Staff Illness            | Normal drivers would not be able to complete their scheduled routes.                 | Drivers would be pulled from other business units/locations to complete services as required.                 | Bryant Whittington<br>District Manager |
| Power Failure                 | Devices and services reliant on electricity would be rendered non-functional.        | Trucks are not affected by power failure, so pre-scheduled waste management services would still be provided. | Bryant Whittington<br>District Manager |
| Breakdown of Truck            | Truck will be unable to collect waste/recycling from customer                        | Waste Connections is equipped with 1 spare truck per 10 trucks. Spare would be utilized.                      | Bryant Whittington<br>District Manager |



**WASTE CONNECTIONS**  
*Connect with the Future*

### **Contingency Plan for Breakdowns**

One of the keys to WC's success in providing a safe and reliable service is its fleet maintenance program. WC incorporates a healthy frontline-to-spare ratio, a disciplined preventative maintenance program with its fleet maintenance software and a strong fleet vendor supply chain ensures maximum fleet uptime. Having spare trucks available is key to ensuring service to Monroe is uninterrupted.



### **PREVENTATIVE MAINTENANCE**

WC's preventative maintenance (PM) program for all service vehicles far exceeds state and federal standards. State and federal laws require specific preventative maintenance to be performed on WC's types of service vehicles every 90 days. WC performs this PM every 14 days. Fleet safety and performance are a top priority.

WC's adheres to a strict vehicle inspection and maintenance performance and verification policy. Vehicles are subject to daily pre-trip and post-trip inspections. Any identified needs are addressed immediately. Additionally, various, and comprehensive inspection and maintenance activities are performed monthly, quarterly, and annually.



### **MOBILE MAINTENANCE TRUCK**

WC owns and operates a fully equipped service truck that allows our mechanics to make truck repairs off site if necessary, and the repairs are deemed to be completed in a safe location. Many times, it's much faster for this vehicle to make it to the driver, fix the problem and get them back on route vs. coming back to the Shop, then going back out on route. The impact on the customer is much less, overtime and fuel costs are reduced.

### **VEHICLE BREAKDOWNS**



Spare collection vehicles will always be available for emergency use. Should a regularly routed truck break down in the morning or during a route, we will respond immediately by providing the driver with a backup vehicle for the remainder of the route. Should the spare truck break down, we can route our other trucks into that area as they complete their routes, since all drivers will be working together as a team. The equipment maintenance facilities described above are located near Monroe and have the capability to quickly make all necessary repairs.

In the unlikely event a truck does breakdown and collection will be delayed and/or postponed, WC will reach out to City Staff via email and phone to notify the City of the issue and the plan to address the delay. Residential customer delays will be communicated to the City directly and to the residents via email or text utilizing our TAG system and through the Waste Connect App.

### **Reporting**

Waste Connections will provide daily and monthly reports to the City as requested through the RFP.



### **Customer Service**

CSRs are initially trained by a highly experienced customer service manager. They will be specifically indoctrinated into the “Waste Connections Way,” seeking first to understand then to assist the customer in the spirit of WCN’s vision and values statement and way of



life. CSRs receive written scripts to answer frequently asked questions. When a new question arises, the CSR manager will address the question and make sure that CSRs are advised of the proper response for future calls. A copy of all training materials will be provided to City staff upon request. In addition, calls are monitored for continuous

customer service improvement. WC currently uses the services of STAR to help monitor and improve our customer service levels. STAR offers outstanding program options that have a proven track record for accuracy, developing customer service skills, and improving customer experience. Having our employees listen to themselves with a customer's ear and viewpoint is where real and lasting learning and improvement begins. All data is electronically transmitted. The customer service manager will carry the initial training of the CSRs into the “real world” by being available to act as a resource for new CSRs, as they put their training into practice.

All CSRs are required to attend a ride-along with a driver for areas serviced by WC to have a full understanding of operational issues in specific service areas. Ongoing annual CSR training includes WCN web-based training modules and STAR training updates.

### **DRIVER CUSTOMER SERVICE TRAINING**

Drivers are thoroughly trained to address all aspects of customer service, ranging from understanding and learning to read their route lists to proper container placement, access of customer properties, the use of printed materials, and courteous personal interaction with customers for education and notification about proper set-out of carts and bins, preventing contamination, etc. Following their initial training as part of implementation, drivers will receive ongoing training on customer service. WC’s excellent driver customer satisfaction record reflects our success in the program.



WASTE CONNECTIONS  
*Connect with the Future*

### Price Proposal

| Monthly Cost to Service                       |              |
|-----------------------------------------------|--------------|
| Service                                       | Monthly Cost |
| Refuse and Yard Waste Collection and Disposal | \$339,619    |

| Supplemental Vehicles, Equipment, and Personnel |                   |           |               |
|-------------------------------------------------|-------------------|-----------|---------------|
| Vehicle Equipment and Type                      | Specifications    | Personnel | Cost per Hour |
| Garbage Truck                                   | 28 Cubic Yard ASL | 1 Driver  | \$225         |
| Boom Truck                                      | 30 Cubic Yard     | 1 Driver  | \$175         |
| Dump Truck                                      | 18 Cubic Yard     | 1 Driver  | \$185         |

| Personnel  | Hourly Rate |
|------------|-------------|
| Laborer    | \$35        |
| Driver     | \$50        |
| Supervisor | \$65        |

- Emergency Collections provided at \$200 per ton

### Disposal Facility

Waste Connections intends to dispose of waste at White Oaks Landfill (CWI-White Oaks Landfill, LLC). We request the city extend the collections agreement that is in place. If the city chooses to award collections to a different provider, and/or subdivide services to multiple providers, Waste Connections would be happy to renegotiate pricing and terms on the current disposal agreement.

### Contractual Terms and Exceptions

Waste Connections of Louisiana, Inc. ("Contractor") offers the following items to be incorporated in a contract and as exceptions to the Request for Proposals for Waste Collection and Disposal, No. 2025-00000020 ("RFP") issued by The City of Monroe, Ouachita Parish, Louisiana (the "City"). These items are intended to identify areas of concern and remain negotiable. We appreciate your consideration and welcome the opportunity to work with you on reaching agreeable terms. Unless defined herein, capitalized terms shall have the meanings set forth in the RFP.

#### EXCEPTIONS TO RFP

- Contractor takes exception to providing the City with any unrestricted or unprovisioned access to any of its route monitoring software. Contractor agrees to provide City with restricted views of its routing data which Contractor in its sole discretion shall manage and control. In no event shall Contractor be



WASTE CONNECTIONS  
*Connect with the Future*

required to provide the City with any proprietary information or information belonging to any of Contractor's other customers.

- Contractor takes exception to being responsible for searching for lost or stolen containers. The City and its customers have care, custody, and control of City's containers while the containers are at the service locations.
- Contractor requests clarification that the "removal" referenced in Section 4.17 of the RFP means that Contractor shall remove an unacceptable employee from services provided to the City (and not from Contractor's employ).
- Contractor takes exception to the liquidated damages provisions. Contractor requests that, before the City assesses liquidated damages against Contractor, the City provide Contractor with written notice of Contractor's defective performance and a reasonable period of time to cure such performance.
- Contractor takes exception to the service fee provisions in Section 13.2 of the RFP and requests that Contractor's compensation will be equitably adjusted if the number of Eligible Locations increases more than ten percent (10%) during the lifetime of the contract.
- Contractor takes exception to the force majeure provisions and requests that all provisions contained in Section 14 be mutual. Further, Contractor shall resume services after a force majeure event only if Contractor is able to safely operate under the current conditions.
- Contractor requests that any required performance bond be issued on annually renewable terms.
- Contractor takes exception to the indemnification requirements set forth in Section 17.1 and Section 17.2. Contractor agrees to indemnify the City only to the extent a third-party claim arises from Contractor's negligence or willful misconduct.
- In addition to the terms set forth in the RFP, Contractor seeks inclusion of the following provisions in the contract between the City and Contractor:
  1. The City hereby grants the exclusive right and privilege to Contractor to perform all of the services set forth in the RFP. The City may, in its sole discretion, enforce the exclusivity provisions of the Agreement against third-party violators, taking into account the cost of doing so and other factors. Contractor may independently enforce the exclusivity provisions of the Agreement against third-party violators, including, but not limited to, seeking injunctive relief and/or damages, and the City shall use good-faith efforts to cooperate in such enforcement actions brought by Contractor. The City shall use its best efforts to adopt ordinances, rules or regulations that have the effect of requiring third parties, including, without limitation, customers, to comply with the provisions of the Agreement, including, without limitation, the exclusive service rights granted to Contractor pursuant to the Agreement.
  2. Notwithstanding anything herein to the contrary: (a) Contractor shall have no obligation to collect any material which is or contains, or which Contractor reasonably believes to be or contain, radioactive, volatile, corrosive, highly flammable, explosive, biomedical, infectious, biohazardous, toxic or hazardous material as defined by applicable federal, state or local laws or regulations ("Excluded Waste"); (b) if Contractor finds what reasonably appears to be discarded Excluded Waste, Contractor shall promptly notify the City and the producer of the Excluded Waste, if the producer can be readily identified; and (c) title to and liability for any Excluded Waste shall remain



WASTE CONNECTIONS  
*Connect with the Future*



## VERMILION PARISH POLICE JURY

Courthouse Building  
100 North State Street, Suite 200  
Abbeville, LA 70510-5816

(337) 898-4300 | FAX: (337) 898-4310 | [www.vppj.org](http://www.vppj.org)



**Mark Poche'**  
PRESIDENT

**Chad Vallo**  
VICE PRESIDENT

**Keith Roy**  
PARISH ADMINISTRATOR

### MEMBERS:

DISTRICT 1  
Dane Hebert

DISTRICT 2  
Shane Meaux

DISTRICT 3  
Brent Landry

DISTRICT 4  
Ronald Darby

DISTRICT 5  
Lz Touchet

DISTRICT 6  
Mark Poche

DISTRICT 7  
Roy Keith Meaux

DISTRICT 8  
Erol J. Domingues

DISTRICT 9  
Chad Lege

DISTRICT 10  
Ronald Menard

DISTRICT 11  
Scott Broussard

DISTRICT 12  
Dexter Colahan

DISTRICT 13  
Brian Holler

DISTRICT 14  
Chad Vallo



March 6, 2025

Reference for Waste Connections

To Whom It May Concern,

I am honored to write this letter of recommendation for Waste Connections in recognition of their outstanding service and steadfast dedication to the Parish of Vermilion. As the Parish Administrator, I have had the privilege of working with Waste Connections for the past seven years. Throughout this time, they have consistently demonstrated professionalism, reliability, and a true commitment to the residents we serve.

Waste Connections excels in waste collection and management, consistently providing reliable and environmentally conscious service that keeps our Parish clean and running smoothly. Their team is professional, their equipment is well-maintained, and their responsiveness to concerns is commendable. Their dedication to customer service and operational excellence sets them apart in the industry.

The local Waste Connections staff works closely with Parish staff and community members to support existing and new developments, ensuring that waste services meet the evolving needs of our growing Parish.

While no company is without its challenges, Waste Connections consistently rises to meet them with integrity and dedication. Their work ethic, commitment to service, and community-oriented approach make them an invaluable asset to our parish.

I wholeheartedly recommend Waste Connections for any waste collection. Their proven track record of excellence in service and community engagement makes them an outstanding partner for any city or organization.

Sincerely,

Keith Roy, Parish Administrator



WASTE CONNECTIONS  
*Connect with the Future*



Office of the Mayor  
Staci Albritton Mitchell

March 10, 2025

Waste Connections  
Bryant Whittington, District Manager  
632 Meadowlark Drive  
Monroe, La. 71203

**RE: City of West Monroe Letter of Reference for Waste Connections**

Dear Mr. Bryant,

On behalf of the City of West Monroe, I am pleased to submit this letter of reference for Waste Connections.

Since 2021, Waste Connections has provided residential garbage service to the residents of the City of West Monroe. We appreciate the care and attention Waste Connections has given the city, working closely with the City of West Monroe's Sanitation Supervisor through the City of West Monroe Public Works Department.

There is a great deal of communication that must take place between the city and Waste Connections as the City of West Monroe employs "can pullers" who pull residential garbage cans out to the curb before a Waste Connections truck empties the can. Our Public Works Department and Waste Connections must work closely together to coordinate these services. In addition to residential garbage service, the City of West Monroe has contracted Waste Connections to provide dumpster service in various areas of the city and utilizes their landfill. We are pleased with the services they provide to the City of West Monroe.

We also greatly appreciate Waste Connections' support of our community and their willingness to support initiatives such as providing bicycles to students during the Christmas holidays at the West Monroe Community Center.

If anyone has questions regarding our contract or relationship with Waste Connections, please feel free to direct them to contact my office directly at (318) 396-2600 or [mayorsoffice@westmonroe.la.gov](mailto:mayorsoffice@westmonroe.la.gov)

Sincerely,

Staci Albritton Mitchell  
Mayor, City of West Monroe, Louisiana



WASTE CONNECTIONS  
Connect with the Future



## LASALLE PARISH POLICE JURY

P.O. BOX 288 • LENA, LA 71342

PHONE 337-932-2101 • FAX 337-932-2103

March 6, 2025

To Whom It May Concern:

I am writing on behalf of the LaSalle Parish Police Jury concerning our business relationship with Waste Connections of Monroe. We have been under contract with them the past 4 years for our house to house pick up.

This was a smooth transition for us since we were involved with them for many years prior since they operate our landfill. They are always very informative and knowledgeable on anything they present to us. They always get back with us if we have any questions or concerns in a timely manner.

We are very pleased with the services they provide our parish.

Sincerely,

*Abbie Whittington*

Abbie Whittington

Secretary-Treasurer

LaSalle Parish Police Jury

CASEY JONES  
President

JACK ZADLER  
Vice President

ABBE WHITTINGTON  
Sec. Treas.

RHONDA NODDOWELL  
Asst. Sec. Treas.

ALFRED CASILLAS  
District 1

DOUGLAS  
District 2

TIM LAGNER  
District 3

JOEY KRL  
District 4

DAVID MOORE  
District 5

JACK ZADLER  
District 6

BRANDON STREETMAN  
District 7

TRAVIS PRITCHARD  
District 8

QUINTON AGNEWORTH  
District 9

CASEY JONES  
District 10

MEETING DATE: 2nd Monday of each month, 6:00 p.m. Police Jury Meeting Room, Courthouse  
IN GOD WE TRUST



**WASTE CONNECTIONS**  
*Connect with the Future*



**Pete Delcambre**  
Parish President

Post Office Box 9 • 301 West Port Street  
St. Martinville, Louisiana 70582  
337.394.2200 • Fax: 337.394.2203

March 12, 2025

Waste Connections Bayou, Inc.

To Whom It May Concern,

Waste Connections Bayou, Inc. is the current provider for household waste disposal for the unincorporated areas of St. Martin Parish. The company began servicing the Parish on January 1, 2022, after having submitted the most favorable proposal in response to the competitive process.

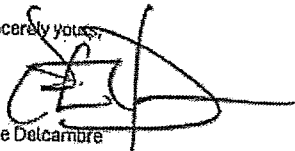
The services which the company provides are prompt, reliable, and professional. Furthermore, the few issues with collection are immediately addressed. The employees of Waste Connections are courteous and knowledgeable. Noteworthy is the fact that the company has the latest technology ranging from up-to-date video systems in its vehicles to a user-friendly app for smart devices.

Finally, citizens throughout the Parish have complimented the Parish's selection of Waste Connections as our provider.

I wholeheartedly recommend Waste Connections Bayou, Inc. as your provider. Their proven track record of excellence in service and community engagement makes them an outstanding partner for any city or organization.

Should you require any further information, please feel free to contact me at 337-394-2200 or at [pdelcambre@stmartinparish.net](mailto:pdelcambre@stmartinparish.net).

Sincerely yours,

  
Pete Delcambre

**ORDINANCE**

**STATE OF LOUISIANA  
CITY OF MONROE**

**NO.** \_\_\_\_\_

The following Ordinance was introduced by \_\_\_\_\_ who moved for its adoption and was seconded by \_\_\_\_\_:

**AN ORDINANCE APPROVING AN APPLICATION BY KATHERINE ZIMMERMAN TO REZONE CERTAIN PROPERTY (2.128 ACRES), AMENDING THE ZONING MAP FOR THE CITY OF MONROE, AND FURTHER PROVIDING WITH RESPECT THERETO.**

---

**WHEREAS**, Katherine Zimmerman filed an application (MA 102-25) with the City of Monroe's Planning and Zoning Division to rezone a ±2.128-acre tract of land located at 1863 Avenue of America, Monroe, LA, from the B-2 (Neighborhood Business) to the B-3 (General Business/Commercial) District;

**WHEREAS**, the rezoning includes property located at Millstream Park and Office Condominiums Units 1-9 (Unit #7);

**WHEREAS**, the stated purpose of the application is to allow the applicant to operate an educational facility (tutoring service) at this location, which is not permitted in the B-2 District;

**WHEREAS**, a copy of the application and proposed amendments to the Zoning Map are attached hereto and made part hereof;

**WHEREAS**, the application was considered at a meeting of the Monroe Planning Commission on August 4, 2025, and the Monroe Planning Commission recommended **approval** of the application by a vote of 7-0-1; and

**WHEREAS**, the City Council desires to accept the recommendation with the condition that all other property owners within Millstream Park and Office Condominiums shall agree, in writing, to the re-zoning and map amendment within thirty (30) days of the effective date of this Ordinance.

**NOW THEREFORE, BE IT ORDAINED**, by the City Council, in legal and regular session convened, that that application filed by Katherine Zimmerman to rezone a ±2.128-acre tract of land located at 1863 Avenue of America, Monroe, LA, from the B-2 (Neighborhood Business) to the B-3 (General Business/Commercial) District is approved with the condition that all other property owners within Millstream Park and Office Condominiums shall agree, in writing, to the re-zoning and map amendment within thirty (30) days of the effective date of this Ordinance; and

**BE IT FURTHER ORDAINED** that upon the written approval of all property owners within Millstream Park and Office Condominiums, Zoning Map of the City of Monroe and the boundaries thereof, which is described in Section 37-34 of the City of Monroe Comprehensive Zoning Ordinance and shows the Zoning Districts and Boundaries thereof, be and the same is hereby amended to rezone the ±2.128-acre tract to the B-3 (General Business/Commercial) District as shown on the map, which is attached hereto and made a part hereof, and shall be integrated into the Zoning Map of the City of Monroe;

**BE IT FURTHER ORDAINED** that if all property owners within Millstream Park and Office Condominiums do not agree, in writing, to this rezoning and map amendment within thirty (30) days of the effective date of this Ordinance, the application shall be considered denied.

**This Ordinance** was introduced on August 26, 2025.

**Notice Published** on the \_\_\_\_\_ day of \_\_\_\_\_ 2025.

This Ordinance having been submitted in writing, introduced and published, was then submitted to a vote as a whole, the vote thereon being as follows:

**AYES:**

**NAYS:**

**ABSENT:**

And the Ordinance was declared **ADOPTED** on September 9, 2025.

\_\_\_\_\_  
**CHAIRPERSON**

\_\_\_\_\_  
**CITY CLERK**

\_\_\_\_\_  
**MAYOR’S APPROVAL**

\_\_\_\_\_  
**MAYOR’S VETO**

**PUBLIC HEARING**  
**CITY OF MONROE ZONING COMMISSION**

August 4, 2025

City Hall

Monroe, Louisiana

**RE:    MA 102-25**

**APPLICANT:   KATHERINE ZIMMERMAN**

**MOTIONED BY:   Mrs. Pamela Hill**

**SECONDED BY:   Dr. Pamela Saulsberry**

I move that the Zoning Commission advise the City Council that after Public Hearing, the Commission finds that changing conditions in the area *are* sufficient to justify the above request to rezone a 2.128-acre tract of land, more or less, from B-2 (Neighborhood business) District to B-3 (General Business/Commercial) District. This property is located at 1863 Avenue of America. The commission recommends this application be approved.

The vote by the Monroe Planning Commission was 7-0-1 for approval.

**City of Monroe  
Planning Commission**

|                                                  |                                              |
|--------------------------------------------------|----------------------------------------------|
| <b>Case No.:</b>                                 | MA 102-25                                    |
| <b>Name of Applicant:</b>                        | KATHERINE ZIMMERMAN                          |
| <b>Address of Property:</b>                      | 1863 Avenue of America                       |
| <b>Size of Property:</b>                         |                                              |
| <b>Present Zoning:</b>                           | ±2.128-acres (more or less)                  |
| <b>Proposed Zoning:</b>                          | B-2 (Neighborhood Business) District         |
| <b>Council District:</b>                         | B-3 (General Business/Commercial) District 2 |
| <b>Future Land Use:</b>                          | Neighborhood Mixed-Use Commercial            |
| <b>Consistent to the<br/>Comprehensive Plan:</b> | Yes                                          |

---

**REQUEST:** This is a request to rezone a 2.128-acre tract of land from the B-2 (Neighborhood Business) District to the B-3 (General Business/Commercial) District.

**PRESENT USE:** Existing office building

**MOST NEARLY BOUNDED  
BY (STREETS):** The property is located north of Avenue of America, south of Hudson Circle, east of North 18<sup>th</sup> Street and west of North 19<sup>th</sup> Street

**SURROUNDING LAND USES:** The surrounding land use consists of commercial and residential in all directions with Neville Jr. High School to the east.

**ADVERSE INFLUENCES:** Increase traffic in the area.

**POSITIVE INFLUENCES:** Business will generate taxes for the City.

**COMMENTS/  
RECOMMENDATIONS:**

The applicant would like to rezone a 2.128-acre tract of land from the B-3 (General Business/Commercial) District to the B-2 (Neighborhood Business) District. The purpose of the request is to allow the applicant to have the ability to operate an educational facility (tutoring service) at this location. This property will attach onto an existing B-3 zone that is immediately to the west of this site. The B-3 (General Business/Commercial) District designation will be the most appropriate zoning classification for the proposed request for the educational facility.

If this application is approved, the request will be forwarded for final approval by the Monroe City Council.

The **Future Land Use Classification** for this area is Neighborhood Mixed-Use Commercial. This area typically lends itself to areas that will accommodate residential and commercial uses, but at a lower intensity of seven units per acre. This request is consistent with the comprehensive plan.

The Planning Commission and the City Council shall consider the following criteria in approving or denying a map amendment:

- a. The proposed map amendment is consistent with the pertinent elements of the City of Monroe Comprehensive Plan and any other adopted plans.
- b. The proposed map amendment is consistent with the adjacent zoning classifications and uses.
- c. The proposed map amendment will reinforce the existing or planned character of the neighborhood and the City.
- d. The site is appropriate for the development allowed in the proposed district.
- e. There are substantial reasons why the property cannot be used according to existing zoning.
- f. Public facilities and services including schools, roads, recreation facilities, wastewater treatment, water supply, storm water management, police and fire are adequate for the development allowed in the proposed district.
- g. The map amendment will not substantially or permanently injure the appropriate use of adjacent conforming properties.

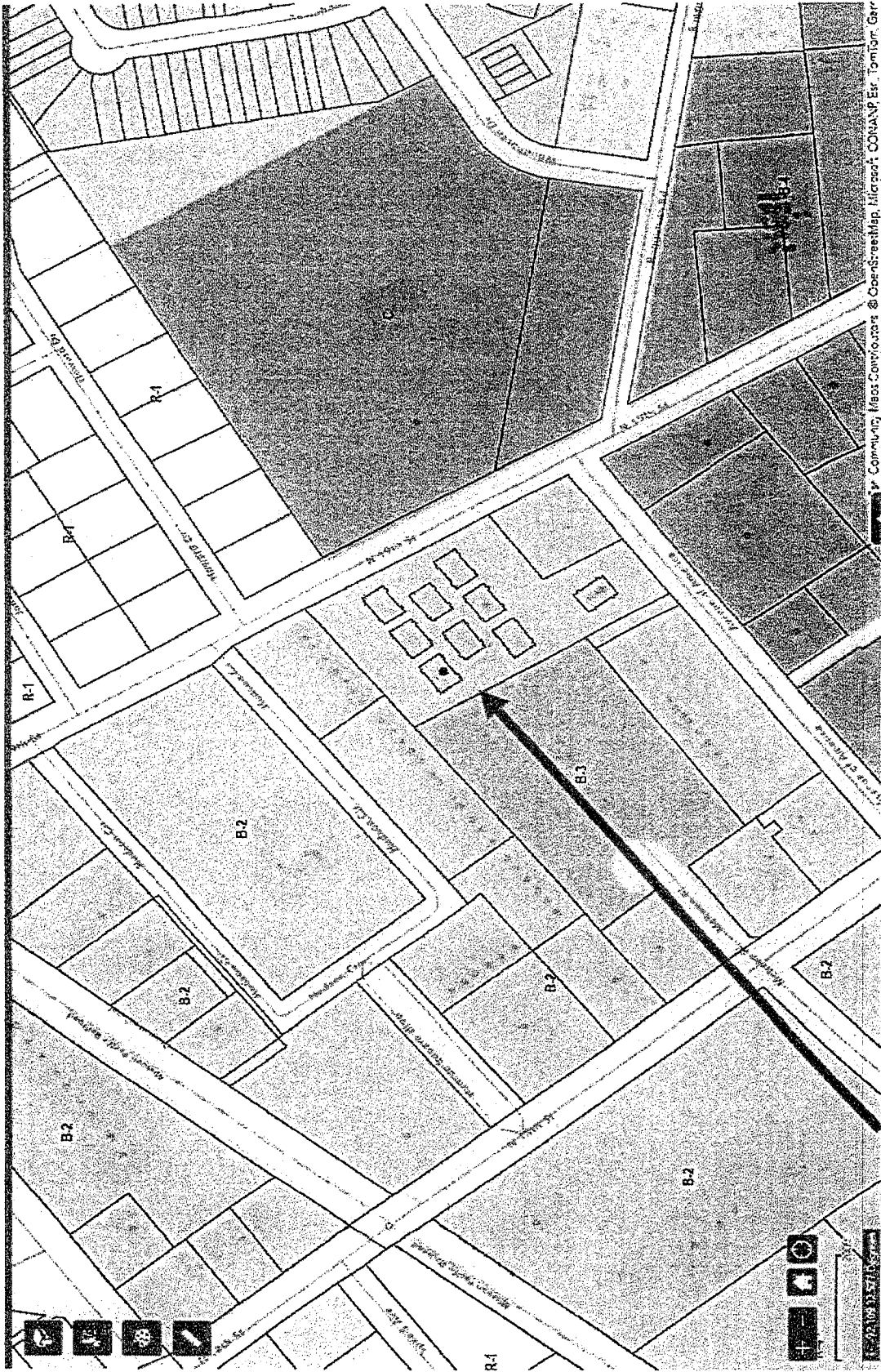
*Effect of Denial*

The denial of a map amendment application shall ban the subsequent application for the same or similar use at the same location for a period of twelve (12) months.

**OPTIONS:**

Approve the applicant's request as presented.

Deny the applicant's request as presented.



Katherine Zimmerman  
1863 Avenue of America

**Quachita, Assessor**

