

**MONTGOMERY-OTSEGO-SCHOHARIE  
SOLID WASTE MANAGEMENT AUTHORITY**

**PERSONNEL COMMITTEE MEETING**

**Date:** November 30, 2006

**Location:** Howes Cave Administrative Complex

**Members Present:**

Edward Wesnofske  
Meredith McNeil  
Martha Clarvoe  
Joan Bent

**Members Absent:**

**Others Present:**

Gilbert L. Chichester  
Rudolph Laguna

**1. Opening**

Chairman Wesnofske called the meeting to order at 12:05 p.m.

**2. Minutes**

Mr. McNeil moved to accept the minutes of the November 2, 2006 meeting of the Personnel Committee. Martha Clarvoe seconded the motion. All members agreed.

**3. Executive Director Performance Review**

The Committee went into executive session to review the evaluation forms returned for the Executive Director's performance, from 12:10 p.m. until 12:30 p.m.

**4. Health Insurance Plan Review – Union Coverage**

Mr. Chichester explained that MVP had informed him that the plan currently covering all union employees has been changed. The change is being implemented for all small group plans offered by MVP. The plan now being offered does not meet the specification for health insurance coverage as negotiated in the current Agreement between MOSA and CSEA.

The changes are as follows:

- a. The prescription co-pays have been changed from \$5/20 to \$10/30/50
- b. There is now a \$100 deductible per member for prescriptions.
- c. \$500 Co-pay has been added to the first admission per member per calendar year.

The Committee authorized Mr. Chichester to discuss the change with the union through a Labor/Management meeting. The Agreement between MOSA and CSEA provided for the establishment of a Labor/Management Committee to study health insurance alternatives.

**5. Health Insurance Plan Review – Management**

Mr. Chichester explained that the current Blue Shield of NENY plan provided to management employees was also changed for small groups (under 50 employees). The primary change was also in the area of prescription drug coverage. The coverage was capped at \$2,500 per family member, which means that after the expenditure of \$2,500, all additional costs are totally the responsibility of the employee. Out of network coverage was also diminished.

Mr. Chichester indicated that he and Chairman Wesnofske had researched the ability of the Authority to participate in the New York State Insurance Program (NYSHIP).

Details of the health insurance programs currently offered along with information on NYSHIP were discussed. Mr. Chichester recommended changing from the current BSNENY plan to the New York State Health Insurance Program.

The Committee authorized the Executive Director to prepare the necessary resolution for consideration at the next meeting of the Governing Board.

**6. Access to Safe Deposit Box(es)**

Mr. Chichester explained that the use of the safe deposit box needs to be formalized so as to appropriately establish access to the box with the bank. The Committee reviewed the suggested resolution and unanimously approved its presentation at the next meeting of the Governing Board.

**7. Amending compensation for Equipment and Fleet Manager position.**

Mr. Chichester explained that the annual salary for this position had been erroneously calculated based on a 2008-hour year instead of the actual 2080-hour year. Thus the annual salary for the position should be \$41,600.

The Committee unanimously approved the presentation of the resolution to the Governing Board.

**Adjournment**

Mr. McNeil moved to adjourn at 1 p.m. Joan Bent seconding the motion. All were in favor.

Respectfully Submitted;

Gilbert L. Chichester  
Executive Director