

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

PERSONNEL COMMITTEE MEETING

Date: April 12, 2007

Location: Howes Cave Administrative Complex

Members Present:

William Strevy
Joan Bent
Edward Wesnofske

Members Absent:

Others Present:

Gilbert L. Chichester

1. Opening

Chairman Strevy called the meeting to order at 9:00 a.m.

2. Minutes

Mr. Wesnofske moved to accept the minutes of the January 4, 2007 meeting of the Personnel Committee. Joan Bent seconded the motion. All members agreed.

3. Memorandum of Agreement on Health Insurance --

Mr. Chichester indicated that the administration of the agreement is being handled internally and that the number of payments has been minimal.

4. Organizational Staffing Needs --

Mr. Chichester relayed to the committee that the information required for the audit was organized and available, but that it was not an easy process. He reflected upon the dynamics of working with the person assigned by CFO for Hire. He also spoke to the efforts put forth by the new accounting staff.

Mr. Chichester indicated the need for a higher level accounting person and that he had received a proposal from BST Advisors to provide support.

Joan Bent indicated her desire to open a new search for a Director level person. She indicated that two searches had been undertaken with little luck with finding an upper level accounting person.

Mr. Chichester indicated that this was a factor of the level of compensation offered.

Mr. Strevy spoke to the need to do an RFP for auditors. He spoke to resolving any conflict with the retention of the same auditors.

Joan Bent spoke to the need to look at the overall need of the Authority. She indicated her strong feelings relative to the need for a Chief Financial Officer. She felt that there was a need for an experienced person, perhaps someone that could assist with human resource matters and that was computer savvy.

Mr. Strevy indicated that he could not support retaining the two existing positions and adding a new Chief Financial Officer.

Mr. Wesnofske indicated that with the use of outside expertise, difficulties can develop when there is a problem. There can be a lot of finger pointing between the existing staff, a consultant and the auditors.

Mr. Wesnofske pointed out that from an accountability point of view, there have been a few glitches in financial reporting, data not being as readily available and less ability to do sensitivity analyses, all of which impacts the ability to make policy decisions.

Joan Bent felt there was a crying need for a higher-level person. She asked that job specifications be developed.

Mr. Chichester indicated that the committee could review the existing specifications for the Director of Finance and Administration.

There was also recognition that a salary survey needed to be done so as to offer an appropriate salary. Mr. Wesnofske felt that the committee needed to look at what goes into the growth of the position as well as the initial requirements of the position.

Mr. Strevy indicated that he had concern relative to the cost.

This was identified as needing attention at the next meeting of the Personnel Committee.

5. Labor Negotiations --

At 9:45 a.m. Mr. Wesnofske made a motion to enter Executive Session to discuss labor negotiations. This motion was seconded by Joan Bent and unanimously approved.

At 10:15, Joan Bent moved to come out of Executive Session. The motion was seconded by Mr. Wesnofske and unanimously approved.

6. Adjournment

Mr. Strevy moved to adjourn at 10:15 a.m. Joan Bent seconded the motion. All were in favor.

Respectfully Submitted;

Gilbert L. Chichester
Executive Director