

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

PERSONNEL COMMITTEE MEETING

Date: June 13, 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 10:00 a.m.

2. Minutes

Mr. Wesnofske moved to accept the minutes of the April 14, 2007 meeting of the Personnel Committee. Joan Bent seconded the motion. All members agreed.

3. Chief Financial Officer

Mr. Strevy questioned the other committee members relative to waiting on any action on a CFO position.

Joan Bent indicated that she felt that there was a need to take the CFO responsibilities off the back of the Executive Director. She looked to find a strong person. She raised the question of salary.

It was agreed that no salary would be advertised. The board members needed to be aware of the market and proceed with their eyes open. It was felt that there were resources to address the salary needs.

Ms. Bent indicated that the CFO position fills an existing void. The position brings stability to the overall organization. To bring stability to the organization, there is the need to have a person on board as opposed to being on contract.

Ed Wesnofske indicated that there was often a split of commitment when a contract person is engaged on multiple jobs. The risk is that the person will abandon one for another.

Mr. Strevy indicated that he felt the organization was becoming administratively top heavy. The financial staffing had doubled with two Accountants, a Director of Operations and a Chief Financial Officer.

Mr. Wesnofske indicated that he felt that there was a need for a person who has a feel for the Executive Director's responsibilities and has a comprehensive understanding for the overall needs of the organizational.

He further indicated that he wanted sound financial management of the organization. This requires an Executive Director level person who should not be consumed by details. He felt that we needed a person with the capability to analyze the financial impact of proposed actions as was done in the past. A person who has a clear understanding of the details and can bring them to the decision making process.

There was a discussion of information gathered in the past as to the compensation for such positions.

Me. Wesnofske indicated that the Executive Director should be authorized to advertise and recommend a person for the position. The Governing Board then would have to set the salary based upon the request of the candidate and the market.

The discussion turned to the description of the positions responsibilities. Mr. Wesnofske had concern regarding the IT responsibilities of the position. He felt that the person filling the position should be able to evaluate and learn packages and support staff with these packages. He suggested that the description be fleshed out a bit more.

Mr. Wesnofske made the motion to have the position advertised with the Executive Director recommending the best candidate along with salary expectations.

Mr. Wesnofske and Ms. Bent voted in favor and Mr. Strevy opposed.

Ms Bent inquired of Mr. Strevy as to his opposition. He indicated concern for doubling the management staff. He expressed concern relative to the Director of Operation's presence in the field. He questioned if he knows what is going on. He is looking at the increasing cost.

Ms. Bent spoke to the cost of the consultants. She felt there was more return with an internal person as opposed to contracted oversight.

Mr. Wesnofske indicated that the Director was a long time coming and that there is a clear need relative to safety and equipment maintenance and other related activities.

Mr. Strevy indicated that it just created more bureaucracy.

Mr. Wesnofske spoke to the large territory with five transfer station.

Joan Bent commented on the amount of equipment.

Mr. Strevy felt with the small committee, it is easy to push things like this through. He indicated that he would speak to his concerns at the board level.

4. Negotiations

There was an extensive discussion of the negotiations between the Authority and CSEA.

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The committee asked to be kept informed.

5. Executive Director Contract

The committee decided that there was a need to provide a review of the prior discussions.

6. Adjournment

Mr. Strevy moved to adjourn at 11:15 a.m. Joan Bent seconded the motion. All were in favor.

Respectfully Submitted

Gilbert L. Chichester,
Executive Director