

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

PERSONNEL COMMITTEE MEETING

Date: October 18, 2007

Location: Howes Cave Administrative Complex

Members Present:

William Strevy
Joan Bent
Edward Wesnofske

Members Absent:

Others Present:

Gilbert L. Chichester
Daniel Baker
Martha Clarvoe
Mack McNeil
David Parker
Olga Podmajersky
Glenn Packard
Barbara Corrigan

1. Opening

Chairman Strevy called the meeting to order at 1:23 p.m.

2. Minutes of Previous Meeting --

The minutes of the September 6, 2007 and September 27, 2007 meeting of the committee were reviewed and approved.

3. Negotiations with CSEA

Mr. Chichester presented the Agreement between MOSA and CSEA to the committee. He reported the Union passed the agreement with a 15-1 vote. Mr. Chichester highlighted the changes in compensation and longevity.

Mr. Strevy reviewed the financial impact of these changes based on a spreadsheet prepared by Mr. Cooper earlier in the year and handed out during the meeting.

Mr. Chichester pointed out the change from the emailed version in Section XIX Health Insurance. The second paragraph was reworded to read "Any changes or modification in the health insurance plan initiated by the health insurance carrier shall not be subject to the grievance procedure." Mr. Chichester clarified that this prevented such changes from sending negotiations to PERB.

Personnel Committee Meeting

October 18, 2007

Page 2 of 2

Mr. Strevy questioned why the NYSHIP plan is offered if we had decided upon CDPHP. Mr. Chichester explained the Union wanted that offer and it is worded so there is no financial impact on the Authority.

Mr. Chichester discussed the benefits of the CDPHP plan over the current MVP plan and how the CDPHP Plan mitigates some of the changes that occurred when MVP forced us to a different plan.

Mr. Chichester proceeded to discuss the other items in the agreement per the attachment.

Mr. Wesnofske motioned the Agreement between MOSA and CSEA be brought forward to the Board as a resolution. Ms. Bent seconded the motion, all members were in favor.

4. Other Business

Mr. Strevy motioned the Committee go into Executive session to discuss the performance of management. Mr. Wesnofske seconded the motion, all members were in favor at 2:10 p.m..

The Committee came out of Executive Session at 2:25 p.m.

5. Closing

The committee adjourned at 2:30 p.m.

Respectfully submitted,

Gilbert L. Chichester,
Executive Director