

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

**PERSONNEL COMMITTEE MEETING**

**Date:** July 9, 2009

**Location:** Administrative Offices of MOSA in Howes Cave

**Members Present:**

Harold Vroman

John Thayer

**Members Absent:**

Edward Wesnofske

**Others Present:**

Gilbert L. Chichester

Olga Podmajersky

Philip Skowfoe

Dennis Heaton

Mark Robarge

**1. Opening**

Chairman Vroman called the meeting to order at 4:07 p.m.

**2. Minutes June 8, 2009**

Mr. Thayer moved to accept the minutes for June 8, 2009; Mr. Vroman seconded the motion, which on voice call was approved.

**3. Agenda**

Mr. Vroman moved to amend the agenda's order and discuss the transfer station operator position and other business prior to going into executive session to discuss the executive director's employment. Mr. Thayer seconded the motion to accept the agenda as amended, which on voice call was approved.

**4. Transfer Station Operator Position at Schoharie Transfer Station**

Mr. Chichester provided the committee with Resolution No. 24, Authorizing the Hiring of a Transfer Station Operator Trainee, for review.

Mr. Thayer remarked that the position had been vacant for a few months; Mr. Chichester responded that it had been longer than that.

Mr. Vroman asked why the position was vacant; Mr. Chichester responded that the person formerly in the position had resigned.

Mr. Chichester reported we have an applicant that meets all requirements of the position except he has a Class B license; a Class A license is a requirement of the position. Previously, this has been handled by hiring the applicant as a trainee at a lower pay scale, and providing assistance and support for them to obtain a Class A license. Mr. Chichester stated he would like to move forward with filling this position in order to cover summer vacations and the like.

Mr. Skowfoe remarked that summer is almost over and tonnage is down. Mr. Chichester responded that we are currently running stations with one individual on the floor and he does not think that is the safest or the best from a customer service perspective. He reminded Mr. Skowfoe that he was aware of this situation and that he had commented on it in the past.

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Ms. Podmajersky inquired as to how many people are currently working at the Schoharie Transfer Station. Mr. Chichester responded there were two transfer station operators outside and one weigh master in the scale house; however, this person would be used throughout the system when needed.

Ms. Podmajersky asked the percentage of how often they go to other places. Mr. Chichester responded that he couldn't accurately tell her that; it depends on staff vacations and sick time. He also pointed out that no one had recently been in the position long enough to be trained and able to move to other locations.

Mr. Thayer made a motion to bring up the issue before the full board; Mr. Vroman seconded and on voice call all agreed.

**5. Other Business**

Chairman Vroman asked if there was any other business; none was brought forth.

**6. Executive Session**

Mr. Thayer moved to go into executive session at 4:10 p.m. to discuss the Executive Director's employment agreement. The motion was seconded by Mr. Vroman and unanimously approved.

Mr. Thayer moved to come out of executive session at 5:00 p.m. and Mr. Vroman seconded the motion, which was unanimously approved.

**7. Closing**

Mr. Vroman moved to adjourn the meeting. Mr. Thayer seconded the motion with all in favor. The meeting adjourned at 5:02 p.m.

Respectfully submitted,

Judith Beeler  
Confidential Secretary