

TCSWMO MEETING
Preliminary Budget
Appleton Town Office
January 12, 2023

The following directors were present: Tom Pitzi, John Shepard, Henry Hall, Lee Shane, Elaine Porter, Peter Beckett, Scott Esancy, and Norman Casas.

Also present were David Stanley, Facility Manager, and Gail Philippi, Administrative Assistant.

Tom Pitzi, President opened the meeting at 6:36 pm.

Salary Survey: John said that from his perspective it is challenging to compare us to other facilities because most are municipal and closer to the coast. Camden/Rockport is having a hard time keeping employees and a manager and encouraged us to pay whatever we can to keep employees. Belfast and Rockland have similar populations. He said we are on the mark paying David. Thomaston is similar to us, but they pay less and the person he talked with didn't know what was going on. David mentioned that some are smaller, the Warren manager had called David desperate for employees. A St. George Selectman told David that they are looking at an increase equal to Social Security and they will be going over \$600,000 for a budget. Peter said that St George does a lot of recycling. David said they are disproportionate on equipment and have a baler and 3-phase power.

John stated that China doesn't have a salaried manager. Peter feels we're in the ballpark and in Camden some managers have been asked to leave.

Tom got the same impression from the spreadsheet that making comparisons is a difficult task. He agrees that we are in the ballpark and the change we made in July keeps us there. We are competitive but not by much. David said we get a lot of customers out of Hope who will pay increased rates. David has thought about approaching Jefferson. John said that we have the capacity. David said that the fixed cost wouldn't change, the variable could. John is satisfied, Norman is too. Tom thanked the sub-committee for their work.

Preliminary Budget:

One thing that came up last time was **Capital Funding** for equipment. David checked into estimates for: **Backhoe** \$98900 (Union Farm – SANY) bought the last 2 back hoes from them; **Paving** the parking area - Discount Asphalt - \$78000; **Trash trailers** the last two were purchased in 2015 and 2020, we might need to plan on a new one in 2025 = \$96,400. We may be able to get more than 10 years out of this one having learned a lot, and we now have the trailer building, do undercoating as rust is the big issue and we now have the power washer. **Rolloff:** the last purchase was in 2022 \$13,000, we have 4 – 50 yard, have one spare metal and have 3 demo roll-offs.

Scott wondered if we ever considered leasing. David said we'd discussed it but wants to keep this one. It could be an option. 14 truckloads and 38 tons of burned house came in on one day recently from Washington. We have good functional rolloff cans but will probably need one in 5 years.

David stated that the actual numbers on the preliminary budget are pretty clean. and David has estimated the rest of the year. We are pretty much on target to date. The budget numbers will be final at the next meeting.

Tippling trash – ecomaine contract says they can go up every year in June. It is likely to go to \$85.46.
Hauling trash - there is the hauling fee and now a fuel surcharge. Fuel has stabilized somewhat so David put in a little less for the fuel surcharge. Fuel is the variable. There was a discussion on the chart supplied by Libby and the percentage charge vs a flat fee per diesel price. We are now at a flat fee and the totals have gone down some.

Tippling demo – 396 tons of the demo were from non-members. David won't project on non-members for next year as it is an unknown. It is a limited number of contractors, and it may not continue. We made \$15,876 more. Demo revenue pays the expense. Lee suggested raising fees here if we need to raise anything. Tom said that it is business we want to keep.

Metal – This price fluctuates. We do get paid for metal.

Lincoln County Recycling – This is an estimate, they never have a number for us this early. David plugged in a higher number. Per capita ends up at \$4.23. Peter asked where the money we paid them goes and he would like to see the numbers. David will contact Lincoln County. Last year they couldn't sell mixed paper. They are not for profit, under the direction of the Lincoln County commissioners.

Wages – David budgeted 4% across the board. The difference between 3 and 4% is \$1600. Peter said that including the raise last summer, the year total is 11 – 13%, we shouldn't ignore fact gave a big raise already. David stated that Maine minimum wage just went up 8.24% and Social Security went up 8.5%. Norman said that the justification was not tied to COLA but was a strategic plan to retain help. David noted that Casella is offering \$25/hour. He wants to keep the people we have. Peter would like to see a 2% raise. Tom said we still haven't gotten staff. Lee feels we need to be advertising on some level. David will take applications from qualified individuals. Tom asked if we are going to increase the hours. David said that there are peak times in the year when he can use a fourth person. He will increase an employee's hours with them knowing it is temporary. Tom said it is a fair staffing question, but we can lose people if we start reducing hours, it is risky. David replied that there is more flexibility with part-time employees, he can call them in when needed. Tom says if we hadn't done the July raise, we'd be talking about it now. Lee suggested splitting the difference and making it 3%. John wants to incentivize the crew we have. We have had a problem and the summer raise was an emergency measure, we are splitting hairs to talk about 3 vs 4%. John is strongly in favor of 4%. Pay is the most important thing. John wouldn't want to do this hard work. Elaine added that it took David a long time to get this crew.

Tippling & Hauling - The number of trips and cost per trip. David gets stellar service from Libby. Scott commented that familiarity with a vendor is huge.

Moving trailers – This is for when we need to move them for inspection or repairs.

Fuel contingency – This is a safety net if fuel prices go up temporarily rather than increase in hauling fees. 4.26 -6.00. \$10 per trip. A lengthy discussion ensued. Peter suggested using \$7,000 for fuel contingency, feeling it is more accurate. John said that is fine if we are comfortable with possibly shorting ourselves. **The decision was to go with \$7,000.**

HHW Day – We subsidize this program in a big way so people will still bring items in. It is the second Saturday in June. They went up on setup fee and unit fee last year.

Freon removal– We use the same company.

Fluorescent tubes – We only charge commercial customers. Don't charge the average homeowner so they will bring them in and not throw them in their trash where they usually break.

Heat & generator – Both use propane.

Website – we pay for the domain every 2 years in addition to the regular fee.

Signs – We have a new metal bin sign.

Employee Education/mileage – David dropped the amount, for education – MMA has a scholarship program.

Plowing & Sanding – We are paying \$4400.

Legal & Professional – There will be two audit years this year, one not paid last year. Therriault hasn't billed us in a while.

Mowing – We do more than we used to, Merton Moore does the septic and ditches, Kennedy uses a sickle mower along the roadside and behind the buildings. Walt does around the buildings.

Diesel – winter blend is for the backhoe only.

Maintenance:

Backhoe Maintenance – This is one of four **carry forward** accounts. We will need a couple of rear tires, they change the front ones at the station. Peter wonders about taking the tires out of the Reserve Account. David said it's a repair not a capital investment. We may put the tire cost into infrastructure.

Live Bottom trailer - This is a **carry forward** account

Maintenance & repair – General – This is a **carry forward** account. It includes seal cracking last summer which was a lot.

Small tools – This includes the oxy-acetylene lease

Miscellaneous – Clothing allowance, full time employees receive \$100 and parttime receive \$50. The clothing purchased must be used at the Station. It is also used to buy gloves.

Reserve Funding – Peter will adjust his figures to compensate for inflation.

Revenue

Demo – This number is higher but not as high as what was actually brought in.

Metals – Right now this is \$180 / ton and we get the light iron price.

Electronics – This includes the money we charge for items. We get fewer large heavy televisions than we used to and get more flat screens, monitors and laptops.

Last page Assessments:

The **demo bonus** is paid to employees if we break even or do better which is a great incentive for the crew.

Population: – We are using MMA numbers, DHHS couldn't come up with something other than the 2020 census numbers. David said Maine revenue is the feeder for everyone, Peter said this is a violation of the ILA. There was a lengthy discussion about population numbers.

Union tax non-assessment is \$8396

David stated that there will be some adjustments by the next meeting.

The next meeting is in Liberty on February 2nd at the Liberty Town Office.

The meeting was adjourned at 9:08 pm.

Submitted by, Gail Hansen Philippi, Administrative Assistant