

**TCSWMO
MEETING
Somerville School**

**April 28, 2022
6:30 pm**

The following directors were present: Henry Hall, Dana Philippi, Ali Crocco, Lee Shane, Scott Esancy, Don Thebeau and Tom Pitzi. Elaine joined us at 8 pm.
Also present were David Stanley, Facility Manager, and Gail Philippi, Administrative Assistant.

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

SECRETARY'S REPORT: A motion was made by Ali Crocco and seconded by Don Thebeau to accept the minutes of the February 17, 2022, meeting. No comments or questions. Motion carried.

TREASURER'S REPORT: The checking account balance as of today is \$167,116.94. The Reserve Account balance is \$120,119.01 = Total \$287,235.95. Lee made a motion and Ali seconded to accept the Treasurer's Report. No comments or questions. Motion carried unanimously.

BOARD REPRESENTATIVE REPORT:
Henry said it's very neat at the Station and he's heard no complaints.

PUBLIC COMMENT: None

NEW BUSINESS:
Tom added two items: Shredder and Board member responsibilities.

FACILITY MANAGER'S REPORT:
David has scheduled the HHW with EPI for the 3rd Saturday in June 18th, 8:30 – 11 pm as usual. They have now increased their setup fee to \$1,000. The per unit fee is \$30/unit up from \$27. We charged customers \$12 last year. EPI will also collect paint for PaintCare at no cost. Lee feels it is our civic responsibility to do this and recommended keeping the charge at \$10. Dana said we're non-profit and want to keep the stuff out of landfills and being dumped. David feels it is also an ownership thing for individuals to take care of it.

Tom made a motion to subsidize the HHW Day with a user fee of \$10 a unit. Lee seconded. Motion passed unanimously. David will send out notices to the Towns through Gail and Ali will get it on the website.

MMA Grant – David applied for a Safety Grant for \$1800 for 2 speed bumps, traffic control signs and to have the pavement markings redone. David will buy signposts from Union Public Works.

Signs – There are new aluminum signs for the demo bins and metal bin from Adventure Advertising in Rockport. Also "No Broken Glass" signs as handling broken glass is a safety issue. We have two grinders: one for green and one for clear glass.

Worker's Comp Inspection went well. We agreed to a resolve for a commitment to make the Station Safer. We received \$157 back on 4/27. We do need to do more training. They can put the class on a flash drive and the crew can watch it on a laptop in the office. Lee suggested looking into borrowing a hotspot from a library which David will do. Scott suggested Safety Works for training.

Fuel Surcharge – Hauling fees were based on lower fuel prices. David & Gordon Libby agreed on a flat fee arrangement and then April came in at a 30% surcharge which could get us up to \$18,000 annually instead of the \$1,000 budgeted. A problem is that there aren't many people hauling live bottom trailers for trash and also roll offs. Libby hauls both. There is a feeling of loyalty also for our current hauler. David will sit down with Gordon to work out an arrangement.

Bags – We are selling a lot. The crew is rolling some into smaller rolls, but they are selling rolls of 10. It is easier to spend \$10 than \$20 for some customers. David will probably have to order 20,000 – 40,000 bags in the fall. Tom suggested not delaying on placing an order. It took a long time to get the last order.

Hard plastic is open beginning of April to November every year and they've brought in a lot.

Health Insurance – We are paying some of David's Medicare and insurance in lieu of covering it ourselves which saves everyone money. Peter Beckett, Ali Crocco & Gail Philippi met on February 12 to clarify this section in the Personnel Policy. In the future we won't have to address this every time a new employee starts or has a different insurance company.

Lee made a motion to approve the proposed change for Employee Health Care in the Personnel Policy in: Article 14, Section 14.1 as follows. Gordon seconded. Motion passed unanimously.

1. *TCSWMO offers medical insurance to full time employees.*

2. *TCSWMO pays eighty percent (80%) of the full individual cost of a full-time employee participation in the group health insurance plan. The employee is responsible for premium amounts over TCSWMO's contribution.*

3. *TCSWMO will reimburse premiums paid by a full-time employee for their share of non-group health insurance plan up to 80% of what the group's health insurance premiums would be if the employee had participated in the TCSWMO group plan.*

4. A new full-time employee shall be eligible to participate in the health insurance program after completion of a fifteen (15) workday waiting period and commencing at the beginning of the subsequent month.

Hiring Help – David still has a help wanted sign out and he talked to many people. The most hours we offer are 36. People are wanting more or less hours or more money. We are offering \$14 to start. David has had people doing Community Services which didn't work well, high school students are a possibility. Warren was paying \$14 and went to \$15. MCSW is also looking for help; part time is starting at \$16+. David stated that if we go up on starting wages we need to go up on all wages. We are not a private company; a problem is we are quasi-municipal and very visible. Snowplow drivers are making \$17.50 in some towns. Ali suggested advertising in the Free Press. Lee is worried about not paying enough and still retaining people. As an estimate David said to multiply 36x52x 1=\$1872. Tom suggested looking at increasing everyone \$1-\$2/hour and seeing what that adds up to.

Lee suggested that by July we might be behind. David and Gail will get together, and Tom suggested a **special meeting on May 26th in Union to discuss wages**. He will check into the availability of space. David and Gail will meet before then to come up with some recommendations.

Bernice Stanley was approved at the last meeting as an exception, and she is still there out of necessity. Tom feels that given our situation we should approve it indefinitely. Scott suggested we change the policy on family hiring given how the work force situation is now. David has Bunny report to other employees, not himself.

Ali made a motion to approve Bernice Stanley as a parttime employee and to form a subcommittee to review the section of the Personnel Policy. Lee seconded. Motion passed unanimously.

Lincoln County Recycling: This is only a portion of our recycling program. David handed out a sheet itemizing the 2021 totals of what we take in. Newspapers are now combined with mixed

paper. Fluorescent lamps are highly regulated by DEP. Some cost us money but we use the money that we take in for TVs, etc. to offset it. Light iron is going for \$280/ton. #1 plastic taken in by at least one nearby station but doesn't really get recycled. #1 plastic must be baled and not mixed with other numbers. We don't have a baler, or 3 phase power and it would be costly for us to do it. MCSW has a person dedicated to the baler and Lincoln County has had baler issues. Lincoln County will come upon request or check in with us before a holiday weekend.

Population figures – Tom doesn't want to make any changes to the 2022 budget. We have used the MMA numbers for as long as anyone can remember. David said you can find discrepancies anywhere. Scott suggested we change the wording in the ILA. Tom reminded us that this would have to be voted on by each Town at their annual Town Meeting. TCSW would supply the wording for a Warrant Article. We can look at this in the July meeting, changing the agreement or using DHHS #s.

Shredding – An idea was floated to have a paper shredder come to the HHW Day. It would cost \$400 to show up plus the cost of the shredding. There is a question of who pays for each person. Lee stated that this is not exactly our mandate even though she is not opposed to it in principle. David thinks it wasn't geared for individual people but is a town program.

Tom said we are a joint board not individual. That is how we gain our strength. Peter approached someone on his own. Tom called him out on it, and Tom does take exception to it. The Board has had enough conversations with our lawyer Roger Therriault so as to not have any doubts about this. Scott said this is part of the policy and we are a policy driven board. Roger attended one of our meetings to explain this. Peter approached a town that wasn't his own. Lee stated that we all need to trust each other.

OLD BUSINESS:

The Quarterly Financial reports were previously emailed to all members who have email and copies mailed to those without email.

The next meeting is on July 28th at the Union Town Office.
Lee made a motion and Henry seconded to adjourn at 8:29 pm.

Submitted by, Gail Philippi, Administrative Assistant