

Lamoille Regional Solid Waste Management District  
29 Sunset Drive, Suite 5  
Morrisville, VT 05661

BOARD OF SUPERVISORS' BUSINESS MEETING  
TUESDAY, FEBRUARY 8, 2022  
CONDUCTED BY ZOOM

SUPERVISORS

Cathy Mander-Adams	Belvidere	Dana Sweet	Cambridge
Penelope Doherty	Craftsbury	Absent	Eden
Absent	Elmore	Marilyn Zophar	Hyde Park
Howard Romero	Johnson	Charles Cooley	Morristown
Willie Noyes	Stowe	Lucas Tilton	Waterville
Phillip Wilson	Wolcott	Absent	Worcester

STAFF

Susan Alexander	District Manager	Donna Griffiths	Clerk
James Gonyaw	Facilities Foreman	Nate Snay	Site Attendant

Chair Willie Noyes called the meeting to order at 6:34 pm.

1. PUBLIC COMMENT

There was none.

2. APPROVE MINUTES OF JANUARY 11, 2022

**Dana moved and Charles seconded to approve the minutes of January 11, 2022. The motion was passed unanimously.**

3. FY2022 FINANCIALS

a. *Approve December 2021 Financial Reports*

Susan said we are halfway through year and net income is about \$6K. MSW disposal income is down \$38K from last year. Part of that might be attributable to some of the closures we have had due to staffing. She has also heard that there have been a lot of real estate transactions and many of the people who are moving in are hiring private haulers. We budgeted \$825K for combined MSW and C&D income. We are \$45,360, close to half of what we anticipated halfway through the year. Recycling income is \$13K less than this time last year. The surcharge from haulers is up. (*Marilyn arrived at 6:47.*)

**Lucas moved and Penelope seconded to approve the December 2021 financial reports.**

Charles temporarily took over running the meeting as Willie had gotten disconnected.

**The motion was passed unanimously.**

*b. Ratification of Check Register*

James said we have a new skid steer. We have not traded in our Bobcat yet. Last week the wheel loader at Lamoille Soil broke and we brought the Bobcat up to do some work there. We got the new skid steer, a bucket, a snow push bucket, a grapple, and special forks for \$68K. Susan said some of the \$68K will come back to use from the infrastructure grant.

**Charles moved to ratify the check register. The motion was seconded and passed unanimously.**

Willie returned and took over running the meeting again.

4. DISCUSSION OF DRAFT FY2023 BUDGET

Susan there was a math error in the current year budget. The summary page left out two items – one expense item and one income item, making the total \$26,400 less than it should have been. If we feel the need to rectify it we will add an income line from cash reserves to make up for it for the next 4 months. Otherwise we will just know we are operating with a negative.

So far the draft FY2023 has expenditures greater than income. Susan's job over the next month is to make it balance. But our real problem is staffing. Our auditor's suggestion was that we think about using some of our cash reserve to improve our sites and also maybe raising the pay for our entry level positions to attract and retain employees. We can raise starting pay but we would also have to give existing employees raises and figure out how to sustain that. The board should think about the level of service and convenience we want people to have. Maybe we should put out an RFP and contract out operations at some of our smaller facilities.

James said so far this year every Saturday a site has had to be closed or someone has had to leave one site early to go to another site. He decided that the reality is that we have to plan for site closures every week. Susan said the plan of rotating closures they came up with is more equitable than unplanned closures.

James said one possibility would be to close Stowe on Sundays and switch to having Craftsbury and Morrisville open on Sundays. Charles said we need to consider the revenue we get from Stowe every day it is open. He suggested we could meet with Eric Dodge in Morristown and explain that we need some help or we will be closed a certain number of days per month.

Susan said in the Northeast Kingdom Waste Management District all facilities are operated by towns. We suggested that Eden operate their own facility but they haven't had any success figuring out how to do that. Our sites can't just collect trash. The law says they also have to take recyclables and food scraps. That makes it harder to contract out site operation.

Penelope said she has been working with her town on different options. Charles said he thinks using a Morristown employee and reimbursing the town might be an option. Willie said that could be expensive when we figure in overtime. Charles said we would not be providing benefits so it may equal out.

Susan reviewed some draft budget figures. She will have the board review the full budget in April.

Phil asked if Susan will try raising the starting wage. Susan said we can think about the impact of that but she doesn't think raising it by a dollar will bring in many more people. Cathy asked if she has considered a bonus, perhaps to be received after 6 months. Susan said we haven't offered signing bonuses. We mostly need part-time employees. We could offer a bonus and it might help if people are willing to stay for the long term but most part-time employees only stay a short time until they move on to something else. We will look at all our options for getting more people.

#### 5. OTHER BUSINESS AND UPDATES

Susan reminded board members who is up for reelection or reappointment. Cathy said Belvidere has changed its town meeting date to June so the election won't take place until June.

Susan noted that Hyde Park and Stowe have each picked up a vote due to the new census results. That starts in April with the reorganizational meeting.

Susan said we have been offering \$500 grants to each town each year to help with illegal dumping but the grant program has been very unpopular. Susan and the new outreach coordinator, Sarah, have talked about keeping the same application process but expanding to allow communities to do other things with the grant money besides dealing with illegal dumping. She will bring a proposal to the board in April.

Susan said we very much value and appreciate our employees who show up to work every day, putting themselves face to face with customers and working in sub-zero weather. There has been a lot of pressure on them. A couple of weeks ago field staff were presented with baskets of local foods. Penelope wrote notes on behalf of the entire board that were included. Susan thinks we owe our employees a lot of gratitude.

Marilyn said she has often wondered about tip jars for employees. Susan said we ran into a problem with tip jars. Some employees are sitting right at a register and others are working behind the scenes where it is harder to receive tips. So we came up with a no tipping policy. We didn't want a tip jar in front of one employee when others were not benefiting from tips. Marilyn asked, can't they understand that they should share? Susan said if they were sharing they wouldn't have come to us complaining.

James said since dirt has been removed from behind the wall at Stowe we only have access to one door on the glass container. As a result, the last glass load was 6.1 tons when loads have been 11 tons in the past. He is trying to figure out solve that problem but he doesn't have an answer.

Cathy asked how the board will decide whether to meet in person in April. Susan said she will survey board members about their comfort level. We can do a hybrid meeting if some people want to meet in person and others want to join by Zoom.

James said we are a little more than halfway into another cardboard load. Penelope asked how far ahead we are of where we thought we would be with collecting cardboard. James said we are much further. What was originally put out to the board was an estimate that we would start to break even around year three but we are already in a good spot now. Susan said we originally hoped to collect 25% of cardboard at Stowe and we are collecting closer to 70%.

James said he has been talking to NRRA about whether mixed paper or newsprint is a better decision if we wanted to separate out another item. Newsprint is worth more but we have a higher weight of mixed paper.

**Cathy moved to adjourn and the motion was seconded and passed unanimously.**

Chair Willie Noyes adjourned the meeting at 7:52 PM.

Respectfully submitted,

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Donna Griffiths, District Clerk

Date

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Willie Noyes, Chair

Date