

**FIWMD
SEPTEMBER 23, 2020 @ 5:30 PM
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MINUTES**

*Bruce Hubert, Chair
David Burnham, Vice Chair
Bob Evans, Treasurer
Sarah Malinowski, Secretary
Kevin Carroll*

The monthly meeting was called to order by David Burnham, all commissioners were present. Alan reviewed his monthly report. Bob had questions about some of the tonnage numbers. Alan reported that he wants to hire someone to seal the garage and rent a lift to install the chimney for the new furnace. He will supply estimates.

The minutes of August 27, 2020 were motioned for approval with a change by Bob Evans, seconded by David Burnham; the motion carried.

Finances

Bob Evans motioned to pay the payables, Kevin Carroll seconded the motion; the motion carried. David Burnham motioned to transfer seventy-five thousand to the operating account, Bob Evans seconded; the motion carried.

Old Business

There was discussion about employees being paid overtime when they have not actually worked 40 hours (using time off toward the 40 hours). **Sarah Malinowski motioned that employees must “work” 40 hours in order to qualify for overtime, David Burnham seconded, Bob Evans and Bruce Hubert abstained; the motion carried.** Next month’s meeting should include the topic of changing the pay scale for weekend hours worked.

The subject of developing a plan that new employees contribute to their health insurance was reviewed. This also will be on the agenda for next month. Sarah iterated that she is against having employees contribute to their health plan.

New Business

Bob Evans motioned that employees should be paid two hours on Presidential Election Days, Bruce Hubert seconded; the motion carried.

David Burnham reported that there will be representatives from Casella Group to tour our facilities and possibly make recommendations about our operations.

Executive Session The board went into executive session at 6:30 pm and resumed their open meeting at 7:15 pm.

Resume Open Meeting

After careful and lengthy deliberation, taking Alans recommendation, and under the stipulation that his prior experience is confirmed, Bob Evans motioned to hire Don Tate as an Operations Technician, Sarah seconded the motion, Bruce Hubert opposed; the motion carried.

The meeting adjourned at 7:20 pm.

Beth Stern

