



March 9, 2023

10:00 AM–12:00 PM at Community Center & Zoom

ADOPTED WORKSHOP MINUTES

Commissioners: D. Burnham, B. Evans, S. Malinowski, K. Stevens

Employees: B. Stern

2.23.23 Minutes

Conversation about David's responsibility regarding road improvements.

Budget

Beth and Bob called Flanders (the insurer who holds our Workers Comp policy) today, regarding their estimate of \$27,000 for calendar year of 2022. Audit asks for 2022 actual which we have \$374,000 v the \$580,000 they suggest. Bob suggests we can change our categories of employment. 2021 our WC was \$6,000. Beth will get the payroll info to Flanders before our next meeting so we can be reimbursed. Bob would like us to do our financial reporting differently than how it's been done in the past. Bob feels our financial reporting is confusing and not as useful as it could be. There was an interest for quarterly budget meetings. We will set the first meeting as soon as we have the final numbers from 2022, so we can compare last year's financials with this year's budget predictions. Kate did a 5 year comparison of the budget this past summer.

EL Kate will coordinate with Beth to set the first Budget meeting for 2023.

Kate and Bob are going to drill into Bob's budget concerns and present at our April 13 workshop.

Finance

Casella – They made everything smaller. Consolidate. Shorten to 5 days a week 40 hours. Go to 3 employees. Densify our loads for fewer trips. Keep one of our compactors. Purchase bailers. Replace or use existing they take over all capital expenses. Collecting fees. Keeping our composting programs. Don't mention rubble, etc. Kate's notes. They would take over HR, machinery and movement. Should we reopen talks with Casella? What can we learn from them? What inefficiencies that they observed, could we put into effect now. For example, could we use their bailer idea? We spend \$194,000 on ferry/hauling/tipping for 2022. How can we reduce that amount? What can we use that's constructive?

General thought that it was easier when we were smaller. Have we lost our focus? Are we overly dependent on machinery? Is there a scenario, in which we could unplug the mechanical? Do we need a shop empire?

David suggested we go through the data collected over the past two years to see how people spend their time. This would be a good place to start. Could we sign this task to Everett?

Training – Deadline is tomorrow. 4 out of 12 are done. Next year, we can ask that everyone do the supervisor version, which is 2 hours long vs. the 1 hour version. The 2 hour version is more thorough. It appears that the piece that is missing is there is no opportunity to share our own experiences. No place for feedback. David mentioned he will use this training to update his employee handbook. And he will use it for his company.

Restructuring/Downsizing

We used to get the managers report.

Kate, our Employee Liaison stated there is a real request for a manager. People's work quality is being impacted by our current system. We either have to get bigger or smaller. Is this unanimous? No, but the majority: 3 out of 4 Bullying is regular, as is a daily appeasing strategy in hopes the day goes better. We have allowed a hostile work environment. People are experiencing physical symptoms.

Agenda 3.23.23