

DURHAM MIDDLEFIELD INTERLOCAL AGREEMENT ADVISORY BOARD

SPECIAL MEETING MINUTES Thursday, June 23, 2022 Middlefield Community Center

Call to Order: The meeting was called to order at 7:15 PM by Chairman DeVecchio.

Members present: Dom DeVecchio, Ron Capozzi, Brendan O'Connell, Steven Koerber, James Malcolm, Frank Petrella and Charlie Zieminski.

Members absent: Howard Weissberg.

Staff Present: Bob Matuskiewicz.

A motion was made by Ron Capozzi, seconded by Charlie Zieminski, to approve the agenda, as written. Motion passed unanimously.

NEW BUSINESS

Site Manager's Report

Bob Matuskiewicz reported that both towns are done with brush pick-up. The Kenworth has been in for repairs for hydraulics for four to five weeks and he got a call today that the parts came in. The grinder had a hydraulic leak and Scott Whiles and his son repaired it with just an hour's notice.

Update MIRA

Dom DeVecchio reported that he received a notice that, effective starting July 16th, MSW needs to be hauled to Essex. Recyclables will be hauled to Essex starting July 1st.

Employee Minimum Wage and COLA

Dom DeVecchio reported that, effective July 1st, the minimum wage increases to \$14.00. There are a number of employees at minimum wage and they will get an increase. Typically, they also increase everyone else's wages by \$1.00, excluding the drivers and the site manager. Drivers will receive \$26.00 per hour when driving and a different rate when at the site. That lower rate will be increased by 3 percent.

Frank Petrella suggested that they go directly to \$15.00 per hour this year, but Dom DelVecchio stated he was just trying to follow the minimum wage structure and the budget approved by the Board of Finance in each town. Bob Matuskiewicz stated that he is the one that gets a percentage increase which comes out to about 40 cents per hour, which is \$16.00 per week at 40 hours. Drivers are now making \$26.00 per hour for driving which is \$4.50 more than he makes and he feels that it totally unfair. Dom DelVecchio mentioned that \$15.00 per hour increase for minimum wage employees this year has not been budgeted for though he does fully understand the reasoning for it. Dom DelVecchio stated that the minimum wage will go to \$15.00 on June 1st next year and hold at that level.

Bob Matuskiewicz noted that the drivers work a different amount of hours, depending on how busy the site is. Dom DelVecchio explained that the non-driving rate for drivers varies depending on how long they've been there. A long-time employee was being paid \$24.94 per hour, but has been there 25 years. Mr. DelVecchio added that it is hard to find a driver willing to work for under \$26.00 per hour. The drivers' pay rate was proposed to be increased in the last couple of months, but the board has not had the opportunity to address it before tonight. He added that the rate is consistent with the towns of Durham and Middlefield.

Dom DelVecchio then went on to explain that the site manager typically receives a 3 percent increase. He is the only employee that is compensated for medical coverage for both him and his wife. He is also the only employee that works full-time. His hourly rate, with the proposed 3 percent increase, would be \$23.35.

Ron Capozzi made a motion, seconded by Frank Petrella, to increase the site administrator's hourly rate to \$25.00 per hour.

Dom DelVecchio explained that, with the 3 percent increase, the site manager's annual salary would be \$48,568. At \$25.00 per hour, the annual salary would be \$52,000.

It was noted that they will be receiving \$15,000 from Guilford that was not included in this year's fiscal budget and DMIAAB also carries over no more than 5 percent. Bob Matuskiewicz proposed that they split the difference between \$25.00 and the \$23.35, but others felt \$25.00 would be the number. Dom DelVecchio explained that any money left over at the end of the fiscal year is applied towards the towns' fees the following budget year, but DMIAAB does maintain 8 percent cash reserve for emergencies and cash flow.

The motion then passed unanimously.

Ron Capozzi then reviewed that Howard Weissberg had previously mentioned that the employees at the transfer station worked through the pandemic and deserve a little extra for doing that. In lieu of offering a financial reward, he proposed giving those employees three personal leave days to be used however they choose.

Dom DelVecchio stated that, because this is a special meeting, they can't stray from the agenda and this issue cannot be discussed. Ron Capozzi just wanted people to think about it. Mr. DelVecchio had discussed this with both towns and the concern was that neither town offered hazardous duty pay during the pandemic. They did rotate their schedules during the pandemic. A one-time bonus at the end of the year was also proposed.

Ron Capozzi made a motion, seconded by Jim Malcolm, to approve increasing wages by \$1.00 per hour for all staff, effective July 1, 2022, with the exceptions of drivers and the site manager to meet the new minimum wage requirements. Motion carried unanimously.

Ron Capozzi made a motion, seconded by Brendan O'Connell, to approve increasing all drivers' rate 1, when driving, to a flat rate of \$26.00 per hour. Rate 2, when not driving, will be increased by 3 percent. Motion carried unanimously.

OLD BUSINESS

Composting Units (Update)

Brendan O'Connell asked for a sign offering composting units. He believes there are three of the green cones and 12 of the Earth machines left. Dom DelVecchio asked Brendan O'Connell to work with Bob Matuskiewicz on the sign and bring it to the next meeting for a vote.

Composting Program Discussion

Dom DelVecchio met with Laura Francis and Carol Bufithis several weeks ago and once the towns have some surplus money from the nip liquor deposit money, they will purchase their own 30-gallon containers. Bob Matuskiewicz stated that Carol Bufithis has someone who will take over this program. The towns will buy the bags as well. Bob Matuskiewicz also asked how they plan to clean the cans with no water at the site. Dom DelVecchio stated that the towns will alternate loaning DMIAAB a pick-up truck to transport the waste to Southington where Blue Earth currently hauls with one of the DMIAAB staff driving. The cans can be rinsed out at the site in Southington. It was agreed to try it and see how it works.

PUBLIC COMMENT

None.

APPROVAL OF MINUTES

It was agreed to table the approval of the minutes until next meeting.

ADJOURNMENT

Meeting was adjourned at 7:57 PM.

Respectfully submitted,

Deb Waz

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Alwaz First