

**APPROVED**  
**CHITTENDEN SOLID WASTE DISTRICT**  
**ZOOM MEETING/Williston Town Hall**  
**September 28, 2022 – Regular Meeting**

**PRESENT****BOARD MEMBERS:**

Bolton	----
Burlington	Lee Perry
Charlotte	Ken Spencer
Colchester	Renae Marshall, alt.
Essex	-----
Essex Junction	-----
Hinesburg	Rick McCraw
Huntington	-----
Jericho	Leslie Nulty
	Tom Joslin, alt.
Milton	---
Richmond	Logan Hegg
Shelburne	-----
So. Burlington	Paul Stabler
Underhill	Paul Ruess
	Dan Steinbauer, alt.
Westford	Katie Frederick
Williston	Kelton Bogasky
Winooski	Bryn Oakleaf
	Dr. Ron Stotyn, alt.

**STAFF:**

Sarah Reeves  
 Amy Jewell  
 Jen Holliday  
 Nola Ricci  
 Josh Tyler  
 Josh Estey

**OTHERS PRESENT:**

Thomas Melloni, Esq.

**AGENDA:**

1. Agenda
2. Public Comment Period
3. Consent Agenda
4. Personnel Rules & Regulations – Requested Changes
5. MRF – Bond Vote Update
6. Executive Session

## 7. Other Business

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1. **CALL TO ORDER and AGENDA** Chair Paul Ruess called the Organizational meeting to order at 6:00 pm.

**2. PUBLIC COMMENT PERIOD** - No discussion.

**3. Consent Agenda** – P. Ruess noted a correction in the header dates on the 08.24.22 minutes. A correction will be made. Consent agenda is approved as presented.

### **4. Personnel Rules & Regulations – Requested Changes**

A. Jewell presented on two requested changes to CSWD's personnel policy; first, the removal of the holiday hours from President's Day to holiday hours for Juneteenth; and, second, adding an additional four hours holiday onto Christmas Eve, as requested by staff.

A. Jewell reviewed the request to change from President's Day to Juneteenth and noted that the Justice, Equity, Diversity & Inclusion Committee discussed this and felt that as an organization this holiday should be recognized. S. Reeves noted that the change was requested last year, but not enough time was available in the fiscal year to make the change. Further discussion was held as to why hours were taken away from President's Day instead of simply adding Juneteenth. S. Reeves said that in the Gallagher-Flynn study, it was noted that CSWD had a higher number of holidays than other organizations, so it was decided to replace a holiday instead of adding another, but staff are comfortable keeping President's Day and adding Juneteenth. A. Jewell noted that holidays are consistent with other municipal organizations and the GF Study included private sector businesses. Discussion was held on the impact to the public and it was felt that it was minimal impact and would not affect MRF Operations, since that is operated by Casella.

A. Jewell explained that CSWD full-time employees receive 12 hours of paid holiday time during the Christmas holiday. December 24<sup>th</sup> is a ½ day at our facilities. Operations employees do not have the option to take that time off because our facilities are open for the ½ day, and they are required to work. Staff has requested the additional four hours for the holiday. It was noted that when 12/24 falls during the week, ODF will have limited service hours and be open the normal ½ day for haulers. B. Oakleaf asked if the JEDI Committee had discussed adding hours to other denominational holidays. A. Jewell said this was not discussed but will be brought to the next JEDI Committee meeting. P. Ruess noted that there was a financial impact of this decision, but there should also be consideration of maintaining work-life balance.

After discussion, it is decided to move each change to the Personnel Policy separately:

**MOTION by K. Frederick, Seconded by K. Spencer that the CSWD Board of Commissioners adopt the Personnel Policy changes as presented by staff to replace President's Day from CSWD holidays in place of Juneteenth. VOTING: unanimous; motion carried**

**MOTION by K. Frederick, Seconded by R. McGraw that the CSWD Board of Commissioners adopt the Personnel Policy changes as presented by staff to four hours for staff on Christmas Eve. VOTING: two abstentions; remaining votes "aye"; motion carried.**

## **5. MRF- Bond Vote Update**

S. Reeves presented an overview on additions to the bond vote initiative; reviewing recent public presentations and Selectboard meetings. It is noted that forums are being held, but attendance is low. The mandatory public presentation will be held November 1<sup>st</sup> at Williston Town Hall. In regard to financing, S. Reeves shared that the grant process from the EPA is still in the works but hopes to have the applications ready for municipalities by mid-October. There is a good potential for CSWD to receive funding; more information to come in November and December Board packets.

J. Holliday provided additional information about FAQ and fact sheets; online resources; and a postcard mailing.

P. Ruess asked when CSWD can lock into the interest rates; S. Reeves will investigate and will return to the Board with more information.

L. Nulty asked when Board members should start posting and sharing about the MRF Bond Vote; M. Morris and J. Holliday will draft a revised schedule and send it to Board members shortly.

## **6. Executive Session**

**MOTION BY L. Nulty, SECOND by K. Bogasky, to move that the Board of Commissioners of the Chittenden Solid Waste District go into Executive Session to discuss the Materials Recovery Facility Contract and Administrative office lease where premature general public knowledge would clearly place the District, its member municipalities, and other public bodies or persons involved at a substantial disadvantage and to permit authorized staff, other invited interested parties, and the Solid Waste District attorney to be present for this session.**

The Board entered Executive Session at 6: 26p.m.

**MOTION by L. Nulty, Second by L. Perry to exit Executive Session and reconvene the regular meeting. VOTING: unanimous; motion carried to exit Executive Session at 7:45PM.**

**MOTION BY P. Stabler, SECOND by L. Nulty, to move that the Chittenden Solid Waste District extend the Materials Recovery Facility Contract with Casella Waste Management for three additional months, through December 31, 2022. VOTING: unanimous; motion carried.**

## **8. OTHER BUSINESS**

P. Ruess notes upcoming meetings for October, including the Finance Committee meeting on October 12<sup>th</sup>; the Executive Board meets October 17<sup>th</sup>; and the Full Board meets on October 26<sup>th</sup>. Executive Director Reeves will not attend the October 26<sup>th</sup> Board meeting.

## **9. ADJOURNMENT**

**MOTION by L. Perry, Second by K. Frederick to adjourn the meeting. VOTING: unanimous; motion carried.**

The meeting was adjourned at 7:48 PM.

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Amy Jewell, Recording Secretary

***I agree that this is an original copy of minutes and they have been approved by motion of the Board of Commissioners at the \_\_\_\_\_ meeting held in Williston.***

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***Amy Jewell, Secretary***