



## MIDCOAST SOLID WASTE CORPORATION

### BOARD OF DIRECTOR MEETING

January 29, 2025

**MEMBERS PRESENT:** Keryn Laite (Chair) – Lincolnville, Alison McKellar (Vice Chair & Treasurer) – Camden, Sarah Smith – Hope, William Bow – Rockport, Michael Thompson – Rockport

**MEMBERS ABSENT:** Robyn Tarantino – Lincolnville (Secretary), Greg N. Dorr – Camden, Crystal Robinson – Hope

**REPRESENTATIVES PRESENT:** David St. Laurent, MCSWC Manager

Keryn Laite, Chair, called the meeting to order at 6:32 pm.

Chair Laite opened the meeting and noted the votes for absent representatives for this meeting will transfer to the alternate member for the towns of Camden, Hope and Lincolnville.

#### 1. REVIEW AND APPROVAL OCTOBER 23, 2024, MEETING MINUTES:

Chair Laite entertained a motion to approve the Board of Director Minutes of November 20, 2024.

***Smith moved to approve the minutes with noted changes as presented with changes to spelling of Representative Dorr's name. McKellar seconded. No further discussion. Chair Laite called the motion. Motion passed. (100% in favor, 0 opposed)***

#### 2. PUBLIC & DIRECTOR COMMENTS:

Chair Laite noted there were no public comments to be made and opened the meeting to St. Laurent for Manager update.

#### 3. MANAGER UPDATE:

St. Laurent gave an update on the well progress stating that the pitless adaptor is installed but the variable drive for the new well is still pending.

Referencing the budget to be presented at the meeting, St. Laurent clarified a financing figure for the budget discussion regarding the Waste Reduction Reserve Account which is funded to assist with community education and waste diversion efforts alike. The fund will be funded \$20,000 and this will lower the closure reserve figure to \$100,000 from \$120,000.

St Laurent added that an RFP will be developed to create a statement of work to fund a position to undertake an audit of diverted waste materials to develop possible mechanisms to generate revenue. This RFP will assist with a small pilot program that will focus on recoverable material that will take place over a couple of years. Bow acknowledged this will give a general sense of items in the facility that could generate revenue. Chair Laite asked St. Laurent to add this pilot program to

the next meeting agenda for further discussion. Smith added that research into grant funding for a project like this might apply. McKellar added that later this year the Maine Department of Environmental Protection is slated to offer grants for waste diversion other than the current food waste diversion programs they currently offer.

#### **4. REVIEW OF TEAMSTER LOACAL 340 COLLECTIVE BARGAINING AGREEMENT:**

St. Laurent discussed the development of a new Collective Bargaining Agreement with the Teamster members. A brief discussion on the need for an executive session was held and determined not necessary by those present. St. Laurent discussed the delay since last contract and how the current Teamster members COLAs had been adjusted less than other area municipalities due to the last contract that was struck. The wages in the Draft budget for FY26 are more reflective of area municipal public works step and grade plans. The MCSWC bookkeeper has developed a step and grade plan program that will be usable going forward. The suggested wage plans included in past CBA's have been difficult to work with. Management has been communicating with the members to create a change that could be worked into the FY26 budget.

St. Laurent outlined 4 areas of the presented CBA that have been updated with the cooperation of the Teamster members.

- In past CBA agreements all personnel were considered Operators. New job descriptions have been created, and these are now implemented in the proposed step and grade plan and tied to future wages. The new job descriptions presented are listed on pg. 18 of the CBA provided in the board packet. A newly developed wage chart to go along with the job descriptions and grades is provided on pg. 19. St. Laurent developed these changes to keep pace with compensations that will put the employees on par with other municipal public works jobs. Bow added that the increase formula is not changing but charting employees into comparable positions for the wages; and the employees have been accepting of these changes. A few examples of how promotions or changes in job responsibility might be interpreted in the new step and wage scale were briefly discussed.  
The annual COLA description for FY27 forward will be put back to the original contract wording for increases of 3% or equal to the social security cost of living increase annually whichever is greater.
- The holiday for Juneteenth has been added to the approved holiday schedule.
- The retirement contribution has been updated from employees providing 5% of their individual wage with a 4.5% match to employees providing 6% of their individual wage with a 6% match. Laite noted this is a good competitive rate comparably to plans offered locally. St. Laurent added the members have waived retro pay back to July for this change.
- The annual boot stipend for each employee will be raised to \$400.00 per year for reimbursement of the purchase of safety toe boots only.

Smith asked that the use of gender-neutral terms is not necessarily needed in this document. The specific change would be noted on p. 4, Section 2 to strike "to persons of the female and male

gender” and instead replace with “applicable to all persons”. The board agreed this was a good change.

Chair Laite entertained a motion to approve the Collective Bargaining Agreement. ***McKellar moved to approve the CBA between MCSWC, and the Teamsters as amended. Smith seconded. St. Laurent thanked the crew of MCSWC for helping to make the process good and Jodi Hanson, MCSWC Bookkeeper, for work on the wage chart. No further discussion. Chair Laite called the motion. Motion passed. (100% in favor, 0 opposed)***

**5. FINANCE COMMITTEE REPORT:**

McKellar reviewed the Finance Committee Report that was included in the board packet. A review of last year’s finances shows MCSWC is in good shape despite lower revenue and McKellar attributed some of the positive income to the increase in fees that occurred at the beginning of FY24. McKellar stated that the undesignated fund balance was just over \$468,000 and provided information on that figure in the report. The leachate costs have been growing and have been taken into account. Infrastructure for stormwater management and the leachate pumping changes that are being put in place by St. Laurent will continue. The Committee was less conservative with revenue figures than the manager figures presented as the accuracy of the income is more reliable at this stage of the process than in past years. St. Laurent and committee members spent a lot of time going over the budget being presented. St. Laurent thanked the committee members who were very helpful noting Tarantino was not present but did a considerable amount of work on the FY26 budget being presented.

**6. RECOMMENDATION OF BUDGET FOR FISCAL YEAR 2025-2026:**

McKellar reminded the membership that the infrastructure for hauling and handling of MSW is necessary and that money has been set aside in this budget to make changes under St. Laurent’s planning. There is also more storm water leachate reserve allocated in this budget. McKellar reviewed the funds for closure that need to be calculated and set aside annually and that this activity for the closure reserve contributes to the responsibility of all four towns. The need to fund some activities from the closure reserve is needed with directed use for leachate management and landfill development. Bow asked why the funds for closure are not all together? McKellar briefly provided some historical information on the distribution of past funds when PERC and MRC made contractual changes and MCSWC left the MRC. McKellar also noted that the Audit will cover how the funds are held for the four towns liabilities for closure in the future; and how the funds eventually return to MCSWC when the time comes.

McKellar reviewed corrections to the board packet copy of the draft FY26 budget and provided the membership with a new draft copy for review with the largest change being the reallocation of \$20,000 from closure reserve figure to the Waste Reduction Reserve fund. St. Laurent will remain as Interim Manager at least through fiscal year 2025-2026.

St Laurent added that the Household Hazardous Waste Day is funded to occur twice in FY26. A recommendation to hold the day on a Sunday will be followed up with the vendor to see if possible,

noting that there will be more set up costs and overtime involved. The use of volunteers may also be considered.

Chair Laite discussed the few highlights that were made regarding changes and commented that this budget has been vetted very well prior to the board meeting.

St. Laurent reviewed the budgeted capital investment for the purchase of a new loader. St. Laurent has a quote in the works and the dealer has a second model coming along that could also be considered that may fit the needs of the facility better.

St. Laurent added there is no increase to the town assessments for this current budget. Laite added that the budget reflected good representation of the management of the corporation under St. Laurent. St. Laurent commented that the staff and board of directors also add to the smooth operation of the facility which he also appreciated.

St. Laurent will present the CBA to Attorney Sarah Newell of Eaton Peabody for a final review. Following that process the draft will go to the Union and membership and be set.

A brief discussion on future movement of MSW was held. Bow discussed the funding of the facility improvement fund to address future trucking for MSW and materials noting that an investment now will pay dividends later.

A brief discussion on the possibility of charging for recycling in the future was held.

Chair Laite entertained a motion to approve the proposed budget for fiscal year 2025-2026. **McKellar moved to approve the budget for fiscal year 2026 as presented in the Finance Committee column of the budget where expense and revenue figures total \$2,990,995.00 dollars each. Bow seconded. No discussion. Motion passed. (100% in favor, 0 opposed)**

A brief discussion took place on the acceptance of the assessment figures for the four towns for fiscal year 2025-2026. McKellar read the assessments that were approved in the budget for a grand total of \$554,165.00 as follows:

Camden	\$ 238,230.00
Hope	\$ 57,517.00
Lincolnton	\$ 95,197.00
Rockport	<u>\$ 163,221.00</u>

Grand Total:	\$554,165.00
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## 7. ADJOURN:

**Chair Laite entertained a motion to adjourn the meeting at 7:37 p.m. McKellar moved to adjourn the meeting. Townsend seconded. No discussion. Motion passed. (100% in favor, 0 opposed)**

Respectfully Submitted,

Beth Kwiatkowski  
Recording Secretary

*If there are any questions regarding the decisions made at the meeting, please refer to the meeting video found at [www.youtube.com/TownofCamdenMaine](http://www.youtube.com/TownofCamdenMaine)*

**SCHEDULED MEETINGS:**

March 26, 2025, Regular Board Meeting - 6:30 p.m., John French Jr. Conference Room – Camden Town Office