

estimated \$700). Extra training to operate the hoppers would also be required. Cost should offset "equipment operation" from repairing dump truck. Joshua moves to approve the purchase of one hopper. Motion seconded by Moe. Motion approved by vote.

Financial Budget Status Roger's retirement brought unfortunate news – the "retirement" line in the budget is for payments to the state for retirement funds only. It does not cover vacation time, sick time, etc., which add up to \$8-9,000. Transfer Station has no coverage for vacations or sick time now. Employees get paid sick time up to 300 hours of leaving the company. Given this dilemma, Chet would like to start a fund/account that is specifically for somebody to leave. The Transfer Station could add \$3,000/quarter into the account until it reaches \$12,000 or so, then lower to \$1,000/quarter. Transfer Station needs to consider the possibility of needing to hire more people with changing dynamics. A suggestion was raised to mimic Bethe's personnel plan, which moves an employee from sick time to short-term disability to long-term disability in the policy. The account would have to be started next year since budget is already approved. Consensus that Chet needs to talk to Teresa more to explore possibilities. The Station can't have no coverage just because "retirement" is not inclusive of other benefits. Roger got paid until he ran out of vacation time and has now taken up all his vacation and sick time. Joshua moves to open an account to be funded annually to cover losing employees. Motion seconded by Sandy. Motion approved by vote. No decisions will be made on funding amounts until Chet talks to Teresa.

Transfer Station has relieved \$25-26,000 from collectables last year. Doing well, but some debt will never be paid off. Chet would like to remove debt from the books for accounting purposes so that it doesn't keep counting against the Station. Would move off the books into the hands of the Station's lawyers to deal with. Debt principle is at \$77,000, and some of that is very old debt. Hard to deal with Roger's debt because there is no way of knowing what the agreement/conversation was between Roger and Dell. Chet would like to cut Roger's debt in half to increase the chances of him paying, giving him a bill for about \$24,000. If he agrees to pay that, the Station would sign off on the other half. General agreement that it is a compromise that is worth a try. Audit suffers from debts staying on books.

Updates on debts:

- S.W. paid debt
- 5-star properties is out of business
- Besbird gets cut in half
- Lawyer will write up agreement for Roger to sign
- Alli is out of business and now lives in Boston. Question on whether the Station should send lawyers was raised.
- B.K. might be deceased.
- NE Casella is mostly paid off

Only marked items will be taken off books and sent to lawyer. Moe moves to accept the motion. Motion seconded by Joshua. Motion approved by vote.

Job Discrepancies in Pay Chet would like to cut Wayne's hours and give him a raise to \$15/hr. Wayne ran the station for the two weeks that Chet was out, and knows how to do all the work.