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8:50 AM Jodi Moore, ATC

DURHAM MIDDLEFIELD INTERLOCAL AGREEMENT ADVISORY BOARD

REGULAR MEETING MINUTES

Thursday, August 28, 2025

Durham Town Hall

Call to Order: The meeting was called to order at 7:05 PM by Chairman DelVecchio.

Members present: Ron Capozzi, Dom DelVecchio, Steven Koerber, Glenn McNamara, Frank Petrella, Charles Zieminski, and Howard Weissberg

Members absent: None.

Staff present: Sean Piatek

APPROVAL OF AGENDA

Howard Weissberg made a motion, seconded by Steven Koerber, to approve the agenda, as presented. Motion passed unanimously.

NEW BUSINESS

Site Manager's Report

Sean Piatek reported that they have sold 1,380 stickers as of today. Flyers have been handed out, but not on a regular basis. They plan to hand them out to everyone on a Saturday. The hope is to hand out flyers with every sticker that is sold.

The grinder is back from Guilford and the pile at Strickland Road has been ground. It will come back to the site tomorrow and the pile at the transfer station will be started next week. The contract for Guilford will be revised next year, both for cost and timing.

Durham Fence should be on-site in the next week or two to install the OSHA-required fencing. Dom DelVecchio added that they are still focused on the OSHA risk assessment forms for each task performed at the site. Everything will be finalized by the end of September.

Frank Petrella was asked why the transfer station won't accept ornamental grasses and Sean Piatek explained that they are not permitted to accept any grass.

Discussion – DMIAAB Proposed FY25/26 Budget

Dom DelVecchio stated that FY 2024-2025 has been finalized and shared the budget with the board members. The year ended with a surplus of \$14,493 and Mr. DelVecchio proposed that the

OSHA-required fence at \$6,412 be paid with that surplus. Once that is paid, he will share the final budget and forward it to the auditor. The surplus will be carried over into next year's budget.

Discussion – New Truck Purchase

Dom DelVecchio explained that they have received the bids for the new truck purchase and ended up getting approvals from both towns to purchase the truck. They still need to determine the final interest rate amortization schedule which will be through TD Equipment and finalize the municipal interest rate. Mr. DelVecchio noted that interest rates have come down. They will also need to discuss selling the old truck or using it towards a trade-in with Peterbilt.

Sean Piatek noted that the containers are serviced regularly and are replaced, when needed.

Discussion - Personnel Wages

Dom DelVecchio noted that this is a difficult issue for him as he feels the employees are underpaid. He reviewed that they have given increases across the board in the past to continually match the minimum wage. He researched online and found that the minimum wage, effective January 1, 2026, will be \$16.94 (currently \$16.35). Last year, they got everyone to \$17.00 with the exception of one new hire.

Mr. DelVecchio felt that those employees who have been with DMIAAB longer and carry the majority of the hours should get a higher increase than some of the lower tier employees. The budget for wages last year came in at \$218,000 and this year's budget is proposed for \$232,000. He added that the drivers are currently at \$28.00/hour and will go to \$29.00, with one going to \$30.00. Supervisors are compensated pretty well, but the lower tier employees kind of suffer. In the proposed budget, the increases for the lower tier range from \$1.00 to \$2.00. Dom DelVecchio explained that the proposed wage increases amount to \$14,000 this fiscal year and was included in the payroll summary. Ron Capozzi asked what the impact would be if they added an additional \$.50 to each of those raises. Howard Weissberg agreed with Glenn McNamara that raises can't be arbitrary. Dom DelVecchio noted that the proposed increases are based upon hours, experience, tasks performed pursuant to job specifications and performance. Dom DelVecchio added that it is also based how long they've been with DMIAAB. Mr. Weissberg added that a system needs to be in place for assigning raises or there is tremendous liability. Mr. DelVecchio added that it needs to be somewhat based upon performance as well, but Mr. Weissberg reiterated that it should be based on objective guidelines as well as tasks unless performance appraisals are done for everyone. Mr. DelVecchio agreed with what Mr. Weissberg was saying, but also felt that it needs to be performance based as well and Mr. Weissberg explained that they will need a very simple performance appraisal. He also noted that a per-hour bonus could be added for specific tasks.

Dom DelVecchio explained that there is time to take another look at this and his concern is how to justify some performance-based increases. He thought that maybe performance appraisals need to be done. Dom DelVecchio suggested they look at who is operating equipment, doing freon recovery, etc. Sean Piatek will identify the tasks and which employees do those tasks.

Discussion - Diesel Fuel Consortium

Dom DelVecchio explained that the Boards of Finance and Boards of Selectmen strongly suggested that DMIAAB join the Durham-Middlefield Fuel Consortium. They can lock the price of diesel fuel, effective September 1st, at \$2.88/gallon for a full year.

Charlie Zieminski made a motion, seconded by Howard Weissberg, to join the Diesel Fuel Consortium. Motion passed unanimously.

OLD BUSINESS

Composting Units (Update)

Dom DelVecchio asked everyone to give some consideration to running the composting program. Howard Weissberg noted that SCROG is looking at a composting location and that may be a great partner. Mr. DelVecchio explained that they currently go to Quantum. He added that they are looking for someone to coordinate the home composting program for residents, including marketing and tracking the program. Howard Weissberg suggested someone outside of the board.

PUBLIC COMMENT

None.

APPROVAL OF MINUTES

Steven Koerber made a motion, seconded by Frank Petrella, to approve the minutes of the July 31, 2025 regular meeting, as presented. Motion passed unanimously.

ADJOURNMENT

A motion was made and seconded to adjourn the regular meeting. Meeting was adjourned at 8:03 PM.

Respectfully submitted,

Deb Waz

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