

MINUTES OF MEETING  
DELAWARE SOLID WASTE AUTHORITY  
BOARD OF DIRECTORS

DATE: January 29, 2015

LOCATION: DSWA Administration Office  
1128 S. Bradford Street  
Dover, Delaware

TIME: 5:00 p.m.

ATTENDEES:

DIRECTORS

Gerard Esposito  
Ronald G. McCabe  
Gregory Moore, P.E.  
Tonda L. Parks  
Theodore W. Ryan  
Timothy Sheldon (via conference call)

STAFF

Richard P. Watson  
Robin M. Roddy  
Michael D. Parkowski  
Joseph Koskey  
Shelly Forcier  
Carolyn Robinson

LEGAL COUNSEL

F. Michael Parkowski  
Michael Arrington

ATTENDED BY INVITATION

Norman D. Griffiths

REGULAR BOARD MEETING

The Acting Chairman, Gerard Esposito, called the three hundred and sixty-fourth regular meeting of the Delaware Solid Waste Authority Board of Directors to order on Thursday, January 29, 2015. He announced the meeting had been duly noticed and the Directors had received copies of the information to be considered.

**A. MINUTES**

Chairman Esposito called for additions or corrections to the draft of the Minutes of the December 4, 2014, meeting of the Board of Directors.

**Motion A** – Moved by Mr. Ryan

“The Minutes of the December 4, 2014, Board of Directors’ meeting of the Delaware Solid Waste Authority be accepted.”

**Second** – Mr. Moore

**Vote** – (Moore, Parks, Ryan,  
Sheldon, McCabe, Esposito)

**Motion Adopted**  
(unanimous)

**B. PERSONNEL ISSUES**

**Motion B** - moved by Mr. McCabe

“The Board to go into Executive Session to discuss personnel issues.”

**Second** – Ms. Parks

**Vote** – (Moore, Parks, Ryan,  
Sheldon, McCabe, Esposito)

**Motion Adopted**  
(unanimous)

Board voted into Executive Session at 5:05 p.m.

**Motion C** - moved by Mr. Ryan

“The Board return to regular session.”

**Second** – Mr. McCabe

**Vote** – (Moore, Parks, Ryan,  
Sheldon, McCabe, Esposito)

**Motion Adopted**  
(unanimous)

Board back to Regular Session 5:45 p.m.

**Motion D** - moved by Mr. McCabe

“The Board approves a salary increase of 3%, but not less than \$1,000.00, for all current DSWA employees, exclusive of the Chief Executive Officer and the Chief Operating Officer, retroactive to January 1, 2015.”

**Second** – Mr. Moore

Mr. Moore	Yes
Ms. Parks	Yes
Mr. Ryan	Yes
Mr. Sheldon	Yes
Mr. McCabe	Yes
Mr. Esposito	Yes

**Motion Adopted**

(6 Yes, 0 No)

**Motion E** - moved by Mr. McCabe

“The Authority solicits proposals for a compensation study of DSWA job descriptions, paygrades, and paygrade ranges.”

**Second** – Ms. Parks

Mr. Moore	Yes
Ms. Parks	Yes
Mr. Ryan	Yes
Mr. Sheldon	Yes
Mr. McCabe	Yes
Mr. Esposito	Yes

**Motion Adopted**

(6 Yes, 0 No)

**Motion F** - moved by Mr. McCabe

“The salary for the Chief Executive Officer be set at \$163,000 effective January 1, 2015.”

**Second** – Ms. Parks

Mr. Moore	Yes
Ms. Parks	Yes
Mr. Ryan	Yes
Mr. Sheldon	Yes
Mr. McCabe	Yes
Mr. Esposito	Yes

**Motion Adopted**

(6 Yes, 0 No)

**Motion G** - moved by Mr. McCabe

“The salary for the Chief Operating Officer be set at \$135,000 effective January 1, 2015.”

**Second** – Ms. Parks

Mr. Moore	Yes
Ms. Parks	Yes
Mr. Ryan	Yes
Mr. Sheldon	Yes
Mr. McCabe	Yes
Mr. Esposito	Yes

**Motion Adopted**

(6 Yes, 0 No)

NEW BUSINESS

Mr. Watson informed the Board that the 2014 Annual Reports were done and provided a copy to each of Board member.

PUBLIC COMMENT

No comment

**Motion** – Ms. Parks

“The Board Meeting is adjourned.”

**Second** – Mr. Ryan

**Vote** – (Moore, Parks, Ryan,  
Sheldon, McCabe, Esposito)

**Motion Adopted**  
(unanimous)

Respectfully submitted,

Pamela R. Williamson

Meeting Adjourned: 5:50