



Organization & Staffing Committee

Tuesday, August 24, 2021: 3:30 PM in DCEC Boardroom

1. Call to Order/Roll Call
2. Review/Approval of Agenda
3. Minutes of June 15, 2021 Committee Meeting [Page 2]
4. Committee-requested Staffing Information
 - A. Update on job positions
 - B. Update on firm retirement dates
 - C. Update on new hires
 - D. Overview of recent union-related matters.
5. New business brought by any committee member
6. Executive Session
7. Adjourn



Organization & Staffing Committee

MEETING MINUTES - Tuesday, June 15, 2021

CALL TO ORDER

The meeting was called to order at 5:03 PM by Chairman Russell

ROLL CALL (check indicates presence at meeting)

Committee Members

✓	Jeff Russell, Chairman	✓	Steve Oles	✓	Rusty Pick	✓	Paul Menke
✓	Steve Burnett	✓	Laurie Wehmeyer	✓	Kimberly Tosi		

Invited Guests

Christopher N. Evans, CEO

APPROVAL/REVIEW OF AGENDA

Chairman Russell asked for any changes, additions, or discussion of the agenda. No changes were made to the agenda and Chairman Russell declared the agenda adopted.

APPROVAL/REVIEW OF MINUTES

After some discussion, a motion was made by Director Pick and seconded by Director Menke to accept and approve the agenda and associated documents from the October 27, 2020 meeting as a fair and accurate representation of proceedings in lieu of formal minutes. Motion carried.

ORGANIZATIONAL CHARTS

A review of past organizational charts and an updated chart showing present configurations and staffing was presented.

Discussion was had on exploring 'shared resources' with other NY Coops.

COMMITTEE REQUESTED INFORMATION

Director Burnett requested the CEO do more research into comparative costs of contracted activities and prepare a proposed organizational chart showing the new CEO's recommendations for comparison and consideration.

Discussion was had on impending retirements of the System Coordinator, Engineering Manager and a 1st Class Gloving Lineman. There was a brief SWOT on cross training and how new hires may not be a 'one-for-one' when replacing and limited availability of local applicants in general and impacts of response distance and CDL requirements. The Committee was updated on progress for interviewing and hiring one open position for line crew and one for tree crew.

The Committee was informed of potential need for temporary employee(s) later in the year when Director Oles offered a concept of revolving internship throughout the year.

CEO REVIEW PROCESS

The CEO review process was discussed with inputs from both Committee and the CEO. Frequency, format, procedures and content to be firmed up at next Committee meeting.

EXECUTIVE SESSION

At 7:15 PM, with no further regular agenda items nor new business brought, a motion was made by Director Oles and seconded by Director Pick to enter Executive Session and CEO Evans was excused.

At 7:48 PM, CEO Evans was invited to rejoin the Executive Session.

ADJOURNMENT

At 8:19 PM, with no further business, the meeting was adjourned by Chairman Russell.