

**SALEM COUNTY IMPROVEMENT AUTHORITY**

**RESOLUTION 2021-69**

**May 13, 2021**

**RESOLUTION OF THE SALEM COUNTY IMPROVEMENT AUTHORITY AUTHORIZING  
PROMOTION AND WAGE AND SALARY INCREASE FROM  
LABORER TO EQUIPMENT OPERATOR**

**WHEREAS**, the Executive Director and the Personnel Committee have received notice of the resignation of a full-time equipment operator; and

**WHEREAS**, the Executive Director and the Personnel Committee have discussed this matter and determined that the best course of action is to promote a current full-time laborer, Joseph LeDrew, to fill this opening as an equipment operator since he is a valuable employee who is hardworking, versatile and always willing to learn; and

**WHEREAS**, the Board has determined that the proposed promotion and salary increase is supported by the budget and funds are available to pay him;

**NOW THEREFORE, BE IT RESOLVED** by the Salem County Improvement Authority that full-time laborer, Joseph LeDrew, be promoted to equipment operator with a salary increase to \$17.00 per hour upon completion of a 90-day probation period, which is August 13, 2021.

ATTEST:



\_\_\_\_\_  
Steven DiMatteo,  
Alt Secretary/Treasurer



\_\_\_\_\_  
Cordy Taylor, Chairman

**CERTIFICATION**

I hereby certify the above to be a true copy of a resolution adopted by the Salem County Improvement Authority at a regular meeting held on May 13, 2021.



\_\_\_\_\_  
Steven DiMatteo, Alt Secretary/Treasurer



**SALEM COUNTY IMPROVEMENT AUTHORITY**  
**SOLID WASTE DIVISION**  
PO Box 890, 286 Welchville Road  
Alloway NJ 08001-0890

DATE: May 10, 2021

TO: Cordy Taylor, SCIA Board Chairman  
SCIA Board Members

FROM: Julie Acton Executive Director

RE: Request to Promote Joseph LeDrew to Full Time Equipment Operator

As per Lodie van Tonder, Landfill Manager's request, I would like to echo that request to promote Joseph LeDrew from full-time laborer to full-time equipment operator for a 90-day trial period.

SCIA hired Joseph LeDrew on October 1, 2020 as a seasonal laborer upon the resignation of two summer interns. Effective on January 4, 2021 Joseph's position went to fulltime laborer at an hourly rate of \$13.00 and after Joseph is scalemaster certified, his hourly rate will increase to \$14.00 per hour.

Because of NJ Weights and Measures backlog and waiting for them to schedule a certification test, Joseph has yet to attain his scalemaster certification.

I am proposing to increase Joseph LeDrew's hourly rate to \$17.00 after the 90-day trial period, August 13, 2021. Joseph will only be promoted to this position should he obtain his CDL by September 1, 2021, which is giving him three months of studying for his CDL and training provided by staff here on our site.

Joseph is a hardworking and conscientious individual, who has been an asset to our team. He is proficient in the skills of a laborer, i.e, grass cutting, weed whacking, weed pulling, ditch clearing, and litter pickup. With Lodie's training and guidance, he will also be able to be trained on the gas analyzer instrumentation.

Thank you in advance for your consideration to this request.



**SALEM COUNTY IMPROVEMENT AUTHORITY**  
**SOLID WASTE DIVISION**  
PO Box 890, 286 Welchville Road,  
Alloway NJ 08001-0890

**DATE:** 5/6/2021  
**TO:** Julie Acton, SCIA Executive Director  
**FROM:** Lodie van Tonder, Landfill Manager  
**RE:** Request to Promote Joseph LeDrew to Full Time Equipment Operator

I respectfully request that our full-time laborer, Joseph LeDrew, be promoted to the position of full-time equipment operator. After explaining to Joseph what the position requires, he did not hesitate to accept the challenge. Even though Joseph does not have much experience with heavy equipment at this point, I am confident he will succeed as a competent operator in no time provided with our training.

Joseph is a valuable employee who is very versatile and willing to learn, which is evident in his daily duties at work and his recent promotion from part time laborer to full time laborer. He is a hard-working employee who is always willing to help and who is a great "team player". Joseph has proven how valuable he is and that he is an excellent asset to the work force here at the Solid Waste Division.

Thank you in advance for your consideration to this request.