

**FIWMD
DECEMBER 16, 2020 @ 5:30 PM
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MINUTES**

*Bruce Hubert, Chair
David Burnham, Vice Chair
Bob Evans, Treasurer
Sarah Malinowski, Secretary
Kevin Carroll*

FIWMD held its monthly meeting at 5:30 pm. All commissioners were present.

The minutes of November 18 were motioned for approval by Bob Evans, seconded by Kevin Carroll; the motion carried.

The board reviewed the financials. **Sarah Malinowski motioned to ratify the transfer of 120K to the operating account from December 9, 2020, Bob Evans seconded the motion; the motion carried. David Burnham motioned to accept the financials, Kevin Carroll seconded the motion; the motion carried.**

Unfinished Business Operations Inc. will be hosting a sexual harassment program for the District and any other entities that wish to attend. Beth will relay the information to the other entities interested.

With regard to the glass crusher David reported that Auctions International could put the equipment up for auction with a fee of 10% however, the District can refuse any offers.

There was a short discussion about having a bottle and can crusher container. Dick will write up a proposal for the same.

It was reported that a quote of \$3,000 was received by Mrowka in install the duct work for the waste oil heater.

The board wants input from area stakeholders about the possibility of hiring the Casella group as consults. 2 people from the ferry attended this meeting to discuss the Casella research management proposal. They are interested in being part of the discussions, they had positive attitudes regarding the group. A meeting is set for January 13th for reorganizational items and to possibly vote on hiring Casella. It was also mentioned that hopefully the employees will weigh in with their thoughts of Casella and their proposal.

Tara Scott gave an update on the work she is doing with creating a "resolution book". She has completed a couple of years but reported that when resolutions are made, they do not really cover the "meat" of discussions and decisions.

The commissioners adjourned to executive session to discuss employee matters.

Executive session adjourned and the open meeting resumed at 5:20.

Bruce motioned and David seconded a raise to \$30/hour for employee #15 All were in favor.

Bob motioned and Bruce seconded a raise to \$35/hour for employee #30, All were in favor.

David motioned and Bob seconded a raise to \$42.40 for employee #20, David, Bob, Bruce were in favor, Sarah opposed.

Sarah opposed because she believed this raise should be similar to the other 2. In the coming year we are expecting a lot from our key team members, and the raises should be commensurate with our expectations.

It was also agreed that Bob would talk with employee #15, and explain why the board decided that overtime pay in the future will only apply at times when team members have worked hours exceeding 40 during a regular work week.

Respectfully submitted by,
Sarah Malinowski &
Beth Stern