

Fishers Island Waste Management District
December 20, 2021
ADOPTED MEETING MINUTES

David Burnham, Chair
Bob Evans, Treasurer
Sarah Malinowski, Secretary
Kevin Carroll
Tryn Collins

The meeting was called to order at 5:37 in the Bowling Alley at the Community Center.

David, Bob and Sarah were in person. Kevin and Tryn were in attendance via cell phone.

Financials: **Bob motioned that we accept and pay the payables. Kevin seconded. All were in favor.**

Approval of Minutes: Approval of the November 30, 2021 regular meeting minutes were tabled until the January 24 monthly meeting so we could include details regarding the out of meeting transfer of funds and more discussion details regarding development of a bunker for possible lease. December 6, 2021 Bob/Kevin. **Workshop Minutes approved with corrections. Corrected minutes attached.**

Hauling Contract. Bob pointed out that there are many options in Connecticut for hauling - including a hauling company owned by David Waddington - and yet, we only request bids from 2 companies. Bob suggested that finding more haulers is a challenge for the commissioners. Tryn feels overwhelmed by this type of task and stated it feels like something one of our employees could be responsible for. Bob stated that Dick is the one, by virtue of being familiar of similar operations on the mainland. David is fine with delaying the RFP.

The Commissioners agreed the 2022 hauling RFP will posted by January 5th with a deadline of February 15. In the meantime Bob and Dick will beat the bushes to find more haulers to which, Beth can send our hauling RFP.

There was no correspondence.

Wood Processor: Bob's email of December 17 updating us on the wood processor research (attached to these minutes) has been considered by the Commissioners. In brief, it states that the processor we were willing to purchase for \$20,000 is no longer available, but a comparable one for \$40,000 is available. Discussion ensued. David requested more information about the new proposal. David liked the last option, because it was mounted to our existing equipment. The video of this one displayed perfect logs, when our contractors are in the habit of only bringing us their junk logs. Additionally, in order to use this machine we would need another machine to lift the wood into this machine. Which suggests the new one will not be the labor saving advantages of the previously recommended machine. It will also add more noise for longer amounts of time which our neighbors have to endure than the original machine. The other machine was more versatile. Bob agrees with everything David says, and requests David bring his concerns to Dick. For \$40,000 we owe it to ourselves to get the right equipment. Bob contends that even with the more intense log splitting, the diverting of wood to our cord wood program has saved on wear and tear of our log splitter. Which also saves us time and material on maintaining the log splitter. David mentioned that leasing a tub grinder once a year might save our equipment. Sarah suggested that

a new \$40,000 piece of equipment belongs in our annual budget proposal. She additionally proposed that a cord wood program be considered while developing our annual strategic plan. Which we are doing next month. Further discussion of a new wood processor is tabled to January 24, Meeting.

Bunker for leasing to a commercial entity.

We were informed at our last meeting that DEC requested we close and fill in the bunker for safety concerns. David discussed the bunker situation with Dick Strauss (Vice President of Transportation and Structures at CME Associates) who said he did not know an engineer who would sign off on that space being safe for Contractor use.

At 6:09 the meeting moved into Executive Session for personnel and Employee evaluations and discussion of potential raises for 2022.

Returned to our regular meeting at 6:53.

David expressed frustration that the commissioners are the ones following up on certain employee related issues that would be better handled by an HR department. Sarah expressed disappointment that she is hearing about employee related incidents around town, and not from employees at Waste Management. Both Kevin and Tryn pointed out that Commissioners are not in a position to evaluate the work of our employees. Bob thinks we are. David said this is a job for a manager. Sarah stated that the one thing that is clear about the evaluations is that our employees are all hoping for a manager. They all request more and better communication with the Commissioners, but the actual day to day managing of the operation is not in the Commissioners' job description. After discussion,

Bob motioned that we implement the following pay raises for 2022. Kevin seconded.

Employees #67 & #70 raise to \$18/hour dependent on satisfactory completion of probationary period of 90 days.

Employee #68 raise to \$20/hr.

#15: raise to \$30.90; #20: raise to \$43.67; #30: raise to \$36.05.

#64 raise to \$22.66 only after successful completion of Return to Work Agreement.

To do List:

David is speaking to Dick about the wood processors and will bring more detail to our January 24, 2022 meeting.

The next meeting is the annual reorganizational meeting set for January 10, 2022. The Agenda is attached.

Respectfully submitted by,
Sarah Malinowski