

Fishers Island Waste Management District
NOV 14, 2022, 4:45 Zoom
ADOPTED WORKSHOP MINUTES

Present: David Burnham, Sarah Malinowski, Bob Evans, Kate Stevens, Beth Stern

1. **Additions to Agenda:** no additions
2. **October 24 Minutes:** group effort to reconstruct October 24 meeting because wires got crossed about who was taking minutes. Beth is going to take the first shot at it and circulate for input.
3. **Repairs to Transfer Station Road:** this came up at last week's ICB meeting, and David said that John McGillian had reached out to him about it.

Kate recapped the ICB discussion with help from Bob: that while a town property, the town has a policy that they (the road/highway department) won't maintain a road that has never been improved. It was suggested that the responsibility fell on the property manager, in this case, the Ferry. Jeb Cook (Ferry) expressed an interest in reaching out to the various entities using the road, FIWMD, contractors etc. to discuss pitching in for improvements. There was speculation at the ICB meeting about whether FIWMD planned to remain at the TS in the long term, and if not, how that might impact the Ferry's decision to carry out repairs or not.

During our workshop, Bob wondered why the road needs to be improved – agreeing with David that it hasn't gotten worse over the years. Others agreed that while in bad shape it hasn't deteriorated, but for some reason was now on people's minds. Discussion continued that yes there is a drainage problem, but it is mostly intact concrete. Sarah pointed out that the dips and holes have the benefit of naturally curbing the speed of traffic.

Bob said that we've never contributed in the past, and since the Ferry is forcing us off the inner road onto Whistler with our heavy machinery based on complaints from a recreational user of the network of paths there, the onus was on them to accommodate us this time around.

David expressed concern that if we didn't offer to contribute, the Ferry could turn around and raise our lease on the TS site exponentially.

Kate said that since the TS is what draws so many residents down that road, we are the one largely responsible for creating the demand for repairs.

Sarah suggested it could be an opportunity to work with our neighbors and suggested talking with Jimmy Ski about doing targeted repairs.

Kate suggested having a broader conversation with the neighborhood about traffic/circulation, and longer-term planning ideas including consolidation, path, buffer etc. She suggested asking Tryn if she could attend ICB meetings as the FIWMD representative since it could be a constructive forum to engage with the community and work on coalition building.

David proposed letting the Ferry know we are open to talk about various options regarding the road and our plans.

- 4. Review Handbook Changes:** Sarah is working on harmonizing language and adding a benevolent sexism section. (Beth had suggested we discuss part time health coverage prior to the meeting but we didn't end up addressing that.) Sarah also suggested reviewing holidays during non-peak periods so that employees could spend those holidays with family (when they can't during the summer because of high usage). These additional off-season holidays include Indigenous People's Day/Columbus Day, Election Day, Veterans Day, and possibly others. Bob wondered why this was being raised, whether employees had asked for it, and suggested that perhaps employees preferred getting time and half for these days rather than regular paid time off. Kate suggested asking employees then, rescinded the suggestion since it seemed like it was opening a can of worms.

Bob continued that employee expenses are a significant part of the budget and that we keep selectively comparing ourselves to other organizations and mimicking their perks without looking at the bigger picture of all the other benefits we already offer. He wondered if we are trying to fix something that isn't broken. Beth pointed out that generally for major holiday the CS closes and the TS stays open and that seems to work out fine. Bob and David agreed it didn't make sense to expand benefits at this point, but David said that didn't mean we shouldn't investigate this further. Bob asked about the status of the elections and if the materials were online. Beth said not yet, she is working on it. She said the petitions are due 10 days before the election (so by 3 pm on Friday, December 2 since December 3 is a Saturday). Sarah agreed to find some pollsters.

- 5. Review Proposed Commissioner Evaluation Form:** Kate reviewed the list of possible evaluation questions taken directly from the handbook commissioner job description. General agreement that the questions looked reasonable. Questions about the process and timing. Kate suggested there could be an online format since that seems easy and fast. The process could include self-evaluations plus voluntary anonymous evaluations of the other commissioners, since it is helpful to get feedback from others about how you are doing. The evaluations would have to be completed by the weekend before the next FIWMD meeting to allow enough time to translate the results into a reference spreadsheet.
- 6. Agenda for Annual Calendar Review + Upcoming Meeting Agendas:** moved the discussion of raises to the November 28th meeting. Moved the vote on raises to the December 19 meeting. *Beth left the call at 5:34 so we could discuss employee evaluations + exit interview*
- 7. Review Employee Evaluations (completed) + employee #68 exit interview:** Kate showed a sample set of evaluations and recapped the process: employees and management team did self-evaluations, the management team evaluated the employees and each other, and the employees evaluated the management team in an online anonymous form. Given the responses, certain questions need to get clarified/edited going forward. Showed summary spreadsheet which included an averaging of the 1-5 ranking. Kate and Bob agreed to develop a matrix for translating ranking to raises and a formula to test possible pay increases to see what it will do to the budget, in preparation for the November 28th meeting.

Kate and Sarah reviewed the results of employee #68's exit interview. Given the feedback, Sarah reported that she and Kate were planning on talking with Operations Inc to understand what if anything was missed in the process last year and report back to the Commission. Bob expressed grave concerns that the meeting had been scheduled without prior discussion with the board. Kate agreed and apologized. A vote was taken whether to proceed with an informational call – which was likened to reaching out to the cyber security consultant for information (although not

all agreed with the analogy). Three were in favor of proceeding with the informational call, one against.

Call ended at 6:30 pm

Upcoming draft agendas:

Nov. 28 Monthly Meeting: vote on Handbook, discuss raises, and Commissioner Evaluations, Grant + Compost Initiative, Annette recaps participation, opportunities, roadblocks, and scale options. ICB and Compost Program + Neighborhood Coalition Building

Dec. 19 Workshop + Monthly Meeting: Vote on raises, Review Grant Application w/ summarize of MSW Diversion initiatives in process/completed. Dick recaps Glass Crushing initiative, Wood Processing initiative, Waste Oil Furnace, Repurposing/Upcycling Projects, etc.

Jan 9 Workshop: Casella Proposal, Reorganizational Meeting