



**Fishers Island Community Center and Zoom
November 28, 2022 at 4:30pm
ADOPTED MONTHLY MEETING MINUTES**

All Documents were available prior to the meeting in the 11.28.22 Meeting Packet Folder on Google Drive

Agenda:

1. November Payables
2. October 24 Minutes/November 14 Workshop Notes
3. Discuss Evaluations/Raises (See 2023 Wages and Salary Worksheet)
4. Discuss Commissioner Evaluations
5. ICB + Neighborhood Coalition Building
6. Public Feedback Gathered during Petition Signing (Kate & Sarah)
7. Handbook will be ready for review Dec. 12 for approval Dec. 19

All Commissioners were present.

There were no additions to Agenda.

November Payables: there was discussion about the high payables. Bob is going to look into the administrative fees of Flanders Group for our Workman's Comp. Bob and Beth are going to get an explanation for our high Workman's Comp bill.

November Payables: Sarah/Bob; all in favor. Pay the bills and get an explanation from Flanders Group. The October 24 minutes: Bob/Tryn; all in favor.

November 11 Workshop Notes Presented and can be found in Notes Folder on Google Drive.

The Meeting Adjourned to Executive Session at 5:30 to discuss Employee Evaluations/Raises. We began by looking at the 2023 Wages and Salary Worksheet prepared by Beth and Kate.

The Meeting resumed at 6:20.

Bob/David; all in favor of raises we agreed upon during executive session.

The Meeting adjourned at 6:30pm.

Respectfully submitted by,
Sarah Malinowski

Upcoming draft agendas:

DRAFT Dec. 19 Workshop + Monthly Meeting:

- Additions to Agenda
- Approval of November 28, 2022 Meeting Minutes
- Final Discussion and Vote on Raises
- Proposals for station + shop maintenance/upgrades and combining stations (Dick)

- Review draft template for summarizing MSW diversion initiatives (for our records, LSWMP updates, grant applications, etc.)
- Neighborhood Coalition Building (ICB, Ferry, School, Community Center, Community Garden, Conservancy, etc.)
- Handbook Policies (Health Care, Holiday Pay)*
- Commissioner Evaluations

DRAFT Jan 9 Workshop:

- Additions to Agenda
- December 19 Workshop + Meeting Minutes
- Compost initiative: recap participation, opportunities, roadblocks, scale options, training (Annette)
- Casella Proposal
- Reorganizational Meeting

*Did not finish editing to increase clarity and consistency and reduce redundancy. It is important that all Commissioners have time to be able to compare the new and old and make sure nothing important got trimmed out. This work is postponed for January. In order to complete, however, seeking a targeted discussion about certain handbook policies for 2023.

1) Seeking approval for a deep clean of the current handbook

2) whether the commission thinks part-time workers should be entitled to individual health insurance vs. at the Commission's discretion

3) clarify the holiday pay policy which is currently either a) double pay - not time and half as some seem to think - or b) "compensatory" paid day off

4) incorporating the benevolent sexism statement as an attachment (considering adding an ageism clause)