



**ADOPTED MEETING MINUTES**

**March 4, 2026**

**12:30 PM – 2:30 PM**

**Community Center & Zoom**

**Commissioners Present:** K. Stevens, *Chair*; G. Murphy, *Treasurer*; I. Lockey; M. Doyen

**Commissioner on Zoom:** S. Malinowski

**Staff Present:** J. Theodore, *Operations Supervisor*; C. Panza, *Business Operations Administration*

The meeting began at 12:35

**Additions to Agenda:** None

**Minutes Adoption:** The Approval of the Draft February 18 Minutes was tabled until the March 18, meeting.

**Financials:**

**A motion by I. Lockey to approve payables of \$45,447.59 which includes two weekly payrolls totalling \$16,000, and to transfer \$46,000 from the investment account to the operating account, was duly seconded by M. Doyen. On a vote of 5-0 the motion carried.** 4 commissioners were present for this vote, 1 commissioner was on Zoom.

**Reports** Diversion projects:

- a. New recycling program for batteries with signage + pickup being prepared for both stations
  - b. Boat shrink wrap program: pilot program to divert boat shrink wrap from bulky to a separate container for recycling. J. Theodore will communicate the program to Hay Harbor/Pirates Marine/Yacht Club and will review the drop-off process with employees, and confirm pickup timing with CWPM. C. Panza and J. Theodore will write an article for Fishnet.
2. Facility Maintenance + Upgrades:
    - a. Office/Shop: discussed challenges of getting bids, funding strategies, and project phases
    - b. Security upgrade: Fiber optic installation and camera walkthrough with Dynamic Alliance planned.
    - c. Interior painting: almost complete, one office left
  3. Material Processing:
    - a. Firewood 2026: to solicit bids via RFP by April/May for firewood processing in October. Brush 2026: discussed a previous proposal for brush grinding by Evergreen Landscaping. J. Theodore will reach out to Evergreen by March 20.
  4. Community Projects:
    - a. Feral Cats: An island-wide Feral Cat committee is being formed. Island folks are passionate about this topic and want to find the best solution.
  5. Public Communications:

- a. Accomplishments/Goals/Finances: discussed updating a mockup from several years ago with a letter to the community about accomplishments/goals and overview income/expenses. C. Panza to update for review.
- b. Regular articles on website/fishnet/social media planned. B. Jepsen to help with graphics and bulk postings. M. Doyen + I. Lockey to develop draft post plan/calendar and share for commissioner input. Small group will post.

**A motion by I. Lockey to enter the Executive Session to discuss HR matters was duly seconded by G. Murphy. On a vote of 5–0, the motion carried unanimously.** Four commissioners were present for this vote, one was on Zoom. The Executive Session began at 1:58PM. J. Theodore & C. Panza were present.

**A motion by I. Lockey to exit the Executive Session and reopen the public meeting was duly seconded by K. Stevens. On a vote of 5–0, the motion carried unanimously.** Four Commissioners were present for this vote, one was on Zoom. The Executive Session ended at 2:53PM.

**A motion by G. Murphy to set \$22/hour as the beginning wage rate for attendants was duly seconded by I. Lockey. On a vote of 5–0, the motion carried unanimously.** Four Commissioners were present for this vote, one was on Zoom.

**A motion by G. Murphy to pre-approve up to \$4,000 to hire a consultant to manage a District Culture Check was duly seconded by I. Lockey. On a vote of 5–0, the motion carried unanimously.** Four Commissioners were present for this vote, one was on Zoom.

**A motion by I. Lockey to adjourn the meeting was duly seconded by G. Murphy. On a vote of 5–0, the motion carried unanimously.** Four Commissioners were present for this vote, one was on Zoom.

The meeting adjourned at 2:55PM

Respectfully submitted by,  
Sarah Malinowski  
March 14, 2026

**Next Meetings:** Regular Meeting March 18, 2026.

All Commissioners were provided with the opportunity to suggest clarifying edits for accuracy.