



MEETING MINUTES
Adopted April 29, 2026
12:30 PM – 2:30 PM
Community Center & Zoom

Commissioners Present: K.Stevens, *Chair*; S. Malinowski, *Secretary*; G. Murphy, *Treasurer*; M. Doyen

Commissioners on Zoom: I. Lockey

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

The meeting began at 12:38

Additions to Agenda: None

A motion by M. Doyen to enter Executive Session at 12:38 to discuss HR matters was duly seconded by I. Lockey. On a vote of 4-0, the motion carried. 4 Commissioners were present for this vote. 1 Commissioner was on Zoom. G. Murphy abstained. J. Theodore and C. Panza were present.

The Public Meeting resumed at 1:36pm

A motion to ratify the end of employment of employee #70 and employee #15 effective on April 20 April 24 respectively was made by S. Malinowski and duly seconded by I. Lockey. Upon a vote of 4-0 the motion carried. Four (4) commissioners were present in person; one (1) commissioner participated via Zoom. G. Murphy abstained.

Resolution:

Whereas, on April 14, 2026, a verbal incident occurred at the FIWMD Compost Station between a District employee and a commissioner, necessitating a formal response by the Commission; and

Whereas, the FIWMD governing documents vest in the Commission the authority to censure a commissioner and to request that commissioner's resignation when circumstances warrant; and

Whereas, the FIWMD Commission is committed to maintaining a professional and respectful environment for its employees, commissioners, and members of the public it serves; and

Whereas, the Commission recognizes that, while elected board members provide oversight and policy direction, they are not involved in the day-to-day management of District operations, and that maintaining clear boundaries between governance and operations is essential to a well-functioning organization; and



Whereas, the Commission acknowledges with sincere appreciation the invaluable contributions and dedication of Commissioner G. Murphy during his tenure, particularly his leadership in strengthening the District's fiscal integrity, advancing the professionalization of its workplace, and guiding the onboarding of administrative staff to best practices;

Now, Therefore, Be It Resolved that the FIWMD Commission hereby censures Commissioner G. Murphy; and

Be It Further Resolved that the Commission requests the resignation of Commissioner G. Murphy pursuant to Section 7, Part B of the FIWMD Governing Documents.

A motion to adopt the foregoing resolution was made by M. Doyen and duly seconded by S. Malinowski. Upon a vote of 4-0 the motion carried. Four (4) commissioners were present in person; one (1) commissioner participated via Zoom. G. Murphy abstained.

Additionally, the commissioners agreed to post a public update regarding the above matter to share the District's commitment to maintaining a respectful and professional workplace. We also want to underscore our gratitude for the contributions Commissioner Murphy made during his tenure. His dedication to the District's fiscal integrity, his efforts to professionalize operations, and his work onboarding administrative staff to best practices have had a meaningful and lasting impact on the District.

Minutes Adoption. A motion by I. Lockey to approve the minutes of April 8, April 15, and April 19, 2026 were duly seconded by M. Doyen. On a vote of 4-0, the motion carried. Four (4) Commissioners were present in person; One (1) participated on Zoom. G. Murphy abstained.

Financials:

Previous audit delays have been accounted for. 2026 financials will be at the auditors by February 2027.

A motion by M. Doyen to approve payables of \$33,714.59 which includes two weekly payrolls, and to transfer \$34,000 from the investment account to the operating account, was duly seconded by I. Lockey. On a vote of 4-0 the motion carried. Four (4) commissioners were present in person; One (1) participated via Zoom. G. Murphy abstained.

C. Panza will work with B. Jepson to get approved documents onto our website in a timely manner.

Manager's Report:



J. Theodore: We hope to be offering organic waste pick up this year and will send details to the public. Ordering bags and compost buckets. Will reach out to clubs and other organic heavy organizations to see how we can help. Looking for more summer help.

A motion by K. Stevens to change the May meeting dates to the second and fourth Wednesdays at 12:30 was duly seconded by S. Malinowski. Four (4) commissioners were present in person; one (1) commissioner participated via Zoom. One abstained

At 2:35 both I. Lockey and G. Murphy left the meeting.

A motion by S. Malinowski to appoint M. Doyen to the positions of Vice-Chair and Treasurer of the Commission was duly seconded by K. Stevens. On a vote of 3–0, the motion carried unanimously. Three Commissioners were present for this vote.

A motion by M. Doyen to adjourn the meeting was duly seconded by S. Malinowski. On a vote of 3–0, the motion carried unanimously. Three Commissioners were present for this vote.

The meeting adjourned at 2:38 PM

Respectfully submitted by,
Sarah Malinowski
May 4, 2026

Next Meetings:

Regular Meeting May 13, 2026.

Regular Meeting May 27, 2026

Hazardous Waste Day Saturday, July 18, 2026

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