



FISHERS ISLAND
Waste Management
DISTRICT

ADOPTED MEETING MINUTES

December 3, 2025

12:30 PM – 2:30 PM

Community Center & Zoom

Commissioners Present:

K. Stevens, *Chair*

G. Murphy, *Treasurer*

S. Malinowski, *Secretary*

M. Doyen

Public Present: Ian Lockey

Staff Present:

J. Theodore, *Operations Supervisor*

C. Panza, *Office Administrator*

The meeting began at 12:34

1. Additions to Agenda

None.

2. Public Comment

None.

3. Minutes Adoption:

A motion by G. Murphy to adopt the 11.19.25 meeting minutes as amended was duly seconded by M. Doyen. On a vote of 4-0, the motion carried. Four commissioners were present for this vote.

4. Financials

A motion by G. Murphy to approve the payables of \$26,751.48 (which includes 2 pay periods) was duly seconded by M. Doyen. On a vote of 4-0, the motion carried unanimously. Four commissioners were present for this vote.

Audit Reports: C. Panza shared copies of the completed 2023 Audit. G. Murphy will ask the auditors to join us on Zoom at our December 17 meeting. We will stick with the same firm for 2024 and 2025 Audits, but send out an RFP for 2026.

5. Manager's Report

J. Bernier, the new station attendant and heavy equipment operator started work yesterday (employee # 67). He's eager to start learning. Team evaluations are scheduled for Wednesday, the 10th. M. Doyen will join J. Theodore for team evaluations.

The 40-log-per-day-per-customer firewood quota seems to be working. J. Theodore would like to try 20 log days, so the supply lasts throughout the cold season. The feral cat situation is getting worse, instead of better. G. Murphy will ask Geb Cook, manager of the FIFD, if the cat feeding station can be moved to the Ferry property between J. Ski's shop and C. Shultz's shop. The Commission has been informed that one feral cat can kill up to 22 song birds a day. They carry diseases, get into compactors, pee and poop, and have litters at the Transfer Station. While they are adorable, the responsibility of dealing with them is too much of a distraction for our team. FIWMD must relocate them while the Fishers Island Conservancy implements its plan. Our brush pile is too enormous and unorganized to be processed by our team or any on-island contractor. Once it has been dealt with J. Theodore has ideas regarding how our team can sort and manage brush and wood regularly to make it easier and cheaper to be processed. J. Theodore will solicit RFPs from the local landscapers to deal with brush on an annual contract basis.

A motion by G. Murphy to accept Running Brook Farm's \$62,500 estimate to chip the enormous brush and oversized log pile was duly seconded by M. Doyen. On a vote of 4-0, the motion carried. Four commissioners were present for this vote.

6. Business Office Report

FIWMD's asset list provided by the Town of Southold, will be compared to our actual assets. J. Theodore, make a list of the equipment that we don't actually own any longer. K. Stevens and J. Theodore track down the dates these pieces were deaccessioned.

After researching the options, C. Panza will transition accounting to QuickBooks Online and stay with QB Payroll. G. Murphy, C. Panza and J. Theodore are considering our wireless options. C. Panza shared a financial comparison between installing and using the Fiber Optic solution provided by Fishers Island Utility Co. and the cheaper STARLINK option. G. Murphy and C. Panza will make a recommendation at the Dec. 17th meeting. C. Panza will create an agenda for our Annual reorganizational meeting and share at the December 17th meeting. The district is very pleased with the work of B. Jepsen on our website. Everything is set for the annual FIWMD election, except the voter list provided by the town has not arrived. The only petition received was from Ian Lockey. S. Malinowski will pick up the voter boxes, ballots, pencils and voter roll from the office on December 9th.

A motion by K. Stevens to adjourn the meeting was duly seconded by G. Murphy. On a vote of 4-0, the motion carried unanimously. Four Commissioners were present for this vote.

The meeting adjourned at 2:34pm.

Respectfully submitted by,
Sarah Malinowski
December 4, 2025

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