



SAN LUIS OBISPO COUNTY
INTEGRATED WASTE MANAGEMENT AUTHORITY
Connecting the Community to Waste Solutions

Board of Directors Meeting Minutes

Wednesday, November 12, 2025, 1:30 PM

In-Person Meeting:

County of San Luis Obispo Government Center

Board of Supervisors Chamber

1055 Monterey Street, San Luis Obispo, CA 93408

BOARD OF DIRECTORS:

James Guthrie, President, City of Arroyo Grande

Navid Fardanesh, Vice President, Special Districts

Robert Robert, Past President, City of Grover Beach

Charles Bourbeau, City of Atascadero

Cyndee Edwards, City of Morro Bay

John Hamon, City of El Paso de Robles

Heather Moreno, County of San Luis Obispo, District 5 Supervisor

Jan Marx, City of San Luis Obispo

Scott Newton, City of Pismo Beach

1. Call To Order

Vice President Fardanesh called the Board Meeting to order at **1:30 PM** on November 12, 2025.

2. Roll Call

Board Members Present: Bourbeau, Fardanesh, Guthrie(arrived 2:00 PM), Hamon, Marx, Moreno, Robert

Absent: Edwards, Newton

3. Pledge of Allegiance

CLOSED SESSION

Ms. Julie Tacker provided public comments regarding agenda items 4 and 5.

The Board of Directors recessed into closed session at 1:35 PM, pursuant to the Ralph M. Brown Act on the following items:

4. Conference with Labor Negotiators

Pursuant to California Government Code §54957.6.

Agency designated representatives: Coby Skye, Executive Director; Linda Somers Smith, Legal Counsel. Employee Organization: Service Employees International Union (SEIU) Local 620.

5. Conference with Real Property Negotiators

Pursuant to Government Code § 54956.8: Conference with Real Property Negotiators regarding: APN 002-323-003, 870 Osos Street, San Luis Obispo, CA 93401. Agency Representative: Linda Somers Smith, Legal Counsel.

Readjourn to Open Session and Closed Session Report

The Board reconvened in Open Session at **1:51 PM**.

6. Report Out of Closed Session

Ms. Somers Smith reported that on closed session item 4, item 15 appears later on the agenda, and the board will take action at that time. There was no reportable action on item 5.

General Public Comment Period

Ms. Tacker provided public comments regarding the agenda and posting requirements.

PRESENTATIONS

7. Executive Director's Report

IWMA Executive Director Coby Skye shared a report with the Board and audience highlighting recent IWMA developments in the following key areas - Staffing updates; the successful 3rd Annual Solid Waste Summit; Shifting of retirement accounts from Nationwide to John Hancock; activating a new Human Resources module to better support staff; hosting CalRecycle representatives as they visit next week; the success of the first Trash to Treasure pilot program; and updates and improvements to the HHW program. Also, in follow-up to a question at the last meeting, Mr. Skye confirmed the Technical Assistance Grant (TAG) program was optional and within the Board's authority to cancel.

Ms. Tacker provided public comments on this item, inquiring about the installation of a ramp and ADA access at IWMA office for public meetings. Mr. Skye shared that the lift is operational at the IWMA office and the IWMA can host public meetings. No decisions have been made regarding installation of a ramp.

8. SLO Food Bank

Molly Kern, SLO Food Bank CEO, and Sarah Frimtzis, Food Rescue Manager, provided a presentation regarding their mission, serving SLO County residents, procurement and food rescue, and program participation over the years. Board members expressed appreciation of their work and their efforts.

CONSENT AGENDA

Ms. Tacker provided public comments on agenda item 9 and agenda item 11.

9. Executive Committee Meeting Minutes Receive/File – August 28, 2025

10. Board Meeting Minutes Review – September 10, 2025, October 1, 2025, and November 3, 2025, Meeting Minutes

11. Monthly Financial Reports – July, August, and September 2025

A motion was passed to approve consent agenda items 9, 10, and 11 as presented.

Motion by Guthrie

Second by Bourbeau

AYES: Bourbeau, Fardanesh, Guthrie, Hamon, Marx, Moreno, Robert

NOES: None

Absent: Edwards, Newton

Abstain: None

Carried (7-0)

REGULAR AGENDA

12. IWMA Board Meeting Protocol Discussion

President Guthrie offered to sit at the end of the dais instead of the middle to promote meeting facilitation, and take comments and questions down the line to better include board members' comments. Also, he will initiate the motion for approval of an item to facilitate final discussion. Ms. Moreno agreed and suggested it may also be helpful to reach out to the Executive Director in advance to get answers to minor questions.

13. Kanadevia Inova USA Anaerobic Digestion Facility – Non-Disposal Facility Element (NDFE) Update

Mr. Skye introduced Thomas Gratz, Kanadevia Inova USA Sales Manager, who briefed the board and audience about his company and the expansion project at the anaerobic digestion facility in San Luis Obispo.

14. Discussion of FY 2023/24 Audit and Update on FY 2024/25 Audit

Mr. Skye provided information related to the FY 2023/24 Audit to address questions raised by the Board when the item was presented in the previous Board meeting, and shared an update on the FY 2024/25 Audit schedule. Alexa Heter of Heter Accountancy joined virtually to share her role in our audit process and add further detail regarding the audit process.

Ms. Tacker provided public comments on this item.

15. Resolution 2025-11-01, Memorandum of Understanding (MOU) Between the Integrated Waste Management Authority (IWMA) and the Service Employees International Union (SEIU) Local 620 for the Period of July 1, 2025, Through June 30, 2030 and Revised Employee Handbook

Mr. Skye introduced this item, and presented for Board approval the proposed MOU and updated Employee Handbook which were developed after months of discussions.

Laura Robinson, Executive Director SEIU Local 620, provided public comments on this item.

Ms. Tacker provided public comments on this item.

A motion was passed to approve agenda item 15, amended to reflect a correction on Sick Leave (page 36 of the employee handbook) which should show as 400 hour max accrual, not 200 hour max accrual.

Motion by Fardanesh
Seconded by Moreno

AYES: Bourbeau, Fardanesh, Guthrie, Hamon, Marx, Moreno, Robert
NOES: None
Absent: Edwards, Newton
Abstain: None

Carried (7-0)

16. 2026 IWMA Calendar

A motion was passed to approve the updated 2026 IWMA Calendar as presented.

Motion by Guthrie
Second by Moreno

AYES: Bourbeau, Fardanesh, Guthrie, Hamon, Marx, Moreno, Robert
NOES: None
Absent: Edwards, Newton
Abstain: None

Carried (7-0)

17. Science Discovery Outreach and Education Contract Amendment

Mr. Skye introduced this item, precipitated by the pending sale of Science Discovery from Mike di Milo to Nathan Kapusta. Mr. di Milo spoke about their long-standing work with IWMA and support of outreach efforts. He plans to continue in a part-time capacity.

A motion was passed to approve the assignment of contracts with Science Discovery Center to reflect sale of the company from current owner Mike di Milo to Nathan Kapusta upon close of the purchase.

Motion by Guthrie
Seconded by Moreno

AYES: Bourbeau, Fardanesh, Guthrie, Hamon, Marx, Moreno, Robert
NOES: None
Absent: Edwards, Newton
Abstain: None

Carried (7-0)

18. Agreement for Consultant Services (Peter Cron) and Budget Adjustment

Mr. Skye shared that this agreement would be on an as-needed, to assist with specific assignments. Board questions ensued about scope, terms, and length of contract.

Ms. Tacker provided public comments on this item.

A motion was passed to approve the agreement for consultant services as outlined in the attachment, with the term to end June 30, 2026, for an amount not to exceed \$36,000 annually; and to adjust the Contracted Services budget allocation accordingly.

Motion by Marx
Seconded by Hamon

AYES: Bourbeau, Guthrie, Hamon, Marx, Moreno
NOES: Fardanesh, Robert
Absent: Edwards, Newton
Abstain: None

Carried (5-2)

19. Ad Hoc Strategic Planning Committee

A motion was passed to appoint Ms. Edwards, Mr. Fardanesh, and Mr. Bourbeau to the Ad Hoc Strategic Planning Committee.

Motion by Guthrie
Seconded by Robert

AYES: Bourbeau, Fardanesh, Guthrie, Hamon, Marx, Moreno, Robert
NOES: None
Absent: Edwards, Newton
Abstain: None

Carried (7-0)

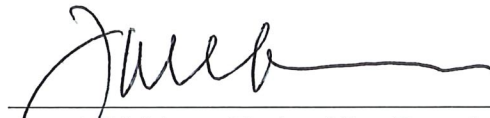
20. Board Member Communications

Ms. Marx mentioned that a number of her fellow city council members are enthusiastic about serving on the IWMA Board. Having supported this great organization and important work for 8 years, she announced she will not reapply when a Board member is appointed next year.

Mr. Bourbeau shared that his recent early morning ride-along with Waste Management on the trash pick-up route was very interesting. He encouraged other members to reach out to their waste haulers for a similar experience.

Mr. Fardanesh said that he thought the Solid Waste Summit hosted by IWMA in Atascadero was a great event. He complimented the staff and their teamwork.

ADJOURNMENT 3:29 PM

A handwritten signature in black ink, appearing to read "Janet Weldon", with a long horizontal flourish extending to the right.

Janet Weldon, Clerk of the Board
San Luis Obispo County Integrated Waste Management Authority