

August 8th HICA special board meeting

In attendance: Paula Bafaro President, Dan Jensen Vice President, Kurt Kassahn Treasurer, Aimee Chambers Secretary, Don Stark Trustee, Erik Smith Trustee, Jonathan Thurman Trustee

Paula called the meeting to order 10:02am. I would like to request a motion to discuss giving island management permission to make executive decisions in time sensitive cases involving the health and safety of our island staff and owners. I would like to ask for that motion.

Jonathan, I don't I think you are going to get a motion on this. I think we discuss what we are trying to accomplish first and then distill a motion from that.

Paula: Do you want to begin a discussion on that?

Erik: Let's bring up the issues that are involved here, can you clarify by how we decided to require mask mandates and the email was sent out I think that would be a good background and starting point at this time

Paula: Sure and of course we're thinking about the safety of the island. We are following Snohomish County guidelines. Right now on Snohomish county buses and trains masks are required. The reason this is important, is if you have a home or land on the island and don't have a boat, and the ferry is your only means of getting to the island, you don't have the option of not riding the ferry. We want to protect those people that maybe aren't vaccinated or cannot get vaccinated, like children under twelve, or people with pre-existing conditions. We want to be able to allow everyone to feel comfortable riding the ferry. It's a small sacrifice for all. I know we're all getting very weary of it however 20 minutes could protect so many. Rather than wait to have a meeting of the board, because we had maybe six ferry runs before we could get together, we consulted with the island attorney who said that in his opinion the island management or ferry captain could make this decision without the board. So we left it in their hands and we wanted to meet today just to clarify what the procedure would be moving forward.

Erik:

I'm confused how the decision was made because this is the meeting to make that decision but it seems like it was made before

Kim: I can speak to that and that is all on me. I asked for a meeting two weeks ago I got this exact thing when we found out that people with COVID a lot of the people who are fully vaccinated were getting COVID-19 the numbers were going up throughout the country and especially in SNOHO county as you can see and on CDC website you'll see how Snoho county is bright red. Owners were coming to me with concerns so we had some emails going back and forth where I was asking for meetings and it seemed to me at that point in time that most of the board supported the idea of masks back on the ferry. When the lawyer said that it was within my management decision to make that call with the input that I have seen coming from all of the board members, I made an executive decision knowing that this can happen and some people might not be happy with the decision I made, and the board would always have the right to come back and correct me if I did something out of line but if we were

going to be a meeting on Monday and this is an urgent decision because of the numbers we had going Friday night Saturday and Sunday morning exposing owners to what I consider possibly unsafe conditions

Erik: So, when was this decision made or was it just Kim who made it.

Paula: Based on what our attorney stated I sent an email to the board that clarified that Kim had the authority to make this decision

Jonathan: That is not exactly what happened. And what Jeremy said. The vote on the last meeting that made masks voluntary, so there was a system in place

Paula: This is exactly what we were trying to correct on a temporary basis

Jon: It is not the correction; it was the process that is the problem

Dan: This is a safety issue and this is something we needed to act on and there were many emails and it needed to happen. We had a health problem and we found out info from attorney that it could happen. We could change policy based on we needed to do it and based on information from island lawyer. You may not agree with this however I do.

Jon: on July 17, we moved to accept the vessel committee to recommend masks. That's the policy we put into place. On 28th Kim brought up the issue of cases and then Kim brings it up again. And there were valid reasons to do so.

Paula: The purpose of this meeting is to clarify how we are going to move forward with the process. Turning this discussion into what you are not aware of after many of many emails

Jon: What is the process

Aimee: The world is constantly changing and we have never experienced this. We need to give the Island Manager and ferry captain the ability to make this decision.

Erik: The board has met many times and the board has met and had a process. And changing this process is not the way to handle this. I would like to maintain state and county mandates

Dan: We all got urgent emails addressing this and then we got caught up in waiting 3 days to have a meeting. Because the change the governor made Kim wanted to implement these changes. We couldn't have that meeting due to this process. Am I wrong?

Erik: Not sure what you are asking. We do have a 3 day provision. The board policy for years we were going to follow Snoco mandates and the board be available to change what the process is. I don't feel like email was the way to do it and I received many emails of upset people who did not like the way this was handled. I only hear pleasantries from the office, so I guess they didn't make it to Kim.

There needs to be some sort of explanation. I am fine with giving staff some kind of mobility to adhere to policy. They should be able to provide decisions.

Erik made initial motion (amended motion below after discussion)

Paula: I want to make sure that if the Island manager needs to make an immediate decision she has the discretion to do this.

Kurt: She has the discretion for safety.

Erik: I motion that we modify our existing Covid policy to adhere to Snohomish County Health District and WA State Dept of Transportation's masking and social distancing mandates and in the absence of Board direction otherwise the Island Manager and Ferry Captain can administrate HI policies to meet those mandates. Jonathan seconds All in favor

Kim: I take my job responsibilities seriously. I mean I care deeply about the island so I appreciate the support on the board on this. I do want to say this and I would ask Erik, many times you say it to me and you're saying it here that people come and talk to you I would really ask for board members to encourage those owners to come and talk to me. I had one very upset owner, which I shared with you and I had probably at one point it was 7-8 or nine other emails from regular ferry riders who are very appreciative about us taking this seriously. The owner that was very upset I dealt with how I deal with all owners who have a concern. I sat down in their home and I talked to them about it and I explained the reasoning of my decision and the process I went to make that decision. I listen to their concerns and I validate their concerns and when I left that meeting we both had smiles and we were happy that we had a one on one discussion. Over the years there's been a lot of issues on the island people are talking and not talking one on one and not having these discussions. To the community if you have any doubt anything we do or see something happening that's being done by island management call me and I will come to your home. I will be transparent. I will tell you what I'm doing and why I'm doing it and so I would ask the board if you're hearing these things and people are concerned with something that somebody else is doing or I'm doing encourage them to go talk to the person that they have issues with because the only way we're going to get past some of this if we have these discussions. Same with the board if you have an issue with me come talk to me. I will be glad to do that as well. So, if people are calling and complaining about something happening please ask them to come and talk to the person that they have an issue with because if we do that as a community I think we're going to be in a lot better shape. So I just wanted to make sure because if I do something wrong I own it. The decision to put in mask requirement was me. I saw the email from the attorney. I knew there were concerns about when we will be having this meeting and I just could not put owners at risk because we couldn't get our meeting together sooner than that and so I appreciate the support of the board. I feel your support I know that you support me but then I just really want to encourage that open discussion face to face is not easy sometimes but if somebody's mad at you go to their house knock on their door and say talk to me. I get really good responses from that so that's what I wanted to say.

Jonathan: One last follow up that most of what I hear is actually around the processes failure that's 100% on the board, me as one of them. We are fixing that process as best we can so when people were talking to me it's not the Island managers fault that the board did not see the process through in the

correct way We are all learning here to be better so bear with us as we do move forward. If you have other issues please reach out to whomever you feel comfortable talking so we can learn from it.

Paula asks for a Motion to adjourn at 10:30am all in favor

DRAFT