



Board of Director Regular Meeting Minutes

June 19, 2025 Recorder: Johanna Thayer

1. **Call Meeting To Order:** Jeff Nickerson called meeting to order at 10:04 am.

2. **Roll Call:**

Chair	Klawock	Jeff Nickerson	Present
Vice Chair	Thorne Bay	Harvey McDonald	Present
Sec/Tres	Craig	Fred Hamilton	Present Via Phone
Director	Coffman Cove	Brian Wilson	Present
Director	Hydaburg	Sam Mooney	Present
Director	At Large	Doug Rhodes	Present

Staff Present: Ron Curtis, Chrissy Torsey-Lucero, and Johanna Thayer

Staff present via teleconference: Katie Martin, Jaemi Meurs, Tami Kingsley, Kristine Hansen, Jarrid Brendible, and Walter Marsh.

Public Present: None

Public present via teleconference: None

3. **Approval of Agenda**

Motion: Approve agenda as presented

Moved By: Brian Wilson

Seconded By: Harvey McDonald

Motion approved unanimously.

4. **Approval of Minutes**

Motion: Approve Minutes from March 31, 2025

Moved By: Doug Rhodes

Seconded By: Sam Mooney

5. **Public Comment**

a. No public was present for comment.

b. Harvey wished to address the Board. Harvey said that he has been experiencing health issues this year, and he feels like he is not capable of staying on the Board, and he feels he needs to resign. Ron adds that it is pending the City of Thorne Bay appointing someone new. Johanna said that she will write a letter to submit to the City of Thorne Bay informing them that they will need to appoint a new member. Harvey said he says someone that he thinks is interested and he will inform Thorne Bay. Chrissy included that she wanted to thank Harvey for his incredible commitment to the IFA, for 28 years. Doug adds, and echoes that the whole island is grateful to him for his contribution.

Ron adds that Harvey will be bestowed with a LifeTime Travel Benefit, that includes a PlusOne.

6. **Correspondence**

- a. Memo: Re: Donation from Len Lawrence's Daughter
Johanna explains that Len Lawrence's daughter inherited her father's Brenda Schwartz painting, and there is a letter to be signed to send to her as a thank you.
Ron talked about his experience speaking with Len Lawrence before he passed.
- b. CDS Funding from Lisa Murkowski's Office
Johanna walked the Board through the CDS funding received through the State of Alaska from the federal government. And that we have advanced to be approved by the federal government for the \$1.5 million to cover the cost of the life saving equipment.
Ron adds that Lisa Murkowski's office reached out to us to invite us to apply because we knew that we did not receive the BBB funds.
The Board thanks Johanna for her work applying for that funding.

7. General Manager's Report

- a. Ron Submitted a Written Report that is attached.
Doug asks Ron if we are able to move the rescue craft from vessel to vessel, and Ron says that in the CDS funding that will ensure that our rescue craft for both vessels is the same and can be easily transferred. Ron also adds that our current life saving equipment is obsolete, and we are getting to a point where we can't recertify it. But the work for getting new equipment is going to require engineering work to fix the vessel layout to accommodate the change.
Ron asks how many years they last, and Ron says we have had these ones for 23 years. And he includes that this is *part* of the reason we have delayed the POW overhaul.
Ron mentions that Management is currently exploring the option for providing temporary housing to help incentivize employees. Harvey suggested a good old trailer. Doug said that everyone on the island has lived in one at one point or another.
Ron read through the statistics for ridership in comparison to 2024 for May: 11% up for passengers and 1% from 2024. He adds that he doesn't think there has been much effect since increasing the fare.
Ron shares an update about the Vigor shipyard, their goal is a seamless transition for a new operator to move in to the shipyard. Ron is encouraged about where they are now with the transition.
Ron asks Kristine to share an update on fish boxes YTD, we have charged for 250 fish or game boxes, and collected \$5,220 we have collected. Ron asks if she has the comparison numbers. Chrissy adds that past counts are not accurate, because the free fish box wasn't recorded in anyway.
Ron adds that there are changes coming to the Lituya's schedule, there are some implications that will impact our boat swap, and they are working with AMHS to adjust for those changes as needed. Ron will send more details when he has them. Doug asks Ron if this will be a benefit or a deterrent for us. Ron says that there are some scenarios that could happen that we will need to develop contingency plans for with AMHS.
Jeff asks for Questions.
Jeff asks if the Stikine will need to go into dry dock. Chrissy asks Walt or Jarrid to share on where the Stikine is at on that. Jarrid says that we had some no sail items that have been fixed, and he will need to meet with the CG to discuss the COI, once that is all wrapped up we will swap the boats back up. Dry docking will be late next year, but due to the situation with the shipyard that is undetermined. Jeff thanks Jarrid.

8. Finance Report

Report submitted in writing and attached.

Chrissy says that there is a report in the packet to be approved for the final reading of the budget.

Chrissy adds that there is a 3% wage increase from the Wage Progression across the board. Health care costs have been updated, and there was a slight reduction in dental coverage.

The original budget that was presented included the 25% match included for the CDS match. The match was removed in the final budget, and moved into the Maintenance and engineering portion of the budget. The 30,000 replacement of the security system was added to the budget, since it was denied in for CDS funding, this will replace all cameras in Hollis and add a camera in Hollis.

Chrissy gives a summary of the financials. We have \$90,000 left in one of the legislative grants for match funds. Year to date we have received 350,000 from that grant, and we are waiting to receive another 226,000 and that leaves us with 620,000 left to pull down. And we can still submit reports 60 days after the end of the fiscal year. Chrissy guarantees that we will collect on all of that 1.2 million. We have received back the entirety of the transfer from the State of Alaska, it is currently in safe keeping in our Money Market Saving account. Last month the interest was \$675 dollars. Ron does want Chrissy to investigate ways to increase the interest on those funds to maximize the dollars that we have.

Chrissy adds that the CDS match will come to around \$390,000.

The last of our insurance premiums that we financed will come to the end at the end of June, which will give us a break on it July-September. In September we will finalize the next year's insurance.

9. **Old Business** No Old Business

10. **New Business**

- a. Motion: To approve Resolution No. 2025-05, 2nd Reading and adoption of the Budget for FY2026

Moved by: Sam Mooney

Seconded by: Brian Wilson

Fred had a question, regarding the previous year's budget. Chrissy says that she can start sending past year budgets again when she sends the current years. Chrissy added that last year's budget was \$5,206,036 and that she will send last year's approved budget when she returns to the office.

Chair	Klawock	Jeff Nickerson	Yes
Vice Chair	Thorne Bay	Harvey McDonald	Yes
Sec/Tres	Craig	Fred Hamilton	Yes
Director	Coffman Cove	Brian Wilson	Yes
Director	Hydaburg	Sam Mooney	Yes
Director	At Large	Doug Rhodes	Yes

Motion Passed

- b. Motion: To approve Resolution No. 2025-06 Changes to Employee Handbook for FY2026

Johanna gives a summary of the changes to the handbook. When Proposition 1 passed during the last election cycle, it not only increased minimum wage for the State of Alaska, but it also added mandatory sick PTO to be provided by employers. The state requires less than we currently provide our employees, so that is not a real concern for us. However, it included that sick leave be returned to a returning employee if they are rehired within 6 months of departure. So, our sick leave policy was updated to reflect this change.

While making this change, Johanna said she figured we might as well update some other things in our handbook. This included the Computer & Technology policy. The previous policy was outdated and did not meet the actual practice of the IFA. So, this was updated to be in line with what we do and modernized for 2025.

Harvey asked if it was an increased cost to us. No it is not.

Jeff asks how many people have the Board Handbook. Ron asks if we send an electronic copy to the board and have a copy available at meetings. Johanna will provide a copy for the meeting, and it would be easy for her to laminate a copy for the board members.

Sam asks if new employees are given the handbook and if they sign a form when they receive

it. Johanna says yes, and when the new changes go into effect a new form will be provided to them.

Moved by: Doug Rhodes

Seconded by: Sam Mooney

Doug stats that he is not the most technologically literate guy, and wants to confirm that management agrees with the adoption. Ron says yes. Harvey says that he agrees with Doug on not being technology literate.

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Motion Passed

c. Board of Directors Appointment

Ron says that since two member communities appointed Doug Rhodes, and one put forward Anthony Christianson. Since majority rules, Doug Rhodes would receive the nomination.

Ron adds that he was a little disappointed that only three member communities nominated someone. Chrissy adds that it is at no fault of the IFA. Sam adds that as a Board they should encourage their communities to nominate in the future.

Jeff adds that Johanna should ask the board member who's seat is up if they are interested in continuing. Chrissy adds that maybe in future meetings we should work on updating the bylaws, to include what steps the IFA will take for nominations. Jeff said the reason is because he thought Doug no longer wanted to be on the Board.

Motion: To accept the nomination of Doug Rhodes by Coffman Cove and Craig to the Board of Directors.

Moved by: Sam Mooney

Seconded by: Harvey McDonald

Motion Passed. Doug Rhodes Abstains.

Fred adds that we should send a letter to Anthony thanking him for his interest in applying.

Ron asks if it would be more appropriate to send it to the city. Sam says yes. Johanna will do this.

d. Board of Directors Seat Appointments

Nomination: To Appoint Jeff Nickerson as Chairman of the Board

Moved by: Doug Rhodes

Seconded by: Harvey McDonald

Motion: Cast a unanimous ballot for Jeff Nickerson as Chairman of the Board.

Moved by: Fred Hamilton

Seconded by: Sam Mooney

Motion Passed

Nomination: To Appoint Brian Wilson as Vice Chairman of the Board

Moved by: Doug Rhodes

Seconded by: Sam Mooney

Motion: Cast a unanimous ballot for Brian Wilson as Vice Chairman of the Board

Moved by: Fred Hamilton

Seconded by: Sam Mooney

Motion Passed

Nomination: To appoint Fred Hamilton as Secretary/Treasurer of the Board

Moved by: Doug Rhodes

Seconded by: Sam Mooney

Motion: Cast a unanimous ballot for Fred Hamilton as Secretary/Treasurer of the Board

Moved by: Doug Rhodes

Seconded by: Sam Mooney

Motion Passed

Jeff asks if we will need to update signature cards at the bank. Johanna says not until we receive nomination from Thorne Bay for Harvey's seat.

Fred asks about the check signing procedures. Chrissy explains that the Accounts Payable clerk runs the checks needed and then we contact a check signer. Chrissy says that when she came into her position, she did not want to be a check signer. So it is up to the General Manager or a Board Member to sign those checks.

Fred says that he suggests that we have two signatures on the check. He feels that for checks and balances he would like to see two signatures on the checks, that it is good procedure. Jeff asks if it would be taken care of updating our policies.

Ron adds that if it gives any comfort, Chrissy is not the only person doing it. Someone else is doing it at Chrissy's direction, and then either a board or Ron are signing. He feels that to get checks out in time, having a second signature would slow it down.

Chrissy adds that she is not the one entering invoices in, unless it is payroll. What happens is one person enters the payables into the system, runs a list of the payables, Chrissy signs off on printing them, and then a board member or Ron signs the check.

Fred says that he doesn't feel like employees should be signing checks and that he should be the first point of contact as the Secretary Treasurer. Jeff adds that it would probably help if Fred has a conversation with Chrissy.

Ron adds that we are audited annually because we receive federal grants.

Brian says that he is very comfortable with the way that we do it now.

Jeff says that he has seen the same things that Fred has.

Fred reiterates that he would prefer to be the first one called. Chrissy thanks Fred, and said she can also send him the AP check review and then they will call him to come sign once he has reviewed the check run.

11. Board Comments

Brian said that he has been getting good feedback on our employees from people on the ferry. And he wanted to pass that on to them. Doug adds that he wants to provide a thank you to the employees, and he received good positive feed back from seeing the company at the Trade Show and the Marathon. It is good for us to be seen and he is thankful that we have employees willing to do it.

Harvey encourages the Board to go watch CSPAN, to keep an eye on what might impact us here at the ferry and to make sure that we get our money.

Harvey asks to be added to the mailing list for future meetings.

12. Schedule Next Meeting

September 11th is the chosen date for the Board Meeting.

13. Adjournment

Motion: Adjourn meeting at 11:42 a.m.

Moved by: Sam Mooney

Seconded by: Brian Wilson