

**MINUTES
OF THE
WOODS HOLE, MARTHA'S VINEYARD
AND NANTUCKET STEAMSHIP AUTHORITY**

The Meeting in Public Session

June 17, 2025

The Members of the Woods Hole, Martha's Vineyard and Nantucket Steamship Authority met at 10:01 a.m. Tuesday, June 17, 2025, in the ballroom at The Nantucket Hotel, 77 Easton Street, Nantucket. All five (5) Members were present: Chair James M. Malkin of Dukes County; Vice Chair Peter J. Jeffrey of Falmouth; Secretary Moira E. Tierney of New Bedford; and Members Robert F. Ranney of Nantucket and Robert R. Jones of Barnstable. Messrs. Malkin and Jeffrey and Ms. Tierney participated via Zoom videoconferencing.

Port Council Vice Chair Gordon M. Carr of New Bedford participated in the meeting via Zoom. The following staff members were also present: General Manager Robert B. Davis; General Counsel Terence G. Kenneally; Treasurer/Comptroller Mark K. Rozum; Chief Operating Officer Mark H. Amundsen; Communications Director Sean F. Driscoll; Director of Security Todd M. Falvey; Director of Shoreside Operations Alison A. Fletcher; Director of Human Resources Janice L. Kennefick; Director of Engineering and Maintenance Zachary A. Lawrence (who participated via Zoom); Nantucket Terminal Manager Elaine Mooney; Nantucket Terminal Manager-designate Rich Marshall; Director of Health, Safety, Quality, and Environment Bridget L. Sullivan; Director of Information Technologies Stephen M. Colman; Creative and Marketing Specialist Ian Chase Nichols; and Computer Technician Shawn Cameron.

Video and Audio Recording of Today's Meeting:

Mr. Ranney announced Mr. Driscoll and Falmouth Community Television were making an audio and video recording of the meeting; Jason Graziadei (representing the *Nantucket Current*); Kai Quigley (representing the *Nantucket Inquirer and Mirror*); Louisa Hufstader (representing the *Vineyard Gazette*); Devin Ankeny (representing the *Falmouth Enterprise*), and Eunki Seonwoo (representing the *Martha's Vineyard Times*) indicated they were making audio recordings of the meeting.

Statement Regarding Remote Participation:

Mr. Ranney announced that, pursuant to Section 20 of Chapter 20 of the Acts of 2021, as amended, Messrs. Malkin and Jeffrey and Ms. Tierney were participating in the meeting remotely because their physical attendance would be unreasonably difficult. The members participated in the meeting by the Zoom videoconferencing app and all members would be clearly audible to each other.

As a result of the remote participation, any and all votes taken by the Members shall be by roll call vote, he said.

Minutes:

IT WAS VOTED – upon a motion by Mr. Jones, seconded by Mr. Malkin – to approve the minutes of the Board’s May 15, 2025, meeting in public session.

<u>VOTING</u>	<u>AYE</u>	<u>NAY</u>
Mr. Malkin	35 %	
Mr. Jeffrey	10 %	
Ms. Tierney	10 %	
Mr. Ranney	35 %	
Mr. Jones	10 %	
TOTAL	100 %	0 %

Port Council Report:

Mr. Carr provided the following updates on the Port Council’s June 3, 2025, meeting:

- Project updates on the *M/V Aquinnah* and *M/V Monomoy*.
- An update on the Woods Hole Terminal Reconstruction Project and updates on traffic mitigation following the May nor’easter.
- An update on the Safety Quality Management System.
- An update on the Training and Development Expo.
- Discussion of the proposed license for Offshore Tug and Transport LLC.
- The April 2025 business summary.

Recognition of Elaine Mooney:

Along with noting the other staff members in the audience, Mr. Davis recognized Ms. Mooney and thanked her for her thirty-five (35) years of service to the Authority ahead of her pending retirement.

M/V Monomoy status:

Mr. Lawrence shared a presentation reviewing the progress of the *M/V Monomoy* conversion at Alabama Shipyard. Recent milestones included hull blasting; installation of the stern ramp; coating of the tunnels for the forward and stern bow thrusters; steel replacement near the keel coolers and extension of the vessel's skeg; and installation of the bridge consoles. The vessel is scheduled to be undocked August 15, 2025, with stability testing scheduled for August 20, 2025.

Woods Hole Terminal Reconstruction Project:

Mr. Davis shared a presentation reviewing the progress of the Woods Hole Terminal Reconstruction Project. Recent milestones at the terminal building included the completion of the roof decking; installation of the waterproofing on the exterior concrete walls, which is near completion; and the forming of the terrace foundation walls on the north and west elevations. Progress at the utility building included installation of the interior sheetrock on the second floor; continuation of wiring, including the fire alarm system; the beginning of rough framing of windows on the second floor; and installation of mechanical equipment on the second floor.

Mr. Davis noted that the utility building is expected to be substantially complete by December 2025 and the terminal building by May 2026. He then said the decision had been made to allow construction through the summer months under the premise that the major work would be done and the work would now be limited to interior items. This plan shortened the overall timeline of construction by eighteen (18) months. He noted it is a construction site and there will be adaptations required, but the terminal manager and construction manager meet on a daily basis to minimize disruptions. Plans are also in place to hire additional personnel for traffic control on the site.

Mr. Jeffrey said it's a little late in the season to try to mitigate and control traffic, noting that pathways were "poorly marked" and people were being "poorly directed." He said traffic has been "an abomination" and asked if there had been

consideration to pausing construction because what is being done at the terminal does not seem to be working. Mr. Davis said the work zone would remain so there would be no physical advantage to the site by stopping work.

Mr. Jeffrey asked when additional details would be known on how many additional staff would be added. Mr. Davis noted that additional police details were also being used, and that the contractor was supposed to secure details for construction-related deliveries as well.

Mr. Malkin asked by what date, and which days and hours, the new personnel would be on site. He also asked the status of staging vehicles at the Palmer Avenue Parking Lot. Ms. Fletcher said two (2) new dock workers are being hired to help with traffic and the bus coordinator is also being used to help direct pedestrian traffic.

Regarding staging, Ms. Fletcher said staff have been looking at using the Cataumet lot to stage in situations like Memorial Day. Mr. Malkin asked why staging was happening there and not at Palmer Avenue; Ms. Fletcher said there were not enough spaces at Palmer Avenue to accommodate staging. Mr. Malkin asked if more regular staging could be done at Cataumet to permit regular staging at Palmer Avenue; Mr. Davis said it would be a staffing issue with buses traveling regularly to Cataumet, but the issue could be examined. He added these plans were for storm events only.

SQMS Update:

Ms. Sullivan provided an update on the Safety Quality Management System, noting that internal SQMS audits were recently performed at several landside locations and on multiple vessels. Two (2) major nonconformities were noted regarding the documentation of corrective actions and training. One (1) observation and nine (9) minor nonconformities were also noted, she said.

Training and Development Expo Update:

Ms. Sullivan provided an update of the Training and Development Expo, which was held March 31-April 11, 2025. Twenty (20) offerings were scheduled, which is the highest number in the expo's history. She noted that the number of participants was lower this spring (147 vs. 342 in 2024), and only a handful of participants completed the post-training survey, and staff will be meeting soon to review those results and strategize on how improvements can be made for the fall Expo.

Ms. Tierney noted Ms. Sullivan's enthusiasm was "contagious."

Proposed License for Offshore Tug and Transportation LLC:

Mr. Kenneally discussed the proposed license for Offshore Tug and Transportation LLC, a Robert B. Our company, to run freight service from New Bedford to Nantucket. The request was advertised pursuant to the Authority's licensing policy, and a public hearing was held to give the public a chance to weigh in on the request. Mr. Kenneally noted there was interest from departments of the Town of Nantucket to run this service to deal with recyclable materials being stored on the island, but the Authority has to look at the impact to its barging revenue as well as its operations at the Nantucket Terminal.

Ms. Tierney asked if passengers would be carried; Abby Rose with Robert B. Our said only those passengers traveling with vehicles. Ms. Tierney asked where their facility was in New Bedford; Ms. Rose said on Herman Melville Boulevard, separate from the Foss facility. Ms. Rose noted they had been in discussions with the city and the Port of New Bedford regarding the request.

Mr. Malkin asked why the initial application included Martha's Vineyard service, but it was not included in the current request. Ms. Rose said the decision was made early on to focus on one island to get established before considering the Vineyard route, adding the company was not opposed to serving both islands.

Mr. Jones noted he had heard their presentation at the Port Council meeting and noted that Hyannis had traffic concerns just like Woods Hole, so anything that would lessen traffic would be a benefit. He said he would likely be in favor of the request but there were a lot of elements to consider.

Mr. Malkin noted there were a number of companies on Nantucket for which backhauling was very important; Ms. Rose said it was not their intent to affect that business but to address the "overabundance" of materials and needs on Nantucket.

Mr. Kenneally said one of the things that have to be done is to get the feedback and put that into the consideration of the request, along with the financial and operational aspects of the request.

Mr. Jeffrey asked when the Vineyard proposal would be considered; Ms. Rose said her hope was to accelerate those talks.

Mr. Kenneally noted there was a more defined opportunity on Nantucket, so there was not a preference of one island over another but rather the result of more carefully vetting the issues.

Mr. Jeffrey noted that Robert B. Our seemed to find a way to make the economics work on Nantucket so perhaps the Authority should contract for some freight trips itself.

Curtis Barnes noted, as a water commissioner, that Robert B. Our is “essential” to what’s going on with Nantucket’s sewerage project and that the material needs to be brought over on a timely basis.

Mary Longacre, via Zoom, noted that it had been reported that the town had not requested the service, nor had it participated in the design of the service, and asked if anyone could address that. Mr. Kenneally noted an email had been forwarded by Ms. Rose from a town Department of Public Works solid waste manager who was in favor of the request.

Brian Hughes said he currently hauls recyclables, tires and other materials and asked if the town had figured out how expensive it would be to haul those materials to New Bedford. Mr. Kenneally said he had not seen any analysis. Mr. Hughes then said the service would incur Authority fees and the barge fees.

Ms. Rose said the service would use Robert B. Our trucks primarily and added that they were not attempting to hurt anyone’s business but to streamline its own operations.

Mr. Hughes asked if the Nantucket Terminal could really accommodate another vessel and asked if the Authority had thought about quad crewing the *M/V Barnstable* to provide extra service with the new boat. He said the costs of this proposal may hurt the Town of Nantucket. Mr. Kenneally noted the request was still being reviewed under the Authority’s licensing policy and that it was being as transparent as possible about the discussion.

Myles Reis noted several items, including the fact that the Authority now has more deck space than it ever had so allowing another company to take some of that service may be detrimental to the Authority’s finances. He noted there was limited space at the terminal, so bringing an additional eight (8) semis on and off a day could be challenging. He added there are only two (2) slips at the terminal, so if one goes out of service and is damaged by a nonunion carrier, who would be liable for that damage.

Mr. Davis said a hearing was conducted and that the comment period has been extended through the end of the month.

Mr. Malkin asked if Robert B. Our was committed to this being a year-round service; Ms. Rose said they were. She added that the company already ships a large volume of materials to and from Nantucket, and it would predominantly still be doing that but in a more efficient manner.

Memorandum of Understanding with the Falmouth Fire Department:

Mr. Falvey reviewed a memorandum of understanding with the Falmouth Fire Department to set forth procedures and responsibilities regarding maritime firefighting. The MOU is the second such agreement with fire departments in the Authority's port communities; an agreement with the Hyannis Fire Department was previously approved, and agreements are in progress with Nantucket and, jointly, the towns of Tisbury and Oak Bluffs on Martha's Vineyard.

Mr. Malkin commended Mr. Falvey for the work and said he hoped to have similar agreements across all the port communities.

IT WAS VOTED – upon a motion by Mr. Malkin, seconded by Mr. Jeffrey – to authorize the general manager to execute the Memorandum of Understanding with the Falmouth Fire Department establishing procedures and responsibilities regarding maritime firefighting, as proposed in Staff Summary #SEC-2025-01, dated June 2, 2025.

<u>VOTING</u>	<u>AYE</u>	<u>NAY</u>
Mr. Malkin	35 %	
Mr. Jeffrey	10 %	
Ms. Tierney	10 %	
Mr. Ranney	35 %	
Mr. Jones	10 %	
TOTAL	100 %	0 %

USCG and Steamship Authority Exercise Aboard the *M/V Governor*:

Mr. Falvey reviewed an April 24, 2025, Maritime Active Threat Active Shooter training, which was held by the U.S. Coast Guard for Steamship

Authority employees and Coast Guard personnel. The training was provided for crew members who were part of the exercise and for those who were not part of the *M/V Governor* crew. The training covered ferry crew response, Coast Guard and emergency services response, and medical response.

Results of Operations:

Mr. Rozum reviewed the results of the April 2025 business summary via a PowerPoint presentation, which showed the Authority carried more passengers (up 3.9%), more vehicles under twenty (20) feet (up 4.7%) and more freight trucks over twenty (20) feet (up 0.5%) than in the same month in 2024. Year-to-date figures show the Authority has carried more passengers (up 1.9%), more vehicles under twenty (20) feet (up 1.8%) and more freight trucks over twenty (20) feet (up 0.5%) compared to the same time period in 2024.

During the month of April 2025, the Authority's vessels were budgeted to make a combined 1,972 trips, of which six (6) were canceled for mechanical reasons on the Martha's Vineyard route and eight (8) were canceled for mechanical reasons on the Nantucket route, he said.

In April 2025, the Authority's operating revenue was approximately \$10,362,000, and its operating expenses were approximately \$11,372,000, that, when combined with other income and income deductions, resulted in a net operating income of \$686,000, about \$538,000 more than budgeted, he said.

Preliminary traffic data for May 2025 shows that the Authority carried fewer passengers (down 0.3%) and fewer vehicles of all sizes (down 0.1%), he said.

Mr. Malkin asked what Mr. Rozum saw in the numbers that concerned him; Mr. Rozum said he was watching expenses related to the inflationary forces, but on the revenue side he was optimistic.

In response to a question from Walter Flaherty, Ms. Mooney noted there was no way to enforce parking at the small lot at the Hyannis Terminal. Mr. Barnes noted it was difficult to go away for a day trip with no parking near the terminal.

Mr. Barnes said he believed this to be the only uncontrolled lot in the entire system. He said he felt a gate could be put up to enforce parking fees there.

Mr. Snyder said he felt the rate differential between standard-fare and excursion-fare vehicles may be masking a division of how people are traveling. Mr. Rozum said the standard-fare vehicle travel has been down and that is under review as part of the ongoing examination of the cost of service.

Request for Authorization to Award
Contract No. 16-2024, Reservation System Replacement:

On December 10, 2024, the Authority issued a Request for Proposal, later amended to a Request for Responses for the replacement of the Steamship Authority's reservation system. The RFR and all five (5) addenda issued were requested by and sent to twenty-six (26) firms. The Authority received nine (9) submittals from firms prior to the February 21, 2025, deadline.

Each proponent was required to submit a proposal which included business response, functional requirements and technical and performance requirements, which were evaluated by the Authority on the basis of criteria other than price, and a separate financial proposal, including a proposed cost for an ongoing service contract through 2030, which was not opened by the Authority until after the proponents' technical proposals and demonstrations were evaluated.

Mr. Rozum and Tom Innis with Gibbous LLC then reviewed the RFR components for scoring, including nine items from the business response, 640 items from the functional requirements, and ninety-nine (99) items from the technical requirements. Following extensive work by the evaluation team, the Authority is now recommending awarding the contract to E-Dea SPA, of Napoli, Italy for a total contract price of \$5,779,484 through 2030.

Mr. Rozum noted that Mr. Jeffrey attended all four (4) of the in-person demonstrations by the finalists. Mr. Jeffrey seconded the thanks of Mr. Rozum to the evaluation team for their hard work. He said he had no reservations about the recommendation and wholly endorses it, and said the Members should feel very comfortable with the recommendation and that this level of due diligence should be the model moving forward.

Mr. Malkin said he knows it has been an exhaustive process but asked for staff to speak to the user experience of people and the business changes that will have to be undertaken as a result of the new system.

Mr. Amundsen noted that it's "amazing" the success the Authority has had with the current reservation system, but E-Dea SPA handles some marquee names in Europe and he believes it will be a very easy transition.

Mr. Rozum noted some of E-Dea SPA's current clients have similar programs to the Authority on a much bigger scale.

Mr. Innis noted part of the requirements were based on addressing issues with customer experience. Since most people will interact with the system through the website, the vendor has web functionality for its system.

Mr. Malkin asked if customizations were anticipated; Mr. Rozum said they want to stay as close to the base software as possible, but that will be part of the change management process and business review.

Mr. Jones said it has been a real trial to get to this point and he has complete confidence in the work being done.

Mr. Rozum said the rollout plan calls for the high-speed passenger-only ferry service to be on the system by April 2026, then to transition the vehicle reservations into the new system, with a go-live date in the fourth quarter of 2026.

Mr. Davis also thanked Mr. Innis and his team for their work on the project thus far.

IT WAS VOTED – upon a motion by Ms. Tierney, seconded by Mr. Malkin – to authorize the general manager to award Contract 16-2024, Replacement of the Steamship Authority's Reservation System, to the most qualified bidder, E-Dea SPA of Napoli, Italy, for a total contract price of \$5,779,484 through 2030, as proposed in Staff Summary #A-714, dated June 13, 2025.

<u>VOTING</u>	<u>AYE</u>	<u>NAY</u>
Mr. Malkin	35 %	
Mr. Jeffrey	10 %	
Ms. Tierney	10 %	
Mr. Ranney	35 %	
Mr. Jones	<u>10 %</u>	<u> </u>
TOTAL	100 %	0 %

Request for Authorization to Purchase of Labor and Parts
to Overhaul the Reduction Gear on the *M/V Iyanough*:

Mr. Davis noted the Authority intends to purchase parts and labor suitable for the reduction gear overhaul of one ZF Reduction Gear Model ZF 4650 DBB for the *M/V Iyanough*. This reduction gear will be the shore-based spare for engine Nos. 1 and 3.

IT WAS VOTED – upon a motion by Mr. Jones, seconded by Mr. Malkin – to authorize the general manager to execute the purchases of parts and labor to overhaul one ZF Reduction Gear Model ZF 4650 DBB for the *M/V Iyanough* per quotation SQ138631/3 from ZF Gears of Fort Lauderdale, Florida, for a total price of \$158,397.38, as proposed in Staff Summary #ENG-2025-05, dated June 13, 2025.

<u>VOTING</u>	<u>AYE</u>	<u>NAY</u>
Mr. Malkin	35 %	
Mr. Jeffrey	10 %	
Ms. Tierney	10 %	
Mr. Ranney	35 %	
Mr. Jones	10 %	
TOTAL	100 %	0 %

Request for Authorization to Purchase Lufkin Parts
to Overhaul Two (2) of the Reduction Gears on the *M/V Sankaty*:

Mr. Davis noted the Authority intends to purchase parts and labor suitable for the reduction gear overhaul of two (2) Lufkin Reduction Gears Model RHS2100-LST for the *M/V Sankaty*. This work will be done during the vessel's 2025 dry docking.

IT WAS VOTED – upon a motion by Mr. Jones, seconded by Mr. Malkin – to authorize the general manager to execute the purchases of reduction gear overhaul parts for the *M/V Sankaty* for the overhaul of two (2) reduction gears Model RHS2100-LST to Lufkin Gears of Lufkin, Texas, for a total price of \$221,200, as proposed in Staff Summary #ENG-2025-06, dated June 13, 2025.

<u>VOTING</u>	<u>AYE</u>	<u>NAY</u>
Mr. Malkin	35 %	
Mr. Jeffrey	10 %	
Ms. Tierney	10 %	
Mr. Ranney	35 %	
Mr. Jones	10 %	
TOTAL	100 %	0 %

Request for Authorization to Purchase
CO2 Modifications for the *M/V Monomoy*:

Mr. Davis said, during the current conversion of the *M/V Monomoy* at Alabama Shipyard, the Steamship Authority was required to modify the existing CO2 fire suppression system as a result of adding a subdivision bulkhead at frame 62. During the modification, it was discovered in plan review that the piping systems including piping and valves were out of compliance and required replacement. In addition, various release valves were found defective and required replacement.

IT WAS VOTED – upon a motion by Ms. Tierney, seconded by Mr. Jones – to authorize the general manager to approve change order CCO-097 under Contract No. 19-2022C for the *M/V Monomoy* for a total cost of \$183,425.00, as proposed in Staff Summary #END-2025-07, dated June 13, 2025.

<u>VOTING</u>	<u>AYE</u>	<u>NAY</u>
Mr. Malkin	35 %	
Mr. Jeffrey	10 %	
Ms. Tierney	10 %	
Mr. Ranney	35 %	
Mr. Jones	10 %	
TOTAL	100 %	0 %

Old and New Business:

Mr. Davis said staff was looking at providing additional service on the *M/V Iyanough* on Fridays, Saturdays, and Sundays through the summer.

Public Comment:

Mr. Reis asked why the Authority was spending money on the *M/V Sankaty* if the boat was to be sold; Mr. Davis noted that staff had not asked the Board for authorization to sell either that boat or the *M/V Governor*. Once the *M/V Monomoy* arrives a review of those matters will be undertaken.

Diane Flaherty of Diane's Taxi asked if the ticket hut by the fast-ferry slip at the Nantucket Terminal could be operational to help alleviate congestion. Mr. Davis said Ms. Fletcher would work with Ms. Mooney and Mr. Marshall on getting the booth in use. Another individual asked if the handicapped parking spots near the building could be updated so the lines were more visible.

Via Zoom, Beth O'Connor said she'd made a reservation on one of the ferry companies cited as a prior customer of E-Day SPA and found it to be "pretty bad." She also noted the general manager's search process was not on the agenda, and she noted the job listing on Faststream's site was "pretty vague." Mr. Davis noted the committee was due to meet in the near future.

At 12:02 p.m., Mr. Ranney asked for a motion to go into executive session to discuss and review the minutes of the Authority's meeting in executive session on May 15, 2025, and to discuss the Authority's strategies with respect to real estate and collective bargaining negotiations because a public discussion of these matters may have a detrimental effect on the Authority's negotiating and bargaining positions. These matters include:

- Proposed renewal of lease at 9 Technology Drive, Falmouth, with Falmouth Youth Hockey Inc., and
- Discussion with respect to a tentative collective bargaining agreement with MEBA's District No. -1PCD governing the terms and conditions of employment with the Authority's licensed engineers.

The public disclosure of any more information with respect to these matters would compromise the purposes for which the executive session is being called. After the conclusion of the executive session, the Board will reconvene in public.

IT WAS VOTED – upon a motion by Ms. Tierney, seconded by Mr. Malkin, to enter executive session to review the minutes of the Authority's meeting in executive session on May 15, 2025, and to discuss the Authority's strategies with respect to real estate and collective bargaining negotiations.

<u>VOTING</u>	<u>AYE</u>	<u>NAY</u>
Mr. Malkin	35 %	
Mr. Jeffrey	10 %	
Ms. Tierney	10%	
Mr. Ranney	35 %	
Mr. Jones	10 %	
TOTAL	100 %	0 %

The Board Returns to Public Session:

At 12:33 p.m., the Board reconvened in public session.

Video and Audio Recording of Today's Meeting:

Mr. Ranney announced Mr. Driscoll and Falmouth Community Television were making an audio and video recording of the meeting; Louisa Hufstader (representing the *Vineyard Gazette*) indicated she was making an audio recording of the meeting.

Statement Regarding Remote Participation:

Mr. Ranney announced that, pursuant to Section 20 of Chapter 20 of the Acts of 2021, as amended, Messrs. Malkin and Jeffrey and Ms. Tierney were participating in the meeting remotely because their physical attendance would be unreasonably difficult. The members participated in the meeting by the Zoom videoconferencing app and all members would be clearly audible to each other.

As a result of the remote participation, any and all votes taken by the Members shall be by roll call vote, he said.

Approval of the Tentative Collective Bargaining Agreement
with MEBA's District No. -1PCD Governing
the Terms and Conditions for the Authority's Licensed Engineers:

Mr. Davis said that, on May 21, 2025, the Authority and MEBA reached a tentative agreement for a new three-year collective bargaining agreement for the Authority's licensed engineering officers, retroactive to the expiration of the previous agreement at midnight on July 26, 2024. The agreement calls for the

Authority's overall cost of compensation for the licensed engineering officers to increase by 10.20% the first year of the agreement, 12.27% the second year of the agreement, and 11.82% the third year of the agreement. Wages will increase ten percent (10%) the first year of the agreement and twelve percent (12%) per year in the second and third years of the agreement. An additional one percent (1%) will be paid by the Authority into each officer's money purchase plan account in the first year, which will increase to one and one-half percent (1.5%) in 2026.

IT WAS VOTED – upon a motion by Mr. Malkin, seconded by Ms. Tierney – to authorize the general manager and director of human resources to:

- 1. execute the tentative new collective bargaining agreement with MEBA governing the terms and conditions of employment for the Authority's licensed engineers, as described in this staff summary; and**
- 2. take all necessary and appropriate actions to implement and fulfill the Authority's obligations under the new agreement,**

as proposed in Staff Summary #L-562, dated June 13, 2025.

<u>VOTING</u>	<u>AYE</u>	<u>NAY</u>
Mr. Malkin	35 %	
Mr. Jeffrey	10 %	
Ms. Tierney	10 %	
Mr. Ranney	35 %	
Mr. Jones	10 %	
TOTAL	100 %	0 %

Approval of Annual Salary Increases for Non-Union Personnel:

Mr. Davis then reviewed the annual salary market data provided by Willis Towers Watson, a global advisory firm specializing in employee compensation and benefits. Based on their recent analysis, recommendations for this year's wage and salary structure are a 2.9% adjustment for the salary structure and a total overall merit increase of 3.5%.

After reviewing local market factors, Mr. Davis noted that an August 2024 vote by the Members to provide an additional five percent (5%) annual salary adjustment for nonunion personnel excluded some employees from the cost-of-living increase. Mr. Davis said staff was recommending a salary structure adjustment of three percent (3%) and a total overall merit increase of four percent (4%) for a total seven percent (7%) annual salary increase for the Authority's nonunion personnel. In addition, for those nonunion personnel who did not receive the cost-of-living adjustment in 2024, that a similar adjustment should be considered.

Mr. Jones then asked if the total raise would be twelve percent (12%); Mr. Davis said some employees would be eligible for that amount but it was not a blanket increase.

Mr. Jones then made a motion to approve the seven percent (7%) increase plus five percent (5%) for all senior staff, which Mr. Malkin seconded. However, Mr. Jones later clarified that this motion included Mr. Davis. Mr. Davis said his salary adjustment was contractually pursuant to his annual review and was not part of this recommendation. Following discussion of Mr. Davis's review, Mr. Kenneally noted the item was not on the agenda and that it should be discussed at such time as the matter was noticed as part of a future Board meeting. Mr. Jones then withdrew his motion.

IT WAS VOTED – upon a motion by Mr. Jeffrey, seconded by Malkin – to approve the 2025 nonunion performance wage and salary increase program as proposed in Staff Summary #HR-2025-01, dated June 16, 2025.

<u>VOTING</u>	<u>AYE</u>	<u>NAY</u>
Mr. Malkin	35 %	
Mr. Jeffrey	10 %	
Ms. Tierney	10 %	
Mr. Ranney	35 %	
Mr. Jones	<u>10 %</u>	<u> </u>
TOTAL	100 %	0 %

At 1 p.m., Mr. Ranney asked for a motion to adjourn.

IT WAS VOTED – upon a motion by Mr. Malkin, seconded by Ms. Tierney – to adjourn the meeting.

June 17, 2025
Minutes of the Public Session

<u>VOTING</u>	<u>AYE</u>	<u>NAY</u>
Mr. Malkin	35 %	
Mr. Jeffrey	10 %	
Ms. Tierney	10 %	
Mr. Ranney	35 %	
Mr. Jones	<u>10 %</u>	<u> </u>
TOTAL	100 %	0 %

A TRUE RECORD

MOIRA E. TIERNEY, Board Secretary

Documents and Exhibits Used at the
June 17, 2025, Meeting in Public Session of the Board of the
Woods Hole, Martha's Vineyard and Nantucket Steamship Authority

1. June 17, 2025, Meeting Agenda, posted June 13, 2025.
2. Statement regarding remote participation.
3. Video and audio recording announcement.
4. Minutes of the June 3, 2025, Port Council meeting (draft dated June 11, 2025).
5. Minutes of the May 15, 2025, joint meeting of the Board and Port Council (draft).
6. Presentation, *M/V Monomoy* conversion at Alabama Shipyard, dated June 17, 2025.
7. Presentation, Woods Hole Terminal Reconstruction Project, dated June 2025.
8. Presentation, SQMS Update, dated June 17, 2025.
9. Presentation, Training and Development Expo, dated June 17, 2025.
10. Letter dated January 31, 2025, re: Request for License Agreement.
11. Notice of Public Hearing on a Proposal to Provide Freight Service Between New Bedford and Nantucket, (undated draft).
12. Staff Summary #SEC-2025-01, MOU Between Steamship Authority and Falmouth Fire Department, dated June 2, 2025.
13. Staff Summary #SEC-2025-02, USCG and SSA Active Shooter Exercise Aboard *M/V Governor*, dated June 11, 2025.
14. April 2025 Business Summary.
15. Presentation, April 2025 Business Summary, dated June 17, 2025.
16. Staff Summary #A-714, Contract No. 16-2024, Replacement of the Steamship Authority's Reservation System, dated June 13, 2025.
17. Staff Summary #ENG-2025-05, Purchase Order PO0042339, Overhaul of ZF Reduction Gear Model ZF 4650 DBB, dated June 13, 2025.
18. Staff Summary #ENG-2025-06, Purchase Order PO0042595, Overhaul Parts for Lufkin Gears RHS2100-LST for the *M/V Sankaty*, dated June 13, 2025.

19. Staff Summary #ENG-2025-07, Authorization of Change Order CCO-97, *M/V Monomoy*, dated June 13, 2025.
20. Statement to be read prior to entering executive session.
21. Staff Summary #L-562, Tentative New Collective Bargaining Agreement with District No. -1PCD, MEBA, dated June 13, 2025.
22. Staff Summary #HR-2025-01, Proposed 2025 Annual Salary Increases for Nonunion Personnel, dated June 16, 2025.