



## Minutes of the April 17, 2025 Meeting

Zero Waste Sonoma met on April 17, 2025, at the City of Santa Rosa Council Chambers, 100 Santa Rosa Ave., Santa Rosa, California.

### Board Members Present:

City of Cloverdale – Andrés Marquez  
City of Cotati – Susan Harvey  
City of Healdsburg – Larry Zimmer  
City of Petaluma – Patrick Carter  
City of Rohnert Park – Emily Sanborn

City of Santa Rosa – Shawn Kara  
City of Sebastopol – Phill Carter  
City of Sonoma – ABSENT  
County of Sonoma – Rebecca Hermosillo  
Town of Windsor – JB Leep

### Staff Present:

Executive Director: Leslie Lukacs  
Counsel: Ethan Walsh  
Staff: Thora Collard, Kristen Sales, Xinci Tan, Katherine Cushwa, Courtney Scott, Sloane Pagal, Rajesh Jyothiswaran  
Agency Clerk: Amber Johnson

### 1. Call to Order Regular Meeting

Regular session was called to order at 9:01 a.m.  
Introductions

City of Cotati arrived at 9:03 a.m.

### 2. Agenda Approval

- Move Item 6 first, immediately after consent.

### 3. Public Comments (items not on the agenda)

None

### 4. Consent (w/attachments)

- 4.1 Minutes of the March 20, 2025 Meeting
- 4.2 March, April, and May 2025 Outreach Calendar
- 4.3 ZWS FY 2024/25 Third Quarter Financial Report
- 4.4 Approval of the Twelfth Amendment to the Agreement with the City of Petaluma
- 4.5 Approval of the Sixth Amendment to the Agreement for Household Hazardous Waste Operations with Clean Harbors

### Board Comment:

- Motion for 4.4 to include the ability for the Executive Director to make nonmaterial changes.

**Public Comments:**

None

**Motion:** For approval of the consent calendar with the amendment of item 4.4 to include the ability for the Executive Director to make nonmaterial changes.

**First:** City of Petaluma – Patrick Carter

**Second:** City of Rohnert Park – Emily Sanborn

**Vote Count:**

City of Cloverdale	AYE	City of Santa Rosa	AYE
City of Cotati	AYE	City of Sebastopol	AYE
City of Healdsburg	AYE	City of Sonoma	ABSENT
City of Petaluma	AYE	County of Sonoma	AYE
City of Rohnert Park	AYE	Town of Windsor	AYE

AYES -9- NOES -0- ABSENT -1- ABSTAIN -0-

**Motion passed.**

**Regular Calendar**

5. **Consideration of a Resolution (1) Requesting that the County Adopt an Amendment to the Salary Range for the Executive Director Position as Recommended by the Agency Board; (2) Requesting that the County Approve and Execute an Amended and Restated Agreement for Personal Services with Leslie Lukacs to serve as Executive Director in the Form as Recommended by the Agency Board; and (3) to Set the Salary for the Executive Director at Step “C” Under the Amended Salary Range**

**Board Comments/Action Items:**

- Section 3, item C, reads employee and County agree that employee shall be granted 80 hours of vacation time and 24 hours of sick leave upon commencement of this Agreement. This was a holdover from the previous agreement and should be removed from the final version that goes to the County.
- Thank you, Leslie. We are happy to have you here and it’s also a reflection of the excellent staff at the agency.
- Leslie, we are demonstrating our faith in you and our appreciation for a job well done.

**Public Comments:**

None

**Motion:** Approval of the attached resolution to (1) request that the County make amendments to the Salary Range for the Executive Director Position, (2) request that the County enter into an Amended and Restated Agreement for Personal Services with Leslie Lukacs to allow her to continue to serve as the Executive Director for the Agency, and (3) set the salary for Ms. Lukacs under the amended salary schedule at Step “C”.

**First:** City of Healdsburg – Larry Zimmer

**Second:** City of Cotati – Susan Harvey

**Vote Count:**

City of Cloverdale	AYE	City of Santa Rosa	AYE
City of Cotati	AYE	City of Sebastopol	AYE
City of Healdsburg	AYE	City of Sonoma	ABSENT
City of Petaluma	AYE	County of Sonoma	AYE
City of Rohnert Park	AYE	Town of Windsor	AYE

AYES -9- NOES -0- ABSENT -1- ABSTAIN -0-

**Motion passed.**

**6. Green Resolution for the Zero Waste Champion Award Recognizing Terry Taylor**

**Board Comments/Action Items:**

- Love Green Resolutions and their recognitions.
- Have had the pleasure of knowing Terry for about seven years now. One thing I really respect about Terry is that he can take a bunch of complicated thoughts and ideas, condense them down, present them, and ask for comments in a way that is so wonderful. Thank you, Terry, for our friendship.
- Thank you for your service to our community and your reluctance to accept the recognition makes you even more deserving.

**Public Comments:**

- Stu Clark, resident of Healdsburg, thanks Terry for all his amazing, tireless work for the environment and the community. You have been an inspiration to all of us. Congratulations on a very well-deserved award.
- Debora Fudge, former ZWS board member, Terry has been an incredible mentor. Unsure of where Windsor would be in their wasteless efforts and climate goals without the presence of Terry. Terry has the most polite way of encouraging others to accomplish their zero waste goals.
- Barry Robinson, former Sebastopol council member, greatly appreciate Terry and all his amazing accomplishments to make our community a cleaner, better place.
- Liz Bortolotto, Chair of Sonoma County Local Task Force, so happy that ZWS recognizes people deserving of this award and Terry is very deserving. He has led several ad hoc committees and participated in or led several site visits to companies in the zero-waste sphere. Terry has identified, organized, and participated in adoption for roads, helping to remove litter on highways. This honor is very well deserved, it has been a great pleasure to work with Terry and call him a friend.
- Todd Sutton, Waste Sleuth, worked on numerous projects with Terry. He has kept everyone together and focused. It's a pleasure, joy, and honor to know Terry and to call him a friend. Congratulations and well done.
- Justin Wilcock, had the honor of working with Terry while employed at Sonoma County Resource Recovery (SCRR). Terry's implementation of Waste Less Windsor at the Town Green Concert series in Windsor was essential in reaching 70% diversion rates. He is a leader in the community and this award is a well-deserved honor.

- KJ Stayton, has worked with Terry since early 2000's. Terry was a driving force on cofounding the Sustainable Enterprise Conference. He also initiated and cofounded WeAct. His inspiration and drive have really made these projects thrive. So proud to have been a friend of Terry for so long and he deserves all these honors.
- Terry Taylor, I had never done any of the things discussed for any sort of recognition, it was always my way of giving back, gaining friends and community, and giving me a great sense of purpose. There are so many Zero Waste Champions out there that are well deserving of this award. We have learned that more people are willing to learn and take responsibility as we confront our crisis of waste and landfill, and all of you have played an extraordinary role in that. Through events, such as the compost giveaway events, you can watch the community spirit come alive. It gives a lot of Zero Waste Champions a surge of insight into the differences they can make. The true champions are those that put their foot to the ground and keep going no matter what. I accept this award on behalf of all those champions that have yet to be recognized. Thank you for this award. Commends Zero Waste Sonoma for the partnerships they have made and the things they have done that have allowed all of us to find ways to contribute.

**Motion:** To adopt a Green Resolution recognizing Terry Taylor for his exemplary leadership in waste reduction and zero-waste practices.

**First:** City of Cotati – Susan Harvey

**Second:** County of Sonoma – Rebecca Hermosillo

**Vote Count:**

City of Cloverdale	AYE	City of Santa Rosa	AYE
City of Cotati	AYE	City of Sebastopol	AYE
City of Healdsburg	AYE	City of Sonoma	ABSENT
City of Petaluma	AYE	County of Sonoma	AYE
City of Rohnert Park	AYE	Town of Windsor	AYE

AYES -9- NOES -0- ABSENT -1- ABSTAIN -0-

**Motion passed.**

## 7. Request for Proposals to Provide Software for Tracking Compliance with SB 1383 and Food Ware Ordinances

**Board Comments/Action Items:**

- How does the software work?
- Is there a volumetric system in the software where we can see if a container is the correct size?
- Is more for tracking compliance rather than tracking data on diversion?
- Thank you for taking this to RFP, it is always good to get competitive bids on these things.
- Do you foresee switching to a different provider would be problematic?
- Interested to see how this RFP will play out.
- In the RFP have you asked for assistance in converting the data and getting it uploaded?
- Very excited to see other software companies taking an interest.
- Sample data should be attached to the RFP to keep things clear and prevent any hiccups.
- Important to note we may need some conversion.

- Does Recyclist currently preform all the capabilities you would like?
- Interested to see what new software is out there and want to make sure privacy is considered as well.

**Public Comments:**

None

**Motion:** To approve the public distribution of an RFP to Provide Software for Tracking Compliance with SB 1383 and Food Ware Ordinances.

**First:** City of Cotati – Susan Harvey

**Second:** City of Healdsburg – Larry Zimmer

**Vote Count:**

City of Cloverdale	AYE	City of Santa Rosa	AYE
City of Cotati	AYE	City of Sebastopol	AYE
City of Healdsburg	AYE	City of Sonoma	ABSENT
City of Petaluma	AYE	County of Sonoma	AYE
City of Rohnert Park	AYE	Town of Windsor	AYE

AYES -9- NOES -0- ABSENT -1- ABSTAIN -0-

**Motion passed.**

**8. Board Member Comments**

- Cotati's Climate Ready Fair was extremely successful and well attended
- Patrick attended the Climate Ready fair which was held at the Smart Train Station and whenever the train stopped a new wave of people would come to the fair. It was nice to see people taking public transportation.
- City of Sebastopol has the upcoming Apple Blossom Festival on April 26<sup>th</sup> and 27<sup>th</sup>. Would like Zero Waste Sonoma's assistance with achieving zero waste goals for next year's event.
- The Sonoma County Transportation Authority (SCTA) proposed outlawing lawn of any sort, whether that being turf or artificial grass unless it has a demonstrable purpose at their previous board meeting.
- City of Santa Rosa along with other jurisdictions are launching Every Piece Inspires Change (EPIC) Program which is aimed at reducing trash in our streets and storm drains that flow directly into local creeks and out to the ocean. The campaign will officially launch with a community cleanup in Roseland on Earth Day, April 22<sup>nd</sup>.
- City of Petaluma is holding Future Fest on May 4<sup>th</sup> which will showcase climate action initiatives.

**9. Executive Director Report – VERBAL REPORT**

**10. Staff Comments – NO ACTION**

**11. Next ZWS meeting: May 15, 2025**

**12. Adjourn: 10:03 a.m.**

Submitted by: Amber Johnson