

**SUMMARY OF MINUTES
BOARD OF DIRECTORS
MUSKINGUM WATERSHED CONSERVANCY DISTRICT
Held at the MWCD Main Office via Teleconference
December 18, 2020, 9:00 a.m.**

A meeting of the Board of Directors of the Muskingum Watershed Conservancy District was held via Teleconference on Friday, December 18, 2020, at 9:00 a.m., pursuant to notice duly given all Directors, and the general public in accordance with law.

SPECIAL NOTE: Because of Executive Order 2020-01D, issued March 9, 2020, and the Orders of the Ohio Department of Health and pursuant to emergency legislation passed by the Ohio Legislature, this meeting was conducted through electronic technology. Members of the public wishing to observe the meeting were instructed to register in advance at www.mwcd.org/meeting. Members of the public wishing to submit comments prior to the meeting were instructed to email comments to comments@mwcd.org, prior to 5:00 p.m. on Thursday, December 17, 2020. Members of the public were also advised that comments would not be accepted after 5:00 p.m., December 17. Any comments received were provided to the Board of Directors for their information and were directed to the appropriate staff members for follow-up, if appropriate.

1. ROLL CALL

Directors present were: Mr. Gresh, Ms. Limbach, Mr. Maupin, Mr. Moorehead, and Mr. Sprang. James Gresh, President of the Board of Directors, presided.

MWCD staff in attendance (*electronically*) were Bill Alderman, Joe Baker, Adria Bergeron, Mary Burley, Craig Butler, Jim Crandall, Jim Cugliari, Steve Demuth, Scott Heller, Brad Janssen, Kaylynn Kotlar, Danny Louwers, Michael Mahaffey, Ryan McCleaster, Anna Miller, Karen Miller, Tricia Miller, Jonathan Mizer, Karen Murphy, Becky Oakes, Jared Oakes, Matt Ott, Jim Pringle, Boris Slogar, Eric Stechschulte, Mark Swiger, Matt Thomas, Melissa Tylke, and Nate Wilson.

2. INTRODUCTION OF VISITORS AND PUBLIC COMMENT

Also in attendance for all or portions of this meeting (*electronically*) were: Douglas McLarnan (*College Township Trustee, Knox County*); J.D. Long (*Harrison News Herald*); Terry Fercana (*Environmental Design Group*); Sean Logan (*Woolpert*); Jill Smith; and Susan Reed.

An email message from Douglas McLarnan was distributed to Board members. Following is a copy of that message:

"Subject: Off lake recreational development.

"Board members, First of all I had requested information from the master plan on any plans for recreational facilities off of the lakes. To date no response. The district has traditionally focused the vast amount of dollars on the lake areas. The lakes make up only a fraction of the districts land holdings and extending recreational opportunities beyond the areas around the lakes need to be considered. I am aware of the trails initiative, and congratulate the districts Tuscarawas water trail effort.

"Hiking trails, campsites and river access areas have all enjoyed great popularity during the COVID 19 pandemic. Looking beyond the lakes there are opportunities for developing low impact camp areas along the districts rivers. There are also many hiking trail opportunities on off Lake District lands An example is in the Mohawk Dam area there is an opportunity for developing a backpacker loop trail. I have been

authorized to discuss linking trails in the Knox county park districts Bat Nest Park along the Kokosing river with the districts land holdings to develop a trail system for over night back packers. Another opportunity is to redeveloped the old Mohawk dam campground as a starting place for boaters using the Walhonding as a starting point on a journey as far as New Orleans . Thank you for taking my comments into consideration.

“One last thought, your public interaction method for the board meetings may meet the laws requirement but really lack for allowing public interaction with the board at its public meeting. Believe me as a public official our zoom meetings can be pain-full, but it does help keep communication open and transparent.”

The Board took this matter under advisement and directed Mr. Butler to contact with Mr. McLarnan and report to the Board at the January meeting.

3. APPROVAL OF MINUTES

On motion by Ms. Limbach, seconded by Mr. Sprang, the minutes of the November 20, 2020, meeting of the Board of Directors were approved.

4. FINANCIAL

Mr. Cugliari presented the financial report for the eleven-month period ending November 30, 2020. The Total Base Operating Income is \$6,787,247 compared to \$15,907,557 in 2019.

Total Operating Revenue is \$21,550,929 or 103% of the revised budget and 30% less than 2019, mainly due to Oil & Gas Utica Shale. Please keep in mind that these budget amounts reflect the adjustments made at the September Board meeting because of COVID-19. The original operating revenue budget for reference was \$24,019,976.

OPERATING REVENUE

- Administrative revenues will fall short of budget due mainly to the low interest environment as it is only 81% of budget.
- Conservation revenue exceeded budget by 17% as a direct result of the Use of Water Assets line item for the water sales to the oil and gas industry. The forestry line items in this area are currently lower than the budget but we anticipate being close to meeting budget.
- Parks revenue is 4% over the revised budget and 17% ahead of 2019 which equates to over \$1.1 million.
- Non-Park revenue is 102% of the revised budget and 8% ahead of 2019 which equates to more than \$450k.

OPERATING EXPENSES

- Total Operating Expenses are 85% of budget with one month remaining and remain flat from 2019. Overall expenditure controls put in place earlier in the year have been an integral part of keeping expenses at this level even though there has been some year-end spending occurring to try and capture some material, supplies and equipment that were not purchased earlier in the year.

Total Capital Improvement and Master Plan expenses are 76% and 86% respectively of budget with master plan on pace to expend most of the budget.

Maintenance Assessment Fund revenues are in line with budget as the variance is due to a grant for a shoreline project not received yet.

Expenses are at 57% of budget and 4% ahead of 2019. The main variances to budget continue to be the Dam Safety Upgrades line item where it is anticipated that the USACE will not be requesting further funding in 2020 and the Sediment Removal line item is running behind budget.

As the year ends, the overall financial performance of the Conservancy District has been exceptional considering the many challenges faced in 2020. It is hopeful that expenses will be kept to a minimum the balance of the year and to finish strong.

On motion by Mr. Sprang, seconded by Mr. Maupin, the financial report was accepted as presented.

5. PAYMENT OF BILLS

On motion by Mr. Maupin, seconded by Ms. Limbach, the report of the payment of bills for the period ending November 30, 2020, was approved as presented.

6. BUSINESS

6.01a LEASE TRANSACTIONS

On motion by Mr. Maupin, seconded by Ms. Limbach, the assignments, cancellations, new leases, farm leases, mortgage consent and agreement cancellations, and mortgage consent and agreements were approved and execution by the proper officers of the MWCD authorized.

6.01b POTENTIAL MINERAL OPPORTUNITY: HARRISON COUNTY

This matter was discussed in Executive Session. In open session, on motion by Mr. Moorehead, seconded by Ms. Limbach, the Board authorized staff to proceed with negotiating an appropriate purchase agreement as recommended by the Board of Appraisers, contingent upon review by legal counsel.

6.01c ODOT EASEMENT – CHARLES MILL

This matter was discussed in Executive Session. In open session, on motion by Mr. Maupin, seconded by Mr. Sprang, a proposed agreement between MWCD and ODOT to widen an existing easement along U.S. Route 30 at Charles Mill, as recommended and set forth in the above memorandum, was approved.

6.01d ODOT EASEMENT – WILLS

This matter was discussed in Executive Session. In open session, on motion by Mr. Maupin, seconded by Mr. Sprang, a proposed agreement between MWCD and ODOT to expand two areas of a standard highway easement to replace an existing culvert in the Wills Creek area, as recommended and set forth in the above memorandum, was approved.

6.02a INVOICES PRIOR TO PURCHASE ORDERS

On motion by Mr. Maupin, seconded by Ms. Limbach, a “then and now” certificate for invoices received prior to processing of a purchase order, as recommended and set forth in the above memorandum, was authorized.

6.02b BUDGET ADJUSTMENTS

On motion by Mr. Maupin, seconded by Ms. Limbach, a partial listing of budget adjustments for the fourth quarter of 2020, as recommended and set forth in the above memorandum, was approved as presented.

6.02c OWDA FRESHWATER LOAN PROGRAM – MWCD INTEREST SUBSIDY PROGRAM

Mr. Butler reported that staff continues to finalize a proposal for Board consideration that will have MWCD form a partnership with the Ohio Water Development Authority (OWDA) whereby MWCD would invest monies in the existing OWDA Freshwater Loan Program. This OWDA program is one funding source communities use to finance expensive waste water/stormwater upgrades, often required by Ohio/USEPA because of poor performance and negative impacts to water quality.

Monies invested from OWDA in this program would be used to assist communities in the jurisdictional boundary of MWCD with planned waste water upgrades throughout the community by buying or subsidizing the interest on the loans to the community and thus allow them to potentially qualify for additional fund, if needed, or lower the payments on the overall loan to the community. This innovative idea, we believe will allow MWCD to, like we are through the Partnership in Watershed Management grant program, provide critical funds to communities so that they can improve overall water quality, as well as ready communities for new economic development opportunities.

A draft Memorandum of Understanding (MOU) and Program Description was provided to Board members. Staff hopes to bring a final proposal to the Board in January 2021 for approval. If approval is granted, OWDA will make a similar presentation to their Board of Directors and we will then finalize all of the remaining program requirements related to eligibility and coordinate with OWDA and other funding organizations on when would be the best time of year to begin and market the program.

6.03a HUMAN RESOURCES SUMMARY

On motion by Mr. Maupin, seconded by Ms. Limbach, human resources activities, as recommended and set forth in the above memorandum, were approved.

6.03b SEASONAL AND VARIABLE HOUR EMPLOYEE STAFFING PLAN - 2021

On motion by Ms. Limbach, seconded by Mr. Sprang, the seasonal and variable hour employee staffing plan for 2021, as recommended and set forth in the above memorandum, was approved.

6.03c FOP COLLECTIVE BARGAINING AGREEMENT

This matter was discussed in Executive Session. In open session, on motion by Mr. Sprang, seconded by Ms. Limbach, the proposed Collective Bargaining Agreement between MWCD and the FOP effective January 1, 2021 and expiring December 31, 2022, as recommended and set forth in the above memorandum, was ratified.

6.03d REORGANIZATION – CONSERVATION AND LEASE OPERATIONS

On motion by Mr. Moorehead, seconded by Mr. Maupin, proposed revisions to the organizational structure and position descriptions for the Conservation and Lease operations functions, as recommended and set forth in the above memorandum, were approved.

6.04a PURCHASE OF PICNIC TABLES AND FIRE RINGS

On motion by Mr. Maupin, seconded by Mr. Sprang, a request to advertise for bids and award a contract for purchase of picnic tables and fire rings, as recommended and set forth in the above memorandum, was approved.

6.04b PURCHASE OF KITCHEN EQUIPMENT – TAPPAN MARINA

On motion by Mr. Maupin, seconded by Mr. Sprang, a request to purchase kitchen equipment for Tappan Marina through Sourcewell cooperative purchasing process, as recommended and set forth in the above memorandum, was approved.

6.04c PURCHASE OF RENTAL BOATS

On motion by Mr. Maupin, seconded by Mr. Sprang, a request to advertise for bids and award a contract for purchase of rental boats, as recommended and set forth in the above memorandum, was approved. Staff was directed to determine the feasibility of potentially retaining the boats scheduled for trade-in as part of the rental fleet.

6.04d ATWOOD WEST MARINA SHOWER HOUSE REHABILITATION: DESIGN CONTRACT

On motion by Ms. Limbach, seconded by Mr. Moorehead, a contract for design of the Atwood West Marina shower house rehabilitation project with Woolpert, Inc., as recommended and set forth in the above memorandum, was approved.

6.04e GEOTECHNICAL TESTING SERVICES FOR 2021

On motion by Mr. Moorehead, seconded by Ms. Limbach, a request for additional funding for geotechnical testing services for 2021, as recommended and set forth in the above memorandum, was authorized.

6.04f MASTER PLAN IMPLEMENTATION: CONSTRUCTION SERVICES CONTRACTS

On motion by Ms. Limbach, seconded by Mr. Sprang, funding for construction services contracts for services related to the Master Plan implementation, as recommended and set forth in the above memorandum, was approved.

6.04g LOUDONVILLE WILDLIFE CLUB – SHORELINE STABILIZATION PROJECT

At the September 2020 meeting, the Board authorized the bid and award of the Pleasant Hill Lake Loudonville Wildlife Club Area Shoreline Stabilization Project. The engineer's estimate is \$215,000.00. Bids were received on October 29, 2020, with the following results:

Contractor	Total Bid
Mark Haynes Construction, Norwalk	\$174,517.50
Mason Dixon Energy Services, Cameron, WV	\$199,486.50
Sheckler Excavating, Malvern	\$209,498.16
Tucson, Inc., New Philadelphia	\$214,754.50
Mark Shaffer Excavating, Norwalk	\$228,603.00
Lockhart Concrete, Akron	\$234,498.00
Glenn O. Hawbaker, State College, PA	\$235,967.00
Beaver Excavating, Canton	\$264,999.09

The lowest bid was reviewed and deemed to be acceptable. A contract will be executed with Mark Haynes Construction in the amount of \$174,517.50.

This memo is provided for informational purposes only. No Board action is required.

6.04h MASTER PLAN PROGRAM MANAGEMENT CONSULTANT: CONTRACT EXTENSION

On motion by Mr. Sprang, seconded by Ms. Limbach, extension of a contract with ms consultants through 2022 for master plan program management consulting services, as recommended and set forth in the above memorandum, was approved.

6.04i SENECA CHURCHMAN POINT – SHORELINE STABILIZATION PROJECT

At the September 2020 meeting, the Board authorized the bid and award of the Seneca Lake Churchman Point Docking Area Shoreline Stabilization Project. The engineer’s estimate is \$125,000.00. Bids were received on November 10, 2020, with the following results:

Contractor	Total Bid
Mason Dixon Energy Services, LLC, Cameron, WV	\$99,225.00
Albatross Management, Lakeville	\$112,806.00
Sheckler Excavating	\$112,856.47
Glenn O. Hawbaker, State College, PA	\$112,974.00
Mark Haynes Construction, Norwalk	\$121,158.00
Beaver Excavating, Canton	\$122,563.91
Efficient Services, Carrollton	\$134,837.66
Nicolozakes Trucking and Construction, Inc., Cambridge	\$136,685.80
Lockhart Concrete	\$137,001.00
Tucson, Inc., New Philadelphia	\$139,863.00

The lowest bid was reviewed and deemed to be acceptable. A contract will be executed with Mason Dixon Energy Services, LLC, in the amount of \$99,225.00.

This memo is provided for informational purposes only. No Board action is required.

6.04j TAPPAN PARK MAIN CAMPGROUND PHASE 2 PROJECT

On motion by Mr. Maupin, seconded by Ms. Limbach, change orders for the Tappan Park main campground Phase 2 project, as recommended and set forth in the above memorandum, were ratified.

6.05 COOPERATIVE WORKING AGREEMENT – OLMS

On motion by Mr. Maupin, seconded by Mr. Moorehead, a proposed cooperative Working Agreement with the Ohio Lake Management Society's Citizen Lake Monitoring program, as recommended and set forth in the above memorandum, was approved, contingent upon final approval by legal counsel.

6.06 WILDLIFE HABITAT IMPROVEMENT PROJECT – MOU BETWEEN U.S. FISH AND WILDLIFE SERVICE – PARTNERS FOR FISH & WILDLIFE (USFWS-PFW) AND MWCD

On motion by Mr. Maupin, seconded by Mr. Sprang, an agreement with the USFWS Private Land Office, as recommended and set forth in the above memorandum, was approved, contingent upon final approval by legal counsel.

6.07 CONSERVANCY COURT RETIREMENTS

On motion by Ms. Limbach, seconded by Mr. Sprang, a resolution in recognition of retiring Conservancy Court Judges, as recommended and set forth in the above memorandum, was adopted.

6.08 OTHER BUSINESS

Mr. Butler provided the following information:

- Mr. Pringle will be retiring effective December 25, 2020. The Board expressed their appreciation for his expertise with working with the MWCD.

7. REPORTS

7.01 CONSERVATION REPORT

Conservation Water Quality staff attended the end of season Ohio Lake Management Society-Citizen Lake Awareness and Monitoring (OLMS-CLAM) Luncheon in early December. The luncheon, which was hosted by the Water Management Association of Ohio (WMAO), was held virtually this year in light of the pandemic. This annual get together affords the opportunity to review the success of the CLAM program which focuses on water quality monitoring and data collection. This was also an opportunity to brainstorm and discuss enhancements to the program for next year. This end of season wrap-up was also a chance for MWCD to thank the CLAM administrators and citizen scientists for their hard work and time spent not only monitoring water quality in our lakes, but to remain as a trusted source of information and education to our stakeholders and the public. It was a challenging year for the program with the ongoing pandemic, however, the group rose to the challenge by conducting 55 sampling events for nutrient levels and lab analysis. These data are utilized by MWCD as one of the major components of our water quality monitoring program. We would like to extend our thanks to all the CLAM citizen scientists and look forward to another successful monitoring season in 2021.

In addition, we would like to congratulate the CLAM Program Coordinator, Ms. Susan James. At the 2020 OLMS Symposium Ms. James received the OLMS Presidents’ Award recognizing her service and contribution to the Ohio water resource community.

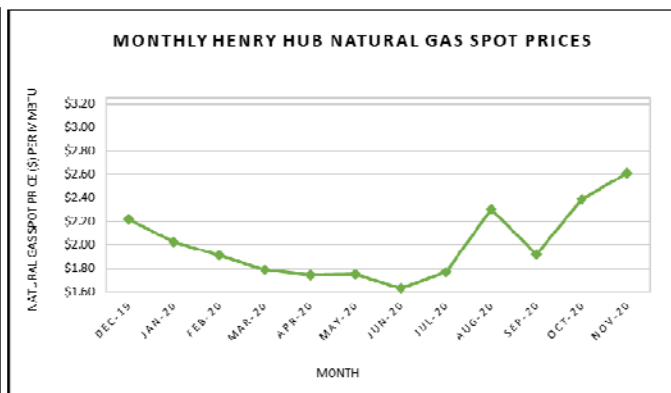
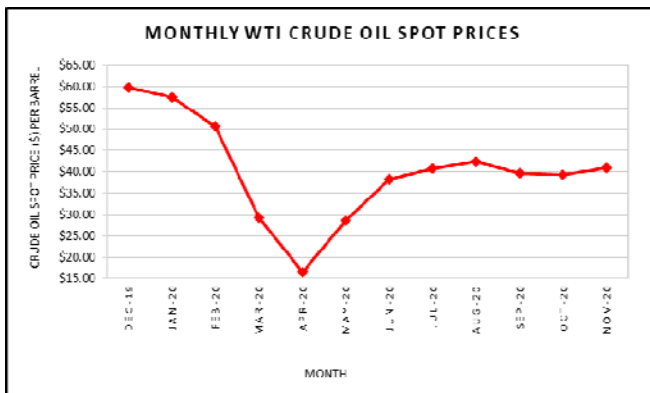
Conservation assisted Pleasant Hill Lake Park for the installation of a Bald Eagle and two Osprey platforms at Pleasant Hill. This joint effort between Pleasant Hill Lake Park, Conservation, and Firelands Electric Cooperative will allow visitors to the lake and park to view, learn about, and enjoy this unique wildlife resource. Special thanks go out to Louis Andres, Park Naturalist for Pleasant Hill Lake Park, for leading this effort. The Bald Eagle platform has been installed and the Osprey platforms are scheduled for installation in January 2021 after lake drawdown.

7.02 UTICA ROYALTY REVENUE REPORT

Utica royalty revenue is currently generated by 92 producing wells at Clendening, Seneca, and Leesville reservoirs. A breakdown of the monthly royalty revenue can be seen on the attached page. Utica royalties for November 2020 totaled \$592,189.17 which was a 16% increase in month-over-month revenue from October 2020 (\$511,963.56).

The U.S. Energy Information Administration Prices Reports¹:

- o The WTI Crude Oil Spot Price² for Nov 2020:
- o **\$ 40.94** per barrel
- o The Henry Hub Natural Gas Spot Price for Nov 2020: **\$ 2.61** per MMBT



7.03 ENGINEERING REPORT

MASTER PLAN IMPLEMENTATION (ONGOING)

Projects in Design:

- Pleasant Hill East Loop Roadway Improvements – Design complete
- Pleasant Hill RV and Boat Storage Lot – Design complete
- Tappan Lake Park Valley Trail and Utilities Extension

Projects Under Construction

- **Atwood Lake Main Campground Improvements Phase 2:** The project was substantially completed on November 13, 2020, and final punch-list and minor miscellaneous items remain.

- **Charles Mill Lake Park Main Campground Redevelopment Phase 3:** Lockhart Concrete is currently working on restroom construction. All RV pads have been poured and all paving is complete. This project involves the reconstruction of the existing southern section of the main campground with 51 full-hookup RV campsites with concrete pads and a new pre-engineered restroom. Substantial completion was reached in November 2020 and final punch-list and minor miscellaneous items remain
- **Piedmont Water Treatment Plant and SCADA:** Plant start-up has taken place and we are expecting the SCADA subcontractor to program the system soon. Border Patrol is waiting on new pump controllers to fill the tank. Substantial completion is scheduled for December 2020.
- **Pleasant Hill Campground Area G:** The project was substantially completed on December 10, 2020.
- **Seneca Lake Marina Point Campground Redevelopment Phase 2:** Tucson is working on finishing trash enclosures, light poles, key card gate and shower house and restroom construction. Paving has been completed. All concrete RV pads have been poured. The project will provide 102 seasonal RV sites with full utility hook-ups, two pre-engineered restrooms/shower houses, two picnic shelters, a boat ramp, a volleyball court, and a key card gate entrance. Substantial completion is scheduled for March 2021.
- **Tappan Marina Renovations:** Subcontractor is installing the geothermal system along the lake bottom. Elevator pit is being formed for concrete along with frost slabs. Substantial completion is June 2021.
- **Tappan Marina Sanitary Sewer and WWTP Improvements:** Wastewater treatment plant tank installation is completed. Construction of sanitary lift station and piping to serve the marina is underway. Substantial completion is April 2021.

DREDGING AND SHORELINE (ONGOING)

Dredging Program (no significant update)

- **Seneca Lake:** Construction of the peninsula settling basin is now complete, and we are waiting to receive ODNR approval to begin pumping dredged material into the basin. Since very little dredging will be completed this fall, substantial completion for the dredging work is now expected late spring / early summer 2021.
- **Atwood Lake – North Shore Cottage Area:** Design is complete for dredging of approximately 4,000 cubic yards by the MWCD Heavy Equipment Crew during this winter’s drawdown.

Shoreline Program

- **Pleasant Hill Loudonville Wildlife Club Area:** The Notice to Proceed has been issued to Mark Haynes Construction and work will begin mid to late-December. Substantial Completion is scheduled for February 2021.
- **Seneca Lake Churchman Point Phase 2:** The project has been awarded to Mason Dixon Energy Services, and construction is expected to begin late December or early January. Substantial completion is scheduled for February 2021.
- **Atwood Lake - North Shore Cottage Area:** The MWCD Heavy Equipment Crew has begun work on this project near the entrance to the bay at Marina West. Completion of is scheduled for February 2021.

U.S. ARMY CORPS OF ENGINEERS PROJECTS/PROGRAMS (ONGOING)

Mohawk Dam

- Notice to Proceed was issued to the contractor, DRS Enterprises.

Zoar Levee

- USACE is awaiting vibration monitoring and structural assessment plans from the Contractor, DRS Enterprises. Notice to Proceed is expected to occur in January.

Magnolia Levee

- 65% plans and specifications are under review and the Constructability Evaluation is expected to be completed this month.

7.04 RECREATION REPORT

Marinas Report

- Discussion with Atwood Yacht Club, Ron Dziedzicki, was had to increase docking capacity within their space. Staff is looking into the possibility of accommodating this request.
- Operational Audits continue this month for all marinas. Visits to Tappan, Clendening, Piedmont, and Seneca are scheduled. Recommendation for Deputy Chief of Marinas position will be given after the New Year.

Parks Report

- Discussion has started for potential of Alive Music Festival in 2021 season. Due to pandemic, we are looking into the pros and cons of having the event within Atwood. More details will be available in upcoming months.
- Glamping options continue to be discussed with the team. Atwood and Tappan are the two main parks being considered for this style of camping.
- Operational Audits continue this month for all parks.

7.05 MARKETING/COMMUNICATIONS REPORT

WORKING PROJECTS

- Website redesign- in progress
 - Content migration from existing site to new site
- Park and Marina brochure updates for 2021
- Boat/ cabin rental rack card updates for 2021
- Engagement and Outreach Coordinator Interviews
- Updates to website/ social media
- Planning marketing/ advertising for 2021
- Lakeviews Newsletter
- Fall photography – Jim Celuch
- Fall promo video – Blue Skies HD

ADVERTISING/PROMOTIONS

- Pleasant Hill Cabins
 - Facebook Promotion beginning in January
 - Travel Host Magazine: Ad
 - Ohio Magazine: Ad with editorial (January/February edition with release in December)

NOVEMBER PRESS RELEASES

- November 2, 2020: MWCD Names Chief of Recreation
- November 3, 2020: MWCD Receives Auditor of State Award
- November 12, 2020: MWCD Announces New Executive Team Member
- November 13, 2020: MWCD receives OPRA Award for Tuscarawas River Water Trail
- November 16, 2020: Missing Hunters at Clendening Lake
- November 23, 2020: DAC Welcomes New Member Karl Gebhardt
- November 30, 2020: MWCD Awards Over \$750,000 in PWM Grants

AFFILIATIONS/MEMBERSHIPS

- Ohio Travel Association
 - Board Member
 - 2020 Board Chair of Ohio Conference on Travel
- Tuscarawas County Chamber of Commerce
 - Board Member, Governance Council (Term expires December 2021)
- Adventures in NE Ohio

- 2020 Board President (Term expires December 2021)
- Tuscarawas County Convention and Visitors Bureau
 - Board Member
- Cambridge/ Guernsey County Visitor Convention Bureau
 - Board Member
- Ohio Parks and Recreation Association
 - Communication Chair for OPRA Conference

8. SUBDISTRICTS

8.01 PAYMENT OF BILLS – CHIPPEWA SUBDISTRICT

On motion by Mr. Maupin, seconded by Ms. Limbach, the report of the payment of bills for the period ending November 30, 2020, for the Chippewa Subdistrict, was approved as presented.

9. EXECUTIVE SESSION

On motion by Ms. Limbach, seconded by Mr. Sprang, the Board of Directors entered executive session at 11:27 a.m. to discuss matters related to ORC §121.22 (G) (1) Employment, (2), (3), and (4). On roll call: Mr. Gresh-yes; Ms. Limbach-yes; Mr. Maupin-yes; Mr. Moorehead-yes; and Mr. Sprang-yes. The executive session ended at 1:44 p.m.

The following action was taken in open session:

On motion by Mr. Sprang, seconded by Ms. Limbach, employment contracts for the Human Resources Director, Senior Staff Accountant, and Chief of Natural Resources and Land Management, were approved.

On motion by Mr. Maupin, seconded by Mr. Sprang, a modification to the employment contract for David Sicker, Program Manager, to change the expiration date from December 31, 2020, to December 29, 2020, was approved.

10. ADJOURN

There being no further business, on motion by Mr. Sprang, seconded by Mr. Moorehead, the meeting of the Board of Directors was adjourned. The next regularly scheduled meeting is Friday, January 22, 2021, at 9:00 a.m.