

METROPARKS OF BUTLER COUNTY
BOARD OF PARK COMMISSIONERS
REGULAR MEETING MINUTES
July 16, 2020

The MetroParks of Butler County Board of Park Commissioners met in regular session on Thursday, July 16, 2020, and, because of the Coronavirus Public Health Emergency and the social distancing orders in effect, the meeting was held as a *Zoom Virtual Meeting* pursuant to recent amendments to Chapter 121 of the Ohio Revised Code temporarily allowing remote participation at a public meeting of the Board.

I. - Call to Order

The meeting was called to order at 8:31 a.m. by Vice President Daryl Nelson.

II. - Roll Call and Agenda

Members present for purposes of roll call were Park Commissioners Daryl Nelson and Cynamon T. Trokhan. Gregory T. Amend was absent at roll call, but joined later during the meeting by telephone. The Board worked from the following agenda:

AGENDA

- I. Call to Order – 8:30 a.m.**
- II. Roll Call**
- III. Public Comment Regarding Agenda Items ***
- IV. Approval of Minutes - June 18, 2020, Regular Meeting**
- V. Consent Agenda ****
 - a. Financial Reports
 - (1) Cash Summary Report
 - (2) Cash and Expenditure Forecast
 - (3) Donations Report for June
 - (4) Summary of Transfers and Budget Modifications
 - (5) Revenue Summary and Commentary
 - (6) Expenditure Summary and Commentary
 - (7) VOA Cost Center Receipts and Disbursements Monthly Statement
 - b. Schedule of Payables
 - c. Employment Activity Report
 - d. Special Event Contracts and VOA Athletic Complex Licenses - NONE
 - (1) Special Event Contracts and/or Associated Sales or Commercial or Other Permits Pending Board Action - NONE

- (2) Approved Special Event Contracts-Information ONLY
 - a. Orienteering Cincinnati/OCARS #2-Saturday, June 27, 2020-VOA (Repeat)
- (3) Approved VOA Athletic Complex License Contracts - Information Only - NONE
- (4) Approved Practice Field Contracts-Information ONLY - NONE
- e. Notification of Closure Notice - Temporary Closure of Part of Athletic Field Complex at VOA - North Field Construction Project

VI. Old Business

- a. Bi-Monthly Capital Projects Update
- b. Monthly Public Safety Activity Summary Report
- c. Monthly Community and Enterprise Initiatives Summary Report
- d. Monthly Operational Services, Park Connections and Visitor Services Summary Reports
- e. Monthly Workplace Talent Management Summary Report
- f. Amended UC Health Sponsorship Agreement for VOA
- g. Other – Miscellaneous from Board or Administration

VII. New Business

- a. Financial Review - 2nd Quarter of 2020
- b. City Approved Right of Way Operating Agreement - Gilmore MetroPark Parking Area (North End of Bilstein Blvd)
- c. Employee Handbook Revision - LGBTQ No Discrimination in Employment
- d. Strategic Planning - Financial Resources, Part II
- e. Other – Miscellaneous from Board or Administration

VIII. Executive Session

- a. Land Acquisition/Purchase and/or Sale of Real Property
- b. Personnel Matters – Employment and Compensation
- c. Pending Litigation

IX. Actions Relative to Executive Session**X. Adjournment**

III. - Public Comment Regarding Agenda Items

None.

IV. - Approval of Minutes

June 18, 2020, Regular Meeting

MOTION: To approve the minutes of the June 18, 2020, Regular Meeting as presented by staff to the Board. Ms. Trokhan moved, seconded by Mr. Nelson. *Motion No. 51.20*
(see documents in Proceedings Book)

Vote: Mr. Amend - Absent
Mr. Nelson - Aye
Ms. Trokhan - Aye

The presiding officer declared the motion carried unanimously.

V. - Consent Agenda

MOTION: Following discussion, to enact the **blanket approval, acceptance, acknowledgment of receipt, and/or ratification of all items listed** in the Consent section of the meeting agenda for the July 16, 2020, Board meeting which have not previously or more specifically been approved or accepted, acknowledged, and or ratified otherwise by the Board; including, but not limited to, motions listed and any modifications to those motions made during this meeting; including any actions on budget modifications (account transfers within a Fund) and/or changes to employee status or compensation previously taken by the Executive Director and the Executive Director's previous actions related to payments and/or contracts all as recorded in the minutes adopted by the Board or on documents referred to in these minutes hereinafter, **including Agenda Items V.a. through V.e.** (a.k.a. the Consent section of the Agenda); and finally, instructing the Executive Director to take such actions as are necessary to implement the intent of the Board in any and all of these matters. (see document in Proceedings Book)
Motion No. 52.20

Ms. Trokhan moved, seconded by Mr. Nelson.

Vote: Mr. Amend - Absent
Mr. Nelson - Aye
Ms. Trokhan - Aye

The presiding officer declared the motion carried unanimously.

Discussion During the Meeting: Executive Director Jonathan R. Granville reported that several laid-off Operations staff members had been recalled due to major increases in general park visitation rates and the need for increased maintenance as a result. Deputy Director Chad Smith reported that one orienteering event had been held on June 27 at VOA but wasn't well attended due to rain. Otherwise, he noted no organized group events had been held in June.

In written information about this agenda item that had been prepared and provided to the Board in the current pre-meeting information packet, Mr. Granville wrote that Board approval, ratification and/or acknowledgment of receipt is required for most items included on the Consent Agenda section of the meeting agenda if only so that the official record reflects Board intent and/or compliance with internal and external rules or policies. However, any Consent agenda item may be removed from a motion for collective approval at the request of any Board Member and if so, could be considered separately.

- V.a. - (1) Cash Summary Report - Approved - no separate action.
- V.a. - (2) Cash and Expenditure Forecast - Approved - no separate action.
- V.a. - (3) Donations Report for September - Approved - no separate action.
- V.a. - (4) Summary of Transfers & Budget Modifications - Approved - no separate action.
- V.a. - (5) Revenue Summary & Commentary - Approved - no separate action.
- V.a. - (6) Expenditure Summary & Commentary - Approved - no separate action.
- V.a. - (7) VOA Cost Center Receipts & Disbursements Mthly. Statement - Approved - no separate action.
- V.b. - Schedule of Payables - Approved - no separate action.

V.c. - Employment Activity Report - Approved - no separate action.

V.d. - Special Event Contracts & VOA Athletic Complex Licenses Approved by Administration & Provided for the Official Record - Approved - Due to the pandemic and State orders related to it, only one new Special Event Contract was approved and listed below for the Board.

- (1) Special Event Contracts and/or Associated Sales or Commercial or Other Permits Pending Board Action – None
- (2) Approved Special Event Contracts - *Information Only*
 - a. Orienteering Cincinnati/OCARS #2-Saturday, June 27, 2020-VOA
- (3) Approved VOA Athletic Complex License Contracts- *Information Only* - None
- (4) Approved Practice Field Contracts- *Information Only* - None

V.e. - Notification of Closure Notice - Temporary Closure of Part of Athletic Field Complex at VOA - North Field Construction Project

MOTION (Use if an individual motion is required): **To acknowledge receipt of the Closure Notice** for part of the Athletic Field Complex area at Voice of America MetroPark for the North Field Construction project and to place the notice on file. Further, that the Executive Director is instructed to take such actions as are necessary to implement the intent of the Board in these matters.

A Closure Notice with Map had been provided to the Board in the pre-meeting Board packet. Mr. Granville said that the area detailed on the map was ordered closed under MetroParks rule 1545.09 20c in the interests of visitor safety and to protect construction materials and equipment. He further noted that MetroParks Rules and Regulations require that the Executive Director to notify the Board whenever he/she has ordered a closure of park area. Board acknowledgment serves to provide an official record that notice was provided pursuant to the policy.

VI. - Old Business

Mr. Greg Amend joined the meeting via telephone at this point in the agenda.

VI. a. - Bi-Monthly Capital Projects Update

Discussion During the Meeting: There was discussion of various projects shown on the bi-monthly Capital Projects report/chart which indicated project status that Park Planner/Project Manager Matt Latham had drafted, and which had been provided to the Board in the pre-meeting packet. Mr. Latham commented that all capital improvement projects funded solely with MetroParks' own funds were currently on hold until the financial impact of the pandemic

on MetroParks revenue could be better ascertained, but that projects that were largely grant-funded were moving forward. He said that re-design of the Timberhill Connection of the Great Miami Trail project at Rentschler Forest had begun and that an additional \$118,153 for design and consulting fees had been secured, noting that ODOT was helping by covering 90% of the higher-than-anticipated design costs. He added that he expected construction to start on the Timberhill Connection project in the fall of 2021.

Mr. Latham noted that in regard to the North Field Construction project at VOA, MetroParks was moving forward on schedule and that the contractor was progressing with construction. Sod for the new playing field part of the project should be done by this fall as planned and the field should be ready for use initiative for the President's Cup in the fall of 2021. Mr. Latham said the Miami-2-Miami trail design process at Gilmore MetroPark would kick off on July 15 (yesterday). He noted a brief delay in the original construction schedule was needed to get State grant funds confirmed as state agencies dealt with stat-wide funding issues. As a result, it would be spring 2022 before construction would start on the new Miami2Miami Trail extension at Gilmore MetroPark. The Duke Energy Foundation-funded Pollinator project at Forest Run MetroPark is on track, he noted.

A Board member asked about the improvement projects on hold, questioning if there are any safety/security risks caused by the delays. Mr. Latham replied "no" and that the only project that could have been a problem was a gangway on the Mark Valentine fishing dock which had been fixed with funds from the West Chester-Liberty Community Foundation. A Board member asked if MetroParks could interest any media outlets with the positive news concerning increased outdoor visitor usage in the parks, information about ongoing capital improvement projects, and reopening of park facilities. Mr. Granville stated that a news release on these topics was a good idea. Ms. Kelly Barkley, Supervisor of Community and Enterprise Initiatives, noted that she was working on that very concept at this time.

VI. b. - Monthly Public Safety Activity Summary Report

Discussion During the Meeting: Chief Ranger David VanArsdale had provided a monthly Division of Public Safety Report which had been included in the Board's pre-meeting packet for this meeting. He commented that his staff had noticed that the number of visitors in the parks during the last months was increased drastically. He noted that the Sebald area of Elk Creek MetroParks had seen an increase in visitors and that as a result there had been an increase in litter problems at that location. To slow that problem, Ranger Patrol presence at Sebald would be increased.

A Board member asked if there was signage that the shelters are no longer rented but were available on a first-come, first-served basis. Deputy Director Chad Smith said that there was a new plan for shelter reservations that would be discussed later in the meeting, adding that most of the picnic tables had been moved to the outside of the shelters to foster compliance with social distancing rules. A Board member commented that spreading things out was a good move and the MetroParks didn't want to be sending any messages that would encourage large non-household crowds to get together during the pandemic.

(see document in Proceedings Book)

VI.c. - Monthly Community and Enterprise Initiatives Summary Report

Discussion During the Meeting: Division of Community and Enterprise Initiatives Supervisor Kelly Barkley had submitted the monthly Division Report which had been included in the Board's pre-meeting packet. She said she had recommended a change in the operation of the Lodge for the rest of 2020 due to the impact of the pandemic. MetroParks has always tried to operate the lodge as a business so the remaining group events scheduled for 2020 have been analyzed for feasibility under current state COVID-19 rules. She commented that the Lodge had only 3 scheduled events in the remaining months of 2020 that fell within the Governor's pandemic guidelines. State rules allow funerals, weddings, and other first amendment rights activities to occur without serious modifications, she noted. The Lodge was on track to lose over \$100,000 this year just to hold these 3 events and the others currently scheduled. She said that many of the bookings were for very large events and that in general people were not willing to lower their event attendance to meet the pandemic operations rules. Her report contained a comparison between last year's and this year's revenue figures for the Ronald Reagan Lodge, and added that there would be a savings of \$84,000 if just the current 3 events that were exempted from the current rules were not held.

A Board member said he disagreed with cancelling all events so far in advance and that MetroParks didn't have to make money on everything it did, that there are essential services we need to do for the public. The meaning of essential services that the MetroParks should provide was at the heart of the discussion thereafter. Those who had remaining 2020 event reservations had been told the lodge could not accommodate their event. Most parties with reservations from April through December had called to cancel without any prompting by MetroParks and took the 100% refund offered by the park system. However, Mr. Granville said there was a "Plan B" for any group who did not want to give up their lodge reservation and would be told that MetroParks would wait until 90 days in advance of their scheduled use date to see if the pandemic rules had changed and would then allow their planned use.

A Board member said that the decision to cancel remaining reservations should have been made in a Board meeting. Mr. Granville said that the Board could make a decision to reverse the action of staff in regard to the Lodge and if so, that he and others would carry out that instruction. A Board member said that the Board and staff were trying its/their best to follow what the Governor (the state) is saying regarding the pandemic safety rules.

A Board member inquired about how many Lodge events have been cancelled by MetroParks. Ms. Barkley said that 14 remaining events scheduled from July 1, 2020 through December 21, 2020 had been cancelled for the period of July through December 2020. Following current state pandemic rules, a Board member asked Ms. Barkley how long it would take to recover lost Lodge costs if customers came back under "Plan B". Ms. Barkley replied that the Lodge didn't have enough staff to cover the additional duties for all the extra cleaning activities mandated under state rules and that the building does not have the space for staff to safely social distance during events. She added that there had been one full-time facilities manager, two facilities caretakers,

and five other intermittent employees who may or may not be available to return due to the risks to their health. She said five different cleaning companies had been called in to see what the cost would be to clean the Lodge pursuant to current state pandemic rules. She added that the vents/HVAC system at the Lodge have not been cleaned for years as now is necessary and that cleaning them would cost about \$26,000 each time it was done.

A Board member commented that as had occasionally discussed in the past, MetroParks should take time to study the possibilities of contracting the whole banquet center at the Lodge operation out to a private concessionaire.

Mr. Granville said that the mandate he had received and had been operating under for 12 years was that the Lodge should make enough money to at least cover its own operating expenses. He noted that the Lodge itself is not where the largest losses due to the pandemic are projected to the park system's 2020 budget. MetroParks can't stop spending on the basic upkeep of the Athletic Complex even now when it's not being used due to closure under the pandemic rules. But he noted, the loss that could be best controlled was the loss that the Lodge was likely going to suffer in 2020.

Recalling of maintenance staff to deal with increased visitors county-wide he explained, was a higher need for the MetroParks than operating the Lodge under the pandemic rules was his thinking. So, forced to choose, the shutting the Lodge down, a facility which serves the fewest people as compared with the increasing number of visitors on the general park grounds was a better option. This led to the suspension of Lodge events for 2020. He continued by saying that we don't know yet how much of a decline we are going to have in the collection of fees and charges which are normally collected from all park locations and that the Park System receives about 15% of its annual budget from this source.

A Board member said MetroParks needs to follow the states' pandemic rules because it is a government agency (a political subdivision of the State of Ohio) and continued by saying that if MetroParks considers the cost and negative publicity that would be caused by one positive COVID-19 case tracked back to the parks, MetroParks should be very concerned about re-opening facilities too early. A Board member said in regard to the Lodge "the cost of keeping people safe" is the best consideration and message.

A Board member said that (1) the decision to cancel Lodge events should have been discussed with the Board before it was done; (2) the Board should have been involved in arranging the announcement of the decision; (3) generation of profit should be considered related to the Lodge's future. The Board member also indicated that the Executive Director had the opportunity to discuss the Lodge event cancellations with him, but did not specifically mention the pending suspension of Lodge activities, but should have. Executive Director, Mr. Granville noted that this was an error on his part and that in the future he would be more forthcoming.

A Board member asked if staff had considered "what are the criteria for re-opening the Lodge for events?" Also, "how would that information be communicated to the public?" Ms. Barkley indicated that she would provide a criterion for re-opening at the next Board meeting and that MetroParks had a list of all customers and could communicate to those on that list when events

could be hosted at the Lodge again.

Mr. Granville said the biggest cost and potential obstacle to reactivating the Lodge is staffing. He suggested holding any specific discussions about individual staff members during Executive Session.

A Board member said MetroParks had not made the decision to close the Lodge for the long term, but that the process and options needed to be looked at and that there was a need to develop some very specific plans during the next 30 days regarding the reactivation and/or future of the Lodge.

Mr. Granville said that staff would undertake some research and would provide more information to the Board at its next meeting.

(see document in Proceedings Book)

VI.d. - Monthly Operational Services, Park Connections and Visitor Services Summary Reports

Discussion During the Meeting: In addition to providing the monthly Operational Services, Visitor Services Report, and the Park Connections Summary Report which had been included in the Board's pre-meeting packet, Deputy Director Chad Smith said that Operations staff was doing very well coping with the uptick in park attendance. He noted that Land Stewardship was now helping with program animal care and that 382 invasive red swamp crayfish had been removed during the first week of the control project at Gilmore. He also said that Operations was establishing a plan and was undertaking removal of several species of toxic plants that have invaded the parks and also this part of Ohio. He noted the campground at Gov. Bebb is very popular and busier than it has been in many years. People have to feel that the parks will conform with the health guidelines and that MetroParks staff was meeting that challenge. Mr. Smith noted that Visitor Services staff was going through the process of dealing with cancellations of external special events due to the pandemic. He said the Park Connections team was working on creating virtual programming in lieu of in-person programs and doing well.

In these unusual times, a Board member expressed the opinion that being responsive to customer complaints is important and that communication with customers is important. He noted that often a "yes, we've heard you and we are doing something (whatever we can) about it" is the best response MetroParks staff could provide. (see documents in Proceedings Book)

VI.e. - Monthly Workplace Talent Management Summary Report

Discussion During the Meeting: Supervisor of Workplace Talent Management Jaime Kimbrough had submitted the monthly Division Report for the Workplace Talent Management Division which had been included in the Board's pre-meeting packet. She commented that June 1 was a big date as MetroParks would be starting up its new Volunteer Group Project program involving 9 people or less (complying with pandemic rules). Some Eagle Scout candidates are coming in for these projects and there will also be opportunities for Trail

Ambassadors and Land Stewards. She noted that Manager of Volunteer Services, Amy Pellman would be back to full-time duty in June. She added the first gathering (virtual) of the new MetroParks Employee Safety Committee will occur soon and that front-line staff and also managers will serve on that Committee.

Mr. Granville mentioned that there was something else important which would occur in July and that was the recall of laid off operations staff. Ms. Kimbrough said MetroParks was bringing back about 5 part-time park maintenance technicians -- 3 in Central, 1 in East, and 1 in the West -- and they would be brought back as they had been laid off -- by seniority. Mr. Granville said that the recalled staff members were needed to sanitize restrooms and drinking fountains to allow them to be put back into service per the Governor's pandemic rules. A Board member asked if staff was working harder because there were fewer of them and that there was more work to do? Ms. Kimbrough said she was going to every staff reporting location at least once a month and that the Safety Committee would soon be discussing whether or not a specific recognition or award of some kind could be given to staff members for the extra duty they were shouldering during the current, unusual circumstances. (see document in Proceedings Book)

VI.f. - Amended UC Health Sponsorship Agreement for VOA

MOTION: To approve an amendment to an "Agreement for Sponsorship, Development and Marketing" first entered into in September 2014, between UC Health and MetroParks of Butler County as presented by MetroParks Administrative Staff, thereby reducing and otherwise modifying a sponsorship payment as well as altering several obligations for programming, all due to the COVID-19 pandemic. Further, that the Executive Director is instructed to take such actions as are necessary to implement the intent of the Board in these matters. *Motion No. 53.20*
Ms. Trokhan moved, seconded by Mr. Amend. (see documents in Proceedings Book)

Vote: Mr. Amend - Aye
Mr. Nelson - Aye
Ms. Trokhan - Aye

The presiding officer declared the motion carried unanimously.

Discussion During the Meeting: Mr. Granville said that the First Amendment to the Agreement, which had been provided to the Board in the pre-meeting Board packet, had been drafted by Mr. John Reister, MetroParks Counsel. He noted that minor word changes had been incorporated from the changes made by the Hospital. As requested by the West Chester Hospital staff, the Amendment would allow the Hospital not to pay MetroParks \$50,000 during 2020 as had been required in the original agreement and also provide that MetroParks doesn't have to use the hospital as the primary sponsor of the pandemic cancelled Cardboard Regatta. However, he noted, the sponsorship Agreement remains in effect over the long term.

In written information about this agenda item that had been prepared and provided to the Board in the current pre-meeting information packet, Mr. Granville wrote that the financial fall-out and the health emergency restrictions imposed by the State of Ohio have drastically changed the circumstances under which both UC Health and the MetroParks operate, necessitating an

amendment to the original agreement between the two organizations. Multiple scenarios were explored between the parties. The amendment presented satisfies the short-term goals of the parties.

VI.g. - Other – Miscellaneous from Board or Administration

There was no discussion and no action were taken on this agenda item.

VII. New Business

VII.a. - Financial Review - 2nd Quarter of 2020

Discussion During the Meeting: Ms. Yamini Patel, Supervisor of Financial Services, briefly commented that costs of MVP sales were down because of lack of use of the VOA Athletic Complex due to pandemic rules, although she did say that the recently reopened campground at Gov. Bebb had been a surprise source of income. Regarding expenses, she said salaries are down due to lay-offs, contract services expenses are down, and capital project expenditures are down. Because anticipated fee income is down, and 2020 property tax collections are anticipated to be 100% lower than projected. Mr. Granville noted that Ms. Patel would present a revised budget for 2020 at next month's Board meeting.

VII.b. - City Approved Right of Way Operating Agreement - Gilmore MetroPark Parking Area (North End of Bilstein Blvd)

MOTION: To approve a Right-of-Way Operating Agreement between the City of Hamilton and MetroParks of Butler County, dated July 1, 2020, providing for MetroParks' operation, etc., of the roadway and parking area located on the north end of Bilstein Boulevard adjacent to Gilmore MetroPark as presented by MetroParks' Administrative staff. Further, that the Executive Director is instructed to take such actions as are necessary to implement the intent of the Board in these matters. Ms. Trokhan moved, seconded by Mr. Amend. *Motion No. 54.20* (see documents in Proceedings Book)

Vote: Mr. Amend - Aye
Mr. Nelson - Aye
Ms. Trokhan - Aye

The presiding officer declared the motion carried unanimously.

Discussion During the Meeting: Executive Director Jonathan Granville said that this was a follow up action related to the earlier Miami2Miami Intergovernmental Agreement with the City of Hamilton. He noted that this offered a good solution to a long-term problem which has been occurring at the end of Bilstein Blvd. in that it allowed a gate to be installed there, controlling

access to the current Gilmore MetroPark parking lot.

In written information about this agenda item that had been prepared and provided to the Board in the current pre-meeting information packet, Mr. Granville wrote that as part of the Intergovernmental Agreement approved by the City and MetroParks in 2019 to facilitate the construction of two sections of the Miami-2-Miami Trail which will meet adjacent to the north end of Bilstein Boulevard, the Right-of-Way Operating Agreement will give MetroParks the clear ability to the gate and otherwise control and regulate the current parking area. This will provide MetroParks with the right to patrol and enforce its Rules and Regulations at a location which over the years has been the source of much depreciative behavior and will ensure a more positive experience for the increasing numbers of visitors who will be present when the paved Miami-2-Miami Trail segment is completed. Note that the Agreement will give MetroParks control but also make MetroParks responsible for the cost of improvements and their repairs in the Right-of-Way. A copy of the Agreement had been provided to the Board in the pre-meeting Board packet.

Mr. Granville added that Board action to adopt the Right-of-Way Agreement is required to ensure that the control of the roadway and/or the parking lot will not be successfully challenged in court should a dispute arise. Other legal methods of control were examined by MetroParks' counsel but was deemed acceptable as all other methods would have required participation of several other parties.

VII.c. - Employee Handbook Revision - LGBTQ No Discrimination in Employment

MOTION: To approve and to adopt as policy the additions to the MetroParks Employee Handbook relating to **discrimination in employment** and other revisions as presented by Administrative Staff, thereby approving the entire contents of the Revised Employee Handbook dated July 16, 2020, and thereby making all previous versions null and void hereafter. Further, that the Executive Director is instructed to take such actions as are necessary to implement the intent of the Board in these matters. Ms. Trokhan moved, seconded by Mr. Amended.

(see document in Proceedings Book)

Motion No. 55.20

Vote: Mr. Amend - Absent
Mr. Nelson - Aye
Ms. Trokhan - Aye

The presiding officer declared the motion carried unanimously.

Discussion During the Meeting: Ms. Kimbrough noted that the proposed revisions to the handbook were very minor, but brought it in compliance with a recent U.S. Supreme Court ruling.

In written information about this agenda item that had been prepared and provided to the Board in the current pre-meeting information packet, Mr. Granville wrote that upon the advice of counsel following a recent U.S. Supreme Court ruling, he was recommending the Board adopt

the revisions noted on the attachments and referenced above. He said that Jaime Kimbrough, Supervisor of Workplace Talent Management, will be able to field any questions that the members of the Board might have concerning the above revisions. He noted that only the Board of Park Commissioners has the authority to adopt personnel policy. As the new standard for employment law in the United States are implemented in the coming months, it is likely that access to state and/or federal grant funds will depend on the applicant having adopted the broadened definitions that are the result of the U.S. Supreme Court's recent ruling. In addition, costly litigation may be prevented by adopting and enforcing the new policy standards. Therefore, no alternative actions were explored. A memo and Revised Employee Handbook dated July 16, 2020, had been provided to the Board in the pre-meeting Board packet.

VII.d. - Strategic Planning - Financial Resources, Part II

By consensus, this item was postponed and will be presented during the Old Business at the August 2020 Regular Board meeting.

Other – Miscellaneous from Board or Administration

There were no items/topics discussed or acted upon by the Board in this section of the meeting agenda.

VIII. - Executive Session

MOTION: To enter into Executive Session at 9:59 a.m., Ms. Trokhan moved, seconded by Mr. Amend, for the purpose of discussions involving:

- a. Land Acquisition/Purchase and/or Sale of Property
- b. Personnel Matters – Employment and Compensation
- c. Pending Litigation

and to call for a roll call vote in order to do so.

Motion No. 56.20

Vote: Mr. Amend - Aye
Mr. Nelson - Aye
Ms. Trokhan - Aye

The presiding officer declared the motion carried unanimously.

The Board returned from Executive Session at 10:31 a.m. EDT. Greg Amend left the meeting during Executive Session to attend to a pressing business matter.

IX. - Actions Relative to Executive Session

There were no items/topics discussed or acted upon by the Board in this section of the meeting agenda.

X. - Adjournment

MOTION: To adjourn the meeting at 10:32 a.m., EDT. Ms. Trokhan moved, seconded by Mr. Nelson. *Motion No. - 57.20*

Vote: Mr. Amend - Absent
Mr. Nelson - Aye
Ms. Trokhan - Aye

The presiding officer declared the motion carried unanimously.

Adoption: The above minutes are a true and accurate record of the meeting as adopted by the Board of Park Commissioners, MetroParks of Butler County.

Approved:

Attest:

Presiding Officer of the Board Date _____
Executive Director/Secretary Date

Title

Unless rescheduled or relocated, the next regular business meeting of the Board of Park Commissioners is scheduled for 8:30 a.m. on Thursday, August 20, 2020, at the Welcome Center, Forest Run MetroPark, 1976 Timberman Road, Hamilton, Ohio 45013.