

The Board of Huron County Commissioners met this date in Regular Session. Roll being called found the following members present: Terry Boose and Bruce Wilde. Joe Hintz representing the County in Columbus.

20-042

IN THE MATTER OF CERTIFYING CLAIMS SCHEDULES TO THE HURON COUNTY AUDITOR FOR PAYMENT

Bruce Wilde moved the adoption of the following resolution:

**WHEREAS**, as per Ohio Revised Code 305.10, a resolution must be made by the Board of Huron County Commissioners to accompany the Claims Schedule to the Huron County Auditor’s Office for payment; now therefore

**BE IT RESOLVED**, that the Board of Huron County Commissioners does hereby approve Claim Schedule 02/11/2020 and authorizes the Huron County Auditor to make the necessary warrants; and further

**BE IT RESOLVED**, that the foregoing resolution was adopted and all actions and deliberations of the Board of Commissioners of the County of Huron, Ohio relating thereto were conducted in meetings open to the public, in compliance with all applicable legal requirements, including Section 121.22 of the Ohio Revised Code.

Terry Boose seconded the motion.

**\*Discussion:** Mr. Boose noted there were a lot of payments to technology on this Claims Schedule. Need to keep that in mind for budget discussions.

Claims Schedule includes a Then and Now Claims Register for payment to Public Agency Training Council in the amount of \$700 from account 001-023-00280.

The roll being called upon its adoption, the vote resulted as follows:

Aye – Terry Boose

Absent – Joe Hintz

Aye – Bruce Wilde

Huron County Claims Register for Payment Batches														
Payment Type: All Warrant Numbers: All Prints: 0/1 to 8/0														
Warrant Dates: 2/13/2020 to 2/13/2020 Payment Batches: 202114 to 202114														
Warrant Date	Client	Batch ID	PO #/Line #	Line Description	Amount	Warrant #								
02/13/2020	Department: Commissioners Account 001.001.00175 (Supplies) Total: Department Commissioners Total: 02/13/2020 ES Consulting Inc Account 001.003.00275 (Contract Services) Total: Department Data Processing Total: Department: Treasurer Account 001.005.00025 (Advertising & Printing) Total: 02/13/2020 MT Business Technologies 02/13/2020 Automation Mailing & Shipping Solutions 02/13/2020 Account 001.005.00025 (Contract Services) Total: Department Treasurer Total: Department: Common Pleas 02/13/2020 Matthew Bender & Co Inc Account 001.005.00020 (Equipment) Total: 02/13/2020 Account 001.005.00020 (Data Processing) Total: 02/13/2020 Precious Water 02/13/2020 80000 T&A 02/13/2020 001.001.00175 (Supplies) Total: 02/13/2020 Professional Legal LLC 02/13/2020 Julie Wade	202114	2020-000801	Stamps	\$50.75									
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		202114	2020-000801	required aid for tax collection	\$700.00									
		202114	2020-000801	copy overwages 1/10/2020 to 2/9/2020	\$37.98									
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Then and Now Certificate

State the emergency reason(s) why a purchase order was not attainable at the time of the making of this contract or order:

*This is for a class for Sgt. Lyons & Sgt. Vogel on January 21-23, 2020. They registered for the class in January which is why the invoice is dated 12/30/2019, but did not attend until 2020. It is hereby requested that a then and now certificate be issued for this expenditure.*

Requesting Department: *Sheriff*

Date of purchase: *December 30, 2019*

Vendor name: *Public Access Training Council*

Expense Account #: *001-023-00280*

Amount of expense: *\$ 700.00*

*Shawn Hinton*  
Department's Official Signature

Date: *2/6/2020*

It is hereby certified that both at the time of the making of this contract or order was made and at the date of the execution of this certificate, sufficient funds were available or in the process of collection, to the credit of a proper fund, properly appropriated and free from any previous encumbrance, the taxing authority can authorize the drawing of a warrant.

*Shawn Hinton*  
Commissioner's Approval  
(If Signature is absent the approval is initiated through Then and Now Workflow)

*Julie Brice*  
Commissioner's Approval  
(If Signature is absent the approval is initiated through Then and Now Workflow)

*Robert*  
Commissioner's Approval  
(If Signature is absent the approval is initiated through Then and Now Workflow)

Auditor's Office Approval  
(If Signature is absent the approval is initiated through Then and Now Workflow)

20-043

**IN THE MATTER OF AUTHORIZING MEMBERSHIP IN THE COUNTY ADMINISTRATORS' ASSOCIATION OF OHIO**

Bruce Wilde moved the adoption of the following resolution:

**WHEREAS**, Vickie Ziemba has asked for approval to hold membership in the County Administrators' Association of Ohio in the amount of \$360.00; and

**WHEREAS**, the Board of Huron County Commissioners recognizes that membership in this organization would be beneficial:

**BE IT RESOLVED**, that Vickie Ziembra is hereby endorsed for membership in the above listed association: \_\_\_\_\_ and further

**BE IT RESOLVED**, that the foregoing resolution was adopted and all actions and deliberations of the Board of Commissioners of the County of Huron, Ohio relating thereto were conducted in meetings open to the public, in compliance with all applicable legal requirements, including Section 121.22 of the Ohio Revised Code.

Terry Boose seconded the motion.

**\*Discussion:** Ms. Ziemba stated this is a good organization and we get a lot of information from them. Mr. Boose said we need to know what other counties are doing and she should build that relationship with the other counties.

The roll being called upon its adoption, the vote resulted as follows:

Aye – Terry Boose  
Absent – Joe Hintz  
Aye – Bruce Wilde

20-044

**IN THE MATTER OF APPROVING AN AGREEMENT BY AND BETWEEN THE BOARD OF  
HURON COUNTY COMMISSIONERS AND FIVE STAR COMMERCIAL ROOFING, INC.**

Bruce Wilde moved the adoption of the following resolution:

**WHEREAS**, the Board of Huron County Commissioners approved the proposal submitted by Five Star Commercial Roofing, Inc. on January 28, 2020, Resolution 20-030, for the re-roof project at the Huron County Airport and desires to enter into an Agreement; now therefore

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**BE IT RESOLVED**, that the Board of Huron County Commissioners approves the agreement with Five Star Commercial Roofing, Inc., 1119 South State Road 3, Hartford City, Indiana 47348 for the Huron County Airport Re-Roof Project as attached hereto and incorporated herein; and further

**BE IT RESOLVED**, that the foregoing resolution was adopted and all actions and deliberations of the Board of Commissioners of the County of Huron, Ohio, relating thereto were conducted in meetings open to the public, in compliance with all applicable legal requirements, including Section 121.22 of the Ohio Revised Code.

Terry Boose seconded the motion. The roll being called upon its adoption, the vote resulted as follows:

Aye – Terry Boose  
Absent – Joe Hintz  
Aye – Bruce Wilde

*\*Agreement on file*

**IN THE MATTER OF TRAVEL**

Bruce Wilde moved to approve the following travel request this day. Terry Boose seconded the motion. The roll being called upon its adoption, the vote resulted as follows:

Aye – Terry Boose  
Absent – Joe Hintz  
Aye – Bruce Wilde

- Lenora Minor, JFS, to Columbus, Ohio for Area 7 Director's Workforce Retreat/Meeting w/Governor on February 24 – 25, 2020.
- Julia Armstrong, HR & Vickie Ziemba, Commissioners, to Columbus, Ohio for State Personnel Board of Review on April 17, 2020.

**At 9:08 a.m. Public comment:**

*Dennis Brown.* Mr. Brown lives north of Peru. There are four businesses in the Village of Peru. The businesses have signs on Route 61, but there are no signs to let people know where the Village limits are. He would like to know who is responsible for these signs and if it is possible to get some put up. Mr. Boose to contact the Engineer.

*Jeremy Norris.* 2<sup>nd</sup> Amendment Sanctuary Resolution. There are now 14 counties that have signed a resolution. There are a couple more signing today. There are some municipalities that have signed the resolution. Mr. Boose said they are hoping to sign the resolution next Tuesday, unless they receive something that would cause them to postpone it.

Commissioner Boose reported that he attended an FAA meeting in Detroit with Carolyn Bick. He would like to report on that next Tuesday when Mr. Hintz is present. Mr. Wilde suggested inviting the Airport Board. Mr. Boose said that they did suggest having an Economic Impact Study done. He has been turned down on this before, but he is going to bring it up again tonight.

Commissioner Hintz and Assistant Prosecutor Randy Strickler are attending a meeting in Columbus on the opioid issue. State and counties are trying to work together.

**Old Business**

Schindler Elevator. Still haven't heard from them. Mr. Boose said we don't do anything until we hear from them. Mr. Wilde said they have removed the barrels, but they still have not painted the floor.

BOE space. Mr. Armstrong expects to be done combining the three rooms this week. Just has to finish the flooring. They are putting lights in Meeting Room A today. They may be able to get the floor in this week too.

Sheriff vehicles. No new information. Mr. Boose thought we should ask them if they were produced as planned on February 4. He would also like to ask the Sheriff where things stand with the Durango. These things take a while and Mr. Boose does not want them to think we are holding up the process.

Health Department. They are supposed to be in this Wednesday or Thursday to take the swipes off the doors and finish patching everything. Mr. Boose asked about the generators. They were supposed to have been removed on the 10<sup>th</sup> but they are still there. Ms. Ziemba will check on that.

Senior Service contract. Mr. Wilde said Mr. Beal wanted to know why they wanted to sign the contract before the levy passes. He was concerned about having to pay real estate taxes. Mr. Wilde suggested Mr. Beal should talk to Mr. Strickler.

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Broadband. Ms. Ziemba still has not had a response back from Integrated Network Concepts. Mr. Boose plans on mentioning this tonight. Ms. Ziemba will try to contact Mr. Hall and have him come in.

Cook Road. Mr. Stephens said they believe the Commissioners have approved for the filing of the injunction to have the Cook Road issue resolved. Mr. Strickler has asked Mr. Stephens to draft this. He plans to have this done in the next week or so and get it to them for their signature.

IT Department. CCAO provided the name of a Henry County Commissioner, Glenn Miller. Henry County set up an IT department a few years ago. Mr. Miller is also on the CCAO Board. Mr. Boose will see him next week if there were any questions they wanted him to ask. Mr. Wilde would like to speak to him in person and believes the drive will be well worth it.

Norwalk Schools cross country. Ms. Ziemba is not sure if Mr. Welch contacted the Athletic Director.

Trees at Shady Lane. Mr. Welch spoke to ODOT. They will be working in that area this spring and summer.

Adult Parole space. Ms. Ziemba is still waiting on a contract. Mansfield office keeps asking if we have heard from the State. Mr. Wilde spoke to Mr. Dolce with the Park District.

**Commissioner Wilde report**

MHAS Coalition meeting at 3:30 this afternoon.

Firefighters Association meeting tomorrow, February 12, at 7:00 p.m. in Greenwich.

HCDC meeting February 13 at 8:00 a.m.

United Fund Fundraiser on February 13 in the evening.

February 17 at 9:00 a.m. is the Legislative Event at the Wakeman Elevator.

February 17 is a Lyme Township meeting at 7:30 p.m.

CCAO Board meeting next Friday, February 21.

February 26<sup>th</sup> QPR class at noon.

Master Gardeners on February 27<sup>th</sup>

Ribbon cutting on February 21 for Fisher Titus in New London.

February 26<sup>th</sup> Records Commission meeting at 2:00 p.m. Mr. Boose asked Mr. Wilde to find out what is left to be scanned at Strategic Solutions. We are going to have the money and he would like to get as much done as we can.

February 27<sup>th</sup> is Land Bank meeting.

DD Awareness breakfast is March 19. Mr. Wilde has RSVP's for everyone.

Fireland's Rails to Trails Annual meeting on March 12<sup>th</sup>

Township Association meeting on March 12<sup>th</sup>

**Commissioner Boose report**

Firelands Forward meeting. They are waiting to put an agreement together until they figure out how the governance board is going to be put together. They are ready to go out to hire someone. There has been discussion with Ottawa County about joining the group as well. Mr. Boose did bring up the fact that we want a presence in Huron County, and they 100% agreed. Meeting with 4CG, hoping to prevent duplication of effort.

State revenues remain ahead of estimates.

Transportation meeting. Mr. Wilde attended, there were only four people there. Mr. Wilde found out that Ability Works is able to deviate from their route in order to pick people up – within a half mile. Nobody at the meeting had been aware of this. It is an “off” year so there may only be one more meeting this year. Work on budget next Tuesday and Thursday. Will have to discuss Public Defender rates – we have to respond to the State on this soon.

**At 10:00 a.m. the board recessed until the 5:00 p.m. meeting**

**At 5:00 p.m. the board resumed regular session with Commissioner Boose, Commissioner Wilde, and Commissioner Hintz in attendance.**

Mr. Hintz stated this discussion is on how to move Huron County forward with economic development. We have asked each organization to select one spokesperson. However, we will listen to other members of your organization if they have additional information or differing views. We ask everyone to be civil and respectful of all attendees. We ask each speaker to step up to the podium, sign the speaker sign in sheet, and state your name and organization clearly for our records.

Each Commissioner will share their opinion on economic development first. Then will allow attendees to speak. Commissioners may periodically respond to or ask questions of the speaker.

Mr. Hintz stated that, like anything, we want it to improve. There are ways to improve economic development in our county. We don't want it to be redundant. Mr. Hintz personally thinks one of things we should be doing is allowing God in. He believes Ms. Knapp does a good job. As Commissioners, we want to make sure we are getting a big bang for our buck. He wanted to clear up the funding issue. They did not provide funding for HCDC in the interim budget, but that doesn't mean that can't change. We are looking for good ideas and welcome your input.

Mr. Wilde said that as Commissioners, he sees them as investors in Huron County economic development. He also would like the biggest bang for their buck. Mr. Wilde attended an economic development meeting at Soil & Water and expressed his concerns about the duplication of services. He wishes there was some way we could get everybody on the same page so that collaboratively the whole county is covered. But that is not up to the Commissioners, that is up to the boards. Also, there are topics he thinks should be priorities, but does not know if they are being worked on. Broadband is a huge topic for businesses. The Commissioners are looking at doubling the budget for economic development. They have agreed to fund Firelands Forward. Mr. Wilde hopes we can take care of everybody, but they want to make sure things are moving forward.

Mr. Boose noted they each had come from very serious meetings. Mr. Hintz had been in Columbus meeting with lawyers and trying to figure out how to get money to solve the opioid crisis. He and Mr. Wilde were at a meeting talking about suicide and prevention. He continued by saying the economic development issue is not new. There had been a similar meeting years ago on what could be done to make Huron County economic development better. He is hearing from the people - we have redundant services. There are at least four different places that offer such things as job coaching and business plans. Some are funded by the State, and some, like SCORE, are funded by the federal government. The county has limited funds to do what we need to do. He asked if we should be doing redundant things or new things? For the last two years the Team NEO Regional meetings have enforced the need for internet speed. This still hasn't been addressed.

Economic development today is not the same as in the late 1990s and early 2000s. The number one issue is workforce development. Finding people, finding people with the right skills, trying to retain people. There hadn't been much movement in that area until Firelands Forward. Firelands Forward is a group from both Erie and Huron Counties working together. Private businesses paid for a survey. After that survey, they found out what people thought and discussed how to move forward. At the same time we also have 4CG. This has been worked on for several years, but they are not as far along as Firelands Forward. The Commissioners have to get on the band wagon if anything is going to happen with economic development. After seeing both presentations, they decided to move forward with Firelands Forward for the next three years. Since making that commitment they have heard there is movement with 4CG. He asked - what is this telling our businesses? Who should they go to and who should answer their questions? At a second meeting, both Firelands Forward and 4CG had an opportunity to speak. Someone from this room asked - how are we going to move forward? Someone has to make a decision. Ultimately, Mr. Boose thought it should have been the two boards of the two economic development groups. They are not Commissioners' groups. The Commissioners are investors, but they are investing the constituent's money.

Mr. Boose wanted to get feelings and emotions out of the way. He knows there are people in the county that said they can't join together because they don't want to be with Norwalk. The Commissioners have heard that more than once. However, he recently spoke to the Mayor and Safety Services Director about projects we want to work on together as a county. Not economic development projects, but some pretty great things. He said they had talked about sharing staff and sharing services so they don't have to duplicate them. We are all working toward the same goal of making this community the best community it can be.

Mr. Boose continued. The goal is not to eliminate one of the economic development boards. Our goal is to figure out how we can work best as a group. Whether it is combining the two groups or whether they can work separately but together. That's their call. Our call is to decide what is the best use of our dollars. When we see redundancy, we are seeing things that aren't getting done that need to get done. Mr. Boose said a little over a year ago he mentioned to Huron County Economic Development that he thought they should join together. He was criticized for it and accused of trying to break things up. He said we are not trying to break things up, we are trying to get things done. The Commissioners are doubling the amount of money the County is willing to pay for economic development. That doesn't include what is going on in JFS. They are doing workforce development there as well. Today we passed a Claims Schedule that included two pages of checks that were written for workforce development. We are doing economic development. We are putting money where we say we need to put it. But there are other things that are not getting done and mostly it is because people are not working together.

Mr. Boose went on to say that next week's agenda will have about an hour set aside to discuss our airport. He had asked our economic development organizations to do an economic impact study on the airport. He had been turned down. Yesterday he attended a meeting with FAA and they stressed the need for an



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economic impact study. The Commissioners have put \$100,000 aside for economic development. \$50,000 will go to Firelands Forward. He questioned, if we have to pay for this study, do we take it out of the other \$50,000?

Mr. Wilde asked Mr. Boose to give an update on Firelands Forward. Mr. Boose said he had been at a Firelands Forward meeting last Friday morning. They are ready to advertise for three positions. They hope to be up and running by second quarter this year. They are ready to work on the top two items that need to be done - job retention and working with the schools. This will all happen within six months.

Mr. Hintz said we would like to hear from the spokesperson of each organization.

*Anthony Luedy, Vice President of Huron County Development.* Mr. Luedy said they had mentioned “return on investment” and “best use of dollars”. Right now, HCDC is positioned to really take advantage of any dollars they see. They have no debt and have a very tight budget. He feels of all the entities, they can most easily put the dollars they get to work for the county. He thought Ms. Knapp’s knowledge was unbelievable. About a year ago they hired Ms. Ross in sort of an apprentice role. They have the future in mind. Over the last year the momentum has grown and everyone is very excited. It is positive, they are open to anything – if it just makes sense to them. His biggest concern is that Ms. Knapp and Ms. Ross stay – he feels they are assets the county cannot afford to lose. It is exciting to see what they can do. They are willing to work with everybody and anybody to make that happen. They have really planned over the last couple years to get to this position and he thinks they have momentum to move forward.

Mr. Boose asked if he would like to comment on his comment of redundant services. Mr. Luedy said he does see redundancy, and that is where the working together aspect works. It has been like that forever. He knows workplace development is a huge issue right now. He believes it all comes with everyone talking together and having strong leadership like Ms. Knapp. Mr. Wilde said he thought it was very refreshing to hear him say they were willing to work together. Mr. Luedy said it is always in discussions, it just has to make sense. Mr. Boose asked what that meant – it has to make sense? Mr. Luedy said the way they see it, right now they have no debt, they have very little overhead. Every dollar they get they are putting out on the streets. They can make a dramatic impact with every penny. If there were a merger of entities, it would have to make sense – they don’t want to bring on debt or additional problems that would hinder their efforts. It is not us versus them, it is always what makes sense. They are all volunteers, they want the county to improve.

Mr. Boose then asked about moving forward with a different workforce development than the current workforce development the Commissioners have decided to go with. Mr. Luedy said there are entities out there that do this. There has to be a coordinated effort for everyone to have a piece but not be tripping on each other. Mr. Boose asked who should be doing that coordinated effort. Mr. Luedy suggested he may want to speak with Ms. Knapp in more detail about that. However, Mr. Luedy had concerns that separate entities trying to accomplish the same goal could have a negative effect on other entities. He feels it is all about communication. Their board is strong, their people are open and connected. Mr. Boose asked if he was saying his board was willing to work with Norwalk Economic Development. Mr. Luedy said if it makes sense and doesn’t put them in a bad position. He feels they are in a position where every dollar they get is going to make a dramatic impact. They don’t want to bring on something that will hurt that, whether it be debt or other issues. Mr. Wilde thought maybe they could even just work closer together. Mr. Luedy said they are part of the county, they are here to help the county. We all have to work on this in every aspect, not just with Norwalk Economic Development.

Mr. Boose said we are not looking to eliminate any services to any part of the county. He understands that different areas have different needs. But what people have to understand is, Norwalk is part of our county too. We can work with Norwalk. He knows that people are very passionate about their communities and what they want done. Mr. Boose would hope they would continue to be passionate about their communities. He just wants people to be more open about working together.

Mr. Hintz also believes Ms. Knapp is a very hard worker.

*Steven Fawcett, Huron County MHAS.* Mr. Fawcett is a resident and business owner in the county. Mr. Fawcett stated that when he hears Huron County Economic Development in the same sentence as Norwalk Economic Development and Willard Economic Development he gets worried. He is located in New London, which is already on the outskirts of the county. He feels New London, Greenwich and Wakeman get overlooked. He does not want to see New London get overlooked. His concern that, in partnering with Firelands Forward, Huron County will become a “little brother” to Erie County. All the money will go north. They are talking about going into schools – most likely these schools will be Ehope, Sandusky and Vermilion High Schools. What about South Central, New London, Western Reserve? Mr. Boose stated he would like to correct that. He explained that part of the agreement for us to give \$50,000 is they have to have a physical presence in Huron County. Everything that Erie County gets, Huron County gets as well,

in our County. We are working with all schools, including Pioneer School, which isn't even in our county but they service part of our county. This is not an Erie County project, this is a Huron/Erie County Project. Mr. Fawcett said those were the concerns that arose right away. He didn't know anything about Firelands Forward before coming in here today. That was good to hear. However, he did not think a merger with Norwalk Economic Development was a good answer. Mr. Fawcett feels that when you start mixing county projects and go in with Norwalk, the other cities and villages get left out. That is his biggest concern. Mr. Boose said there are counties around us that have this exact issue. Seneca County comes to mind. There is the City of Tiffin, and the rest of Seneca County. What he has heard is there is one person that services most of Seneca County and there is one person that services Tiffin. Yet they are all sharing resources. He said that, over a year ago, he was in a meeting and they asked Huron County Economic Development to look into that, set up that meeting, and as of today it still has not been set up.

*Lenora Minor, DJFS.* Mr. Boose asked Ms. Minor to talk a little about their workforce efforts and if it was an issue working on more than one workforce development program. Ms. Minor said it was not usually an issue, everyone is very professional. She has been out in the community since January meeting with various cities, villages and educational facilities. She plans to reach out to Norwalk as well. Ms. Minor said she is just becoming familiar with the different economic development organizations, but believes there is plenty of work for everybody. She feels it is important for these organizations to be involved on the WIOA board as well. How the board spends money in the community is important, and they would like as much input as possible. She doesn't have an answer as far as unity, but believes we are all adults and we need to look at how we can make our community better. In order to do that we have to be workforce strong. That starts with our children, in the schools, with the employers, with the government. It starts with everything we do. She believes that sharing resources is important. She said she doesn't have a clear understanding of all of it. However, she does understand what the clients and those that come to JFS are asking for. She sees that they need everyone to come together and make things stronger. One of the big issues is transportation – getting employees to employers. It is not a teen issue, it is a County issue. If we can work together on that issue, and all the issues, we can become workforce strong.

Mr. Wilde noted that Ms. Minor had really been pushing forward at JFS. Instead of waiting for people to come in, she had been going to them. Ms. Minor said, if someone needs JFS to come to them, all they need to do is give her a call.

*John Lendrum, Norwalk Economic Development.* Mr. Lendrum said he attended a Team NEO meeting a few weeks ago and learned a few things. First, a public - private partnership, P3, is where it is at. If you can't do that as an economic development group, you are not going to be successful. He also learned we have to be a big enough entity to attract attention. One of the breakout sessions at the meeting had to do with Richland County. Mansfield had always been the big dog in Richland County. For years Shelby felt they weren't getting their due. It was a significant problem. However, they have managed to get over that and created a Richland County Economic Development. The organization is pretty vibrant and is working much better than what it had been. He doesn't think the problems we have are insurmountable. He proposed a solution. Take the two great directors, Ms. Knapp and Ms. Horowitz, and lock them in a room. Have an outline prepared. Take three board members and one person from each other entity and put them in the room. Determine the strength and weaknesses of each organization. Then look across the county and pick out the top three things, for instance, workforce development. How do we support people walking out of high school or college immediately into a job? He was confident between the two Executive Directors they could work that out. That would be their proposal - that the Economic Development Directors move it up a notch, pick how they want to put the two groups together. Have them take back to the Commissioners and Mayors what they are looking at.

*Shawn Pickworth, New London Village Administrator.* Mr. Pickworth wanted to know who is going to take care of the small guys. They talked about return on investment, biggest bang for your buck. He wanted to find out what is the return on investment? What are they guaranteeing the citizens of Huron County to get back? The suggestion had been to lock all these people in a room to come up with solutions. He thought one of the Commissioners should take the lead and hold these people accountable. Mr. Wilde pointed out that was what they were trying to do now. Mr. Pickworth said he was all about partnership, they have to work in partnership all the time. But it has to be done fairly, so everyone has an even playing field. Mr. Boose said they don't want to slight anyone. We need to give everybody services, and the only way to do that is if we work together. Everybody in the county is important, and that is why they brought this group together.

*Norb Smith, Norwalk investor.* Mr. Smith has worked for Fortune 500 companies his whole life. He feels it is up to the corporations take on some of the responsibility, rather than putting it on the people. He asked why we should use our money to help a company that needs to recruit people when they have a high turnover. That company has to ask themselves why they have the high turnover. Maybe it is because they are not educating the individual, or maybe the income is not there. Mr. Smith feels if we really want change, we need to put one party in charge of it. Right now it is spread out too much and everybody seems to be

going in different directions. He believes the money should go to Huron County. Let somebody like Ms. Knapp, who has a really good reputation, develop it. NEDC is for Norwalk, and that is what is producing this problem. New London and Wakeman are different entities and have a different stake in this. However, Mr. Smith still thinks we need to find out what the corporations are going to do to help themselves. Are they actually brining people in and showing them the business and educating them? Thirty years ago most people had a mentor, because you went to work at age 12, 13, 14 years old. Now, there are 18 to 20 year olds going into the workforce for the first time. They don't even know how to fill out an application or even make a resume. The schools should be teaching these common sense skills – how to fill out a checkbook and prepare a resume. Mr. Boose said he absolutely agrees about the business side. That's what Firelands Forward is as opposed to 4CG. Firelands Forward was started by businesses. It was businesses that put the money in to do the study as to what needed to be done. It wasn't government that did that. 4CG, the other group, is all about using government money and how the government can do it. He feels part of the problem with HCD is they don't have enough business involvement. The Commissioners pay over half the HCD budget. A couple years ago Mr. Hintz even offered to help HCD recruit businesses, and he was turned down. Mr. Smith thought the small businesses were developing their own workforce on a smaller scale. It was the bigger scales that have the trouble. Mr. Boose disagreed. Mr. Smith said that years ago, the company he worked for changed their strategy. They eliminated outside job recruiters and began recruiting their own people. They raised the income level. They went into the schools and educated them. Mr. Smith said there are other approaches, make more people responsible.

Mr. Boose asked Ms. Horowitz to explain what Firelands Forward is doing to maintain employees. Ms. Horowitz explained they are working on the Employee Resource Network. It is still in its pilot stages. Mr. Boose said this allows employers to have someone come into an office or business and talk to the employees. If you can find out what the problems are, you may be able to resolve them rather than have the employees leave. It is a continuous thing. They can come in weekly, bi-weekly or monthly, depending on your organization and how much you invest in it. Those are some things we are talking about in workforce development. But it has to be organized to get those kind of things going.

*Melissa James.* Ms. James is not associated with anyone, but had been involved with one group in the past. At that time, she had a person that was looking at either buying or building a significant size business in Norwalk City limits. Ms. James took it to Ms. Knapp because she wanted to look at the possibility of Port Authority loans. She had been told it would have to be turned over to NEDC because it was in the city limits. There has been a longstanding understanding that HCD would not work within the city limits of Norwalk. Ms. James also thought there had some boundaries placed on HCD with regard to Willard as well. She thought they should understand some of the history so we don't continue to make the same mistakes. There had historically been a low investment from the County into HCD, especially if you look now. A new group, who has not proven anything, is getting more money than the County budget ever allotted HCD. Ms. James thought Ms. Horowitz, the director of NEDC, does an excellent job on workforce development. Have her do it. But there needs to be economic development along with workforce development. Ms. James said there are excellent people in our communities. Dave Szabo, in Bellevue, is excellent at financing. She thought if, say a business wanted to locate in New London, we could have group set up in a proper manner. Mr. Szabo could assist with financing; Ms. Knapp could lead with economic development; Ms. Horowitz could come in on workforce. We have excellent people here. Between Ms. Knapp, Ms. Horowitz, and some of the other folks that are in the county, there is no reason for our little ones to get left behind. Ms. James really wanted them to understand that there had been parameters put on HCD. They absolutely are not allowed to work within Norwalk. But you have the right people sitting here and if we can get past the idea that "this is my space", then we have great people that could do this job. We don't need to be sending our money out of county. She thought if there was \$100,000 to invest and all \$100,000 were invested into this county, that would be a really good idea. Mr. Boose thought she had just repeated what they had said at the very beginning. We don't want the parameters that somebody can't work in somebody else's group. That is why we are here. We need to move forward. We can't just look at a school district, a village, a township. We have to look at everything. He said he has waited patiently for three years for workforce development to get started up, to get working in this county. And it hasn't. And there is a reason – it is very complicated. It takes people that work just on workforce development to get this taken care of. Mr. Boose agreed that need to do all the other things – finance and economic development. But our biggest issue in Huron County is workforce development. We finally have a group that has done the study, has done the work, and is willing to work with Huron County and get the number one issue taken care of in Huron County that for three years hasn't happened.

Mr. Wilde asked Ms. Knapp – he was under the understanding she was in Willard as often as she could be, like two days a week. She said she had been in Willard on Wednesday. But the Executive Board has a new program they are rolling out as part of our vision 2020. They will be spending time in outlying communities on the the first Fridays and third Thursdays. She explained the reason they had office space in Willard was to serve the southern portion of the county, not just Willard. Mr. Boose was bothered that there was possibly still a problem in Willard. We shouldn't have these problems - we should all be working together.

*Steve Fritsch, Team NEO.* Mr. Fritsch has heard a lot of things that he really admired. He had a few things he wanted to say, some of it from having lived through exercises like this in Richland, Stark, and Summit Counties. He would encourage them to come to an agreement on the facts basis. He thought workforce development was probably the primary challenge, but thought he heard a number of different challenges mentioned. Unless you have data to support it, it is just an opinion. Data can really help you think about your priorities as you consider your investments, the investments of that you ask the companies to make in the economic development initiatives that folks can carry out. But those initiatives then need to be formed by a common strategy. Mr. Fritsch did not feel that the key county stakeholders, elected officials, government as well as private sector, have a common strategy for the county. There are a number of great organizations that are working hard, some of which have their own organizational strategies, but there is not a county strategy. That is where Richland and Stark saw the need. They said it loudly, if they don't develop a strategy for the county, that the county owns, they are going to continue to get older, smaller and poorer. And that motivated the public sector and the private sector to come together and have a shared county strategy that belongs to the people of the county, the businesses of the county, the government of the county. So he wanted to encourage them to think about how they might invest in a true county strategic planning exercise. The third thing he wanted them to think about was to embrace leverage. Embrace those that might not be inside your boundaries that can contribute value to the work being done. The great thing about a strategy is also one of the most challenging things in that a strategy not only tells you what to do, it also coaches you on what you can't do, what not to do, because you don't have the resources available to do it. The leverage that you can find, whether it is through a Team NEO, or through the folks across a boundary line, can be really invaluable to your efforts.

*Carol Knapp, HCDC.* Ms. Knapp noted that in their HCDC Vision 2020, they do address the fact that it is time to update the county strategic plan. She and Mr. Fritsch have had numerous conversations about this. It is on the agenda to start in 2020 so that all of our communities in the County will be on the same page. Mr. Boose asked if that included Norwalk. Ms. Knapp said of course. Norwalk is part of Huron County. Mr. Fritsch said his experience in some of the other counties, one of the byproducts of that strategy is then identifying where there was redundancy. From there, having those conversations around what resources are available and how do you pivot in order to move in the current strategy.

*Toby Thomas, Mayor of New London.* Mr. Thomas apologized for being late and said he appreciates Ms. Knapp and Ms. Ross. Since he recently started his position he has seen them three times at three activities. He has talked to them about economic development. He feels that if they can't do what they have done in the past, it would be very difficult for a small community like New London. Mr. Thomas explained his son has a business in Medina. The first year they had \$800,000 in sales; last year they had \$8 million in sales. As far as workforce development, if they didn't work, he fired them. If they worked, he paid them well. Mr. Thomas said as far as he was concerned, if you tell employees what you want, and they give that to you, and you reward them, they will work for you. You don't need workforce development. He said his son knows his employees. He realized that might not work for a big company, unless possibly there were department heads that treated them the same way. But that was why he appreciates Ms. Knapp. She came to him, a new Mayor, and said - how can we help? That is what he wants to see in a small community. He stressed that they remember that when they write checks. Mr. Boose wanted to fill Mr. Thomas in since he had arrived late. Mr. Boose explained that at the beginning of the meeting they had discussed that specific topic and said we are not here to have anybody not be helped. We are here for the full county. We want New London to get help. We want every other village and city in the county to get equal help. We are all about that. We are not about just helping Norwalk or helping Willard. He thought it is interesting that Willard has been brought up several times as kind of in the same category as Norwalk. He was sure that if you talk to Willard, they feel exactly how Mr. Thomas does. Greenwich and Wakeman feel that way too. Mr. Thomas didn't think it made sense to give money to another county when you have the workers here in Huron County. Mr. Boose said they are not giving it to another county. The organization has agreed to be a part of our county. Mr. Thomas thought Huron County already had people that are working very hard to do that. Mr. Boose pointed out we were no further in workforce development today than we were three years ago when he became County Commissioner. Mr. Thomas asked about economic development. Mr. Boose said workforce development is the number one issue in economic development today. Mr. Thomas thought the people running the companies weren't running the companies the way they should.

*Shawn Tappel, HCDC President.* Norwalk Ohio Rural Water. Mr. Tappel said he had heard a lot of bad things about 4CG earlier and wanted to clear some things up. 4CG and Firelands Forward are like apples and oranges. They both are going to do great things. There was a meeting not long ago where the two entities talked about sharing information. So don't discount 4CG, they do have a lot of thing they can do for us. As far as Huron County development, yes, we all need to work together. It has to fall under the county umbrella. It will not work any other way, it will fail miserably. It cannot be brought together as two separate things, you have to bring it under the county as an umbrella. If you don't, it will fail. Mr. Boose asked him if he was familiar with what happened in Richland County and in Seneca County? Mr. Tappel asked what did they have? It was under the County name. Mr. Boose wasn't sure. He didn't know what Mr. Tappel meant by "under the county" and didn't care what the name was. Mr. Tappel said everybody else does. The people in the southern part of this county do. Mr. Tappel said he comes from

New London, he comes from Willard, he knows how this works. If it has Norwalk's name on it, it will fail. Mr. Boose said we don't have to give any name, he did not even say everybody has to work in one entity. He just wants the two entities working closer together. Mr. Tappel said it has to have a Huron County name.

*Lisa Reer, Past President, Huron County Chamber of Commerce Board of Directors.* Norwalk resident and previous small business owner. Ms. Reer said she had heard it said a couple times – they have sat here for three years waiting for workforce development. She thought, as County Commissioners, as elected officials, they were supposed to be leaders. Why were they sitting back and waiting, why were they not doing something? Mr. Boose said they have been working on it. But they are not the economic development of the county. They work with economic development, do whatever they can do, but economic development is not a department of the county. They have attended meetings upon meetings trying to figure out how to get this done. So we are frustrated that it is not getting done. That is why we got involved in Firelands Forward. Mr. Boose had been to some of the 4CG meetings. He was there when Representative Arndt came in and was furious that how dare Erie County businesses try to take a lead in something. We were working to get those things done. We would not have what we have now with Firelands Forward if we had not stepped outside our economic development realm. Ms. Reer wanted to know how often Mr. Boose had met with Ms. Knapp, Ms. Horowitz, or any of the other Huron County entities. Mr. Boose said, unless they have a conflict of interest, they are at every HCDC meeting. He has been talking to Norwalk Economic Development. He had been attending Team NEO meetings for the last two years. Nothing has happened. Ms. Reer didn't understand the urgency to step outside. Mr. Boose said it is not getting done here. Mr. Wilde thought it is going to take a whole lot more energy and time than HCDC had. Mr. Boose pointed out that jobs don't start and end at the county line. There are a lot of people that work in Erie County, Lorain County. If we don't embrace the area, then we are not covering our whole county. As the gentleman from Team NEO said, in economic development, it is all about leverage. We have to take advantage of that leverage and that is what we are doing.

*Kelly Lippus, Huron County Chamber of Commerce.* Ms. Lippus wanted to thank everyone for being there. She thought it was great to have everyone in the room to talk about this. Everybody is doing the best job they can do with the resources they have. From her personal experience, she thought they all focused on their own organization, when they should be selfless and serving the community. Ms. Lippus feels a lot of not understanding what everyone was doing was because they don't communicate. She agreed with Mr. Frisch from Team NEO. If we are going to take the time to discuss workforce development, let's create a vision for our community, or our county. At the end of the day, we are all here to serve our citizens and what is best for them, no matter what organization we are. We all have a responsibility and need to ensure we are spending tax dollars appropriately. If we have a vision that all of our organizations are working towards, we will obtain that. She appreciates how everybody is working and taking an interest in it. But she wanted to make sure it was done right the first time instead of coming back and doing this again in five or ten more years.

Mr. Boose noted that Norwalk was being pretty silent and invited them to speak. There was no response.

**At 6:30 p.m.** Terry Boose moved to adjourn. Bruce Wilde seconded the motion. The meeting stood adjourned.

#### IN THE MATTER OF CERTIFICATION

The Clerk to the Board does hereby attest that the foregoing is a true and correct record of all actions taken by the Board of Huron County Commissioners on February 11, 2020.

#### IN THE MATTER OF ADJOURNING

The meeting was called to order at 9:00 a.m. With no further business to come before the Board, the meeting was adjourned at 6:30 p.m.

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Terry Boose

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Joe Hintz

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Bruce Wilde

#### ATTEST

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Clerk to the Board