



Upper Delaware Council

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UPPER DELAWARE COUNCIL MEETING MINUTES January 2, 2020

The Upper Delaware Council held its monthly meeting on Thursday, January 2, 2020 at the Council office in Narrowsburg, NY. Chairperson Roeder called the meeting to order at 7:03 p.m. and roll call followed.

In attendance: Town of Delaware- Harold G. Roeder, Jr., Town of Hancock- Fred Peckham, Town of Cohecton- Larry Richardson, Town of Tusten- Susan Sullivan, Town of Deerpark- David Dean, Town of Fremont- Jim Greier, Damascus Township- Jeff Dexter, Berlin Township- Alan Henry, Lackawaxen Township- Doug Case, Shohola Township- Aaron Robinson, Westfall Township- Michael Barth, Town of Lumberland- Nadia Rajs, National Park Service- Jennifer Claster, State of New York- Bill Rudge, Commonwealth of Pennsylvania- Tim Dugan Staff in attendance: UDC Executive Director- Laurie Ramie, Resource Specialist- Pete Golod, Secretary- Ashley Hall-Bagdonas. Absent: Town of Highland- Andy Boyar, Delaware River Basin Commission- Steve Tambini Media: Peter Becker. Guests: Halle Van der Gaag- National Parks Conservation Association, Dan Paparella- Town of Tusten, Ginny Dudko- Town of Deerpark, Roger Saumure- Shohola Township, Pat Jeffer- Shohola Township, Cheryl Korotky.

Election of 2020 UDC Officers: Roeder said he has been very honored as it's been his third time in the chairperson position. He said it was interesting to him that UDC is currently going through some turmoil. Back in 2010 when he was last in this position there was great turmoil regarding gas drilling. Roeder said there were pros and cons for the issue and it started to set people apart but what brought members together was the River Management Plan (RMP). The RMP says there can be no heavy industrial use within the corridor. At the same time, UDC had to protect people's rights to their land so, UDC said there will be no drilling in the surface of the river corridor but if it's done outside and it comes in underneath that could be appropriate because people could still utilize their land. There have been some new experiences in the last three years and it's been a tough road. He said if everything in this train comes through this valley is on one side and you go around a curve too fast you will crash. Roeder said we are the railroad cars and the train tracks work together as a partnership and have to be spaced so far apart yet work together to produce and let that train through. If one becomes bumpy or goes off on its own, the train won't get through. He said for the work that we need to do along with our partner, the NPS, we must work together instead of in an adversarial position. A lot of people in this valley have become upset with what's going on. He said he's not pointing any fingers but we need to work together with the partnership that we have. If we do that we will be successful. The UDC has worked for 30+ years to get the people in the river corridor to understand who we are and why we are here. He doesn't want to see the NPS's gains for all of these years be diminished by misunderstandings from the public. Roeder said he looks back at the mentors that were here over the years Lew Schmalzle, George Fluhr, George Frosch and many others he's learned a lot from. He said he understands now how valuable the NPS and the UDC are to help represent all the municipalities.

Roeder referenced the written ballot included in members' packets. Candidates were: Chairperson- Larry Richardson (Town of Cohecton); Vice-Chairperson – Jeff Dexter (Damascus Township); and Secretary/Treasurer - Alan Henry (Berlin Township). Votes were cast and ballots were collected and presented to Ramie for tallying who reported the result was unanimous for the slate of officers. Roeder invited Richardson to take his place in the Chairman's seat and presented him with the ceremonial UDC hardhat. Richardson thanked him. Richardson said he would like to share a few thoughts as we start this new year. He's proud to say this is the fourth time UDC has asked him to assume the chairmanship of the organization and he appreciates UDC's confidence and he will simply do his best. It's no secret to members of this organization that we face some of the most serious challenges we've ever encountered in UDC's 32 years of existence. We have and will deal with projects that we never envisioned when the RMP was written. He asked, how can we find a way to mesh such activities to the benefit of the river communities and still support and maintain the aims and objectives of the RMP? How can we meet our obligations and pursue high goals supported only by funding that has not increased since the first day of operations more than three decades ago? How can we help our river communities to maintain the goals of protecting and promoting the area's natural resources, water quality, wildlife, recreational resources, cultural, historical

and archaeological resources that have made this area so special that the Federal Government has included it as part of the National Wild and Scenic River Systems? Richardson asked, how can we make sure that our river communities continue to understand that we all share common goals? In society today, there seem to be forces at work, the result at which pulls people apart rather than brings them together for the common good. There is force in numbers, and if we, in the river communities work together to continue to pursue common goals we can overcome any challenges and secure the values which we hold dear today for the next generation. We will all win.

Approval of December 5th Meeting Minutes: A motion Robinson seconded by Dean, to approve the December 5th, 2019 meeting minutes was carried with an abstention by Rajsasz.

Public Comment on the Agenda: None.

Committee Reports: Committee reports were provided based on the meeting minutes. They were: Dec 18th Project Review by Richardson and Dec 18th Operations by Roeder. The Dec 18th Water Use/Resource Management meeting was canceled.

Status Reports

Delaware River Basin Commission: The Hydrologic Conditions Report from 12/30 was provided in the meeting packet. Ramie also provided a second handout from the DRBC regarding establishing the Advisory Committee on Climate Change that occurred at their 12/11 meeting.

NYS Dept. of Environmental Conservation: Rudge provided a press release announcing the agency's 50th anniversary. They were formed in 1970 by a merger of the Conservation Department with portions of the NYS Health Department that were focused on environmental health issues, creating the Department of Environmental Conservation. Rudge said there are a lot of accomplishments they can point to over those 50 years and that's what they will be highlighting for the next year. As part of the anniversary celebration, DEC is launching a new Geocaching Challenge. They will designate 50 properties across the state. Some will be in this region where geocaching canisters will be hidden with information inside on how to receive a prize. The second handout is a compendium of a previous handout that was circulated regarding regulations on deer. This 12/27 release is on the feeding of deer. NYS has had a regulation against the feeding of deer for several years. There was some ambiguity to that so they made some changes to the law. They do provide some exemptions for wildlife plantings, bona fide agricultural practices, livestock husbandry research, and nuisance abatement activities. It does establish a procedure for the use of a tick pesticide. Richardson asked if the ban is put place again in Sullivan County. Rudge said from their perspective, there has always been a ban on feeding deer. He feels the new regulations are sufficient for them to undertake enforcement and get local support for that enforcement. Henry asked if that includes birdfeeders if people are unwillingly feeding deer? Rudge said that's a great point. They realize people sometimes unknowingly feed deer and it's not on purpose. There is a provision in the law that says they can't take enforcement action on those instances until those people have been alerted and have been given an official warning by DEC. There is a little bit of a grace period for those people that were unintentionally doing it. They recommend you don't feed birds for the active season of most wildlife, in particular bear.

PA Department of Conservation & Natural Resources: Dugan said the Bureau of Forestry is celebrating its 125th Anniversary. They will be planning events for that. PA is hosting the National State Foresters meeting to coincide with that anniversary. The Great American Outdoor Show in Harrisburg is 2/1-9. DCNR has a booth at that event. The PA Farm Show in Harrisburg is from 1/4-11. At the beginning of December, slightly outside of Upper Delaware in Pike County, DCNR in conjunction with the US Forest Service closed on The Northeast Connection, almost 3,683 acres of conservation easement land. There are three hunting clubs on Bushkill Creek that spans between Delaware State Forest lands and NPS lands of Delaware Water Gap National Recreation Area. With 13 years of effort and planning the hunting clubs, Forest Service, DCNR and Delaware Highlands Conservancy worked to get the conservation easement. There isn't public access. The conservation easement program is called the Forest Legacy program, which is a working woodlands type program. The landowners still have private ownership. The development rights were sold off for the perpetual protection of that land. They are expected to continue to manage the land sustainably, harvest wood products and other resources from that land.

National Park Service-Upper Delaware: Claster said UDC received NPS's Annual Work Plan on 12/19. Please provide any comments you may have on that. A few personnel items to report: Superintendent Heister will be taking a detail at Gettysburg/Eisenhower again. This time she will be Deputy Superintendent. She expects to be leaving 1/30 for 120 days. Claster said they don't know who will be coming in behind her. Michelle Blockberger has accepted a position as

Administrative Officer for the park. Blockberger had been previously working at NPS but this is a change in her position. Ingrid Peterec will be doing a 90-day detail at Steamtown; she will be back 4/17. While she is gone Susie Kaspar will be filling in for Peterec as the Chief of Interpretation and they will not be hiring to fill Kaspar's Park Ranger position during those 90-day period. As mentioned earlier, the Federal Budget passed. When NPS gets UDC's paperwork they can release the FY 2020 funds. All Cooperative Agreements for FY 2020 must be approved no later than the end of May. This is something that affects all agreements Service-wide. There's a financial software change coming. Saumure asked if Superintendent Heister was coming back after the 120-day detail? Claster said yes. Robinson asked if Claster would be serving as liaison to the NPS for the UDC through that period? She said that hasn't been discussed but she will let UDC know. Richardson asked if someone steps into Heister's shoes as a temporary, will they have the full authority of that position? Greier said he had a question from a handout from the 12/5 meeting called "2018 Weather in Review: Upper Delaware Scenic and Recreational River". Greier said this document show weather trends the NPS and the Department of the Interior were keeping track of since 1895. It showed that 2018 was the second wettest year and that we've also had the 17th warmest one. Greier gave that report to his Town board and one of the Council members said, "We know that the earth is moving on it axis. How much trend does that have with the weather formation and the warming trends in this situation?" Claster said that's outside of her area of expertise but she will ask when she gets back to the office. Paparella said it would have little or no effect compared to the emissions in CO2 in the atmosphere. Ramie said we had talked about getting responses for the work plan back for the 1/28 Operations meeting and asked Claster if that would work. Claster said she would check to see if that date is fine.

UDC Executive Director's Report: Provided in the meeting packets are memos about committee memberships and Conflict of Interest annual disclosure statements. Ramie asked for representatives and alternates to return the signed documents to Hall-Bagdonas by 2/6. The 2/6 meeting will include the UDC swearing-in ceremony, an officers' reception with cake, and our annual board photo. There will also be a presentation from Peter Eschbach of DRBC on the "Our Shared Waters" campaign.

Ramie shared a note from Barbara Yeaman, after UDC's 95th birthday tribute letter reading: "To all the members of the Council- I felt like a queen all day, after reading your most generous Birthday greeting! All of you are doing amazing work toward the care of the wonderful Upper Delaware region! It was hard for me to leave, but knowing that we were all working for the same goals, I knew it was in good hands. My thanks to you all for your work caring for this Upper Delaware, a truly exceptional place. These days I live along the Rivanna River, a tributary to the mighty James River that is so rich in the history of this country. But the Rivanna is but a small tributary compared to the Delaware River. I miss you all. Keep up your good work. Yours, Barbara Y."

The Delaware River Basin Restoration Program received a 62% increase in funding to \$9.7 million as part of the Fiscal Year 2020 Interior Appropriations bill approved by Congress and signed by the President on 12/20. In conjunction with the announcement, Superintendent Heister circulated an email to UDC delegates to share with their Town/ships that the Request for Proposals for the next round of grant applications under the Delaware Watershed Conservation Fund is expected to come out in February. She included a link to a site that the National Fish and Wildlife Foundation has set up to receive information on that directly. If anyone is interested, please ask staff for the link. Secondly, NYS issued its latest grants through its Consolidated Funding Application Program. The Town of Delaware received \$1,859,890 to move its highway garage out of the floodplain. That project, which the UDC has supported through various grant application letters, is to work with the Trust for Public Land and purchase property that will also be part of a Sullivan County park development in Callicoon at the former Upper Delaware Campground site. Ramie said it's a great project to make use of the abandoned property for something that will remove a hazard. She said that appears to be the only project awarded within the river valley.

The NYS Department of Transportation in Albany has completed their fieldwork regarding the "Entering the Delaware River Watershed" signs that UDC, among others, requested to mark the NY boundaries at major road intersections and they are preparing the work orders for Regions 8 and 9 to install the 14 signs. That is expected to occur by the end of February. On Christmas Eve we were notified by Joe Holdron, the maintenance supervisor for the PA Fish and Boat Commission's Northeast Region, that they have ordered a new sign for the Darbytown River Access that gives that name rather than Narrowsburg, PA. They will issue a news release when that installation takes place. It will also have the 9-1-1 address for that location as that was one of the points UDC made, that people may not be able to identify where they are at if they need emergency assistance.

Ramie, Golod, Claster and Dorene Warner from W Design of Barryville met for two hours this morning to review the graphic design requirements for the Project Review Workbook, a project that has been underway since 2016. Warner will

get back to UDC with prices for both the print version and an online document with fillable forms and Section 508-ADA compliance. We will have a separate email account set up for that purpose. Warner has a great vision for the layout and formatting and predicts that this can be accomplished within a few months, which will enable UDC to roll it out in early spring.

Our records management consultants from K Sickler-Murphy have provided us with their draft Needs Assessment Report and the Policy & Procedures Manual, which Ramie and Hall-Bagdonas are in the process of reviewing before action is taken to finalize it. Ramie said they met their deadline of January for these documents and we appreciate that.

On 12/30 Eckersley and Ostrowski sent us their final Audit Report for Fiscal Year 2019 as well as our Federal and State report filings. Ramie is obtaining officer signatures and the fee for the Charities Bureau to send these to the IRS and NYS by mid-February.

Please take note that the UDC's signature public events will be our 32nd Annual Awards Ceremony on Sunday, 4/26, and the Family Raft Trip set for Sunday, 8/2. Ramie welcomes ideas for a keynote speaker invitation and venues for the banquet with further discussions at the 1/28 Operations Committee meeting.

Old Business

National Park Service 12/27/19 Determination: Town of Highland Substantial Conformance: Ramie referred all to the letter in the packet dated 12/27. This was the cover letter to an extensive analysis done by the NPS based on the recommendation that UDC offered about the Town of Highland's 2019 Zoning Law. The complete packet was sent to the Project Review Committee. If you would like the 80-page analysis staff can email it. This simultaneously went to the Town of Highland; they are now aware that the determination is that they are not in substantial conformance based on the adoption of this law. The impact does not mean they aren't UDC members; they remain in good standing. It does mean they will have to submit both Class I and Class II projects which is not the case for Town/ships in substantial conformance. On page two, the last sentence of the first paragraph indicates that the Secretary has enhanced acquisition authority consistent with the public law to prevent incompatible land uses. When a Town/ship is in substantial conformance they get that assurance that kind of situation would not come into play. Ramie said as we know, not all of our Town/ships are in substantial conformance. We have some that don't have zoning or don't have the same level of zoning. This represents the first time a Town/ship that was formerly in conformance is now out of conformance. Rajs asked what enhanced acquisition authority was and Ramie said the power of eminent domain; it's in the RMP as the ultimate hammer. Barth asked if Town of Highland is still allowed to get grants through UDC? Ramie said yes, membership is what our grants are based on. The only Townships that can't apply for UDC grants are Manchester and Buckingham because they are not members of the council.

Survey of Project Ideas for PA DCED Grant: Ramie said she appreciates those who have submitted their ideas to the survey Ramie provided in advance. A copy was included in the meeting packet and asks all to provide rankings. We will need to submit this in an application form through the Department of Community and Economic Development. Ramie will compile the results and go from there.

Other: Henry said he spent time with Bill Gibney of District 7, who is the Commissioner for the Fish and Boat Commission. Gibney told Henry of the Francis E. Walter Dam Reevaluation Study. It's a partnership between the Army Corps of Engineers, DRBC, and NYC DEP. Henry said according to what he heard the idea is to release more water out of this impoundment to keep the salt front further down in Trenton. Henry said the public meeting is 1/9/2020. Henry said this project was just started in September 2019. He said Gibney has advised this should be a concern for people up here because if they start releasing more water from the Francis E. Walter Dam then that's less water they have to release up here. This release is below Montague so it will not count towards the Montague target. Henry said it's something to at least be aware of. Dugan said he was asked by one of his colleagues if the UDC was keeping tabs on this issue. He said it's out of his normal area as Francis E. Walter Dam is in the Lehigh Valley Watershed. Francis E. Walter has unique agreements setup with the Army Corps of Engineers and a citizenry group including rafting tourism, trout anglers, etc. Over time they've manipulated the releases for tourism and the trout fishery together. Ramie said she did see mention of it in the DRBC meeting minutes. She said that was one of Congressman Chris Gibson's proposals. He considered this as something that would be helpful to our system here if you could get the water from elsewhere. Ramie said she thinks it would be a great topic for UDC's Water Use/Resource Management Committee this month. Peckham said you have to have some kind of gage between Lordville and Callicoon to get any amount of water we deserve. Anything south of that won't get counted. Richardson said if we want to ask what the potential impact is to our area would it make sense to

approach the DRBC or NYC with a question? Henry would say the DRBC because the Army Corps of Engineers is in a partnership with DRBC and NYC. The 1/9 meeting is from 6-8 p.m. at the Mountain Laurel Resort, 81 Treetops Circle, White Haven, PA 18661. Henry said regarding the Tailwaters Ramie mentioned, Trout Unlimited is in favor of some of the issues which are contrary to Trout Unlimited up here because they want to create 6 or 7 miles of tailwaters of fisheries on the Lehigh.

Henry received a complaint and passed it on to the NPS Chief Ranger about the Rt. 97 Project in the Town of Highland. He was told there were two huge pieces of equipment (excavators) on the shoreline doing some digging. Supposedly, they are going to convert it into a campground. Henry asked if Claster had heard anything. She said they haven't seen that activity happening and haven't received any documentation of that. Right now it's just hearsay. She said their jurisdiction is pretty limited in terms of the ordinary high-water mark and below. Golod said it's not hearsay, he just received information from a resident of River Road in Barryville that the excavators have clear-cut the parcel and dredged down to the river and there is no Erosion and Sedimentation Control and everything is pouring into the river because of those excavators. Golod said he and Claster had talked several weeks ago when reports were coming in about proposed work. Golod advised this resident to contact the NYS DEC's Environmental Conservation Department and have an Environmental Conservation Officer go down to investigate as they have the jurisdiction to do that. He suggested for them to do it as soon as possible because if the sedimentation is going in and channelizing the river who knows what's next. Golod said this discussion happened this afternoon. Sullivan asked Rudge is that is the proper course of action and he said yes, calling an Environmental Conservation Officer (ECO) is the normal course of action. If they find contrast in water quality, they can issue a ticket. They can stop work if the landowner is willing to. He believes a court ultimately issues a stop-work order but an ECO can tell them they will come back tomorrow and if the work hasn't stopped and there's another violation, another ticket will be written. Henry said the biggest concern was Class I and Class II Projects. It seems like they are stepping up construction and renovation on that site and he doesn't believe UDC has received anything on that. Rudge asked for the landowner name or tax parcel ID. Golod provided the name and said he doesn't have the tax parcel ID but can get it for him tomorrow. Golod said the Project Review Committee, back in April 2018, did a review for the subdivision on this property. Richardson asked Rudge for a summary of the findings through the EnCon investigation. Richardson also suggested sending a letter to the Town of Highland.

New Business

Draft Resolution 2020-06: Authorizing Signatories for the Council's Bank Accounts in 2020: A resolution to allow the UDC 2020 officers and Executive Director to sign the corporate resolutions and signature cards for the accounts at Jeff Bank was presented. A motion by Rajsiz seconded by Peckham to approve the resolution was carried unanimously.

Draft Letter to FUDR re: Support for Invasive Species Citizen Outreach Project Grant: This draft letter of support for Friends of the Upper Delaware River for an Invasive Species Citizen Outreach Project Grant was included in the meeting packet. A motion by Henry, seconded by Robinson, carried unanimously.

Draft Letter to NPS re: Damascus Hotel Substantial Conformance Recommendation: This draft letter to NPS regarding the Damascus Hotel Substantial Conformance Recommendation was included in the meeting packet. A motion by Henry, seconded by Robinson, carried unanimously.

Draft Letter to NPS re: Highland 2019 Zoning Law Substantial Conformance Determination: This draft letter to NPS regarding UDC comments on the Highland 2019 Zoning Law Substantial Conformance Determination was included in the meeting packet. A motion by Henry, seconded by Robinson, carried unanimously.

Draft Letter to NPS re: UDC-NPS Cooperative Agreement for FY 2021-2025 Comments: This draft letter to NPS regarding the UDC-NPS Cooperative Agreement for FY 2021-2025 was included in the meeting packet. Ramie said she finished this around 4:30 today, so nobody had a chance to review it in advance. This is the document we've been asked to provide by 2/1. The Operations Committee reviewed a side-by-side comparison of the existing Cooperative Agreement with what's proposed for the next five-year term. Superintendent Heister has advised that she needs to submit this portion to the Department of the Interior, which is why we're doing it so far in advance of the 10/1/2020 effective date. In this document we're explaining the actual changes that were made. We don't have any issues with that; these are direct excerpts from the RMP about responsibilities on both sides of this agreement. Reading the highlighted sections: our objection is that the updated Cooperative Agreement states, "NPS will provide funding to the Recipient in an amount not to exceed \$300,000 for the Statement of Work described in Article IV and in accordance with the NPS approved budget." (Article XI- Award and Payment). Ramie said we are presuming that would carry for all five years of this agreement and

that's the part we disagree with. We have been frozen at \$300,000 since 1988 with only a few exceptions for things like the unrestricted fund probe for which we spent more than \$300,000. It goes on to read: "It is completely unreasonable that an organization is expected to survive, much less thrive, on status-quo funding for 32 years as operating expenses exponentially increase each year. The Council has been forced to reduce its staffing and programming while striving to meet our core management functions that are broadly outlined in the Cooperative Agreement." It lays out what provisions are in the RMP for Federal funding what our functions are, how we have 60+ tasks assigned to the Council in the RMP that have a cost associated with that. For 32 years, UDC has received no inflationary adjustments. We've been operating on only 60% of what was envisioned for the full budget of the UDC because NY and PA have not contributed their expected 40% share. We also make note that the municipalities have suffered a diminishment of contributions that they used to receive from the NPS, specifically for law enforcement and trash removal. "Through extremely careful budgeting, the UDC has kept the doors open, but at the expense of having discretionary income to pursue worthwhile projects, provide more desired assistance to its municipal members, and offer industry-comparable wages to its employees.", the draft states. Ramie then projects what the staffing is proposed to be. Page two reads in bold: "The UDC proposes for the term of this Cooperative Agreement to restore prior staffing levels to four full-time positions. The RMP projected that fulfilling Council duties required the professional expertise of five full-time staff members supplemented by contracted services as needed. For the majority of the UDC's tenure, four positions were active until 2012 when staffing was reduced for budgetary reasons to three." The argument that we're making is the workload has become too burdensome for three people to handle and we would benefit from having it restored to four positions. Ramie proposes that the Resource Specialist position should be two different jobs because it currently combines two disciplines into the same job. There is the land use component, with the reviews of zoning ordinances and significant projects, etc. That same individual is the lead technical support for the Water Use/Resource Management Committee and conservation issues we handle there. This proposal would separate those two jobs into a Land Use Specialist and a Resource Specialist. We still have an Executive Director and a Secretary. Ramie looked at comparable wages and different estimates of salaries, including for this locality, and for working at a nonprofit organization. Ramie included the percentage increases in hourly rates as well as annual, also taking into account this new position and the benefits package associated with it as well as the typical personnel-related expenses, payroll taxes, retirement contributions, workers' comp., disability, and insurance and healthcare coverage. The new aspect of the personnel budget would be approximately \$75,000 for that one position and the salary adjustments to existing positions. Ramie lays out the specifications for the new job description. She said the NPS has had issues with the job that we've been able to perform, because we are juggling too many balls that perhaps some of it has suffered by simply not having the adequate enough time to pursue all that's involved with the Substantial Conformance reviews. When you have 13 Town/ships and one individual handling all of that, and anything that comes up on the State and Federal level as well, administer the Technical Assistance Grants program, attend all the meetings that we have, and throw in all the Resource Management topics, it's really too much. Ramie said given that our primary responsibility under the Cooperative Agreement is to perform these reviews that's the basis for why that funding comes through at all. Coming up in the future, we're looking at having the updated Workbook to introduce to all the Town/ships. All the same zoning and project review responsibilities would remain but that individual would also be working with the NPS on the NPS's desired goal to update the Schedule of Uses contained in the Land and Water Use Guidelines as well as the Renewable Energy Position Paper that UDC would like to finalize. We have talked about new land uses that have come up since 1986, when the plan was written. Ramie said that should be reexamined so it's meeting our current challenges. The comprehensive substantial conformance reviews of each Town/ship to make sure any changes that have occurred over the years still conform is an extremely time consuming prospect that is not easy to squeeze into all the other duties of this job. The NPS stated as a criticism of the UDC that we haven't submitted any documented substantial conformance reviews since 1990. Ramie said we simply haven't had time and expertise to accomplish that to NPS's satisfaction given our limited resources.

Ramie is proposing a Land Use Specialist position focused solely on those areas and a Resource Specialist to offer science-based support because UDC is still a conservation organization. Ramie believes the individual in the Resource Specialist role could also take some burden off Ramie by assisting with a lot of the public relations and outreach projects that she handled when she started with the UDC as Public Relations and Fundraising Specialist. When Bill Douglass retired that job was absorbed into the Executive Director's responsibilities. Ramie said it would be helpful to also assist with the fundraising component, grant writing, and some of the outreach functions that she does. She included allocations for the four positions as well as what was discussed at the Operations Committee about including a Cost of Living Adjustment (COLA), on the theory that the cost of business keeps going up, yet UDC's funding stays the same. There was a discussion at the Operations Committee meeting about including a standardized system through the COLA based on U.S. Bureau of Labor statistics. Based on the Consumer Price Index for 2020 that rate is 1.6% on \$300,000 which is a very modest \$4,800 addition to the budget. Ramie tracked what the COLA has been for the past five years and listed it in the letter. In consideration of both the personnel and COLA proposals, the UDC requests an increase in its federal allocation to \$380,400 for the first Fiscal Year of this Cooperative Agreement effective 10/1/2020 and thereafter. Ramie read from the letter on the third page: "To cover this increase without impacting UPDE's income to support your agency's excellent

work, UDC believes that the park unit is justified in advising DOI that UPDE's current responsibility to fund a third-party 501(c)(3) organization through a line item in your budget warrants providing a commensurate increase in your base operating aid. Alternatively, a separate funding mechanism could be explored so that the UDC's allocation is independent of the UPDE budget. This may promote greater autonomy within the cooperative partnership model while maintaining all the present forms of accountability and transparency through approvals of budgets, work plans, and audit reports. The UDC would like to work with you on framing this request most feasibly for the Department of the Interior review and preparing the newly-requested five-year budget for submission with the draft Cooperative Agreement. We believe that this modest 20% increase is long overdue after three decades of flat-level funding, and it will provide an immense value to our partnership by facilitating the accomplishment of shared goals to meet the cooperative management challenges and opportunities of the Upper Delaware Scenic and Recreational River that we are here to serve." Several board members said well done to Ramie. Robinson said the math is a little off. Ramie said if you conceptually agree with it, we will work out the numbers. Henry recommended looking at OPM.gov to get the latest COLA's. Dean said he would like to thank Ramie for all the work she's done and appreciates all the names cc'd on the letter. A motion by Roeder, Jr. to send the letter with the suggested changes seconded by Rajs, carried unanimously.

Richardson said before going to the next topic, are there any questions or discussion from New Business that were approved while Golod is here? Robinson said he doesn't think UDC should brush over the letter that was sent to the NPS in response to what he considers a rather scathing criticism of the UDC and its past practices. Robinson has only been involved with the UDC as a Township representative for five years but going back and speaking with some of the UDC forefathers it seems like the criticism is a change. If the criticism is valid, it's a mutual criticism on the partnership because the burden is shared for these reviews not only by the UDC but by the NPS. Although we may have been remiss in providing such a standard of regular substantial conformance reviews, Robinson doesn't believe we have had any kind of correspondence from the NPS that dates back a few decades saying UDC didn't do these reviews and this is how we came to our conclusions. In engineering terms if you spec a motor too tight it blows up. The tolerances that are in this agreement seemed to work. Maybe the opinion now is it wasn't done to their standards but it worked. His concern is, when you go back to Town/ships and start critiquing not only what the UDC has done it also goes back to the Town/ship as a Planning Board issue, you are now involving elected officials. Elected officials are accountable to their constituency, not so much third parties. To reflect back on something that was mutually accepted for 20 years, he doesn't see the point other than to destroy a relationship. You don't go back to your wife and say twenty years ago you said. . . if you want to blow up a marriage that's how you do it. He feels there is a wiser approach to the whole issue. He doesn't necessarily want to see an uprising and it could end up that way and that would be really unfortunate. Roeder's commentary with parallel tracks puts it in engineering terms. Robinson feels the NPS Superintendent and those above her should reconsider how this was approached. He feels the assumption that UDC is flawed and faulted is incorrect, exclusively. Robinson said UDC doesn't criticize the NPS for things they did 20 years ago. Henry said he hopes the NPS would think seriously about writing letters like this in the future because it was harsh and learn how to wordsmith more delicately. Henry said never in his career has he read a letter from a Regional Director with that type of language.

Personnel Update: Pete Golod Resignation; Resources and Land Use Specialist Search: Golod said he would like to ask a question neither positive nor negative: "As you all know, I have one week left, in that week I am still a member of this organization. The question I would like to pose is the letter that Chairman Roeder received from Regional Director Vietzke stated that: 'We also recognize that the Town of Highland's assumption that their previous zoning was in conformance is not unreasonable and is the result of a failure on the part of the UDC to conduct substantial conformance reviews and provide recommendations to the NPS for over two decades.' My question for Regional Director Vietzke or Superintendent Heister is, if that's the case, I've only been here just shy of four years but it's my understanding that the NPS has sat at these tables for those 20 years. More specifically, during my tenure, when the UDC and the NPS reviewed the draft 2017 Zoning Law for the Town of Highland, I worked extensively with Carla Hauser-Hahn, and she and the Project Review Committee found that it was substantially conforming. If that was the case, according to Regional Director Vietzke, why didn't Hauser-Hahn raise these issues that for 20 years these ordinance amendments haven't been properly submitted to the NPS because Hauser-Hahn signed off that it substantially conformed?"

Richardson said he believes everyone knows by this time that Golod has submitted his resignation effective 1/10/2020. We hate to see him go but we certainly wish him in whatever he does in the future. We appreciate his time here, he's learned a lot and helped UDC learn a lot. Golod said he wants to thank UDC for the opportunities it's afforded him in his tenure here and he wishes this organization and every person all the best in this uncertain future.

Ramie said in terms of the job search advertising, she would appreciate if anyone knows of any qualified individual to help UDC spread the word. UDC opted to change the title for the position and if our proposal is accepted for the four positions we would be changing it again. We have changed it to Resources and Land Use Specialist to include both those disciplines. The job ad has been placed in four newspapers to run for two insertions in the *Tri-County Independent*, the

Sullivan County Democrat, the *River Reporter*, and the *Pike County Dispatch*. Ramie also sent it to the UDC membership along with about 100 contacts of conservation partners that Ramie has. She sent it to the five County Planning offices. Claster was very helpful in passing along Universities that offer Bachelor Degree Planning Programs and based on that, Ramie sent it to Shippensburg University, Indiana University of Pennsylvania, Buffalo State College, University of Cincinnati, Rutgers University, Stony Brook University, University of Albany and Ohio State University. It's also been posted at Indeed.com, <https://www.pacareerlink.pa.gov/>, <https://www.ny.gov/workforcedevelopment>. Claster also provided links to the American Planning Association Chapters for the New York Metropolitan Area and Pennsylvania. Ramie said if you have other suggestions please let us know. The application deadline is 1/17/2020. A Personnel Subcommittee is already established and will set up interviews once applications come in. Training will take a while once a person is hired so there is discussion on how to handle these duties in the interim. That will be discussed more at the committee level. Richardson said typically in the past Ramie will look at the applications and narrow it down, then interviews will be conducted.

Other: Greier provided an article from the *New York Farm Bureau* titled "Dogs Help Sniff Out the Spotted Lanternfly".

Public Comment: None.

Adjournment: A motion by Barth, seconded by Roeder, to adjourn the meeting at 8:48 p.m. was carried.

Minutes prepared by Ashley Hall-Bagdonas 1-9-2020