

Governance Committee Meeting
Wednesday, September 16, 2026
Fargo Parks Sports Center
Alex Stern Boardroom

Jerry Rostad, Emily Secor May, Zoe Absey, Susan Faus, Jayne Gust, Kelsey Smith

1. Public Comment
 - Members of the public were afforded the opportunity to discuss issues with the Committee. There were none.
2. Discussion of Compensation Policy for Park Board Commissioners
 - Discussed having policy for commissioner pay, instead of informally mirroring staff increases.
 - A draft was provided and reviewed.
 - Changes were discussed and this will be brought back to the Governance Committee.
3. C/ED – 6 Discussion of the Annual Evaluation Process of Executive Director
 - There will be a new process for the executive director's annual evaluation.
 - This will be done in Paylocity using the standard performance evaluation process done by all Park District employees plus based on data collected during the year using the operational expectations and strategic plan results.
 - The HR Director will create a video that provides step by step directions on how to complete the process.
4. C/ED – 7 Discussion of Executive Director Compensation Policy
 - Committee reviewed Governance Policy C/ED-7.
 - There was discussion as to how this process will be implemented going forward.
 - The executive director has a two-year contract that auto-renews unless the board acts.
5. Other
 - There was discussion regarding commissioner soft benefits.

Meeting adjourned at 9:16 am
Minutes submitted by Carmen Johnson, Executive Assistant