

Governance Committee Meeting
Wednesday, February 25, 2026
Fargo Parks Sports Center
Island Park Conference Room

Jerry Rostad, Vicki Dawson, Aaron Hill, Susan Faus, Dave Bietz, Jayne Gust, Carolyn Boutain, Stacy Dahl

IT Network Security Updates:

Stacy Dahl, presented

- Background & Incident
 - Found major gaps: no advanced antivirus/EDR, many users as local admins, too many domain admins, no VPN MFA, stale accounts.
 - Before all fixes were in place, a ransomware attack in October exploited these gaps, causing:
 - Significant financial cost (partly covered by cyber insurance)
 - Operational disruption (phones, systems, VPN)
 - Concern about future cyber insurance eligibility
- Security Improvements Implemented
 - Deployed CrowdStrike Falcon Complete (24/7 monitored endpoint protection with human analysts).
 - Removed local admin rights; reduced and tightened domain admins.
 - Ongoing account cleanup (removing ex-employee accounts).
 - Cracked down on email forwarding rules, including stopping a long-running forwarding to an external mailbox.
 - Rolled out KnowBe4 phishing simulations and user training.
- Threat Reality & Strategy
 - Stacy showed logs of constant global login attempts on a single user as evidence of ongoing automated attacks.
 - Emphasized layered security: access controls (passwords/MFA), network protections (VPN), data protections (encryption/backups), endpoint tools (CrowdStrike), and user/device controls.
 - Attack path here: phishing → compromised Windows device → stolen domain admin credentials → ransomware.
- Device Policy Recommendation & Board Reactions
 - Stacy recommends:
 - Anyone with a Park email/account should use a district-managed device (especially Windows) to access resources.
 - Allow continued use of iOS/Android with additional Mobile Application Management (MAM) to control only Park apps/data.
 - Board discussion:
 - Some commissioners worry limiting access to one device would reduce productivity, citing multiple-laptop workflows.
 - Others prefer using only Park-issued devices for Park business.
 - Concerns about forwarding Park email to personal/work accounts, especially for sensitive content and open-records exposure.

Review and Discuss Park Ordinance Updates:

Carolyn Boutain, presented

- Carolyn led a full rewrite to modernize, simplify, and consolidate park ordinances (original base from ~2006).
- Combined stand-alone pieces (trapping, smoking, camping, etc.) into one updated document.
- Aligned with City of Fargo ordinances and ND Century Code, while preserving Park District authority.
- Key Changes
 - Ordinances now explicitly apply to land owned AND managed by the Park District (including joint or leased sites).
 - Old ordinances are repealed and replaced; prior penalties remain valid.
 - Penalty cap raised from \$100 to \$500 to match current law.
 - Enforcement: clarifies roles for Fargo Police and Cass County Sheriff.
 - Adopts relevant city and state codes by reference for consistency (while acknowledging some city ordinances expressly include/exclude park land).
- Substantive Content Updates
 - Unlawful acts: clarified posting of rules; alcohol; weapons (focus on discharge, with exceptions for licensed deer herd reduction); fires only in designated places; no unpermitted vending.
 - Camping: aligned with updated city encampment/camping rules.
 - Park hours:
 - Proposed standard: 6:00 a.m.–10:00 p.m. unless posted otherwise.
 - Exceptions for permitted activities (e.g., camping).
 - Intended to improve consistency vs. older “closed at dark” language.
- Traffic & E-bikes:
 - Keep alignment with city traffic codes.
 - Preferred approach: allow E-bikes on any path regular bikes can use, but require safe, reasonable speeds for conditions, mirroring city language.
- Permits & commercial activity: ordinance stays high-level; detailed permit processes move to internal procedures.
- Trespass/Bans:
 - Shift from a fixed 90-day ban to “duration based on circumstances”, with appeal rights within 14 days.
 - Allows site-specific bans (e.g., particular rink, park, or course).
- Smoking/vaping:
 - Updated to match city rules, including a 25-foot buffer around playgrounds.
 - Broader question raised: whether any smoking should be allowed in parks; decision deferred for further consultation (e.g., public health, schools).
- Animals:
 - Expanded from just dogs/cats to all animals, with clear dog-park exceptions and waste-cleanup rules.
- Dumping (snow, leaves, trash):
 - Clarified that dumping or placing waste/yard debris or using Park dumpsters for personal use is prohibited.
- Trapping:
 - Brought former trapping ordinance inside the main code.

- Allows specific traps under controlled conditions; enforcement includes Police and Game & Fish.
- Considering how to work formally with community “retrievers” who set live traps for lost pets.
- Drones
 - Identified need to add drone language:
 - Not an outright ban but must follow FAA rules and avoid nuisance/safety issues.
- Next Steps for Ordinances
 - Run draft back through legal (Jeff).
 - Share with City Attorney (Ian) and police for feedback.
 - Bring to Park Board for three readings and publication.
 - Target completion within about six months, with future ordinance reviews ideally every two years.

Annual Salary Increase Process for Park Board Commissioners:

Susan Faus, presented

- There is currently no formal written policy defining:
 - How commissioner pay is set.
 - How and when should be adjusted.
- Current Practice & Observations
 - Historically, raises have loosely followed cost-of-living changes similar to staff.
 - All commissioners now receive roughly the same base amount, regardless of tenure.
- Direction Discussed
 - Link commissioners pay changes to cost-of-living adjustments, generally aligned with staff COLA.
 - Consider Park District financial health when applying increases.
 - Avoid highly visible, ad hoc “big raises” by using small, automatic adjustments.
 - Use the Governance Committee to revisit the policy.
- Staff will:
 - Draft a formal commissioner compensation policy.
 - Route it through Governance and legal review.
 - Present it to the full Board for adoption.

Meeting adjourned at 9:21 am

Minutes submitted by Carmen Johnson, Executive Assistant