

**ADOPTED MINUTES
REGULAR MEETING OF THE BOARD OF COMMISSIONERS
HUMBOLDT BAY HARBOR, RECREATION AND CONSERVATION DISTRICT**

December 11, 2025

The Humboldt Bay Harbor, Recreation and Conservation District met in regular session on the above date, Closed Session met at 5:00 P.M. and Regular Session met at 6:00 P.M. at the Woodley Island Marina meeting room, 601 Startare Drive, Eureka, CA 95501.

CLOSED SESSION – 5:00 P.M.

PUBLIC COMMENT: The following individuals addressed the Commission regarding subject matters on the closed session meeting agenda: No one.

BUSINESS

- a) CONFERENCE WITH REAL PROPERTY NEGOTIATORS. Property: Assessor's Parcel Numbers 401-112-021 and 401-112-024, Samoa Peninsula, Humboldt County, California District negotiators: Chris Mikkelsen, Executive Director; Ryan Plotz, District Counsel. Negotiating party: California Marine Investments LLC. Under negotiation: price and terms of payment.
- b) PUBLIC EMPLOYEE PERFORMANCE EVALUATION
Title: Executive Director
- c) CONFERENCE WITH LABOR NEGOTIATORS Agency-designated representatives: Stephen Kullmann, Board President; Ryan Plotz, District Counsel
Unrepresented employee: Executive Director

REGULAR SESSION – 6:02 P.M.

ROLL CALL

PRESENT: BENSON
DALE
KULLMANN
NEWMAN
NORTON

ABSENT: NONE

QUORUM: YES

PLEDGE OF ALLEGIENCE

REPORT ON CLOSED SESSION: No reportable action.

PUBLIC COMMENT: The following individuals addressed the Commission regarding subject matters not on the regular session meeting agenda: No one.

CONSENT CALENDAR

- a) Adopt Minutes for November 13, 2025 Regular Board Meeting
- b) Receive District Financial Reports for October 2025
 - COMMISSIONER DALE MOVED ACCEPT CONSENT CALENDAR ITEMS A-B.
 - COMMISSIONER BENSON SECONDED.
 - VOICE VOTE WAS CALLED, MOTION CARRIED WITHOUT DISSENT.
 - Ayes: BENSON, DALE, KULLMANN, NEWMAN, NORTON
 - Noes: NONE
 - Absent: NONE
 - Abstain: NONE

COMMUNICATIONS, REPORTS AND CORRESPONDENCE RECEIVED

- a) Correspondence Received
 - I. None received.
- b) Executive Director's Report
 - I. Executive Director presented Executive Director's report.
- c) Staff Reports
 - I. District Staff presented a report.
- d) District Counsel Report
 - I. District Counsel presented a report.
- e) District Treasurer Report
 - I. No report.
- f) District Engineer Report.
 - I. No report.
- g) District Planner Report
 - I. No report.
- h) Commissioner and Committee Reports
 - I. Commissioners reported on recent activities and subcommittees.

UNFINISHED BUSINESS

- a) **Receive Status Update Regarding the Humboldt Bay Offshore Wind Heavy Lift Marine Terminal Project**
 - I. District Staff presented the item.
 - II. The Commission discussed the item.
 - III. Chair Kullmann opened the item to public comment. No one commented.
 - IV. Chair Kullmann moved the discussion back to the Commission.
 - V. Discussion item only, no formal action was taken.
- b) **Consider Adopting Resolution 2025-08, A Resolution of Intention to Approve an Amendment to Contract Between The California Public Employees' Retirement System and The Board of Commissioners of The Humboldt Bay Harbor Recreation and Conservation District**
 - I. Executive Director presented the item.
 - II. The Commission discussed the item.

- III. Chair Kullmann opened the item to public comment. No one commented.
- IV. Chair Kullmann moved the discussion back to the Commission.
COMMISSIONER NORTON MOVED TO ADOPT RESOLUTION 2025-08, A RESOLUTION OF INTENTION TO APPROVE AN AMENDMENT TO THE CONTRACT BETWEEN THE CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM AND THE BOARD OF COMMISSIONERS OF THE HUMBOLDT BAY HARBOR, RECREATION AND CONSERVATION DISTRICT.
COMMISSIONER NEWMAN SECONDED.
ROLL CALL VOTE WAS CALLED, MOTION CARRIED WITHOUT DISSENT.
Ayes: BENSON, DALE, KULLMANN, NEWMAN, NORTON
Noes: NONE
Absent: NONE
Abstain: NONE

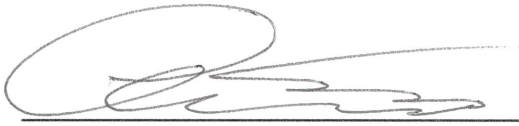
NEW BUSINESS

- a) **Receive A Special Presentation on King Tides by Troy Nicolini, Meteorologist-in-Charge, NOAA NWS, Eureka, California**
 - I. Meteorologist Troy Nicolini presented the item.
 - II. The Commission discussed the item.
 - III. Chair Kullmann opened the item to public comment. Jen Kalt commented.
 - IV. Chair Kullmann moved the discussion back to the Commission.
 - V. Presentation item, no formal action was taken.
- b) **Consider Approval of Amendments to Employment Agreement Between the District and Chris Mikkelsen**
 - I. District Counsel presented the item.
 - II. The Commission discussed the item.
 - III. Chair Kullmann opened the item to public comment. No one commented.
 - IV. Chair Kullmann moved the discussion back to the Commission.
COMMISSIONER DALE MOVED TO APPROVE THE FOLLOWING AMENDMENTS TO THE EMPLOYMENT CONTRACT WITH THE EXECUTIVE DIRECTOR TO BE AMENDED AND FULLY RESTATED FOR THE JANUARY 2026 REGULAR MEETING OF THE BOARD OF COMMISSIONERS:
 - a. Three-year term extension through 12/31/2028
 - b. Compensation to increase by 3% cost of living increase to existing salary, with automatic cost of living increase
 - c. Monthly vehicle allowance of \$400 per month starting 1/1/2026COMMISSIONER NORTON SECONDED.
VOICE VOTE WAS CALLED, MOTION CARRIED WITHOUT DISSENT.
Ayes: BENSON, DALE, KULLMANN, NEWMAN, NORTON
Noes: NONE
Absent: NONE
Abstain: NONE

BOARD CHAIR STATED THAT THE BOARD OF COMMISSIONERS WILL ENTER BACK INTO CLOSED SESSION AFTER ADJOURNMENT OF REGULAR SESSION

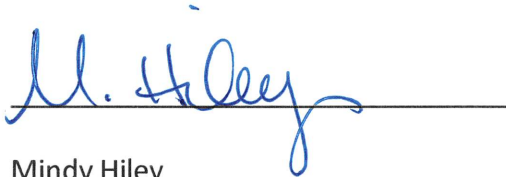
ADJOURNMENT – 6:58 P.M.

APPROVED BY:

A black ink signature of Aaron Newman, consisting of a large, stylized 'A' followed by several loops and a horizontal line at the end.

Aaron Newman
Secretary of the Board of Commissioners

RECORDED BY:

A blue ink signature of Mindy Hiley, written in a cursive style with a horizontal line at the end.

Mindy Hiley
Director of Administrative Services