



Leadership, Policy & Programming Committee Meeting Notes Friday, November 7, 2025

Members present: David Borer, Doris Herringshaw, Tom Mackin, Scott Miller, George Sarantou, Ed Schimmel; **Excused:** Mike Aspacher, Quinton Babcock, Lisa Sobecki, Rhonda Sewell, Mark Stahl, Craig Stough; **Guest:** Jon Eckel, Township of Perrysburg; **TMACOG Staff present:** Sandy Spang, Jennifer Allen

Call to Order and Welcome – The Leadership, Policy & Programming Committee met virtually in the TMACOG Library on Friday, November 7, 2025, at noon. Chair Ed Schimmel called the meeting to order, noting a quorum was present.

Approval of Minutes – A *motion* was made by Tom Mackin and **seconded** by George Sarantou to approve the minutes from the April 25, 2025, meeting. The motion carried unanimously. Notes from the October 10, 2025, meeting were also included in the agenda packet. It was noted that there was no quorum at that meeting. The notes were corrected to change a reference from Ottawa County to Sandusky County.

2026 Winter General Assembly & CEDS Summit – Mrs. Spang announced that TMACOG would be hosting a CEDS Summit that will include breakout sessions related to the five program areas. Lydia Mihalik, director of the Ohio Department of Development, has been invited to discuss the Great Lakes' economic impact on Lake Erie. More information about this event will follow in the coming weeks.

The Winter General Assembly will take place January 30, 2026, from 8 a.m. to 1:30 p.m. at the Hilton Garden Inn. The highlights of the assembly will be TMACOG's new name change, which will be presented to members for adoption at the annual business meeting. George Sarantou will be the first elected official from Toledo to be nominated TMACOG Chair since 1979. The keynote speakers are Jon Altenberg, president and CEO of the Great Lakes and St. Lawrence Cities Initiative, and Chris Ronayne, Cuyahoga County Executive. Altenberg and Ronayne will highlight the important economic role of the Great Lakes Region and how Cuyahoga County has leveraged its Lake Erie coastline to bring new economic vitality to northeast Ohio. Registration for the event will open soon.

Nominate 2026 Chair, Vice Chair and Second Vice Chair – A *motion* was made by Ed Schimmel and **seconded** by Doris Herringshaw to nominate the following for Chair, Vice Chair, and Second Vice Chair respectively: George Sarantou, Lisa Sobecki, and Scott Miller. The motion passed unanimously.

TMACOG Executive Director 6-Month Review – The committee approved of a salary increase for Mrs. Spang last May, with a note to revisit her salary in six months. Mrs. Spang was open to a performance review at this time or when her contract renews in May 2026. It was noted that the salaries of executive directors from other Ohio MPOs and COGs are significantly higher compared to the TMACOG executive director. A *motion* was made by Ed Schimmel and **seconded** by George Sarantou to enter executive session to discuss Mrs. Spang's 6-month review. A *motion* was made by Scott Miller and **seconded** by George Sarantou to exit executive session. The motion passed unanimously. The committee will revisit Mrs. Spang's performance review/evaluation in May 2026. The committee discussed the need to formalize the performance review process for the executive director position.

Action Item: *Scott Miller will share sample evaluation forms with the TMACOG Chair.*

Chair Schimmel had to leave the meeting for another commitment. Vice Chair Sarantou chaired the remainder of the meeting.

2026 Committee Membership – George Sarantou will review current committee roster, confirm current committee members' participation for 2026, and extend invitations to potential new members.

2026 Meeting Dates – The proposed meeting date for 2026 were presented: Friday, February 20, May 8, August 14, and November 13. Meetings will take place from noon to 1:30 p.m. Committee members present concurred that Fridays work best for them. The committee will review and discuss its operating procedures at their next meeting.

Any and All Other Business – Mrs. Spang noted that the next Governing Board meeting is scheduled to take place at Schedel's Gardens on December 5 at 10:30 a.m. An appreciation luncheon will take place following the meeting. Scott Miller noted that the County Commissioners Association of Ohio will be hosting their winter conference in Columbus December 3-5. He and other county commissioners from northwest Ohio would not be present for the December 5 Governing Board meeting. Staff will explore options to reschedule the Governing Board meeting.

Mrs. Spang noted that TMACOG will also focus on building membership in 2026. Non-member communities will be invited to join TMACOG. Staff will explore alternative event locations for the 2027 program, in addition to alternative start times for events like the winter and summer general assemblies to allow elected officials who work during day opportunities to attend late afternoon events.

The committee briefly discussed HB 503, an income tax reciprocity bill that was introduced in the Ohio House by Reps. Bill Roemer and Heidi Workman. The bill would require municipalities to seek voter approval before changing or doing away with reciprocal credits and allowing voters to petition for a new reciprocal credit and put it to a vote.

Mrs. Spang gave an organizational update. Effective January 1, 2026, Raj Nagisetty, a planner in the Transportation department, will be promoted to Data Resources Program Manager. Two employees will be hired and will report to him. She also announced that TMACOG purchased another vehicle with carryover funds from ODOT. The vehicle will be used for traffic counting and will also be used by staff when traveling/carpooling to meetings.

Public Comment Period – There were no representatives from the public present for comments.

Next Meeting/Adjournment – The next committee meeting is scheduled on February 20, 2026, at noon. Vice Chair Sarantou adjourned the meeting at 1:40 p.m.