

**TOWN OF GIBRALTAR
 FEBRUARY REGULAR MONTHLY MEETING
 WEDNESDAY, FEBRUARY 3, 2021
 GIBRALTAR TOWN CENTER
 4097 HIGHWAY 42, FISH CREEK WI 54212
 7:00 PM**

To mitigate the impact of COVID-19 this meeting can be attended remotely.

To join via phone: Call 1-312-626-6799

Meeting ID: 891 9837 6026

Password: 133208

To join via Zoom meeting:

www.zoom.us

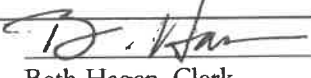
Meeting ID: 891 9837 6026

Password: 133208

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| 1. Call to order | |
| 2. Pledge of Allegiance to the Flag | |
| 3. Roll call/quorum | |
| 4. Agenda/proper notice/adopt agenda | D/A |
| 5. Approve minutes of previous meeting(s) | D/A |
| 6. Committee reports | |
| 7. Public comment | |
| 8. Beach Project Phase II Update | D/A |
| 9. The Harding Group | |
| A. Present draft organizational ordinance for Township including the role of town board, town chairman, appointed officials and town administrator | D/A |
| B. Present draft Community Profile | D/A |
| C. Review feedback from committee/commission chairs | D/A |
| D. Present initial Performance Model | |
| 10. Set date for Streetlight and Sidewalk Special Assessment discussion | D/A |
| 11. Consideration of Baudhuin Survey Funding for Fish Creek Watershed Hwy. 42 Box Culvert | D/A |
| 12. Consideration of Miller Associates Funding for Fish Creek Watershed Hwy 42 Box Culvert Construction RFP | D/A |
| 13. Adoption of Door County Parks and Open Space Plan 2020-2025 (Outdoor Recreation Plan) | D/A |
| 14. Consideration of further definition of the Recreational Trail Grant Program: road crossings, DOT permits and path/trail locations | D/A |
| 15. Consideration of Jon A. Blahnik and Christianna N. Blahnik Revocable Trust U/A August 21, 2006 charitable gift of parcel #014-17-0052 on Chambers Island for development of a fire department service building | D/A |
| 16. Approve ad for Harbor Commission terms | D/A |
| 17. Approve ad for Parks & Lands Committee terms | D/A |
| 18. Payment of Bills | D/A |
| 19. Adjourn | D/A |

/s/ Beth Hagen, Clerk

DEVIATION IN ORDER MAY OCCUR

Posted:	 Beth Hagen, Clerk	Posted: January 29, 2021
		<input checked="" type="checkbox"/> Fish Creek Post Office
		<input checked="" type="checkbox"/> Fish Creek BP
		<input checked="" type="checkbox"/> Nicolet Bank – Fish Creek Branch
	_____ Kelly Murre, Deputy Clerk	
	_____ Sara Rae Lancaster, Admin. Assistant	

In compliance with the Americans with Disabilities Act, any person needing assistance to participate in this meeting, should contact the Office of the Town Clerk at (920) 868-1714. Notification 24 hours prior to a meeting will enable the Town to make reasonable arrangements to ensure accessibility to that meeting.

**TOWN OF GIBRALTAR
SPECIAL MEETING WITH CLOSED SESSION
PER WISCONSIN STATE STATUTES 19.85(1) (c)
WEDNESDAY, DECEMBER 9, 2020
GIBRALTAR TOWN CENTER
4097 HIGHWAY 42, FISH CREEK WI 54212
6:00 PM**

Approved:

Call to order: Steve Sohns, chairman called the Special Meeting with Closed Session to order at 6:10 p.m.

Roll call/quorum:

Present: Steve Sohns, Bill Johnson, Tim Luetzgen, Brian Merkel and Jayson Merkel

Agenda/proper notice/adopt agenda: *Motion: (Johnson, B. Merkel) to adopt the agenda as posted. Carried*

Adjourn to closed session according to Wisconsin State Statutes 19.85(1) (c): *Motion: (B. Merkel, Johnson) to adjourn to closed session according to Wisconsin State Statutes 19.85(1) (c). Carried by Roll Call vote: Sohns, Johnson, Luetzgen, B. Merkel and J. Merkel.*

Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility – Employee Reviews

Reconvene to open session pursuant to State Statute 19.85(2) to take any action(s) or adopt resolution on issues discussed in closed session: *Motion: (B. Merkel, Johnson) to exit closed session at 10:31 p.m. Carried*

Approve action(s) taken in closed session: *Motion: (B. Merkel, Johnson) to approve action(s) taken in closed session Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility –2020 Employee Reviews. Carried*

Adjourn: *Motion: (Johnson, Luetzgen) to adjourn at 10:31 p.m. Carried*

Respectfully submitted,

Beth Hagen
Clerk

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TOWN OF GIBRALTAR
REGULAR MONTHLY MEETING
WEDNESDAY JANUARY 6, 2021
GIBRALTAR TOWN CENTER
4097 HIGHWAY 42, FISH CREEK WI 54212
7:00 PM

Approved:

Call to order: Steve Sohns called the regular meeting to order at 7:00 p.m.

Pledge of Allegiance

Roll call/quorum:

Board members present: Steve Sohns, Bill Johnson, Tim Luetzgen, Brian Merkel, and Jayson Merkel.

Board member(s) absent: None

Agenda/proper notice/adopt agenda: *Motion: (Johnson, Luetzgen) to adopt the agenda as amended (remove 16, move 26 at 16). Carried*

Approve minutes of previous meeting(s): *Motion: (B. Merkel, Johnson) to approve the minutes of the regular meeting of December 2, 2020 as corrected. Carried Motion: (B. Merkel, Johnson) to approve the minutes of November 18, 2020 as written. Carried*

Committee/Commission Reports

Parks & Lands: No report, the committee did not meet.

Fire Department/EMR: Fire Chief Bertges reported a quiet month – 6 calls. Volume for the year 221.

Law Enforcement: Officer Roesch reported contacts were down as he was on vacation for a week. He is working on parking ordinances. “Shop with a Cop” is wrapped up.

FCCA: Denise Stillmann thanked everyone in the community on pulling together the Winterfest activities and holiday decorations. Being the beginning of a calendar year the office is working on membership renewals. Karlie is able to spend quality time with the businesses updating their information and website.

Airport: No report.

Noble House: No report.

Watershed: No report.

Plan Commission: Nothing to report.

Harbor Commission: No report.

Room Tax: Bill Weddig stated the commission met and reviewed the October income which was down 6.9%. Gibraltar was down 9.7% through October.

Building Committee: The committee did not meet.

Clerk: Beth Hagen stated that the office will return to full in-house staffing next Monday. Recommendations are still in place to take care of as much municipal business as possible via phone, email, and mail.

Door County Coastal Byways Council: The council will meet on January 13th at 8:30 a.m. in the Village of Egg Harbor via Zoom. Please contact the office for meeting information.

Chairman: Sohns stated that Gibraltar is the best decorated and lit town. Kurt is using the new trackless and is pleased with the new unit. The lamppost lighting dimming system is working and fine tuning is being worked out.

Public Comment:

- Cal Burnton expressed concerns on the upcoming special assessments - notice, other funding sources and criteria used to determine the general good.
- Karl Stubenvoll asked the lighting at the parking lot to be adjusted down.
- Carole Vande Walle asked when another public hearing can be scheduled regarding the 2020 budget.

Agenda Items:

2020-2021 Liquor License Application: Bad Eleven Provisions, LLC/ Bertie’s Public House, Scott Schmitz, Agent 3931 Hwy 42: Hagen stated this is a transfer of a liquor license dependent upon the

1 successful sale of the Fish Creek Grill near the end of the month. A Class “B” “Class B” license is the type
2 of license used at supper clubs for example having beer, wine, and liquor available. The site plan is quite
3 similar to the existing plan of Fish Creek Grill. A seller’s permit listing Bertie’s Public House will be coming
4 after the sale. Scott Schmitz was in attendance. An effective date of January 15th will be used for the transfer
5 and the current owner will relinquish their license at the time of the transfer. *Motion: (B. Merkel, Johnson) to*
6 *approve the 2020-2021 “Class B” combo Liquor License Transfer to Bad Eleven Provisions, LLC/ Bertie’s Public House,*
7 *Scott Schmitz, Agent 3931 Hwy 42 pending the successful sale of Fish Creek Grill. Carried*

8
9 **2020-2021 Liquor License Appointment of Successor Agent: Salt + Cedar LLC:** Hagen stated this is a
10 change in agent only. *Motion: (B. Merkel, J. Merkel) to approve Liquor License Appointment of Successor Agent: Salt +*
11 *Cedar LLC to Stephen Jones, Agent. Carried*

12
13 **Consideration of Door County Room Tax Increase Proposal:** Dave Eliot, chairman of the Town of
14 Baileys Harbor is proposing an increase in room tax to 8%. The county wide room tax is made up of 19
15 municipalities. To change the rate to be collected there would need to be 13 of 19 member municipalities to
16 sign a letter of intent. He is asking the letter of intent to include increasing the room tax to 8%, modifying the
17 ordinance to a 70/30 split and add a permitting fee to be decided by the Tourism Zone that is adequate to
18 cover the costs of administration of the Zone. The 70/30 split aligns with state statute. Eliot suggested if the
19 tax increased Destination Door County should be asked to take on the burden of funding our local Marketing
20 Agencies vs. that additional funding coming from the 30% the municipalities receive. The 4% that the Zone
21 receives is no longer sustainable. Short-term rentals are creating the most work for the Zone. A committee
22 at the Zone has been set up to investigate if there would be a negative effect if the rate were raised. Eliot
23 stated there are many moving parts to this proposal but to get it started the letter of intent is needed. This is
24 an opportunity to digest this information and potentially reinvest in your community.

- 25 ○ Bill Weddig stated municipalities in the balance of the state take care of collection administration not the
26 zone. He does not feel the innkeepers should have to pay a permit fee.
- 27 ○ Paul Woerfel stated there are so many what ifs before all the details are ironed out. Eliot responded the
28 letter is just to get the effort moving. Woerfel thought it would have been a group not an individual
29 effort. He did agree that innkeepers should not have to pay a permit fee but was in favor of increasing
30 the room tax. Timing on the rate change is to be considered as 2021 rates have been published and could
31 have a negative effect.
- 32 ○ Carole Vande Walle stated that none of the credit card expenses are covered by the pass-through taxes.
- 33 ○ Judy Korte of Edgewater Cottages stated her 2020 costs increased, revenues decreased. She wants to
34 keep her business viable, but guests cannot afford her costs plus the increase in room tax.
- 35 ○ Karl Stubenvoll said as a retailer he has a cash/check price and a credit card choice.
- 36 ○ Bill Weddig would need to have a 2022 start at the earliest.
- 37 ○ Eliot stated that there is no rate change date in the letter of intent.
- 38 ○ A short-term rental ordinance was proposed in Baileys Harbor but met with significant resistance and
39 failed.
- 40 ○ Additional information should be coming from the Zone ad hoc committee shortly.

41
42 The board agreed to hold off on any decision waiting for additional information. *Motion: (Johnson, B. Merkel)*
43 *move to table. Carried*

44
45 **Consideration of First Right of Refusal for Hangar Sale A-8:** *Motion: (Johnson, B. Merkel) to not exercise the*
46 *right of first refusal on hangar A-8. Carried*

47
48 **Approval of Hangar Lease A-8 to Lauren Lopez:** *Motion: (B. Merkel, Johnson) to approve hangar lease A-8 to*
49 *Lauren Lopez. Carried*

50
51 **Krause Dockage Request:** Sohns stated the boat dockage request is in trade for a bulldozer is something
52 the town has not had before. Our dock does have a waiting list that individuals have been on for many years.
53 Steve asked the board if this is the type of practice that the board wants to begin. Steve stated the town is
54 grateful for the many things that the Krause family has done in the past and hopes will continue in the future

1 as well. If the town wanted to have a bulldozer it should have a place to store it and do its homework. If it
2 was the sale of the equipment that is a different question. Fire Chief Bertges stated this originally came
3 through the fire department for cutting lines. *Motion: (Johnson, Luetzgen) to decline but appreciate the offer. Carried*
4 *unanimously.*

5
6 **Beach Project Phase II Update:** Sohns reported that the project has begun. The large maple is to be
7 moved north away from power line. While the excavator is at the project site the stumps from the diseased
8 birch and pine that have been removed from the Town Center will be taken out.

9
10 **Door Central Snowgoers request for road route – Gibraltar Rd. to Maple Grove Rd. to Sugar Bush**
11 **Rd.:** Gary Bogenschutz stated the Judds have blocked off use of their land. The club is requesting
12 temporary (1 season) use of the road route to hook on to the Lloyd Logerquist property. *Motion: (B. Merkel,*
13 *Johnson) to support the request of the Door Central Snowgoers for one year the use of Sugar Bush Road Maple Grove Road to*
14 *Gibraltar. Carried*

15
16 **Consideration of road name south of 9213 CTH A - 4 lot access request by Saturnino Jauregui:**
17 *Motion: (B. Merkel, Johnson) grant that private road name as requested (Jauregui Road) provided that the town has no financial*
18 *or maintenance responsibility to that road. Carried*

19
20 **Consider purchase of used Trackless brush:** Sohns stated the Manitowoc Parks Department has a used
21 Trackless brush, narrow width that can purchased for \$562.50. It can be used for light snow, summer gravel
22 on roads and grass. The brush wafers still have life left and are not expensive to replace. The funding from
23 the roads budget. *Motion: (Johnson, Luetzgen) to approve the purchase of the trackless brush for \$562.50. Carried*

24
25 **Consider purchase of used Trackless snowblower:** Steve got an email from the company that does the
26 maintenance on our Trackless. They took in a 2007 51” blower for \$1750. This blower is the same as the
27 current blower only newer. The old blower had a breakdown which took an hour and a half to fix; it is a
28 1988. We have added significant sidewalk mileage. Jayson Merkel stated the broom to blower change out in
29 Sister Bay took 17 minutes. Jayson Merkel stated extra parts should be kept on hand. Karl Stubenvoll
30 suggested the Trackless be stored out at the shop to save on salt corrosion. The least expensive means to
31 pick up the 2 pieces of equipment would be to have our staff pick up. Using a U Haul trailer was suggested.
32 *Motion: (Johnson, Luetzgen) to purchase the blower for \$1,750 and have Andy pick up both pieces of equipment in one trip.*
33 *Carried with B. Merkel opposed.*

34
35 **Consider maintenance position vacancy options:** The job descriptions of maintenance staff and
36 supervisor were reviewed. A non-supervisory person should be looked for. A full time individual is needed
37 but could it be an LTE with the possibility of a non-LTE status? Discussion brought a maintenance
38 individual as a higher priority as opposed to the supervisory position. In evaluations the town is at the point
39 where it needs a minimum of 3 maintenance staff with the potential of additional part time staff. Management
40 of the maintenance staff can be determined later, filling the department is first priority. Add in the 50#
41 weight requirement to the job description. Looking for full or part-time limited term employees starting
42 ASAP. Ad not to state limited term as this is more a trolling expedition.
43 *Motion: (Johnson, Luetzgen) to advertise for a full or part time employees for the maintenance department using the non-*
44 *supervisory requirements. Carried*

45
46 **Consider/review winter road service by Town Maintenance:** Sohns stated this goes hand in hand with
47 current maintenance discussions. John Fairchild, Rob Robison, and Brian Merkel gave winter road service
48 information that verified the reasoning behind the current practices that included time efficiencies and cost
49 savings. A spread sheet and map depict the areas and who services them.

50
51 **Consider purchase of salter/sander:** Sohns added that this is another piece of winter equipment that was
52 considered at budget time. Jayson Merkel questioned if it is really needed and if the town would get its
53 money’s worth. Brian Merkel stated it is a convenience factor, it can be maintained, and it is a needed piece
54 of equipment. When sand is needed to wait for a private contractor or the county will take too long, we

1 should have this in-house. The maintenance team needs to be aware of what it has and what takes to care for
2 the equipment. *Motion: (Johnson, Luetzgen) to put : Consider purchase of salter/ sander on the July agenda so it can go out*
3 *for bids. Carried*
4

5 **Determination on Noble House electric service pole:** Sohns received 2 estimates from Action Electric.
6 Option #1 Upgrade the service on the annex building to a 320 pedestal with 2-220amp disconnects. 1
7 disconnect will feed the existing annex building panel and 1 disconnect will feed the existing Noble House
8 Panel \$9,150 WPS fees \$750 Total option #1 \$9,900.

9 Option #2 Install a meter pedestal by the side of the road and dig a new line to the Noble House and
10 reconnect to the existing panel \$5,100 WPS fees \$750 Total option #2 \$5,850.

11 The cost would be part of the highway project. There may be advantages in the future to have 2 meters vs 1.
12 *Motion: (B. Merkel, Johnson) switch to 1 meter (Option #1) with an estimate of \$9,900. Carried*
13

14 **Set date for joint Town Board and Plan Commission annual meeting:** *Motion: (Sohns, Johnson) to set*
15 *Tuesday, January 26th at 6 p.m. for the joint meeting. Carried*
16

17 **Resolution 2021-01 Compensation Schedule:** *Motion: (Johnson, J. Merkel) to approve Resolution 2021-01*
18 *Compensation Schedule. Carried*
19

20 **Disposition of 70” Trackless snowblower and chutes:** *Motion: (J. Merkel, B. Merkel) to keep the 70” Trackless*
21 *snowblower and chutes in cold storage building. Carried*
22

23 **Payment of Bills:** The board reviewed the bills for payment. A hold was placed on the Viking Electric bill.
24 *Motion: (Johnson, Luetzgen) to approve the bills as presented with the hold on the Viking Electric bill. Carried*
25

26 **Adjourn:** *Motion: (B. Merkel, J. Merkel) to adjourn at 11:19 p.m. Carried*
27

28 Respectfully submitted,

29
30 Beth Hagen, Clerk

**TOWN OF GIBRALTAR
SPECIAL MEETING
WEDNESDAY, JANUARY 13, 2021
GIBRALTAR TOWN CENTER
4097 HIGHWAY 42, FISH CREEK WI 54212
6:00 PM**

Call to order: Steve Sohns, chairman called the special town board meeting to order at 6:00 p.m.

Roll call/quorum:

Present: Steve Sohns, Bill Johnson, Tim Luetzgen, Brian Merkel and Jayson Merkel

Absent: None

Agenda/proper notice/adopt agenda: *Motion: (Johnson, Luetzgen) to approve the agenda as posted. Carried*

Review and accept Harding Group LLC - Organizational Effectiveness Assessment:

Steve Sohns stated in May 2020 Brian Merkel asked that the board look into an administrator position in our township. It was put on our agenda in June 2020 where a good discussion was held, but not well attended. In July, The Harding Group was retained to do an Organizational Effectiveness Assessment, how we might improve and look at the role of a town administrator and the key roles that individual may have. This assessment is what the board is considering this evening and where it wishes to go from here. A packet has been prepared for distribution this evening and will be available online.

Marc Harding stated that a multi-step process involved interviews with all the regular non-seasonal employees, the board, chairs of all the committees and commissions. A written online survey was used with the same group but expanded to include committee and commission members. Quantitative analysis used a 1-5 scale ranking various processes that go into running the day-to-day operations of the government; 1 low, 5 high. Major themes and issues were another component of the survey. The Executive Summary evaluated the operations of the Town to determine if it couldn't be run more effectively and efficiently with a township administrator or manager. Concerns identified are: Planning, Organization, People, and System/Processes.

The role of a Town Administrator: Key responsibilities for a public administration role are planning, organizing, workforce management, controlling, coaching/directing. The town administrator would not only be forward looking but also deal with the day-to-day issues. Benefits an administrator would bring include comprehensive budget & expense management, short and long-term plans, team leader to the staff, ongoing support for your board/committees/commissions, project planning and execution, communications focal point, a resource for all taxpayers, representative for the township, facilitator. Estimated costs: base pay \$70-90,000, benefit costs \$25,000, Office equipment \$4,000, Moving costs \$5,000, recruiting costs to be determined.

Johnson stated previously cost savings could have been realized if there had been an administrator. We do not need a staffing change at the present.

- Angela Sherman asked for 2 tangible examples of what an administrator would do. Johnson stated that the main thing would be coordinating daily projects, no longer tasking individuals with things that are not their expertise. For example: the clerk managing the maintenance department. Brian Merkel directed Angela to the packet that pointed out examples. Sohns responded that he spent a minimum of a quarter of his summer downtown working through projects.
- Angela asked if there will be job description changes and the current employee roles, if and when would it take effect. Johnson addressing the question stated that is part of the whole package of what the administrator is there to do. We have an excellent staff; we need them to accomplish this going forward and there is more than enough to do. Angela expressed her concern that the town

board make it a priority, prior to hiring someone, to go through all job descriptions and set board set clear job descriptions for the staff (primarily addressing office staff) as well as the administrator so the employees know what their job is. Instead of having the incoming administrator changing up descriptions and duties right away. Also concerned whether there is enough work to sustain 4 full-time positions. Johnson assured Angela that she was being heard and that her concerns would be addressed.

- Don Freix commented that what the town is doing is wonderful but asked that the board not go past item 5. Freix stated he felt the meeting title did not meet the type of meeting being held. Sohns stated it did per legal counsel.
- Carole Vande Walle said that nothing in Harding's presentation included electors opinions.
- Don Vande Walle asked about monies set aside for an administrator. Brian Merkel stated about 2/3rds of a year in wage and benefits have been built into the 2021 budget.
- Paul Woerfel added one of the benefits of an administrator is gains of potential grant proceeds.

Motion: (Johnson, B. Merkel) to accept the assessment from The Harding Group. Carried

Harding Group LLC – Options to consider for Town Administrator based on Assessment:

The Harding Group submitted a letter to the board on 11/12/2020 that gave options to consider based on preliminary findings and the result of the benchmarking survey. The letter outlined assumptions that were the base for the options and their estimated costs in filling the position of town administrator. The board chose to focus on option #3.

Option #3) Hire a Town administrator who has a zoning, public works and civil project management background that could not only perform the administrator's role but could also act as a project manager on your upcoming civil projects and act as your Zoning Administrator. Estimated costs are \$85K in salary plus \$25 in benefits costs and another \$10-15K in one-time costs.

Engagement of The Harding Group to provide a turnkey search for a Town Administrator:

Motion: (Johnson, J. Merkel) to engage The Harding Group to proceed with a turnkey search for a Town Administrator. Carried

The Harding Group

A. Consideration/approval of project plan (administrator, committee/commission structure):

The board reviewed the project plan. Marc stated that you can lose target candidates if the board moves to slowly. Steve Sohns replied there was better public participation with a June meet and greet. Johnson stated this is not the schedule that the board previously set. Brian Merkel agreed schedule date should be sooner than July 15th. Jayson Merkel agreed with Johnson on sticking with the original date. Paul Woerfel stated the focus should be on best person, start earlier, the meet and greet is important but secondary especially with COVID. Luetgen said there may be a number of people wanting to come up here. *Motion: (Johnson, B. Merkel) to change the target start date to June 1st. Carried with Sohns opposed.*

B. Consideration of administrator draft ad, ad placement list, costs associated with the list of ads:

Sohns stated project management is desirable. Johnson stated to focus on what the TA will learn and expectations. Ron Merkel added that grant writing is desirable. Lynn Mercurio asked what level of experience was being sought; Marc responded the ad indicates 5-7 years.

Ads will be placed: ICMA, Wisconsin Municipal League, Universities that have a Public Administration degree, Wisconsin Towns Association, Linked In, Indeed, DCEDC, Harding Group networking. *Motion: (B. Merkel, Johnson) to proceed with changes under ad text. Carried*

C. Consideration of administrator draft job description: The job description was reviewed; grant writing should be added. *Motion: (B. Merkel, Johnson) to add grant writing to administrator draft job description. Approved. Carried*

D. Presentation of organizational ordinance draft including roles of town board, town chairman, appointed officials and town administrator: Why an ordinance? Marc responded that by putting in an ordinance you lower the risk of having someone coming in and throwing a wrench into the

operations. An ordinance brings definition and clarity. Is this the direction you want to head? This ordinance will be drawn in coordination with the town attorney. *Motion: (B. Merkel, Johnson) to have The Harding Group go ahead to complete the draft ordinance by the proposed date. Carried*

- E. **Set date for meeting with committee/commission chairs:** *Motion: (Johnson, B. Merkel) to have Marc meet individually with committee and commission chairs. Carried*

Adjourn: *Motion: (B. Merkel, Johnson) adjourn at 8:02 p.m. Carried*

Respectfully submitted,

Beth Hagen
Clerk

DOOR COUNTY PARKS AND OPEN SPACE PLAN 2020 – 2025

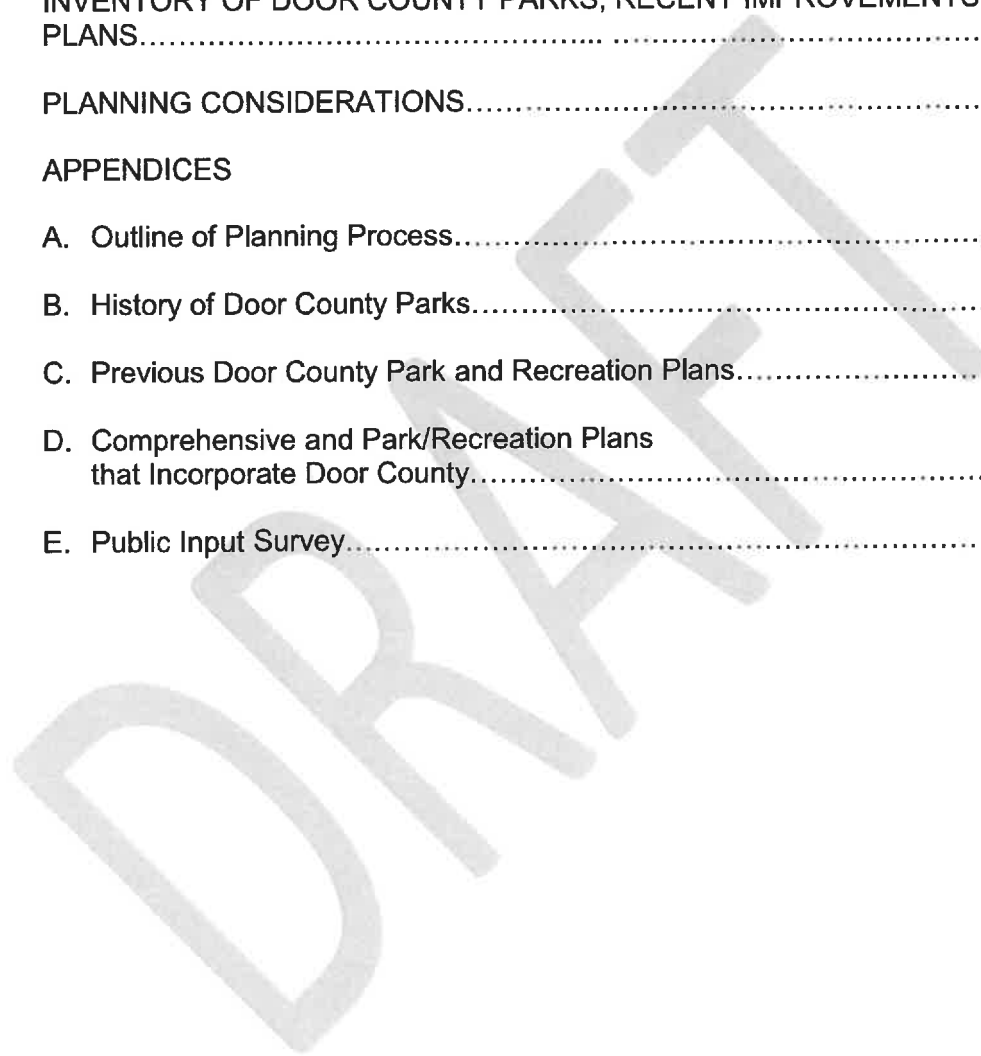
Door County Facilities and Parks Department, Parks Division

DRAFT: March 4th, 2020



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I. OVERVIEW

Parks Division Vision/Mission/Goals and Overview of Responsibilities

The Door County Facilities and Parks Committee oversees the Facilities and Parks Department, which includes the Parks Division. The Parks Division is overseen by a full-time Superintendent who manages all things related to county parks, including supervising seasonal staff members. The Parks Division vision, mission, goals, and success statements read as follows:

Vision: *The people of Door County will celebrate and nurture our thriving natural areas and open spaces as world-class treasures that sustain our region and our state.*

Mission: *The Door County Parks seeks to acquire, restore, and manage lands for the purpose of protecting and preserving public open space, natural areas, and other landscapes in an ecologically healthy state for the education, pleasure and recreation of the public now and in the future.*

Four Overarching Goals:

- 1. Nature: Native/natural landscapes will thrive for generations.*
- 2. People: Everyone in Door County will feel welcome at the Door County Parks and will seek them out for discovery, renewal, and fun.*
- 3. Economy: Communities will value the economic benefits of protected park lands.*
- 4. Leadership: Visionary leaders will bring their expertise and advice to assist the Door County Parks Division to expand, improve and increase resources, and protect our parks for the long term.*

Success in 25 years: *In 25 years, the people of Door County will celebrate more than a thousand acres of healthy park lands, filled with thriving native flora and fauna. The children and adults who visit us, work for the department, and advocate for us will reflect the diversity of Door County and will champion our parks as a source of inclusion, beauty, inspiration, economic vitality, and health for everyone.*

The Parks Division is responsible for the maintenance of 19 County Parks, totaling more than 1,000 acres, and containing 12.5 miles of state trails, 7 boat launch facilities, 18 restrooms, 3 "Welcome to Door County" signs, a disc golf course, Horseshoe Bay Caves, and multiple accessory, support, storage, and shelter buildings. The Parks Division is responsible for the design and construction of parks projects using both in-house and contracted labor.

Other major responsibilities relate to the snowmobile program and the county fair. The Parks Division manages the State of Wisconsin snowmobile program for Door County, including writing grants for trail program funding and reviewing and approving funding for the seven local clubs that maintain approximately 230 miles of Door County trails. The Division also coordinates usage of the John Miles County Park for the county fair as well as other events held in that and other county parks.

Overview of Planning Process and Plan

Since 1964, the county has had some form of a county-wide parks plan in place. Starting in 1974, the county regularly adopted five-year plans, through the year 2015. The last plan written was for the 2011 – 2015 timeframe. In late 2018, the Facilities and Parks Committee decided to update the 2011 – 2015 plan and to have the Door County Land Use Services Department help develop and write the plan. A more detailed description of the planning process that was followed can be found in Appendix A.

Background information and an inventory regarding county parks were gathered in the first half of 2019. This background information, found in Appendices B - D, is organized as follows:

- Appendix B: Background and History of Door County Parks
- Appendix C: Previous Door County Park and Recreation Plans
- Appendix D: Comprehensive and Park/Recreation Plans that Incorporate Door County

In late 2019, an on-line public survey was conducted regarding Door County parks, which received over 900 responses. Respondents were largely positive about the Door County parks, expressing appreciation for their beauty and that the parks are a great asset to the county. Overall, the survey indicated a desire for greater investment in land acquisition and preservation, and nature-based activities. Many comments also indicated the county should continue to maintain and improve existing county parks. The survey and a summary of all responses can be found in Appendix E.

Section II of this plan provides objectives and guiding principles for the county parks for the years 2020 - 2025, as adapted from the 2011 – 2015 plan and updated by current Parks Division staff members. Section III contains a chart that describes the 19 county parks, including amenities, uses/users, natural and sensitive areas, recent improvements, and planning-related information.

II. OBJECTIVES AND GUIDING PRINCIPLES

The objective of this plan is to encourage the maintenance and development of high-quality parks and recreational amenities that meet the needs and demands of Door County residents and visitors. Provided below are guiding principles to consider:

- **Resource Management.** Protect, preserve, and restore the county parks' resources through appropriate resource management, including forests, wildlife, plants, and watersheds. Develop management strategies and actions based upon each park's unique ecological and natural resource features.
- **Sustainability**
 - Maintain the environmental quality of county parks above all else.
 - Consider wider environmental issues when relevant to a county park or parks.
 - Adapt management of county parks to changing environmental conditions.
 - Be a leader in sustainable practices, using sustainable and low-impact practices in operations and challenging ourselves to consistently perform all our functions in the most environmentally responsible ways.

- **Land Use Balance.** Door County Parks will strive to not exceed an 80/20 overall balance in its land use, with 80 percent of the parks' land to be kept in as natural a condition as possible, and 20 percent to be available for development for recreation that is compatible with the Park's Division's mission/vision/goals (including trails, picnic facilities, and other nature-based activities).

- **Public/Private Relationships and Partnerships.** Door County Parks will continue to be open to partnering with other public and private non-profit organizations to enhance overall conservation programs and efforts within the county.
 - Continue to foster and support the Friends of the Door County Park System.
 - Ensure county park programs are appropriate for its level of government. That is, programs of state-wide or multi-county interest and importance should be the responsibility of the state, those of county-wide interest and importance should be the responsibility of the county, and those of local-level interest and importance should be the responsibility of the city, villages, and towns.
 - Ensure the county is not competing with or duplicating the efforts of private entities that provide recreational activities and facilities to the public in an adequate, efficient, and economical matter.

III. INVENTORY OF DOOR COUNTY PARKS, RECENT IMPROVEMENTS, AND PLANS

The table on the following pages provides an inventory of the 19 Door County parks. The first column in the table lists the park name and the municipality within which it is located. The second column contains a description of the park, its amenities, and primary or unique uses of the park. The third column lists the known natural and sensitive features within the park and nearby surrounding area. The fourth column lists improvements completed since 2010 and short-term plans (for approximately the next five years). The last column lists potential improvements and planning considerations from the 2011 – 2015 parks plan that have not yet been addressed. This column also lists ideas from other plans that incorporate or refer to Door County parks.

Door County Parks and Open Space Plan 2020-2025
INVENTORY OF DOOR COUNTY PARKS, RECENT IMPROVEMENTS, AND PLANS

County Parks	Description/Amenities Uses/Users	Natural/Sensitive Areas (both within park & ~600')	Completed Improvements (since 2010) & Short-Term Plans	Planning Considerations (potential improvements identified in Door County Parks and Open Space Plan 2011 – 2015, and other plans)
<p>Annapsee Trail</p> <ul style="list-style-type: none"> • C. Sturgeon Bay • T. Sturgeon Bay • T. Nasedaupee • T. Forestville • V. Forestville 	<p>Description/Amenities:</p> <ul style="list-style-type: none"> • 12 miles of abandoned railroad grade (on 144 acres) • trailhead in Sturgeon Bay, travels through/by countryside, swamps, farm fields, Forestville dam and millpond, and the Annapsee River before turning towards Algoma • level, hard, graveled surface • restrooms and parking located at Forestville Dam County Park, Maplewood, and 1820 S. Neenah Sturgeon Bay (trailhead) <p>Uses/Users:</p> <ul style="list-style-type: none"> • flat surface good for family hiking and biking • snowmobiling, hiking, biking, horseback riding • in winter, it is a snowmobile trail; when trail not open to snowmobile travel, can be used for cross-country skiing and snowshoeing • education, nature 	<p>Along trail:</p> <ul style="list-style-type: none"> • trail runs through many large areas of mapped wetland • variety of wildlife, including deer, turkey, many other species of birds 	<p>Improvements completed or scheduled for 2020:</p> <ul style="list-style-type: none"> • trail extension from north parking lot to Bayview Bridge, 2015 • Memorial Drive connection, north end of Bayview Bridge, 2015 • trail extension, Bayview Bridge north to Michigan Street, 2018 • plantings along trail, 2019 • installation of boot brushes, 2020 	<p>2011 – 2015 Plan:</p> <ul style="list-style-type: none"> • long range goal for trail extension up to the north split of Highway 42-57 <p>Other plans:</p> <ul style="list-style-type: none"> • Northeast Wisconsin Coastal Cities Trail Inventory & Connectivity* <ul style="list-style-type: none"> ◦ future trail connectivity from the City of Green Bay to Door County, potentially along the western side of Door County ◦ possible connecting routes to consider should include shared roadways and existing and potential utility corridors <p>*https://baylakerpc.org/application/files/9115/4083/0401/BLRPC_Trail_Report_Final_maps_02-2014.pdf</p>
<p>Baileys Harbor Ridges</p> <p>T. Baileys Harbor</p>	<p>Description/Amenities:</p> <ul style="list-style-type: none"> • 30 acres, approximately 550' of shoreline • restrooms, picnic tables, parking • shallow waters, sandy beach <p>Uses/Users:</p> <ul style="list-style-type: none"> • swimming, sunbathing, kiteboarding • on days with strong southern wind, kiteboarders race between beach and nearby Anclam Park • bird watching 	<p>Within park and within ~600' of park:</p> <ul style="list-style-type: none"> • Lake Michigan beach, floodplain, ridge/swale complex, wetland, woodland • significant habitat for various sensitive plants, including orchids, along both sides of parking lot • Hidden Brook located just outside of park 	<p>Completed Improvements:</p> <ul style="list-style-type: none"> • beach restoration, 2011 • restroom rehab, 2018 • installation of rise station, 2018 	<p>2011 – 2015 Plan:</p> <ul style="list-style-type: none"> • install informational signage and rustic fences to deter trampling of sensitive areas • parking lot low on south end; blacktop should be ground up and base raised as much as possible, but still allow drainage from north to south • enlarge parking area <p>Other plans:</p> <ul style="list-style-type: none"> • identified as a carry-in access site in Lake Michigan State Water Trail plan (see p. 28, Appendix D) • located along recommended county bicycle route (see p. 31, Appendix D)

County Parks	Description/Amenities Uses/Users	Natural/Sensitive Areas (both within park & ~600')	Completed Improvements (since 2010) & Short-Term Plans	Planning Considerations (potential improvements identified in Door County Parks and Open Space Plan 2011 – 2015, and other plans)
<p>Cana Island T. Baileys Harbor</p>	<p>Description/Amenities:</p> <ul style="list-style-type: none"> 10 acres lighthouse wreck of the Frank O'Connor just off island's shore residence at lighthouse contains exhibits, small museum store, restrooms <p>Uses/Users:</p> <ul style="list-style-type: none"> sight-seeing, access to top of lighthouse tower scuba diving to shipwrecks non-motorized watercraft launching 	<p>Within park: Lake Michigan, causeway, floodplain, woodland</p> <p>Within ~600' of park: floodplain, wetland</p>	<p>Improvements completed or scheduled for 2020:</p> <ul style="list-style-type: none"> parking on mainland and restroom facilities on island, 2011 Phase I Lighthouse exterior historical rehab, 2014 Phase II oil house, privy, barn historic rehab, 2017 Phase III Construction of Cana Island Interpretive Center 2020 	<p>2011 – 2015 Plan: None</p> <p>Other plans:</p> <ul style="list-style-type: none"> located along Lake Michigan State Water Trail and within an area identified by the plan as a gap area, however, it is not identified as an access site (see p. 28, Appendix D) located near county recommended bicycle route (see p. 31, Appendix D)
<p>Cave Point T. Sevastopol</p>	<p>Description/Amenities:</p> <ul style="list-style-type: none"> 18.6 acres, 900 feet of shoreline picnic areas with tables, cooking grills, restrooms, wedding gazebo first solar-powered restroom in county park system parking space for twenty-five cars half-mile forest trail that links up with several miles of trails in adjacent Whitefish Dunes State Park 4 shipwrecks, located 4 to 5 miles off shore <p>Uses/Users:</p> <ul style="list-style-type: none"> weddings sight-seeing/photography scuba diving hiking bicycle events 	<p>Within park:</p> <ul style="list-style-type: none"> Lake Michigan Limestone, Dolomite bluffs birch, maple, beech, cedar trees heavily wooded with trails ephemeral species <p>Within ~600' of park: entire area heavily wooded, owned by DNR</p>	<p>Completed Improvements:</p> <ul style="list-style-type: none"> improved hiking trails gazebo on south lawn area, 2011 additional parking, 2016 	<p>2011 – 2015 Plan:</p> <ul style="list-style-type: none"> drinking water well is currently closed, needs to be replaced (note: as of 2020, no plans to replace) any improvements should be done in low-key manner, preserving natural setting <p>Other plans:</p> <ul style="list-style-type: none"> identified as a carry-in access site in Lake Michigan State Water Trail plan (see p. 28, Appendix D) may be difficult to access land from water located along county recommended bicycle route (see p. 31, Appendix D)
<p>Chaudoir's Dock T. Union</p>	<p>Description/Amenities:</p> <ul style="list-style-type: none"> 5 acres, 625' of shoreline 100-foot day dock, w/ daytime tie-up access 3 boat launch lanes (one of the busiest county parks for boat launching) picnic area with tables, grills, parking, restrooms emergency harbor of refuge for 40 to 50 small boats <p>Uses/Users:</p> <ul style="list-style-type: none"> deep waters make for prime access to Green Bay fishing, including perch, bass, whitefish, walleye spawning reef a mile from the dock, popular spring walleye spot 	<p>Within park:</p> <ul style="list-style-type: none"> Bay of Green Bay <p>Within ~600' of park:</p> <ul style="list-style-type: none"> ~8 acres woodland 	<p>Improvements completed or scheduled for 2020:</p> <ul style="list-style-type: none"> entire ramp replaced with longer structure, 2011 installation of remote viewing camera, 2018 installation of automated pay system, 2020 	<p>2011 – 2015 Plan:</p> <ul style="list-style-type: none"> development emphasis on water access adjacent property should be considered for acquisition if/when available 10 to 12 parking stalls on upper east edge continue to update signage in low-water conditions, harbor needs dredging to safe depths for boaters (last dredged in 2014) <p>Other plans:</p> <ul style="list-style-type: none"> identified as a developed access site in Lake Michigan State Water Trail plan (see p. 28, Appendix D) located along county recommended bicycle route (see p. 31, Appendix D)

County Parks	Description/Amenities Uses/Users	Natural/Sensitive Areas (both within park & ~600')	Completed Improvements (since 2010) & Short-Term Plans	Planning Considerations (potential improvements identified in Door County Parks and Open Space Plan 2011 – 2015, and other plans)
<p>Door Bluff Headlands T. Liberty Grove</p>	<p>Description/Amenities:</p> <ul style="list-style-type: none"> • 228 forested acres, 6,830 feet of shoreline • second largest county park • no amenities except access road, natural hiking trails <p>Uses/Users:</p> <ul style="list-style-type: none"> • sight-seeing • hiking • bird watching 	<p>Within park:</p> <ul style="list-style-type: none"> • Bay of Green Bay and Niagara Escarpment – vertical limestone bluffs rise up from Bay • pictographs listed in the National Registrar of Historic Places • variety of tree species • two studies identified: <ul style="list-style-type: none"> ○ 46 species of birds ○ 92 species of flora ○ 18 species of land snails ○ bat species (threatened/endangered) <p>Within ~600' of park: woodland, escarpment</p>	<p>Completed Improvements:</p> <ul style="list-style-type: none"> • 72.7-acre expansion, 2019 	<p>2011 – 2015 Plan:</p> <ul style="list-style-type: none"> • development should be low-key due to flora and fauna, relative remoteness • only hiking trails should be considered, no other types • potential for vault-type toilets, more parking spaces • potential for scenic vistas spaced along drive • purchase of adjacent land should be considered if/when becomes available • future CIP consideration to pave entrance roadway <p>Other plans:</p> <ul style="list-style-type: none"> • considered for Grand Traverse Islands National Park (more information can be found at https://forloveonwater.org/grand-traverse-islands-national-park-proposal/) • identified as a limited emergency access site in Lake Michigan State Water Trail plan (see p. 28, Appendix D) <ul style="list-style-type: none"> ○ undeveloped natural area with a number of resting areas along shore • located along county recommended bicycle route (see p. 31, Appendix D)
<p>Ellison Bluff T. Liberty Grove</p>	<p>Description/Amenities:</p> <ul style="list-style-type: none"> • 174 acres • ¼ mile scenic entrance road • picnic area, restrooms, parking • handicap accessible trails • natural hiking trails • stairway leading to wooded bluff overlook that provides view of cliffs, Green Bay waters, many Green Bay Islands • 7,000 feet of shoreline inaccessible because of bluff • picnicking at eastern end • bluff in excess of 100 feet high, parallels shoreline throughout entire park, no access to the water • Wisconsin State Natural Area designation, 2002 <p>Uses/Users:</p> <ul style="list-style-type: none"> • sight-seeing • hiking • bird watching • weddings 	<p>Within and within ~600' of park:</p> <ul style="list-style-type: none"> • Bay of Green Bay and Niagara Escarpment – vertical limestone bluffs rise up from Bay • trees grow on sheer face of cliffs, anchoring roots in small crevices with little soil: White cedar, Canada yew, mountain maple, red pine, basswood, red elderberry • forest atop bluff includes wide variety of mature trees: sugar maple, white ash, red oak, beech, paper birch, big-tooth aspen, hemlock • ground cover: wild sarsaparilla, big-leaved aster, Canada mayflower, large-flowered trillium, wood-betony, bracken fern, rare rock willow-grass and broad-leave sedge • large variety of birds take residency in forest as peninsula is flyway for migratory birds • 26 species of land snails, including five rare species and two glacial relic species 	<p>Completed Improvements:</p> <ul style="list-style-type: none"> • interpretive signage along trail, 2019 • roadway improvement – grade, gravel, compact, 2019 	<p>2011 – 2015 Plan:</p> <ul style="list-style-type: none"> • purchase adjacent land if/when becomes available • potential for several more viewing areas • potential for access to park's lower levels, which might include staircase and/or a viewing tower combination • future CIP consideration to pave entrance roadway <p>Other plans:</p> <ul style="list-style-type: none"> • located along Lake Michigan State Water Trail plan, not identified as an access site (see p. 28, Appendix D) • located along county recommended bicycle route (see p. 31, Appendix D)

County Parks	Description/Amenities Uses/Users	Natural/Sensitive Areas (both within park & ~600')	Completed Improvements (since 2010) & Short-Term Plans	Planning Considerations (potential improvements identified in Door County Parks and Open Space Plan 2011 – 2015, and other plans)
<p>Forestville Dam T. Forestville</p> <p>Description/amenities:</p> <ul style="list-style-type: none"> 79 acres adjacent to Ahnapee State Trail, serves as wayside for trail users picnic tables, waterfront picnic area with grills, open pavilion, playground, restrooms fishing dock one-lane boat launch shallow millpond, 1 ½ miles long, 1/8 mile wide dam overflows in spring <p>Uses/users:</p> <ul style="list-style-type: none"> small non-motorized boating, including canoeing, kayaking, paddle boarding fishing: <ul style="list-style-type: none"> below dam, a shallow riverbed area thick with fish in the spring when water runs high catch and release fishing popular Northern pike, rock bass, crappies, blue gills, large-mouth bass weddings run/bicycle events Southern Door Fire Department and DNR Warden training exercises playground use pavilion rentals (only pavilion in southern Door County at this time) 	<p>Within park:</p> <ul style="list-style-type: none"> Ahnapee River, floodplain, wetland, woodland low-lying wooded area south of dam earthworks is maintained <ul style="list-style-type: none"> wildlife area <p>Within ~600' of park: ~80 acres of floodplain, wetland, & woodland</p>	<p>Completed Improvements: None</p> <p>Short-term plans:</p> <ul style="list-style-type: none"> current millpond drawdown to be complete in 2021 develop canoe/kayak launch 	<p>2011 – 2015 Plan:</p> <ul style="list-style-type: none"> potential for additional parks in Southern Door area millpond management, as directed by best management practices <ul style="list-style-type: none"> drawdown millpond, as needed, every 8-10 years to improve conditions (<i>current drawdown to be completed in 2021</i>) review millpond management strategy as directed by best management practices seal coat or chip seal parking area parking area revision to better accommodate boat trailer parking land to the south and east of park along the Ahnapee River should be considered for acquisition if/when becomes available DNR has expressed interest in assisting with any purchases that would add to Ahnapee State Trail for purposes of public fishing access <p>Other plans:</p> <ul style="list-style-type: none"> located along county recommended bicycle route (see p. 31, Appendix C) 	
<p>Frank E. Murphy T. Egg Harbor</p> <p>Description/amenities:</p> <ul style="list-style-type: none"> 34 acres, approximately 1,300 feet of shoreline one of the most heavily used county parks volleyball court, picnic facilities (tables and grills), restrooms with changing rooms, playground equipment, large open pavilion parking space for 55 cars large dock, protects swimming area from rough water, serves as emergency harbor two-lane boat launch ramp located at south end entrance to Horseshoe Bay Caves <p>Uses/users:</p> <ul style="list-style-type: none"> pavilion, large group gatherings run/bicycle, triathlon training and event swimming, fishing, volleyball public cave tours 	<p>Within park:</p> <ul style="list-style-type: none"> Bay of Green Bay Horseshoe Bay Cave 3.8 acres wetland 10.2 acres wooded base map stream (non-navigable) <p>Within ~600' of park:</p> <ul style="list-style-type: none"> escarpment, woodland, base map stream, wetland, floodplain 	<p>Completed Improvements:</p> <ul style="list-style-type: none"> beach restoration, 2015 restriped parking lot, but not by boat launch 2018 seal coated and striped boat launch, 2019 removed cottonwood trees, 2019 dock installation, 2019 <p>Short-term plans:</p> <ul style="list-style-type: none"> remove dead ash trees Horseshoe Bay Cave Center (interpretive center and storage) development of recreational trail connecting park to Village of Egg Harbor 	<p>2011 – 2015 Plan:</p> <ul style="list-style-type: none"> during times of low water, excessive sand movement makes boat launch difficult to use potential for additional games for family and group activities playground equipment should be upgraded and expanded additional waterfront property should be considered if/when becomes available <p>Other plans:</p> <ul style="list-style-type: none"> identified as a developed access site in Lake Michigan State Water Trail plan (see p. 28, Appendix D) located along county recommended bicycle route (see p. 31, Appendix D) 	

Door County Parks and Open Space Plan 2020-2025

County Parks	Description/Amenities Uses/Users	Natural/Sensitive Areas (both within park & ~600')	Completed Improvements (since 2010) & Short-Term Plans	Planning Considerations (potential improvements identified in Door County Parks and Open Space Plan 2011 – 2015, and other plans)
<p>George K. Pinney T. Sevastopol</p> <p>Description/amenities:</p> <ul style="list-style-type: none"> 15 acres, approximately 1,000 feet of water frontage boat launch, handicap accessible several submerged shipwrecks located in nearby waters 6-lane boat launch 1.5-acre harbor of refuge pavilion and picnic area, year-round restrooms 90+ parking stalls <p>Uses/users:</p> <ul style="list-style-type: none"> favorite spot for local fisherman to access excellent habitat for bass, northern, perch pier fishing in winter, small village of ice shanties sets-up off shore, using park as access sunset viewing 	<p>Within park:</p> <ul style="list-style-type: none"> Bay of Green Bay ~1.8 acres woodland <p>Within ~600' of park:</p> <ul style="list-style-type: none"> ~5.2 acres woodland to the north and ~3 acres woodland to the south 	<p>Improvements completed or scheduled for 2020:</p> <ul style="list-style-type: none"> breakwater maintenance/repair, 2018 parking lots and launch lanes restriped, 2018 breakwater maintenance/repair, 2020 installation of waterless cleaning station, 2020 installation of automated pay system, 2020 	<p>2011 – 2015 Plan:</p> <ul style="list-style-type: none"> if historical and safety concerns can be addressed, property to southeast should be considered for acquisition, if/when becomes available <p>Other plans:</p> <ul style="list-style-type: none"> identified as a developed access site in Lake Michigan State Water Trail plan (see p. 28, Appendix D) located near county recommended bicycle route (see p. 31, Appendix D) 	
<p>John Miles</p> <ul style="list-style-type: none"> City of Sturgeon Bay 60 acres See John Miles County Park Recreation Plan – Phase I, 2017 (contact the Door County Land Use Services Department at (920) 746-2323 for a copy of the plan) and Appendix C of this document for improvements completed in 2017 – 2019 and potential 2020 improvements. 				
<p>Lily Bay T. Sturgeon Bay</p> <p>Description/amenities:</p> <ul style="list-style-type: none"> 1 acre, 150 feet shore frontage parking for 6 cars 2-lane, fair weather boat launch <p>Uses/users:</p> <ul style="list-style-type: none"> boating fishermen troll for brown and steelhead trout, salmon sunbathers often use park as access to bordering, private sand beach 	<p>Within park:</p> <ul style="list-style-type: none"> Lake Michigan beach <p>Within ~600' of park:</p> <ul style="list-style-type: none"> ~1.7 acres of woodland large floodplain/wetland complex overlaps to the northeast mapped ridge/swale complex 	<p>Completed improvements: None</p>	<p>2011 – 2015 Plan:</p> <ul style="list-style-type: none"> additional parking, if/when nearby land becomes available <p>Other plans:</p> <ul style="list-style-type: none"> identified as a developed access site in Lake Michigan State Water Trail plan (see p. 28, Appendix D) 	
<p>Lyle-Harter-Matter Sanctuary T. Jacksonport</p> <p>Description/amenities:</p> <ul style="list-style-type: none"> 40 acres, completely undeveloped parcel not served by public road, however, an easement exists for ingress for maintenance and emergency vehicles Wisconsin State Natural Area designation <p>Uses/users:</p> <ul style="list-style-type: none"> wildlife and nature study hiking bird watching 	<p>Within park:</p> <ul style="list-style-type: none"> high sand dune, woodland, wetland, floodplain heavy woods, both deciduous and coniferous species, cover most of property marsh with excellent wildlife Hines Emerald Dragonfly (threatened/endangered) <p>Within ~600' of park: dunes, Clark Lake, wetland, floodplain, woodland</p>		<p>2011 – 2015 Plan:</p> <ul style="list-style-type: none"> no extensive development is recommended; should remain as a wildlife, nature study area potential for hiking trails property between Kangaroo Lake and the sanctuary should be acquired and added to sanctuary, if/when available access road along county's easement should be made passable for emergency vehicles 	

County Parks	Description/Amenities Uses/Users	Natural/Sensitive Areas (both within park & ~600')	Completed Improvements (since 2010) & Short-Term Plans	Planning Considerations (potential improvements identified in Door County Parks and Open Space Plan 2011 – 2015, and other plans)
<p>Meridian T. Jacksonport</p>	<p>Description/amenities:</p> <ul style="list-style-type: none"> 155 acres undeveloped, except for 2-acre wayside located on southeast corner adjacent to State Highway 57 contiguous to Lyle-Harter-Matter Sanctuary wayside maintained by WisDOT includes restrooms, picnic facilities, well, parking spaces natural trails Wisconsin State Natural Area designation <p>Uses/users:</p> <ul style="list-style-type: none"> traveling public hikers 	<p>Within park:</p> <ul style="list-style-type: none"> heavily wooded, marshy in places excellent wildlife habitat Hines Emerald Dragonfly (threatened/endangered) <p>Within ~600' of park:</p> <ul style="list-style-type: none"> Lake Michigan, Clark Lake, dunes, wetland, floodplain, woodland, Heins Creek 	<p>Completed improvements: None</p> <p>Short-term plans:</p> <ul style="list-style-type: none"> hiking trails incorporation of rest-stop area from State/County Hwy Department into park – remove or replace pit toilet to vault toilet 	<p>2011 – 2015 Plan:</p> <ul style="list-style-type: none"> contiguous to Lyle-Harter-Matter Sanctuary, any use of one park should be integrated with that of the other no development should take place within visible distance of State Highway 57
<p>Percy Johnson T. Washington</p>	<p>Description/amenities:</p> <ul style="list-style-type: none"> 5 acres, 500 feet sandy beach parking for 10 cars <p>Uses/users:</p> <ul style="list-style-type: none"> swimming non-motorized water craft launching bird watching 	<p>Within park:</p> <ul style="list-style-type: none"> Lake Michigan beach western half heavily wooded overlooks nearby Hog Island, part of Horicon National Wildlife Refuge nesting Herring Gulls, Black-Crowned Night-Herons, Great Blue Herons, occasional White Pelican <p>Within ~600' of park:</p> <ul style="list-style-type: none"> Lake Michigan beach heavily wooded 	<p>Completed improvements:</p> <ul style="list-style-type: none"> restrooms replaced, 2018 	<p>2011 – 2015 Plan:</p> <ul style="list-style-type: none"> northern portion has been cleared of underbrush, potential for expanded picnic and game use, with additional beach clean-up to make more attractive for swimming potential informational marker explaining Hog Island's status as a National Wildlife Refuge increase parking area to accommodate more cars upgrader/expand playground equipment <p>Other plans:</p> <ul style="list-style-type: none"> identified as a carry-in access site in Lake Michigan State Water Trail plan (see p. 28, Appendix D)
<p>Robert M. Carmody T. Gardner</p>	<p>Description/amenities:</p> <ul style="list-style-type: none"> 10 acres, 400 feet shoreline 6-lane boat launch and handicap accessible fishing pier wave attenuator dock picnic area, restrooms designed around 3 mature oak trees 94 parking stalls <p>Uses/users:</p> <ul style="list-style-type: none"> popular place to fish for small mouth bass, northern pike, walleye, perch in winter, boat launch provides access to Little Sturgeon for ice fishing 	<p>Within park:</p> <ul style="list-style-type: none"> Bay of Green Bay floodplain <p>Within ~600' of park:</p> <ul style="list-style-type: none"> ~6.4 acres woodland large wetland complex to the north 	<p>Completed improvements:</p> <ul style="list-style-type: none"> restriped all parking lots and launch lanes, 2019 installation of waterless cleaning station, 2020 installation of automated pay system, 2020 	<p>2011 – 2015 Plan:</p> <ul style="list-style-type: none"> potential for more parking stalls at west end of park <p>Other plans:</p> <ul style="list-style-type: none"> identified as a developed access site in Lake Michigan State Water Trail plan (see p. 28, Appendix D) located near county recommended bicycle route (see p. 31, Appendix D)

County Parks	Description/Amenities Uses/Users	Natural/Sensitive Areas (both within park & ~600')	Completed Improvements (since 2010) & Short-Term Plans	Planning Considerations (potential improvements identified in Door County Parks and Open Space Plan 2011 – 2015, and other plans)
<p>Robert La Salle T. Clay Banks</p>	<p>Description/amenities:</p> <ul style="list-style-type: none"> • 26 acres, 440 feet of public access to Lake Michigan • 2 parking lot areas • restrooms, picnic tables, grills, playground equipment • characterized by a three-tiered landform consisting of pebble-strewn Lake Michigan shore, level grassy upland area, and higher wooded upland area • steep sandy bluffs separate each tier; several stairways provide pedestrian access to the various tiers • prairie plantation in upper park <p>Uses/users:</p> <ul style="list-style-type: none"> • sight-seeing • weddings • run/bicycle events 	<p>Within park:</p> <ul style="list-style-type: none"> • Lake Michigan beach • three-tiered landform consisting of pebble-strewn Lake Michigan shore, level grassy upland area, and higher wooded upland area • small stream cuts through sandy ravine, dry most of year • restored prairie in upper park <p>Within ~600' of park:</p> <ul style="list-style-type: none"> • ~10.7 acres woodland • 1.1 acres Wetland 	<p>Improvements completed or scheduled for 2020:</p> <ul style="list-style-type: none"> • restrooms replaced, both lower and upper, 2011 and 2012 • prairie plantation area, grant received in 2018, completed in 2019 • pavilion/shelter, 2020 <p>Short-term plans:</p> <ul style="list-style-type: none"> • review beach front erosion due to high water 	<p>2011 – 2015 Plan:</p> <ul style="list-style-type: none"> • grade upper level parking lot, improve entrance, paving • 1-mile loop trail system <p>Other plans:</p> <ul style="list-style-type: none"> • identified as a carry-in access site in Lake Michigan State Water Trail plan (see p. 28, Appendix D) • located along county recommended bicycle route (see p. 31, Appendix D)
<p>Sugar Creek T. Gardner</p>	<p>Description/amenities:</p> <ul style="list-style-type: none"> • 40 acres, 1,050 feet of water frontage • fair weather boat launch • 18-hole disc golf course • restrooms, picnic tables, grill • parking for 20 cars • 80' long foot-bridge over Sugar Creek • park is exposed to intense storms, making it difficult to provide boat launching facilities <p>Uses/users:</p> <ul style="list-style-type: none"> • emergency fire-fighting fill site • smelt-dipping in the past, however, no longer done as smelt have not been traveling up the creek for breeding • ice-fishing for perch and whitefish • small, motorized & non-motorized watercraft • run/bicycle events 	<p>Within park:</p> <ul style="list-style-type: none"> • Bay of Green Bay • Sugar Creek, floodplain • woodland <p>Within ~600' of park:</p> <ul style="list-style-type: none"> • ~10.0 acres woodland to the north, and ~10.9 acres of woodland, wetland, and floodplain to the southeast 	<p>Completed improvements:</p> <ul style="list-style-type: none"> • new restrooms, 2015 • pedestrian bridge over creek, 2015 • trails installed in wooded undeveloped area east of Sugar Creek (disc golf course trails are there now) 	<p>2011 – 2015 Plan:</p> <ul style="list-style-type: none"> • more inviting entrance with better landscaping and signage • install playground equipment • evaluate parking arrangement for adequacy; additional parking could be developed on upper grass area, near entrance • repair blacktop roads <p>Other plans:</p> <ul style="list-style-type: none"> • identified as a developed access site in Lake Michigan State Water Trail plan (see p. 28, Appendix D) • located along county recommended bicycle route (see p. 31, Appendix D)
<p>Tomado Park T. Gardner</p>	<p>Description/amenities:</p> <ul style="list-style-type: none"> • 3 acres, 1st Door County Park • historical marker • restroom, picnic area • parking for 15 cars <p>Uses/users:</p> <ul style="list-style-type: none"> • traveling public • historical education • hikers, bikers, picnickers 	<p>Within ~600' of park:</p> <ul style="list-style-type: none"> • ~28.5 acres of woodland, wetland, and floodplain • Ahnapee River 	<p>Completed improvements:</p> <ul style="list-style-type: none"> • installation of memorial plaque, 2019 	<p>2011 – 2015 Plan:</p> <ul style="list-style-type: none"> • repave parking lot • restrooms in fair condition, eventually will need upgrading and new roof <p>Other plans:</p> <ul style="list-style-type: none"> • located along county recommended bicycle route (see p. 31, Appendix D)

SECTION IV: PLANNING CONSIDERATIONS

When considering potential land acquisitions, donations, or improvements to existing Door County parks, it is envisioned that the objectives and guiding principles outlined in Section II of this plan will be used in conjunction with the following guidelines and questions to guide decision-making.

A. Guidelines and Questions for Potential Land Acquisitions

Properties for potential park land are brought to the attention of the Parks Division in a variety of ways, including unsolicited outreach by interested sellers and ongoing conversations with various public and not-for-profit entities. The Parks Division will continue to rely upon a set of land acquisition and financing techniques that stretch and leverage its park funds.

Guidelines for land acquisitions. In general, the county should:

- Prioritize acquisitions that are a good value, that help stretch public land acquisition dollars.
- Prioritize acquisitions where there is a willing seller and local political support so that the acquisition will not be delayed for years in costly, contested proceedings.
- Prioritize acquisitions/donations where other organizations can contribute to the cost and/or care of new sites. Collaborate with other agencies such as the Door County Land Trust or Nature Conservancy to increase conservation and recreation opportunities.
- Prioritize acquisitions/donations that connect or expand, link to, add to, fill in, or buffer existing holdings, and other connections that support Parks Division mission and goals.
- Prioritize acquisitions/donations of sites that contain remnant native flora and fauna populations or unique natural resources as well as those with unique ecological, historical, archaeological, topological, cultural, or other significant features.
- Prioritize acquisition of land adjacent to lake waters to increase public water access, particularly on the Lake Michigan shore between Baileys Harbor and Sturgeon Bay.
- Explore acquisitions/donations of larger sites to take advantage of lower land costs and larger opportunity sites, such as failed development projects. Smaller isolated sites present management and maintenance challenges and should only be considered where there is a strong case that the site would contribute to the Parks Division mission and goals.

Potential questions to consider for land acquisitions:

- Does the acquisition support the overall parks mission, vision, and goals?
- Is the land located adjacent to or near an existing county park?
 - If yes, is the adjacent land acquisition recommended by this plan?
- If adjacent or near an existing county park, how would the acquisition complement the existing county park?
- Would the acquisition provide greater connectivity between existing county parks?
- Is there potential to partner with another organization on the acquisition?
- Does the land have sensitive natural or ecological features that need to be protected? If so, is there a conservation organization that may be a better steward?
- Does the land have unique geological or topographic features (i.e., escarpment, drumlins, steep slopes, varied terrain, scenic view, etc.)?
- Does the land have historical/archaeological/cultural significance? If so, would a historical/archaeological/cultural organization be a better steward?

- Does the land have potential to be restored back to native species with minimal expense?
- Is the land located on or near the county's recommended bicycle network, a segment of a county highway that has 3' or greater shoulder width, and/or would provide an interesting or convenient stop for bicyclists?
- Is the land located within an area identified as an enhancement zone by the Lake Michigan State Water Trail?

B. Guidelines and Questions for Potential Park Improvements

The Parks Division will continue to prioritize the use of limited capital funds for improvement of the parks system by evaluating existing conditions and needs as well as information on projected public uses or unique resources. Grant funding and contributions from land use and utility license agreements are also increasingly a factor in prioritizing new capital investments.

Guidelines for park improvements: In general, the county should:

- Prioritize activities that will engage new users, promote healthy lifestyles, and connect people to nature.
- Maintain a policy that ensures adequate compensation to the county when granting exclusive use of county park facilities and/or resource lands to non-county agencies, groups, or individuals, or granting easements or other permanent rights to county park and resource land.
- Improve user experience by providing at least basic facilities at all county parks, including:
 - potable water supply for drinking, washing, and fire defense purposes
 - adequate access and designated parking areas
 - ADA accessibility and inclusivity improvements such as:
 - ADA-accessible toilets, preferably vault-type where more sophisticated systems are not practical
 - features that will aid handicapped people such as specialized walkways, hard-surfaced walkways, wide doorways, grab-rails in restrooms, special seating at picnic areas and at spectator events, and special playground apparatus
- Enhance the county parks' identity by:
 - providing consistency in signage, markers, and structures
 - identifying park entrance(s) and boundaries
 - identifying opportunities to ensure a safe and easy-to-navigate trail system within county parks
 - provide baseline information on the current trail system
 - recommend new policies for managing trails
 - create a process for assessing requests to improve unrecognized trails
 - prioritize future capital improvement projects to enhance trail systems
- Develop areas that provide the potential to accommodate a variety of activities, as opposed to single-purpose activities.

Potential questions to consider for park improvements:

- Does the potential improvement support the parks mission, vision, and goals?
- Is the improvement identified in this plan or another appropriate action plan?
- Would the improvement enhance current uses and/or enhance current users' experience?
- Would the improvement help protect sensitive natural features?

- Is there potential to partner with another organization or entity on the improvement?
- Would the improvement provide a unique interactive experience that cannot be commonly found elsewhere and would attract new users?
- Would the improvement enhance the educational and/or historical aspects of the park?
- Is the upgrade at a park that is located along the Lake Michigan State Water Trail?
- Would the upgrade fulfill a need within an enhancement zone, as identified by the Lake Michigan State Water Trail plan?
- Will the improvement serve a niche interest, and if so, is there an economic impact?

C. Guidelines for potential relinquishment of county-owned park land:

In the event the county is considering relinquishing park land for purposes other than preservation or recreation, the decision-making process should:

- Consider consistency with the Parks Division mission, vision, and goals.
- Consider consistency with local and regional plans.
- Consider any potential negative long-term impacts on park and recreational use throughout Door County.
- Consider the need for county parks and open spaces, both at the present and in the future.
- Evaluate the costs and benefits of ownership versus non-ownership.
- Ensure equal value of any land being offered in exchange.
- Ensure the dedication of any revenues towards additional park development.
- Consider requiring that protective deed restrictions be placed on the property title for the relinquished land.

SECTION V. APPENDICES

APPENDIX A: OUTLINE OF PLANNING PROCESS

Pre-planning. Pre-planning for the Door County Parks and Open Space Plan 2020 – 2025 began in 2018 with the meetings described below.

- **Administrative Meeting** (August 9, 2018). Parks and Land Use Services staff met to discuss updating the Door County Parks and Open Space Plan, 2011 – 2015.
- **Facilities and Parks Committee Meeting** (November 7, 2018). Parks Superintendent reviewed with the committee an outline of the plan to be developed and planning process to be used.

Background information gathering (January – May 2019). Land Use Services gathered background information which can be found in Section III, Inventory of Door County Parks, Recent Improvements, and Plans, and in Appendices B – D.

Facilities and Parks Committee Meeting (May 8, 2019). Parks Superintendent reviewed with the committee the draft mission/vision/goals and the plan background information gathered by Land Use Services. The mission/vision/goals were approved by unanimous vote.

Facilities and Parks Committee Meeting (October 9, 2019). Parks Superintendent reviewed with the committee a draft of the public input survey.

Public Input Survey (October 18 – December 2, 2019). The public input survey reviewed/approved by the committee was available on-line for this time period, with two press releases issued and multiple emails sent to Land Use Services contacts.

Facilities and Parks Committee Meeting (November 13, 2019). Parks Superintendent updated the committee on number of survey responses and informed them of upcoming public outreach activities regarding the survey.

Facilities and Parks Committee Meeting (December 11, 2019). Parks Superintendent reported that the survey closed and gave a summary of responses.

Facilities and Parks Committee Meeting (February 12, 2020). A draft of the plan was presented to the committee.

Public Input Meeting (March 31, 2020) Presentation of the plan draft to the public and opportunity for input.

Final Facilities and Parks Committee Approval (April 2020).

County Board Approval (April 2020).

APPENDIX B: HISTORY OF DOOR COUNTY PARKS

(Adapted from the Door County Parks and Open Space 2011-2015 Plan)

Ahnapee State Trail: Ahnapee State Trail spans from the city limits of Sturgeon Bay to the Door/Kewaunee county line, continuing into Kewaunee County towards Algoma, Kewaunee, and the Luxemburg/Casco area

The Ahnapee State Trail follows the retired railroad line of Ahnapee and Western. The railroad line moved freight and passengers in and out of Door County between 1894 and 1968 and was a vital link during World War II with Algoma's plywood industry and Sturgeon Bay's shipyards. Powered by either steam or diesel, the trains hauled lumber, dairy products, cherry crops, and passengers in and out of Door County.

The State of Wisconsin obtained the stretch of railroad grade when it was retired from service as a rail line and added it to the state trail system. A lack of funding to maintain the trail prompted the state to forge a partnership with the County of Door. In mid-1994, Door County signed its first renewable lease with the Wisconsin Department of Natural Resources for the operation and maintenance of the Ahnapee State Trail. The lease designated that the trail become a part of the county parks system.

Baileys Harbor Ridges: 2301 Ridges Road, Town of Baileys Harbor

Door County purchased roughly 30 acres from the United States government in 1937 that included the two range lighthouses. That same year, upon learning of the county's plan to possibly establish a campground on the property, the nonprofit Ridges Sanctuary formed to protect and maintain the area, leasing and maintaining most of that acreage from the county, including the two range lighthouses. The waterfront portion of the county's 30 acres is maintained as Baileys Harbor Ridges County Park. The park as a whole (and the surrounding Ridges Sanctuary) contains many ridge lines, or historical shorelines from the lake's water receding since prehistoric times.

Cana Island Lighthouse: 8800 E. Cana Island Road, Town of Baileys Harbor

Built in 1869 for \$12,792.55, Cana Island Lighthouse's tower, made of cream city brick, was the tallest building in Door County. As verified by telescope during the first year of operation, 4,862 ships passed the station during daylight hours. Keepers filled the oil and kept the beacon shining until the lighthouse was automated in 1944. It remains a functioning navigational light of the Great Lakes. Cana Island Lighthouse was listed in the National Register of Historic Places in 1976.

In 2006, the Bureau of Land Management transferred ownership of the park's nine (9) acres free of charge to the county to preserve the lighthouse and allow public access by maintaining it as a county park. To fulfill the stipulations, the county partners with the Door County Maritime Museum to manage the island and lighthouse, something Door County Maritime Museum had been doing in partnership with the U.S. Coast Guard since 1970.

Cave Point: 5360 Schauer Road, Town of Sevastopol

The land for Cave Point County Park was gifted to the county for preservation by three families in 1943 and 1945. It was the fifth park added to the county park system and derived its name from its geological formation. Early discussion of the park's establishment explored making it a state park or a war memorial site. After lengthy and heated debates, and a reshuffle of county board members, the county decided to focus on the park's geological formation.

Chaudoir's Dock: 10865 County Road N, Town of Union

Chaudoir's Dock began as a working dock built primarily for logging by brothers Eli and Julis Chaudoir after they arrived in Namur from Belgium in 1856. Ships traveling to Northport and Green Bay often moored at the dock with passengers and goods, including hay and grain for the lumberjacks' horses. Local farmers were able to export their beets, potatoes, lumber, hay, and straw. In winter, local farmers took to the ice to harvest fish with pound nets. Ice shanties were also rented out delivered onto the ice. Ice fishermen still flock to the area to this day.

In 1944, John Chaudoir approached the county about purchasing the dock because he was interested in keeping it open to the public. That year, the dock was purchased from John and Mamie Chaudoir by Door County for \$1.00. The dock and park now carry the name and the legacy of the Chaudoir family.

Door Bluff Headlands: 12900 Door Bluff Park Road, Town of Liberty Grove

Originally named Death's Door Headlands Sanctuary, the county purchased the original 123 acres for this park for \$1 in 1944. In 1977, the county purchased another 33 acres of adjacent land for \$1 with the premise that the "land be forever used as a park." According to an article in the Door County Advocate in 1977, the donation of the 33 acres of land marked the first major land donation to the county park system since the original 123-acre donation.

Native American paintings—rock art dating back to 1000 – 1499CE—were found on the cliffs at the Door Bluff Headlands in the early 1990s by amateur archeologists. It is reputed that it was at this point where the Washington Island Indians (Iroquois) fought the mainland Indians (Potawatomi).

In 2019, the county purchased two parcels adjacent to the Door Bluff Headlands County Park. The property includes over 72 acres with a small strip of shoreland. Listed below are characteristics of the two properties and surrounding area, and reasons for protecting.

- The property represents a major promontory of the Niagara Escarpment, holding several habitats of ecological interest, including the semi-mature to mature northern mesic forest on the upper plateau of the site.
- The larger parcel includes a 30.55' wide by 150' deep strip of land that extends westerly, on the opposite side of Door Bluff Road, to the water's edge.
- The forest is composed of ~80-year old hardwoods, including sugar maple, American beech, white ash, basswood, hemlock, and red oak. Silty soils on these parcels are very thin and overlay fissured dolomite bedrock. A series of rocky old shorelines and small bluffs on the property are dominated by a dense coniferous forest including old growth white cedars.
- A local conservationist identified 46 species of birds and 92 species of flora in the park. Several rare plants and animals have also been documented on the property.
- In 1993, Native American pictographs were discovered on the cliffs adjacent to the park and within the park. The pictographs have been dated to 1000-1499CE and are listed in the National Registrar of Historic Places.

The schooner Fleetwing, a shipwreck of 1888, is located in the waters next to the property. The ribs and keel can be seen on the bottom of the bay.

Ellison Bluff: 12050 Ellison Bluff Road, Town of Liberty Grove

The decision to preserve the land that now makes up Door County's largest park was made by the Door County Parks Board in 1945 when the board proclaimed "the limestone headlands, as they emerge out of the blue waters of Green Bay, are geologically one of the most outstanding natural monuments in our country. They must be preserved." Preservation became a reality just five years later when Door County purchased 88 acres in 1950 for \$1. In 2000, an additional 86 acres of undeveloped property with 1,939 feet of shoreline was acquired. The park was designated as State Natural Area in 2002.

Forestville Dam: 475 Mill Road, Town of Forestville

The original dam was built in 1877, an earthen works to provide power for a gristmill. The mill processed grain into flour for people from the Belgian district and all the way up to Baileys Harbor. The mill was closed circa 1920 when the dam washed out. The dam was then replaced in 1934 as a Works Progress Administration project. The dam and surrounding property was sold to the Town of Forestville in 1949 to be developed into a park. In 1963, the town gave the park and dam to the County of Door.

Frank E. Murphy: 7119 Bay Shore Drive (County Highway G), Town of Egg Harbor

In 1937, the Murphy family, who owned Frank E. Murphy's Horseshoe Bay Farm, donated 11 acres to Door County for a park. To prepare the area to be a public park, the county was awarded a Civil Works Act grant for improvements, which was used to employ sixty men to cut brush, clean the beach, rebuild the pier, and build a 950-foot long stone wall on the south and east sides of the property.

The Frank E. Murphy's Horseshoe Bay Farm was the largest dairy in Wisconsin as well as the largest employer in Door County at its time. The original pier was used to ship apples, cherries, and plums grown on the farm to Dykesville and Peshtigo. In 1972, three additional acres of the farm were donated to the county.

George K. Pinney: 4879 Bay Shore Drive, Town of Sevastopol

George K. Pinney Park (formerly Olde Stone Quarry) was one of several prominent locations for the county's export of limestone and gravel with much of the stone being exported to Chicago. The Leathem and Smith quarry operated at the site beginning in the late 1890s. When operated as the Smith quarry, the operation sported the largest dock as well as being the largest quarry in Door County.

John Miles: 916 N 14th Avenue, City of Sturgeon Bay

The Door County Fair has been held at this site since 1908. On August 28, 1990, by Resolution 82-90, the Door County Fairgrounds became a part of the Door County Parks System and was renamed the Door County Fair Park. In 2001, the park was renamed John Miles County Park. Formerly known as the Fair Grounds and then the Door County Fair Park, in 2001 the park was renamed in honor of the dedicated fair secretary who served the fair for decades, and to recognize its evolution into a multi-use park, not just a home to the fair.

Lily Bay: 4449 E. County Highway T, Town of Sturgeon Bay

In the 1880s, a bustling settlement grew at Lily Bay and included a sawmill, blacksmith shop, general store, boarding house, and several residences as well as a pier on the lake. The pier at Lily Bay brought both goods and people on ships from Chicago and returned with lumber and wood supplies such as cordwood. Lily Bay's major export was hemlock bark, that tannin of which was used in the tanning industry in Milwaukee and Chicago. The settlement at Lily Bay slowly declined after the Sturgeon Bay ship canal was completed and began being used in 1879.

Lyle-Harter-Matter Sanctuary: 6799 State Highway 57, Town of Jacksonport

Given in 1945 to the county as a sanctuary, this 40-acre tract is completely undeveloped. The parcel is not served by a public road; however, the grantors did provide an easement for ingress and egress for maintenance and emergency vehicles along the dividing line between Sections 1 and 12, beginning at Logerquist Road and extending at the sanctuary. A magnificent, high sand dune runs through the property. Heavy woods, both deciduous and coniferous species, cover most of the property. A marsh is also found there.

Meridian: 6799 State Highway 57, Town of Jacksonport

The third largest of the county parks, the property is undeveloped save for a wayside located on the southeast corner adjacent to State Highway 57. The wayside is maintained by the State Department of Transportation and includes toilets, picnic facilities, a well, and parking spaces. Heavily wooded and in places marshy, the park provides excellent wildlife habitat. The park is contiguous to the Lyle-Harter Matter Sanctuary.

Percy Johnson: 640 Lake View Road, Town of Washington

The land for Percy Johnson park was purchased in 1947. Formerly called Washington or Eastside for its location on the eastern side of Washington Island, the park was renamed in 1994 in memory of a former Door County Board supervisor from Washington Island, Percy Johnson, in honor of his 27 years of representation. Johnson's parents originated from Iceland, as had many of the island's original white settlers.

Robert LaSalle: 408 County Road U, Town of Clay Banks

The site is commemorated as a landing place by the French explorer Robert de LaSalle in 1679. One of the oldest county parks, its current acreage was stitched together through several land purchases spanning 79 years between 1925 and 2005.

According to the Peninsula Historical Review of June 1930, Clay Banks used to be one of the largest shipping points for lumber and forest products on the peninsula. In the upper park, an archway—built in the spring of 1930—stands near the roadway, a remnant of the park's entrance in earlier years. The logs were imported from the Pacific Coast in honor of the mighty trees logged from the area by early settlers. The archway was built as a grand entrance to the park for model As and Ts—the first cars made—to drive through to enter the park.

LaSalle Park was also the setting of baseball games in the 1920s and '30s; hundreds of spectators would gather to watch America's pastime. A ball hit into the lake was considered a home run.

Robert M. Carmody: 3570 County CC, Town of Gardner

Robert M. Carmody park is a boat launch located on the bay of Little Sturgeon in the Town of Gardner, with a long history of excellent waters for fishing, whether by boat or on ice. Archeological exploration determined that Native Americans lived on this site. It is also the area where Door County's first Euro-American settlers, Increase and Mary Claflin, built a cabin in 1835.

Although the area has long been a fisherman's haven, there was a lack of public access to the boating waters as well as a safe boating harbor from storms. In 2001, Door County and the Wisconsin Department of Natural Resources jointly purchased 4.5 acres on the shores of Little Sturgeon Bay for the purposes of constructing a boat launch. It was the first jointly owned park between the two departments in Door County. (The Ahnapee State Trail and George K. Pinney are owned by the DNR and maintained by the county with no lease fee.) The land was purchased from Dean Carmody and named after his father, Robert, who had owned the land for many years.

Sugar Creek: 2349 County Road N, Town of Gardner

The land for Sugar Creek Park was obtained by Door County in 1945. The park is named for the creek that runs through it.

Tornado Memorial: 8518 County DK, Town of Gardner

Tornado Memorial County Park preserves the story of Williamsonville, which was in one day reduced from a new and growing crossroads town to ashes, never to be rebuilt.

Thomas and Fred Williamson, brothers who immigrated to the Green Bay area from Canada in the late 1860s, settled Williamsonville. Also known as Williamson's Mill, the settlement grew around the steam-powered shingle mill built next to the Ahnapee River in 1870. According to a 1995 WisDOT report, 76 people lived in the town in 1870, of whom 57 were killed in a fire the same day as the Peshtigo Fire that occurred on October 8, 1871.

Tornado Memorial was the first park of the Door County Park System, purchased in 1927 from Albert and Elinda Eickelberg. In the 1950s, the Wisconsin DOT began to use the park as a highway wayside, contracting with the Door County Highway Department to maintain it. The park's wayside designation was removed in 2008 with the expansion of State Highway 57 and the conversion of that section of previous state highway to a county highway.

APPENDIX C: PREVIOUS DOOR COUNTY PARK AND RECREATION PLANS

Door County Parks Plans. Listed below are the plans that have been written for the county parks department.

- **1964:** *Door County Comprehensive Planning Program* (author unknown)
- **1969:** *Door County, Wisconsin, Outdoor Recreation Plan*, Wisconsin State Department of Local Affairs and Development (under contract to Door County)
- **1974 – 2015:** Seven subsequent five-year outdoor recreation plans were written by the Parks Department and adopted by the Door County Board of Supervisors:
 - 1974 – 1978
 - 1979 – 1986
 - 1987 – 1993
 - 1994 – 1999
 - 2000 – 2005
 - 2006 – 2010
 - 2011 – 2015 (* Note: Objectives, policies and guidelines from the 2011 - 2015 plan are provided below.)
- **2017:** *John Miles County Park Recreation Plan, Phase 1*, Door County Parks and Land Use Services Departments. (** Note: A description of this plan is provided below the 2011 – 2015 plan details.)

*** Door County Parks and Open Space Plan 2011 – 2015**, Door County Parks Department. The 2011 – 2015 plan includes objectives, a brief history of the county parks system, and both general and park-specific recommendations. The objectives and general recommendations are listed below, directly quoted from the plan.

“Objectives:

- Provide a basic document which identifies and details a coordinated park and outdoor recreation program to meet the needs and demands of Door County residents and visitors.
- Promote and encourage the development of sufficient park and recreational facilities of high quality.
- Identify and preserve sites of significant scenic, historical, archaeological, and natural characteristics.”

“Recommended policy statements:

- Governmental agencies should not compete with or duplicate the efforts of private interests which provide recreational activities and facilities to the public in an adequate, efficient, and economical matter.
- In general, park programs of state-wide and macro regional (areas consisting of many contiguous counties) interest and importance, should be the responsibility of the state government; those of county-wide and micro regional (areas composed of only one or a few contiguous counties) interest and importance, should be a county responsibility; the park programs of towns, villages, and cities should be structured to meet the needs and desires

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of the immediate respective areas.

- All levels of government should pursue a policy of attempting to acquire and protect areas of significant scenic, cultural, and historical value and important wildlife and wetland areas.
- Both public and private non-profit organizations can be more effective in reaching their goals if they work together and pool their resources.
- Environmental quality should never be sacrificed in the interest of need satisfaction.”

“Guidelines for land acquisition. Land acquisition projects of the following type should be given highest priority:

- Projects involving acquisition of land adjacent to lake waters to increase public water access opportunities particularly on the Lake Michigan shore between Baileys Harbor and Sturgeon Bay.
- Projects to provide increased public access to Cana Island, including additional parking facilities.
- Projects to expand present park lands either for reasons of satisfying additional space needs, protection of critical landforms or natural areas, or protection of the environmental integrity of a park.
- Projects involving lands capable of supporting multi-seasonal activities.”

“Guidelines for implementation of the Parks and Open Space Plan

- Develop a full range of programs for the preservation of parks and open space including: purchase, dedication, zoning, acquisition of easements, and other rights.
- Encourage state and federal allocation of financial resources for parks and open space in Door County.
- Encourage greater private sector participation in the preservation of park and open space lands.
- Seek new and innovative methods of using private sources of funding such as land donation, donation of easements and other rights, labor donations, and in-kind goods and services.
- Maintain a policy that ensures adequate compensation to the county when granting exclusive use of county park facilities and/or resource lands to non-county agencies, groups or individuals, or granting easements or other permanent rights to park and resource lands. Research the need for a volunteer program that identifies tasks for volunteers and provides supervision, support, and recognition.
 - Relinquishment of county-owned park land for purposes other than preservation or recreation shall be dependent upon:
 - the long-term impacts on park and recreational use throughout Door County
 - an equal exchange of land
 - dedication of revenues to additional park lands and improvements
 - action being consistent with local and regional plans
 - determination that the land is not needed for county park and open space purposes, both at the present and in the future
 - consideration of the total costs and benefits of ownership of the land
 - protective deed restrictions placed on title of property

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- Donations of land to the county parks system should be evaluated in terms of:
 - consistency with needs identified in the “Door County Outdoor Recreation Plan”
 - proximity to existing parks
 - maintenance and development costs
 - any special environmental or cultural qualities
 - allowing the county to accept land donations for resale with the proceeds used for purchasing other park and resource land
- The county cooperates with private groups and with all other units of government in financing and in sharing management of recreation resources where appropriate.
- The county endorses the projects of other units of government, which meet regional objectives and provide regional use.
- The county encourages local municipalities to provide for the park and recreational needs of the citizens of unincorporated communities within their boundaries. The towns may assist in implementing Door County’s plan by coordinating their plans with Door County’s plan, and enhance the value of the parks, open space, and recreational facilities of both the towns and county.”

“Guidelines for park development. For the planning period, the following development projects should be considered:

- Parks should generally provide at least basic facilities which include:
 - ADA accessible toilets, preferably vault-type where more sophisticated systems are not practical
 - potable water supply for drinking, washing, and fire defense purposes
 - designated parking facilities
 - adequate access and marking
 - facilities should always include features that will aid handicapped people including specialized walkways, hard surfaced walkways, wide doorways, grab rails in restrooms, special seating at picnic areas and at spectator events, and special playground apparatus
 - identification of park entrance(s) and boundaries
 - nature and/or hiking trails, where practical
- development of areas providing entrance(s) and boundaries
- development of areas providing a variety of activities, as opposed to single purpose activities
- facilities presently provided should be improved and maintained in a safe and useful manner”

**** John Miles County Park Recreation Plan, Phase I, December 2017, Door County Parks and Land Use Services Departments**

This report contains results from the first phase of planning for John Miles, which focused on a vision for recreational aspects of the park. The plan includes a detailed site assessment of the park inventorying current conditions at the park, plans and studies written regarding recreation in general and John Miles specifically, and demographics of residents and visitors. The plan also includes a summary of the input regarding the park gathered through public meetings, an on-line survey, emails, and in-person discussions. This input was also organized into potential action items with timelines for completion dates.

This Phase 1 plan also recommended a second phase to address the functions and infrastructure needed to support any future recreational uses. Note, however, that at the time of writing of this Plan, due to financial and space constraints, there are no plans to pursue additional recreational activities at John Miles.

Listed below are improvements done at John Miles from 2017 – 2019 and adopted 2020 Capital Improvement Plan projects:

- 2017
 - south restrooms: new LED lighting and interior paint, fixtures and shower rehabbed
 - fiber optics installed into Fair Secretary office
 - LED lighting upgrade to midway and race track pits
- 2018
 - electrical panel upgrade
 - Junior Fair building heating system upgrade (oil to propane)
 - 8-inch water main upgrade to pavilion and soccer fields
 - concrete pad installed under grandstand
- 2019
 - midway paving, with curbs and ADA accessibility
 - exhaust fan installation in multi-purpose building
 - electric panel upgrading in cattle barn
 - installation of cat5 (network cable) connection to Junior Fair Building, cattle barn, horse arena, multipurpose building, rabbit barn, and horticulture building for computer network interfacing of fair operations
 - installation of 200amp electrical panel in multipurpose building for future events
 - Junior Fair Building LED lighting conversion
 - re-roofing of maintenance garage
 - clay installed on race track
 - replaced 8-inch storm water drain from racetrack to Pond 1
 - tree re-planting
- 2020 CIP funding for:
 - construction of multimodal entrance gate with ticket booth and park sign upgrades at 14th and 15th Avenues
 - 24' x 40' enclosed stage/pavilion with electrical

APPENDIX D: COMPREHENSIVE AND PARK/RECREATION PLANS THAT INCORPORATE DOOR COUNTY

Listed below are descriptions of plans and goals/policies from other plans that include Door County and specifically mention Door County parks.

Northeast Wisconsin Coastal Cities Trail Inventory & Connectivity, 2014, Bay-Lake Regional Planning Commission

The Northeast Wisconsin Coastal Cities Trail Inventory & Connectivity plan mentioning the Ahnapee State Trail pertaining to Door County, as summarized below.

- The Ahnapee State Trail provides off-road access from Sturgeon Bay to as far as the Village of Luxemburg in Kewaunee County.
- The portion of the Ahnapee State Trail connecting Sturgeon Bay to Algoma is also considered existing National Ice Age Trail.

The plan also notes future trail connectivity from the City of Green Bay to Door County, potentially along the western side of Door County. It states that possible connecting routes to consider should include shared roadways and existing and potential utility corridors.

Lake Michigan State Water Trail Project, Inventory and Analysis of Access Sites in Support of a Lake Michigan Water Trail, December 2011.

[\(https://dnr.wi.gov/topic/parks/name/lakemichigan/\)](https://dnr.wi.gov/topic/parks/name/lakemichigan/)

Authors:

- Wisconsin Department of Natural Resources
- National Park Service, Rivers, Trails and Conservation Assistance Program
- Bay-Lake Regional Planning Commission
- Wisconsin Department of Natural Resources

The Lake Michigan Water Trail Project intends to increase and improve public access to the shoreline and waters of Lake Michigan. When complete, the proposed Wisconsin portion of the trail will be a 523-mile segment of a continuous 1,638-mile water route that traverses the shores of four states (Illinois, Indiana, Michigan, and Wisconsin). Most sites are located on public lands owned by the State of Wisconsin or local governments.

The Project conducted a survey of over 360 sites in 11 Wisconsin counties to identify potential non-motorized water access, followed by a series of stakeholder and public meetings to review those sites. Sites were given one of the descriptors listed below:

- **Developed Access:** A site that provides water access via a public boat ramp or dock.
- **Carry-In Access:** A site with a beach that provides easy kayak access to the water with little user conflict from adjacent landowners.
- **Alternate Access:** Non-ideal carry-in access site that may be only a road that ends at the water. Alternate Access sites may have a bit of a steep slope to the water, require wading or paddling through marsh, or present minimal potential for user conflict from adjacent landowners.
- **Emergency Access:** Use of these sites (primarily road ends) is restricted by limited parking

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options, high user conflict potential, or agreements with site owners that only permit emergency egress.

The report identifies the ten county parks below as access sites:

- Baileys Harbor Ridges – carry-in
- Chaudoir’s Dock – developed
- Door Bluff Headlands – emergency
- George K. Pinney – developed
- Frank E. Murphy – developed
- Lily Bay – developed
- Percy Johnson – carry-in
- Robert M. Carmody – developed
- Robert La Salle – carry-in
- Sugar Creek – developed

Note that the Cana Island Lighthouse, Cave Point, and Ellison Bluff parks are located along the route, but are not identified as access sites.

The plan also identified enhancement zones based on the project’s analysis of the route for distance between sites and site amenities to identify opportunities for site acquisition and/or improvement. Project goals are to have restroom facilities no further than five miles apart and public camping no more than 10 miles apart.

- Haines Park (Sand Bay Lane, Town of Nasewaupee) to Potawatomi State Park (Town of Nasewaupee), 9.7 miles.
- Village of Sister Bay Beach to Ellison Bay Women’s Club (Town of Liberty Grove), 6.6 miles. This gap runs along a stretch of bluff that is difficult to access without a staircase.
- Washington Island Ferry (Town of Liberty Grove) to Washington Island or Detroit Island (Town of Washington), 4.0 miles. This gap is less than five miles but has significant needs and opportunities for providing safe passage across.
- Washington Island Ferry (Town of Washington) to Gudmundson Drive (Town of Washington), 10.6 miles.
- Sand Bay (Town of Liberty Grove) and Baileys Harbor Ridges Park (Town of Baileys Harbor), 29.3 miles. This is the lengthiest gap along the water trail. There are two sites that break it up somewhat, but there are still more than five miles remaining between each site.
- Anclam Park (Town of Baileys Harbor) and CTH V/Lake Park Drive (Town of Jacksonport), 6.8 miles. Public access is available within this segment, but public camping is limited.

Door County Comprehensive and Farmland Preservation Plan 2035, December 2014, Door County Land Use Services Department (formerly Door County Planning Department)

The state’s comprehensive planning law requires the county to have a comprehensive plan and to consider parks as part of that plan. Below is information from the Door County Comprehensive and Farmland Preservation Plan 2035 that directly addresses parks and, more generally, recreation within the county.

- **General issues and opportunities** (as related to parks and recreation, paraphrased from p. 14, Chapter 2, Issues and Opportunities, Vision and Goals, V. I)
 - community facilities are top county assets and integral to the future of the county
 - recreational facilities, plus lakes, streams, and wetlands, offer tourists and residents high quality beaches, parks, fishing, and other recreation
 - maintaining and improving the county's recreational infrastructure is essential to the long-term health of residents and to promoting more recreation-based tourism
 - the county's trail system outside of our parks was characterized as very limited and increasingly difficult to acquire as the cost of land increases
 - the existing snowmobile trail system presents an opportunity, though, in that it has the potential to be expanded and developed into a multi-use trail system

- **Door County's greatest assets** (as related to parks and recreation, quoted from p. 15, Chapter 2, Issues and Opportunities, Vision and Goals, V. I)

"The abundance of surface water, parks, and wildlife habitats greatly contributes to the county's natural beauty, as well as providing the resources for a variety of recreational opportunities. Public recreational infrastructure, providing access to these areas for a variety of activities, is believed to be equally valuable."

- **Community facilities vision statement** (as related to parks and recreation, quoted from p. 43, Chapter 7, Community Facilities and Utilities, Volume I, Vision and Goals)

"In the year 2035, Door County continues to work with its municipalities and other community and government agencies to improve communication, education, and information-sharing as well as to implement long-range planning with regard to shared goals and related improvements, programs, and services, particularly with regard to issues such as:

- preservation of wild space and green space;
- establishment of a multi-purpose trail network;
- expansion of existing and establishment of more county parks;
- establishment or improvement of safe harbors and waterway access points"

- **Goals and policies** (as related to parks and recreation, quoted from p. 79, Chapter 11, Implementation, Volume I, Vision and Goals)

Goal: "Support the development, maintenance, and up-grade of utilities, community facilities, and services in an efficient, coordinated, and cost-effective manner to service the current and future needs of the community's residential and commercial uses."

Policies:

- "Support and participate in, as appropriate, efforts determining adequate staffing and funding levels to establish, improve, and maintain programs, regulations, and education efforts by exploring and implementing solutions to financial issues and constraints.
 - Help determine how the aging population affects community facilities issues.
- Support or participate in, as appropriate, joint planning efforts to acquire, maintain, and improve public recreation infrastructure in order to provide adequate and safe public recreation space.
- Assist as appropriate with updates to county and town outdoor recreation plans."

Door County, Bicycle, Pedestrian, and Recreational Facilities Plan, January 2014, Alta Planning + Design and Wisconsin Bike Fed
(<http://map.co.door.wi.us/planning/Door%20County%20Bicycle,%20Pedestrian,%20and%20Recreational%20Facilities%20Plan.pdf>)

The Door County Bicycle, Pedestrian, and Recreational Facilities Plan identifies a county-wide “recommended bikeway network.” Maps of this recommended network can be found on pages 49 and 50 of the plan.

The Plan also identifies the County Parks as a potential partner for building bicycle tourism. Maps of these tourism loops can be found on pages 39 and 40.

Note that this plan identifies a lack of wayfinding tools, such as signage, to orient users and direct them to and through major destinations like town centers, schools, parks, and commercial areas.

Management Plan for Horseshoe Bay Cave, June 2014, Wisconsin Department of Natural Resources Bureau of Natural Heritage Conservation, Door County Soil & Water Conservation Department, and Door County Parks Department

Located in the Town of Egg Harbor, Horseshoe Bay Cave is one of the longest known caves in Wisconsin and a significant bat hibernaculum. The cave’s bat population falls under the authority of the State Threatened & Endangered Species Law managed by the WDNR Bureau of Natural Heritage Conservation. The plan was written, at least in part, to help prevent White-Nose Syndrome, a disease caused by a fungal pathogen that poses a significant threat to cave-hibernating bats throughout North America.

The purpose of the plan is to preserve and protect the diverse and significant features of the caves while still allowing for public access. The plan includes:

- objectives for long-term management
- opportunities and actions to protect and learn about cave resources
- procedures for safe visitor education and quality visitor experiences
- policies and procedures for public access
- policies and procedures for proposed special activities
- procedures to protect fragile cave resources
- procedures to protect biological resources
- recommendations for future inventory, monitoring, and preservation efforts

Comprehensive Lake Management Planning Grant Project for Forestville Millpond, June and December (updated) 2018, Door County Soil and Water Conservation Department

The Forestville Millpond report describes 2018 conditions of the Millpond and potential management options to address those concerns. A public survey showed that the majority of landowners within the Millpond watershed would like to address water quality, clarity, and quantity. Specifically, many respondents would like to see more fish and less algae. The report outlines information gathered from the public, government officials, resource professionals, and local and state agencies which was used to form a set of goals and management options.

APPENDIX E: PUBLIC INPUT SURVEY

An on-line survey was available to the public between October 18th and December 2nd, 2019. A press release regarding the survey was issued on October 18th and another press release reminder was issued on November 15th, 2019. An email regarding the survey was sent to County and City employees, municipal contacts, user groups, and other planning contacts on October 23rd, with a follow-up email sent on November 15th. Provided below is a summary of the survey results.

Door County Parks Division 2020 - 2025 Plan Survey Results

941 total responses, October 18th – December 2nd, 2019

1. “What do members of your household like to do at any public park, either in Door County or elsewhere outside of Door County?” (935 responses)

Note: respondents were able to check off as many items as they liked as well as provide open-ended comments.

Activities (listed in order from highest number to lowest number of responses)	#	%
Nature-based activities (hiking, biking, bird watching, photography)	810	86.6
Relaxing/picnicking/playing	738	78.9
Swimming/beach	636	68.0
Fishing	379	40.5
Non-motorized water craft launching	306	32.7
Off-road biking	214	22.9
Individual sports	187	20.0
Motorized activities (i.e., snowmobiling, car racing, boating)	176	18.8
Other (<i>see comments below</i>)	88	9.4
Organized sports	86	9.2

Comments:

- Dog-based activities (15)
- Sight-seeing (12)
- Cross-country skiing and snow-shoeing (9)
- Camping (8)
- Biking (8)
- Off-road biking (7)
- Quiet/reading/sketching/painting/photography (7)
- Play and playgrounds (4)
- Hiking/walking (4)
- Paddleboard/kayaking (3)
- Horseshowing/riding (3)
- Running, on- and off-road (2)
- Frisbee/disc golf (2)
- Surfing (2)
- Pickleball (2)
- Boat launching (2)
- Patronizing eating/drinking establishments (2)

- Geocaching (1)
- Outdoor markets (1)
- Sledding (1)
- Homeschooling (1)
- Family gatherings (1)
- Hunting (1)
- Caving (1)
- Foraging (1)
- Rapelling (1)
- Learning history at George K. Pinney (1)
- Would like parks to host “loving Christian-based athletic events” (1)
- Expand exhibits at George K. Pinney into a walking tour that provides descriptions of the escarpment, Native American and Settler inhabitation, and water ecology (1)

2. “Which Door County Parks System park do members of your household use most frequently? Please rate your most used parks with 1 being the highest use and 2 being the second most and so on.” (908 responses)

This question had respondents rank parks in the order of usage. The question was scored by calculating the average ranking for each answer in order to determine which answer choice was most preferred overall. The answer choice with the largest average ranking (score) is the most preferred choice. The average ranking is calculated as follows:

Where:

w = weight of ranked position

x = response count for answer choice

$$X_1W_1 + X_2W_2 + X_3W_3 \dots X_nW_n / \text{total response count} = \text{score}$$

Weights are applied in reverse. In other words, the respondent's most frequently used park (which they rank as #1) has the largest weight, and their least used park (which they rank in the last position) has a weight of 1.

For example, if a question has 5 answer choices, weights are assigned as follows:

The #1 choice has a weight of 5

The #2 choice has a weight of 4

The #3 choice has a weight of 3

The #4 choice has a weight of 2

The #5 choice has a weight of 1

The parks listed in the table below are sorted from highest “score” to lowest “score,” rather than the frequency of selection. For example, Frank E. Murphy park had more selections than Ellison Bluff, but received a lower score. See the end of this document for this example’s score calculation.

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County Park	# of Selections	Score (average ranking)
Cave Point	785	17.46
Baileys Harbor Ridges	607	16.05
Cana Island Lighthouse	584	15.30
Ahnapee State Trail	523	15.28
Ellison Bluff	589	14.94
Frank E. Murphy	617	14.53
Door Bluff Headlands	551	14.49
George K. Pinney	585	13.75
Chaudoir's Dock	429	13.08
Forestville Dam	444	11.60
John Miles	458	10.47
Lily Bay	432	9.22
Lyle-Harter-Matter Sanctuary	392	7.15
Meridian	405	6.60
Robert LaSalle	436	6.37
Percy Johnson Memorial	396	5.50
Sugar Creek	424	4.93
Robert M. Carmody	402	4.90
Tornado Memorial	395	2.94

3. **“What activities do members of your household do at the Door County Parks System park(s) listed in Question #2?”** (907 responses)

Note: respondents were able to check off as many items as they liked as well as provide open-ended comments.

Activities (listed in order from highest number to lowest number)	#	%
Nature-based activities (hiking, biking, bird watching, photography)	766	84.5
Relaxing/picnicking/playing	645	71.0
Swimming/beach	488	53.8
Fishing	260	28.7
Non-motorized water craft launching	198	21.8
Motorized activities (i.e., snowmobiling, car racing, boating)	139	15.3
Individual sports	133	14.7
Off-road biking	126	13.9
Other (see comments below)	65	7.2
Organized sports	49	5.4

Comments:

- Sight-seeing (14)
- Dog-based activities (11)
- Play and playgrounds (4)
- Boat launching (4)
 - Commercial boat launching (1)
- Quiet/painting/sketching/photography (3)
- Camping (3)
- Fair (3)
- Hiking/walking (3)
- Running, on- and off-road (3)
- Paddleboard/kayaking (2)
- Lighthouses (2)
- Surfing (2)
- Cross-country skiing and snow-shoeing (2)
- Geocaching (2)
- Organized running/biking events (2)
- Picnicking/family gatherings (2)
- Caving (1)
- Bird-watching (1)
- Frisbee/disc golf (1)
- Organized sports (1)
- Racing (1)
- Homeschooling (1)
- Horse showing/riding (1)
- Biking (1)
- No room to play since Ridges beach was fixed (1)

Note: Question numbers 4 – 6 on the survey included an option for open-ended comments. These comments address a variety of general ideas/themes as well as more specific items, which have been sorted into main categories and subcategories. The main categories are listed after each survey question below, in bold text. The total number of times the main category was mentioned is listed after the heading, in bold text and parentheses. Below the main category headings are the subcategory headings, with the total number of times the subcategory was mentioned listed after each heading in parentheses. If a specific comment was mentioned only once and does not fall into any main category or subcategory, it is included in a “miscellaneous” category.

- 4. “In your opinion, should the Door County Parks System continue to pursue the acquisition of more lands that will protect flora, fauna, and other natural resources and be used to provide greater education, pleasure, and outdoor recreation opportunities for the public?”**
(934 responses)

Opinion	#	%
Strongly agree	576	61.7
Agree	214	22.9
Neither Agree or Disagree	76	8.2
Disagree	27	2.9
Strongly disagree	13	1.4
Comments (see comments below)	28	3.0

Comments:

❖ **Budget concerns (16)**

- Concern for parks budget (9)
- Only if money is available (2)
- Use caution, concern for erosion of tax base (2)
- Concern for cost to maintain parks (1)
- Support, but not if it harms budget for existing parks (1)
- Only if land is donated (1)

❖ **Have enough parks, maintain what we have (8)**

❖ **Other agencies do this already, this is the Land Trust’s role (5)**

❖ **Thoughtful acquisition, how land fits with existing parks, consider land adjacent to existing parks, partner with Land Trust (3)**

❖ **Miscellaneous:**

- Make any future land acquisition available for snowmobiling
- Difficult to answer, do not know enough about other parks not used
- Protect quarry
- Prevent adjacent commercial development
- Don’t drain Forestville dam
- Yes, but stop naming after people

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- Do not like question – sports and motorized sports in county parks conflict with natural resource protection

5. “Would you support the development of a land acquisition fund to only be used for parks land acquisition, as described in Question #4?” (933 responses)

Opinion	#	%
Strongly agree	470	50.4
Agree	282	30.2
Neither Agree or Disagree	111	11.9
Disagree	36	3.9
Strongly disagree	17	1.8
Comments (see comments below)	17	1.8

Comments:

- ❖ Depends on taxes, only if taxes do not go up, donations only (4)
- ❖ Maintain/improve what we have (4)
- ❖ Land Trust is already doing this, this is their role (3)
- ❖ Only to keep natural (2)
- ❖ Need more information (2)
- ❖ Miscellaneous:
 - Yes, to prevent commercial development
 - “Only if it is not to be used for RV park development.”
 - “Can't answer without condoning use of public money for special interests such as sports or motorized activities”
 - “Again difficult to answer - what does State add - what is the level of usage”

6. “Please provide any additional comments in the box below.” (311 responses)

- ❖ Have enough parks, “improve” existing parks, and/or better maintain existing parks (not trail related) (82)
 - Comments about county parks in general:
 - Clean up the water and beaches, make more useable (8)
 - Improve bathrooms, provide clean and working bathrooms at all parks (3)
 - Improve boat launches and docks (2)
 - Make parks more user friendly for all ages (2)
 - More picnic tables and benches (2)
 - More play areas and jungle gyms (2)
 - More educational components (2)
 - Robert LaSalle – an example of providing education on historical development (1)
 - Overgrown scenic overlooks (1)
 - Discourage disrespectful use (1)
 - Fish cleaning stations at all boat launches (1)

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- Update signage (1)
- Better roads (1)
- Pickleball courts (1)
- Comments about specific county parks, excluding comments specific to land adjacent to George K. Pinney:
 - Carmody Park – need for a kayak/canoe launch (1)
 - Cave Point – overuse, misuse, erosion from rock stacking (1)
 - Door Bluff (4)
 - Maintain better (1)
 - keep “as is” (1)
 - do not pave road (1)
 - provide bike trails, picnic area, better trails, and access to lookouts (1)
 - Frank E. Murphy (4)
 - “Fraunkie” park is in need (1)
 - provide more opportunities to visit caves (1)
 - needs more grooming (1)
 - need more grooming, only gets attention at triathlon time (1)
 - John Miles - make better use of (2)
 - Use for farm/craft market (1)
 - Ridges – install boardwalk (1)
 - Sugar Creek – install dock or publicly explain why not (1)
 - Tornado park – more trails (1)
- ❖ **General appreciation/love for Door County and its public parks; well-managed public parks are an asset to Door County (40)**
- ❖ **Preserve, protect, restore Door County’s open spaces (32)**

Note: This category includes general comments about love for Door County and preserving/protecting/restoring land that were not specific enough to interpret whether or not the respondent thought the county should acquire more land. The next category, “Acquire more park land,” includes comments that were specific about acquiring more park land.

 - preserve and protect land (26)
 - limit condo/motel development, save from commercial development (2)
 - Preserve large tracts of land (1)
 - Restore and maintain native species (1)
 - Provide drinking water education (1)
 - Focus on wildlife (1)
- ❖ **Acquire more park land (15, general comments only)**
 - When available, buy adjacent lands to protect (4)
 - Create matrix of land adjacent to existing parks, potential acquisitions, based on natural and recreational qualities, establish relationships with property owners for “right-of-first-refusal” for property purchase (1)
 - Only acquire more land to square off an existing park (1)
 - Develop urban parks (1)
 - Spread throughout county, close to every “city” (1)

Acquire More Park Land Adjacent to George K. Pinney

- Acquire land above park, no RV park, provide education about escarpment (55)
 - Create a walking tour, expand exhibit to provide description of escarpment, inhabitation, and water ecology

❖ **No additional parks or decrease parks for budgetary reasons (14)**

- Do not buy more park land (4)
- Other agencies, such as land trust, are already buying/protecting land (4)
- No more parks if taxes have to go up (2)
- Do not take more land off tax roll (2)
- Consider transferring land to Door County Land Trust (1)
- Budget strapped already (1)

❖ **Need for more accessibility to land and water - provide more hiking and biking trails, more water access, more active recreation (13)**

- More trails (6)
 - More bike trails (2)
 - More hiking trails (1)
 - Better trails and roads for hiking and biking between parks (1)
 - County-wide system of paved bike trails (1)
- Provide for more active recreation (3)
- More water accessibility via pocket parks up and down the county – natural, maybe a bench or two (1)
- More kayak/canoe accessibility (1)
- More accessible parks (1)

❖ **Provide indoor sports recreation – soccer, football, pickleball, skating, baseball, and wrestling (9)**

- Install turf at John Miles barn (4)

❖ **Drawdown of Forestville Dam - no drawdown, reconsider, postpone (9)**

❖ **Decrease fees or reconsider fee structure (8)**

- Keep user costs down, free launching is offered in most of state (4)
- Charge shanty fee only for commercial usage of parks (2)
 - Consider charging other commercial fishing guides also (1)
- Unfair ice shanties do not pay launching fee (1)

❖ **Allow more dog accessibility (5)**

- Allow dogs at all parks (1)
- More off-leash trails (1)

❖ **Survey critique (5)**

- Good survey, complimentary about parks department (2)
- Technical difficulties answering question #2 (2)

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- Survey full of loaded questions, motorized sports and preserving flora/fauna are contradictory (1)
- ❖ **Cooperative acquisitions, development, and programming of parks (4)**
- ❖ **More snowmobile/ATV/UTV/dirt bike trails (4)**
 - Connect existing trails and parks (1)
 - Continuous trail up and down peninsula (1)
 - Acquire easements on private property, when possible (1)
- ❖ **Increase fees (3)**
 - Increase fees for out-of-state users (1)
 - Require annual pass to fund future development (1)
 - Require fee for Cave Point (1)
- ❖ **Southern Door needs same attention and benefits as Northern Door, more parks in Southern Door (3)**
- ❖ **Need more horse trails and camping (2)**
- ❖ **No hunting or trapping at county parks, safety and ethics (2)**
- ❖ **Promote silent, non-motorized sports (2)**
- ❖ **Miscellaneous:**
 - Provide raised garden beds for public to grow vegetables
 - Consider kid-free beach
 - Open Schauer park ramp
 - Use Baker Park in Naples, FL as park planning example
 - Allow camping at all parks
 - Continue to allow drones at all parks
 - Spend equally on all parks
 - Provide list of parks and features
 - Was discriminated against and denied use of county parks
 - Be careful of too much law enforcement
 - Provide outdoor music
 - Better publicize parks
 - Keep some parks undeveloped and unpublicized
 - Cave Point – dangerous in winter, consider closing
 - On-line maps are not always accurate
 - Ridges – ruined since beach was “fixed,” no place to play, needs a boardwalk
 - “What are other options? Staff? Upkeep?”
 - Use parks for internet towers
 - Wildflower gardens, solar panels, downward lighting, no chemicals or pesticides, restrict fossil fuels to park maintenance, recycle better
 - More tourism dollars should go towards parks and public lands

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❖ **Non-county park comments:**

- State parks:
 - Peninsula State Park – allow rappelling on Eagle Bluff
 - Potawatomi State Park – don't tear down tower
 - Increase fees for state park passes for out-of-state users
- City – provide at least one wheelchair swing
- Haines Beach (Town of Nasewaupee) – pick up trash, provide boardwalk along back of park

7. “In which age category do you fall?” (924 responses)

Age	#	%
Under 18	2	0.2
18 – 24	23	2.5
25 – 34	97	10.5
35 – 44	119	12.9
45 – 54	175	18.9
55 – 64	248	26.8
65+	260	28.1
Total	924	100

8. “If you reside in Door County year-round, in which municipality is your residence located? If you do not reside in Door County year-round, where do most members of your household prefer to rent/camp/lodge in Door County?”

Municipality	#	%
City of Sturgeon Bay	134	14.7
Town of Egg Harbor	90	9.9
Town of Sturgeon Bay	80	8.8
Village of Sister Bay	73	8.0
Town of Baileys Harbor	70	7.7
Town of Gibraltar	54	5.9
Village of Ephraim	42	4.6
Village of Egg Harbor	29	3.2
Town of Forestville	22	2.4
Do not stay overnight in Door County	21	2.3
Town of Jacksonport	16	1.8
Village of Forestville	15	1.6
Town of Gardner	14	1.5
Town of Brussels	13	1.4
Town of Union	8	0.9
Town of Washington	6	0.7
Town of Clay Banks	5	0.6
Total	912	100

9. “If you do not reside in Door County year-round, where is your permanent residence?”

400 out of county

Survey Question #2 Example. This question ranked parks in the order of usage. Ranking questions are scored by calculating the average ranking for each answer in order to determine which answer choice was most preferred overall. The answer choice with the largest average ranking is the most preferred choice. The average ranking is calculated as follows:

Where:

w = weight of ranked position

x = response count for answer choice

$$X_1W_1 + X_2W_2 + X_3W_3 \dots X_nW_n / \text{total response count} = \text{score}$$

Weights are applied in reverse. In other words, the respondent's most preferred choice (which they rank as #1) has the largest weight of 19, and their least preferred choice (which they rank in the last position) has a weight of 1. Below is an example comparing Frank E. Murphy to Ellison Bluff parks. Frank E. Murphy had more selections than Ellison Bluff, but received a lower score because it had more lower-weight selections.

Rank	Ellison Bluff			Frank E. Murphy		
	# of selections	weight	# of selections * weight	# of selections	weight	# of selections * weight
1	52	19	988	81	19	1,539
2	95	18	1,710	84	18	1,512
3	84	17	1,428	86	17	1,462
4	61	16	976	48	16	768
5	60	15	900	40	15	600
6	30	14	420	32	14	448
7	92	13	1,196	28	13	364
8	49	12	588	24	12	288
9	21	11	231	132	11	1,452
10	19	10	190	33	10	330
11	7	9	63	12	9	108
12	9	8	72	3	8	24
13	2	7	14	3	7	21
14	1	6	6	5	6	30
15	0	5	0	1	5	5
16	2	4	8	2	4	8
17	1	3	3	2	3	6
18	4	2	8	0	2	0
19	0	1	0	1	1	1
Total	589	--	8,801	617	--	8,966
Average Ranking (Score)	8,801/589 = 14.94			8,966/617 = 14.53		

NATURAL ZONE EASEMENT

Document Number

Document Title

THIS EASEMENT GRANT AND AGREEMENT (this "Agreement ") is made as of the __ day of _____, 2020, by the Town of Gibraltar, Door County, Wisconsin ("Grantor") and the Jon A. Blahnik and Christianna N. Blahnik Revocable Trust U/A August 21, 2006 ("Trust" or "Grantee").

Recording Area

This document should be Returned To:

Phillip R. Maples, Esq.
Michael Best & Friedrich LLP
1000 Maritime Dr.
Manitowoc, WI 54220

Tax Parcel No.

WITNESSETH

WHEREAS, Grantor is the sole owner in fee simple of certain real property (the "Property") located in the Town of Gibraltar, Door County, Wisconsin, (the "Town") and more particularly described as Parcel A on EXHIBIT A hereto; and

WHEREAS, the Property consists of approximately _____ acres of land; and abuts property owned by Grantee, identified as Parcel B on EXHIBIT A; and

WHEREAS, this Grant occurs in the context of a conveyance of Parcel A by the Trust to the Town as a charitable gift; and

WHEREAS, Grantee desires that a portion of the property ("Easement Area" Parcel C on EXHIBIT A.) given remain in its natural state, in order to preserve the natural beauty and integrity of the Easement Area, yet still allow development on Parcel A as needed by the Town for the construction of a fire department service building and related improvements; and

WHEREAS, Town desires, by joining in this Agreement, to honor the intentions of the Trust stated herein to protect in perpetuity the natural state and beauty of the Easement Area; and

NOW, THEREFORE, in consideration of the above and the mutual covenants, terms, conditions, and restrictions contained herein, and pursuant to the laws of the State of Wisconsin, Grantor and Grantee hereby agree as follows:

1. Grant; Purpose. Grantor hereby voluntarily grants and conveys to Grantee, and Grantee hereby respectively accepts, a holder's interest in a natural zone easement over the Easement Area, of the nature and character and to the extent and on the terms and conditions set forth herein. It is the purpose of this Agreement to retain the natural habitat values of the Easement Area and to prohibit any use of the Easement Area that will significantly impair or interfere with such values.

2. Restrictions. In furtherance of the foregoing, Grantor covenants, on behalf of itself and its successors and assigns, which covenants shall run with and bind the Easement Area permanently, that any activity on or use of the Easement Area is prohibited. Without limiting the generality of the foregoing, the following activities and uses are expressly prohibited:

(a) Placement or construction on the Easement Area of any buildings or other structures of any kind (including, without limitation, residential or commercial buildings, roads, and parking lots),

(b) Use of the Easement Area for commercial recreation or other commercial or industrial purposes.

(c) Placement of mobile homes, trailers, or recreational vehicles.

(d) Any significant alteration of the surface of the land, including, without limitation, the excavation or removal of soil, sand, gravel, rock, peat, or sod, except as may be required in the course of any activity permitted herein.

(e) Any significant disturbance on the Easement Area of wild animals, trees, or other vegetation, except that:

(i) Grantor may manage or remove dead, diseased or infested trees or downed timber that interfered with or threatens structures or roads on properties adjacent to the Easement Area.

(ii) Subject to the provisions of 4.(c), trees and other vegetation will be managed on the Easement Area in accordance with a recommendation by the Door County Forester to maintain and enhance the ecological integrity and natural scenic beauty of the Easement Area and provide habitat for animal and plant species of the native ecosystem on the Easement Area.

(iii) Noxious plants and invasive or nonnative plants, identified by a local, state or federal government agency to be detrimental to the restoration or maintenance of native plant communities may be removed.

(iv) Notwithstanding the foregoing, Grantor may maintain the Easement Area as unmanaged land in its natural and wild condition.

(f) Any use or activity on the Easement Area that causes or is likely to cause soil degradation, erosion, or significant pollution of any surface or subsurface waters, it being understood that the best available management practices shall be employed to minimize soil erosion during and after any construction permitted hereunder.

(g) Dumping or other disposal on the Easement Area of ashes, refuse, trash, garbage, debris, or other unsightly or offensive material.

(h) Construction on the Easement Area of ponds or other material manipulation or alteration of water courses, lakeshores, wetlands, or other water resources, except for educational or research purposes with approval of Grantee.

(i) Use of dune buggies, off-road motorcycles, snowmobiles, all-terrain vehicles, or similar motorized vehicles for recreational purposes, except with approval of the Grantee.

(j) Mining of metallic or nonmetallic minerals, or other materials.

(k) Construction or maintenance of impervious surfaces upon the Easement Area.

(m) Billboards Prohibited. Other than expressly stated herein, the placement of advertising signs or billboards on the Easement Area is prohibited.

(n) Inconsistent Uses Prohibited. No use shall be made of the Easement Area, and no activity thereon shall be permitted which, in the reasonable opinion of Grantee, is or is likely to become inconsistent with the purpose of this Agreement.

3. Reserved Rights. Grantor hereby reserves to itself and its successors, and assigns, all rights accruing from ownership of the Easement Area.

4. Rights of Grantee. To accomplish the purpose of this Agreement, the following rights are hereby granted to the Grantee:

(a) Grantee shall have the right to enter upon the Easement Area at reasonable times in order to monitor compliance with and otherwise enforce the terms of this Agreement, provided that (except in cases where Grantee reasonably determines that immediate entry is required to prevent, terminate, or mitigate a violation of this Agreement) such entry shall be upon prior reasonable notice in writing to Grantors.

(b) Grantee shall have the right to prevent any activity on or use of the Easement Area that is inconsistent with the purpose and terms of this Grant and to require restoration of such areas or features of the Easement Area that may be damaged by any inconsistent activity or use.

(c) Grantee may retain timber rights until the new fire department building is constructed, and remove such timber in the Easement Area until such term is concluded, as Grantee deems desirable. Section 2(e)(ii) shall not apply during such term.

5. Remedies. Grantee shall have all remedies as are available at law or equity in order to cure a breach or threatened breach of this Agreement and to compensate Grantee therefor. Grantee shall be entitled to recover damages for violation of the terms of this Agreement, including, without limitation, damages for the loss of scenic, aesthetic, or environmental values. All reasonable costs incurred by Grantee in successfully enforcing the terms of this Agreement against Grantor, including, without limitation, costs and expenses of suit and reasonable attorneys' fees, and any

costs of restoration necessitated by Grantor's violation of the terms of this Agreement shall be borne by Grantor.

6. No Public Access. No right of access by the general public to any portion of the Easement Area is granted by this Agreement.

7. General Provisions.

(a) *Severability.* If any provision of this Agreement, or the application thereof to any person or circumstance, is found to be invalid, then the remainder of this Agreement, or the application of such provision to persons or circumstances other than those as to which it is found to be invalid, as the case may be, shall not be affected thereby.

(b) *Entire Agreement.* This instrument sets forth the entire agreement of the parties with respect to this Agreement and Grantee's Interest and supersedes all prior discussions, negotiations, understandings, or agreements relating to such matters, all of which are merged herein.

(c) *Successors.* The covenants, terms, conditions, and restrictions of this Agreement shall be binding upon, and inure to the benefit of, the parties hereto and their respective personal representatives, heirs, successors, and assigns and shall continue as a servitude running in perpetuity with the Easement Area.

(d) *Termination of Rights and Obligations.* A party's rights and obligations under this Agreement terminate upon transfer of that party's interest in this Agreement (as to Grantee) or the Easement Area (as to Grantor), except that liability for acts or omissions occurring prior to transfer shall survive transfer.

(e) *Captions.* The captions in this Agreement have been inserted solely for convenience of reference and shall have no effect upon its construction or interpretation.

IN WITNESS WHEREOF, Grantor and Grantee have duly executed and delivered this Agreement as of the day and year first above written.

GRANTOR:

Town of Gibraltar, Door County, Wisconsin

By: _____

ACKNOWLEDGEMENT

STATE OF WISCONSIN)
) SS
COUNTY OF DOOR)

Personally appeared before me this ____ day of _____, 2021, _____, to me known to be the _____ of the Town of Gibraltar, Door County, Wisconsin who executed the foregoing Easement Agreement on behalf of the Town and acknowledged that such execution is with the authority of the Town.

Notary Public
State of Wisconsin
My commission expires: _____

GRANTEE:

Jon A. Blahnik and Christianna N. Blahnik Revocable
Trust U/A August 21, 2006

By: _____
Jon A. Blahnik, Trustee

By: _____
Christianna N. Blahnik, Trustee

ACKNOWLEDGEMENT

STATE OF WISCONSIN)
) SS
COUNTY OF DOOR)

Personally appeared before me this _____ day of _____, 2021, Jon A. Blahnik and Christianna N. Blahnik, to me known to be the Trustees of the Jon A. Blahnik and Christianna N. Blahnik Revocable Trust U/A August 21, 2006, who executed the foregoing Easement Agreement on behalf of such Trust and acknowledged that such execution is with the authority of the Trust.

Notary Public
State of Wisconsin
My commission expires: _____

EXHIBIT A

Parcel A

Lot Two (2), Block E, according to the recorded Plat of First Unit of Chambers Island Association Development, in the Town of Gibraltar, Door County, Wisconsin.

Parcel ID Number: 14-17-0052.

Parcel B

Lot Three (3) of Block E in the Plat of the First Unit of Chambers Island, Door County, Wisconsin.

Parcel ID Number: 014-17-0053.

Easement Area:

The northeasterly one hundred eighty (180) of Lot Two (2), Block E, according to the recorded Plat of First Unit of Chambers Island Association Development, in the Town of Gibraltar, Door County, Wisconsin.

Parcel ID Number: 14-17-0052.

**TOWN OF GIBRALTAR
HARBOR COMMISSION TERM APPOINTMENTS**

Terms for three members of the Harbor Commission will be expiring March 31, 2021. Terms for the Harbor Commission are for three years. Persons interested shall be qualified electors of the municipality for at least three years. For questions please contact the Town of Gibraltar Office at 920-868-1714. Send a letter interest by March 5, 2021 to: Town of Gibraltar, PO Box 850, Fish Creek WI 54212 clerk@townofgibraltar.us

**TOWN OF GIBRALTAR
PARKS AND LANDS COMMITTEE
TERM APPOINTMENTS**

Terms for two members of the Parks and Lands Committee for the Town of Gibraltar will expire April 30, 2021. Terms are for two years. For questions please contact the Town Office at 920-868-1714. If you would be interested in serving on this committee please send a letter of interest by March 5, 2021 to: Town of Gibraltar, PO Box 850, Fish Creek, WI 54212 or clerk@townofgibraltar.us