

Fw: Gentle Reminder MOU discussion for Onondaga County and Friends of the Zoo

From: Justin Sayles <[REDACTED]>

Date: Mon 4/20/2026 12:10 PM

To: Tim Knauss <[REDACTED]>

 1 attachment (2 MB)

DOC042026-04202026120712.pdf;

Tim-

Attached is the pending MOU. You can see the terms agreed upon below.

The only reason it isn't signed - as you will see by the emails below - is at the request of the Friends while the RFP for the Gift Shop is on the street.

This should hopefully clear up some of the bad information that was shared with you.

Thanks,
Justin

From: Terry Hopkins <[REDACTED]>

Sent: Thursday, December 11, 2025 12:04 PM

To: Cydney Johnson <[REDACTED]>

Cc: Brian Kelley <[REDACTED]>; Erin Fair <[REDACTED]>; Cydney Johnson <[REDACTED]>

Subject: Re: MOU discussion for Onondaga County and Friends of the Zoo

NOTICE: This email originated from outside of Onondaga County's email system. **Use caution** with links and attachments.

Great- thank you.

Terry

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From: Cydney Johnson <[REDACTED]>

Sent: Thursday, December 11, 2025 11:59:15 AM

To: Terry Hopkins <[REDACTED]>

Cc: Brian Kelley <[REDACTED]>; Erin Fair <[REDACTED]>; Cydney Johnson <[REDACTED]>

Subject: Re: MOU discussion for Onondaga County and Friends of the Zoo

Hi Terry

Yes - we can get a revised draft to you without the Gift SHop and at the change of % by year.

Thank you

From: Terry Hopkins <[REDACTED]>
Sent: Thursday, December 11, 2025 10:32 AM
To: Cydney Johnson <[REDACTED]>
Cc: Brian Kelley <[REDACTED]>
Subject: Re: MOU discussion for Onondaga County and Friends of the Zoo

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Good morning, Cydney -

I'm comfortable presenting the new numbers to the board next week. But thinking about the MOU...I'm wondering what we should do with the Gift Shop until the RFP is complete. Could we just pull out that piece out of the previous MOU and have a separate MOU for the Gift Shop until the RFP is awarded?

Thanks for your consideration. Stay warm out there!

Terry

From: Terry Hopkins <[REDACTED]>
Sent: Tuesday, December 9, 2025 9:24 AM
To: Cydney Johnson <[REDACTED]>
Cc: Brian Kelley <[REDACTED]>
Subject: Re: MOU discussion for Onondaga County and Friends of the Zoo

Great! I'm hopeful that we can pass this. If that happens, we will send you the revised and signed MOU next week.

Looking forward to more indepth conversations about our education programs.

Take care,
Terry

From: Cydney Johnson <[REDACTED]>
Sent: Tuesday, December 9, 2025 9:21 AM
To: Terry Hopkins <[REDACTED]>
Cc: Brian Kelley <[REDACTED]>; Cydney Johnson <[REDACTED]>
Subject: RE: MOU discussion for Onondaga County and Friends of the Zoo

Good morning Terry
Year 2 and 3 at 25%.
Years 4, 5 have option renewal. I believe we would be open to being at 25%.

Thank you

From: Terry Hopkins <[REDACTED]>
Sent: Tuesday, December 9, 2025 9:16 AM
To: Cydney Johnson <[REDACTED]>
Cc: Brian Kelley <[REDACTED]>
Subject: Re: MOU discussion for Onondaga County and Friends of the Zoo

NOTICE: This email originated from outside of Onondaga County's email system. **Use caution** with links and attachments.

Good morning -

Thank you so much for working through this MOU process - I think we're almost there! I will bring this to the next board meeting (12/16). Just one clarification - are year 2 & 3 at 25% and we revisit year 4 and 5?

Thanks,
Terry

From: Cydney Johnson <[REDACTED]>
Sent: Monday, December 8, 2025 12:16 PM
To: Terry Hopkins <[REDACTED]>
Cc: Cydney Johnson <[REDACTED]>; Brian Kelley <[REDACTED]>
Subject: MOU discussion for Onondaga County and Friends of the Zoo

Good afternoon Terry,
Thank you for the continuing and helpful discussion last week and we all work to come to agreement on the MOU for the County and the Friends of the Zoo.

One consideration that we would like to have the Board consider in this discussion for the MOU and the revenue percentages:

Year One:	20% for membership dues and for food/beverage revenue to be paid to Onondaga County
Year Two:	25% for membership dues and food/beverage revenue to be paid to
Year Three	Onondaga County

There would be two- one year renewals of the agreement clause.

We look forward to our next meeting to review and hopefully finalize our agreement.

Thank you
Cydney