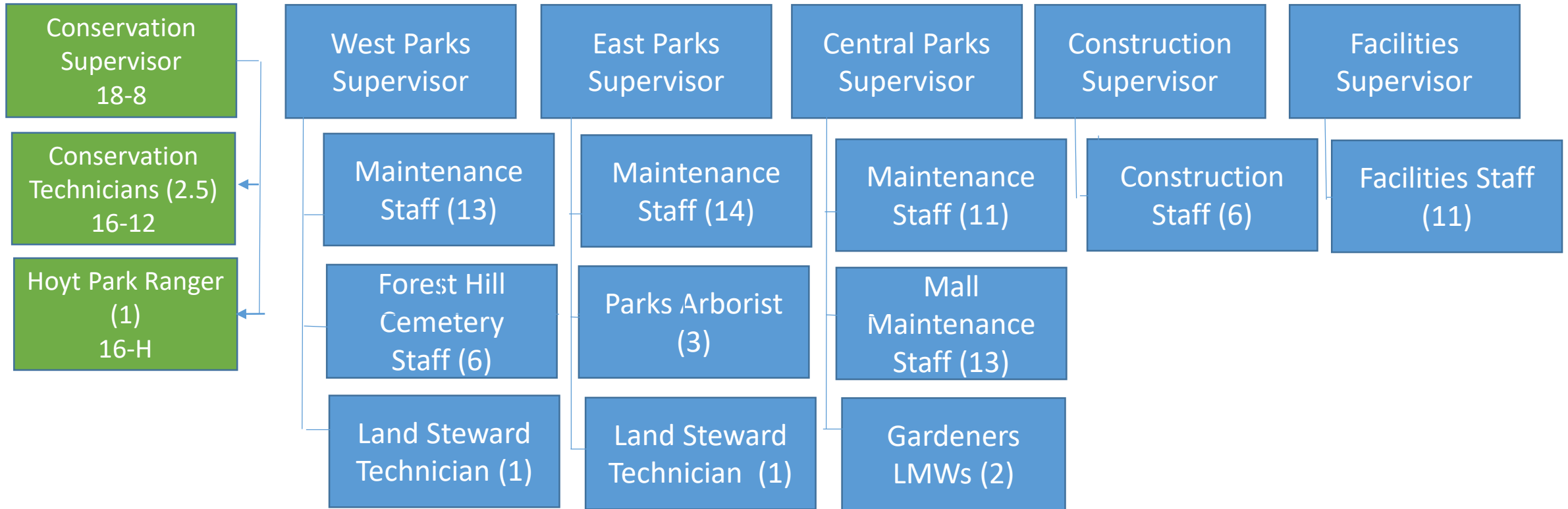


# Evolving Park Operations

## Capturing Value and Opportunity



# Current Organization Structure



Parallel in Purpose and Commitment

However.....

# Current Structure

## Problem Statements:

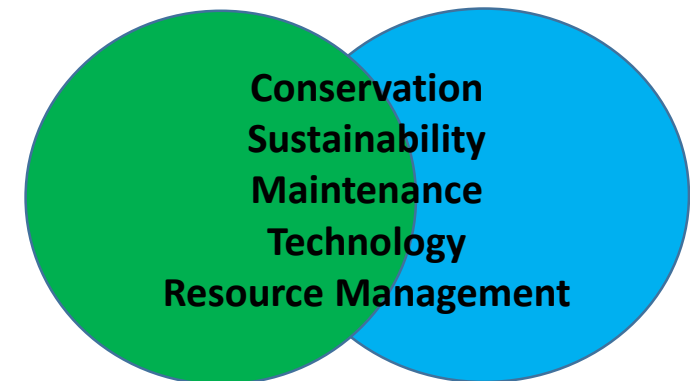
- Sustainability work is silo based with limited team overlap
- Limited knowledge transfer between sections
- Sustainability efforts primarily focused on conservation lands with general parks focused on grounds maintenance
- Limited focus on the impacts of Climate Change and Response Planning
- Limited formal focus on evolving technology that can create efficiency and reduce the impact of climate change



# Solution

- Establish an organizational structure to support the vision forward
- Create land management plans and staff work plans as a road map
- Break down silos by building business connection through teamwork
- Dedicate focus on evolving technologies to create efficiencies and to reduce the impact of climate change
- Connect the team to an overall sustainability focus to maintain, evolve and grow natural areas.
- Build team strength and foster a growth mindset through education and awareness
- Focus on achievable results and build forward

**No Sides to Our Team Circle**





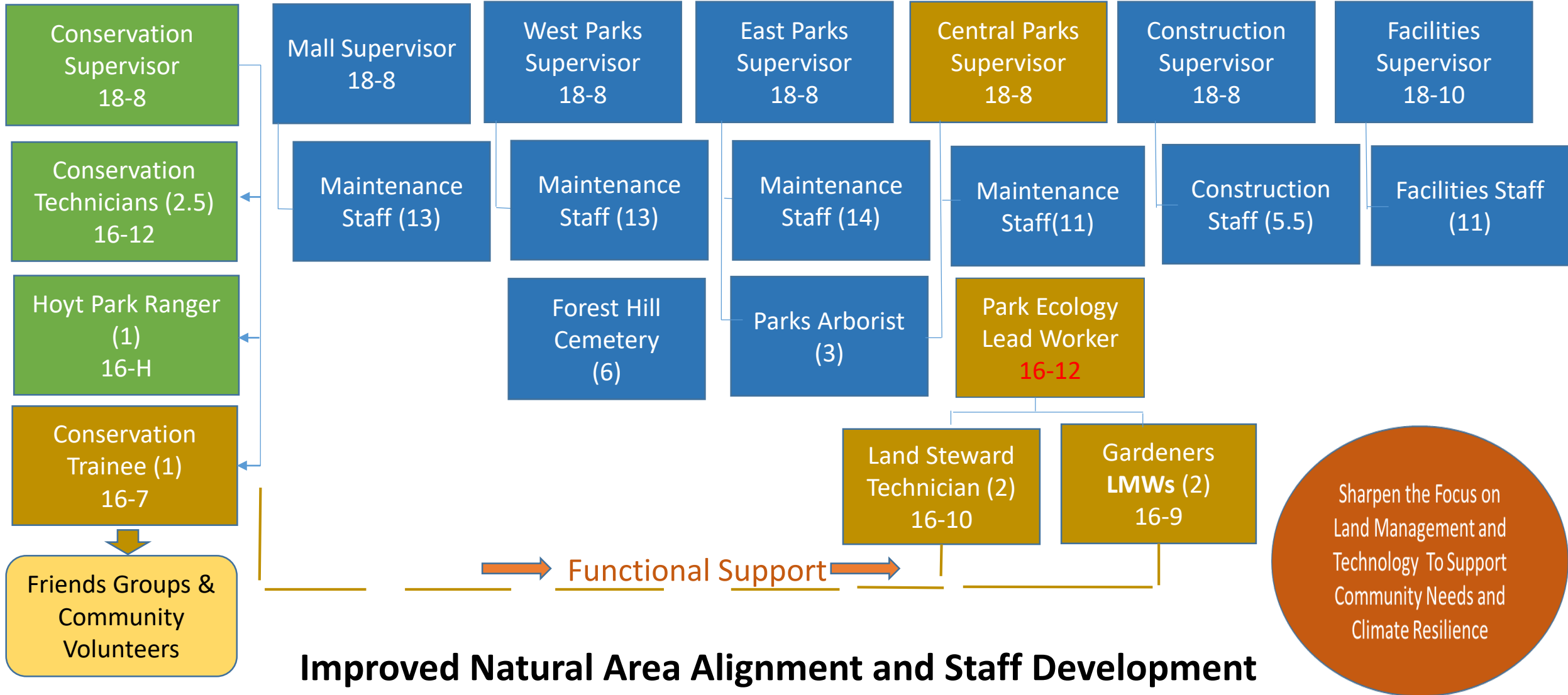
Vision for Tomorrow  
Parks Ecology and Maintenance Care

**ONE TEAM – NO SIDES**

Focused on ecological stewardship and park and recreational resource care

Excellence Through Teamwork

# Proposed Operating Structure



Sharpen the Focus on Land Management and Technology To Support Community Needs and Climate Resilience

# Tiered Land Management Approach

## Tier 1

- High native plant diversity and relatively small populations of invasive plants
- Includes the formerly-named “Prairie Managed Meadows” planted with native wildflowers

## Tier 2

- Moderate native plant diversity and small to moderate invasive plant populations  
OR
- Low native plant diversity, but small populations of invasive plants
- Easily improved with moderate effort and resources

## Tier 3

- Very low native plant diversity and large populations of invasive plants
- Includes the formerly-named “Bluegrass dominated No-Mow Meadows” or “Low-Mow Meadows
- Managed for noxious weed and woody species control only



# A Network of Training Support





# Capturing Value

## What will change?

- More intentional and documented ecological focus on general parks natural areas
- Increased focus on employee development
- Improved team approach to natural areas
- Increased measurements of natural area results
- Increased focus on reducing environmental footprint
- Expansion of volunteer support

## What will not change?

- Parks mission and values
- Staff commitment to service excellence
- Our commitment to general parks work including shelters, greenspace, athletics, etc.
- Our focus on expanding and restoring conservation land



# Alignment with Parks Open Space Plan

## **Strategies:**

### **Protect and Enhance Natural and Cultural Resources**

Manage invasive species in high quality natural areas

Develop native plant habitats and ecosystems within parks, increase biodiversity

### **Increase Engagement with Groups and Organizations and Develop New Ones**

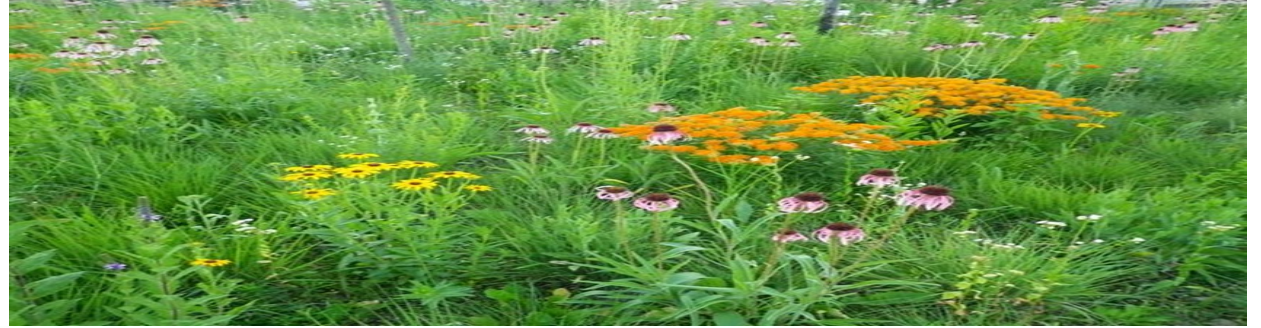
Encourage engagement within parks through Friends Groups and other volunteer groups, support the efforts of such groups, and recognized their contributions

### **Develop a Healthy and Diverse Urban Tree Canopy within Parks**

Improve the City's resilience through increasing tree canopy diversity

Recognize environmental and public health benefits of trees by promoting and expanding the urban tree canopy

# Forward Focused



## **Benefits:**

- Improved staff alignment, utilization, training and focus – get more of the right things done
- Reduced environmental footprint – save the planet
- Reduced chemical use
- Prepare now for future impacts of climate change
- Drive efficiency through technology
- Increase access to needed human resources

# Benchmarks of Success

- Clear Purpose and Objective
- Teamwork (no sides) & Team Commitment
- Forward Planning - Documented practices and iterative management plans
- Employee Training
- Regular Internal and Stakeholder Communications
- Input and Support of Volunteers



One Team, Shared Vision

Conservation  
Sustainability  
Maintenance  
Technology  
Resource Management

# Park Operations

## Capturing Value and Opportunity

### Questions

