



# Evolving Park Operations



Capturing Value and Opportunity through  
Operational Focus and Technology



# Current Structure – Problem Statements

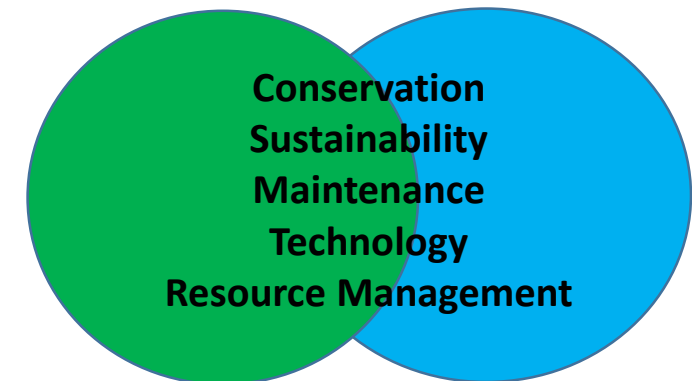
- Limited team overlap and knowledge transfer between sections
  - Work is Silo based
    - Conservation team focused on land sustainability
    - General Parks focused on park grounds maintenance
- Limited focus on the impacts of Climate Change and Response Planning
- Limited formal focus on evolving 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
- Dedicated 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

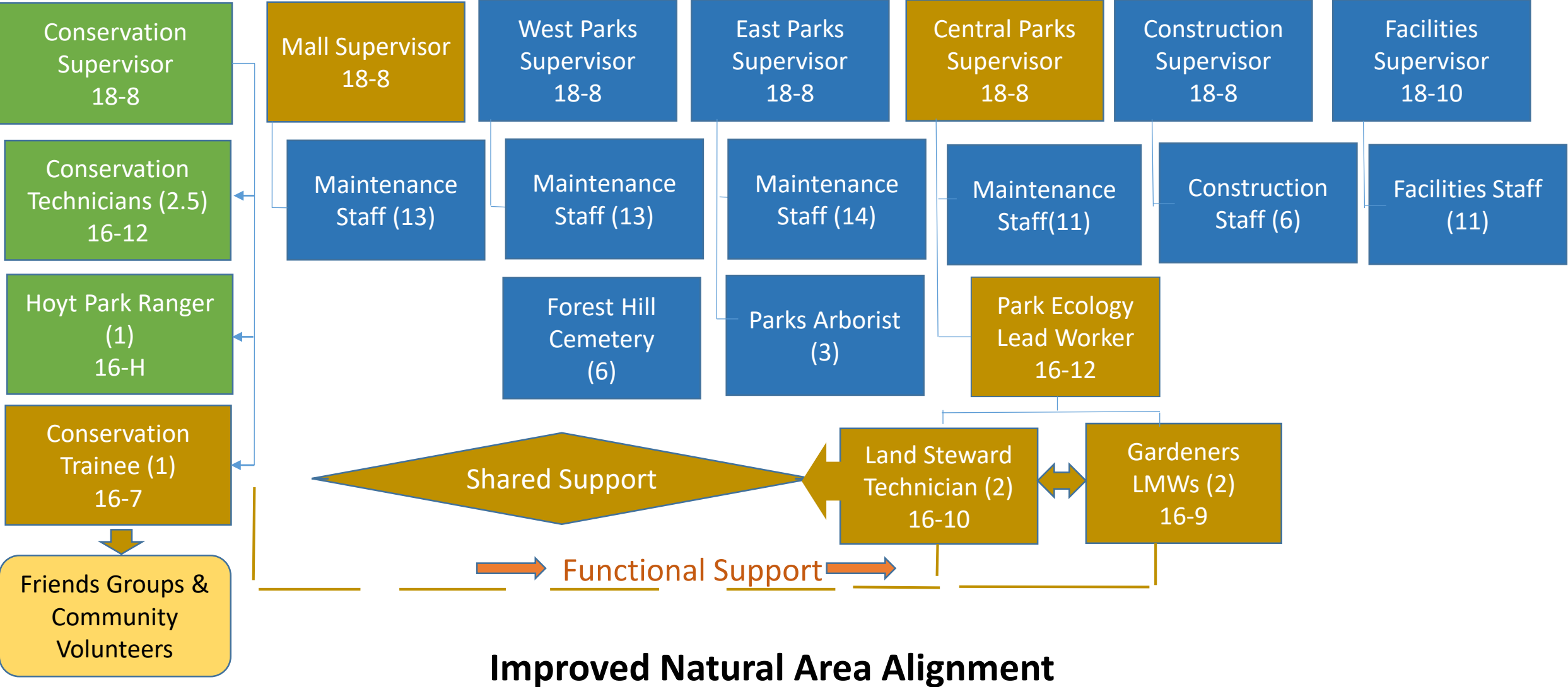
## Parks Ecology and Maintenance Care

### **ONE TEAM – NO SIDES**

Focused on ecological stewardship and park and recreational resource care

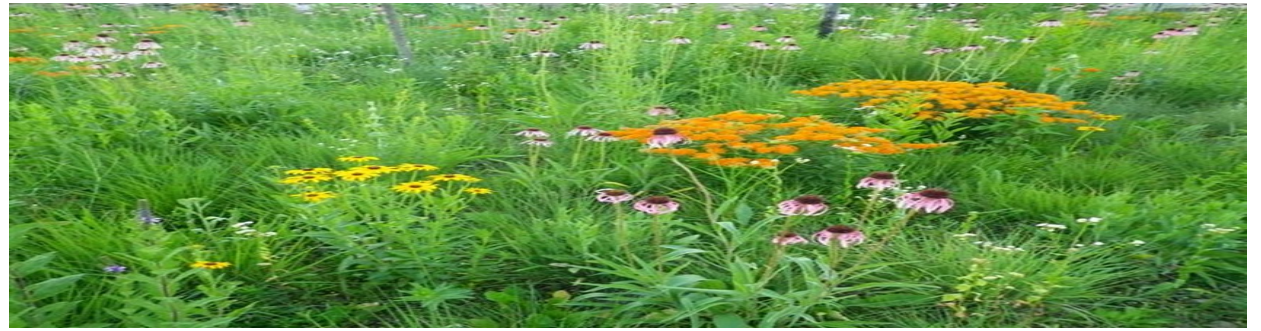
Excellence Through Teamwork

# Proposed Operating Structure





# Forward Focused



## Features:

- Aligned resources on today's and the future needs
- Increased focus on biodiversity and sustainability
- Increased green focus (products, equipment and technology)
- Intentional focus on climate change response
- Increased alternative approaches to land management
- Improved land management outreach and volunteer programs

## 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

# Capturing Value

## What will change?

- Some areas of functional support, reporting structure and locations
- More intentional and documented ecological focus on general parks natural areas
- Increased focus on employee development/education
- Improved team approach to natural areas and general parks work
- Increased measurements of natural area results
- Increased focus on reducing environmental footprint – evaluation and use of alternative fuel tools and equipment
- Expansion of volunteer support through dedicated staff focus and efforts
- Increased use of environmentally friendly IPM and alternative land management efforts

## What is not change?

- Parks mission and values
- Staff commitment to service excellence
- Our commitment to general parks work including shelters, greenspace, athletics, etc.
- Staff hours
- The majority of the operations reporting structure
- Conservation reporting structure
- Our focus on expanding and restoring conservation land



# 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 and Approaches

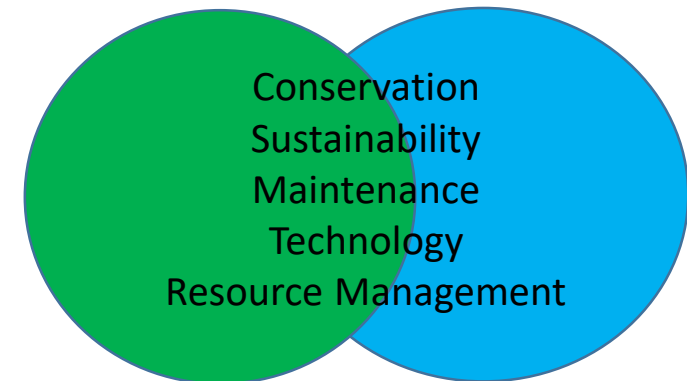


# Benchmarks of Success

- Clear Purpose and Objective
- Active Section Teamwork
- Documented Forward Planning - practices and iterative management plans
- Ongoing Employee Training
- Regular Internal and Stakeholder Communications
- Growing Input and Support of Volunteers



One Team, Shared Vision, Measurable Results



# Park Operations

## Capturing Value and Opportunity

### Questions

