

Commissioner 2024 Budget Questions - November 1, 2023

Question #	Commissioner	Question	Fund	Division	Budget Book Page # / Document	Attachment	Staff Response
1	FORNEY	Give examples of “common vision”	General/ Special Revenue	Strategic Directions	20		Volunteerism can be supported by an organization for different intended outcomes - protection of natural resource, visitor support, education of the community about an organization, expansion of services, provision of basic programming, engagement of community, creation of social opportunities for community members, etc. Depending on the desired outcomes, different resources and approaches may be applied to achieve them. The Minneapolis Park and Recreation Board has not declared a common vision for the desired outcomes it has for supporting volunteerism within the park and recreation system. The goal of the visioning work is to get a better understanding of what the community and Board wants volunteerism to achieve. With this knowledge we can recommend the correct resources to achieve the vision.
2	FORNEY	Define powershift	General	Strategic Directions	21		The “powershift” is a supplemental shift that overlaps dayshift and nightshift during the busiest times for service calls. The projected shift hours are 11am – 9pm. This bolsters staffing when we need it the most.
3	FORNEY	Remove “master” and replace with Guiding	General	Strategic Directions	24		Staff will prepare a resolution officially renaming any of the several long-range planning documents to a name aligned with contemporary directions for such documents. In that process, staff may need to maintain some connection to the term "master" because of the need to align with other entities supporting a project through, for example, funding.
4	FORNEY	Identify two major heat islands location	Special Revenue	Strategic Directions	26		The entire Downtown and Industrial area along the river north of downtown. <a href="https://metro council.org/Communities/Planning/Local-Planning-Assistance/CVA/Extreme-Heat.aspx">https://metro council.org/Communities/Planning/Local-Planning-Assistance/CVA/Extreme-Heat.aspx</a>
5	FORNEY, SHAFFER, ALPER	Explain the elimination of Grant & Donation Administrator How will this work continue? Will staff in various departments be submitting their own grant applications? Who will handle donations to MPRB? How are we planning to remain competitive in the grants/development sphere. Will we contract out for grant writing? How much is budgeted for that activity next year?	General	Superintendent	54		The elimination of the Grant and Donation Administrator was recommended by the Superintendent as he reviewed the job description and compared that to the needs of the organization. As the Grant and Donation Administrator this position was not responsible for writing grants for the organization but provided oversight for the Grant and Donation Committee and the internal process for distributing the Walt Dzedzic Innovation Funds. Grant writing has always been the responsibility of staff within the division and department for which the grant is sought. The MPRB established the Grants and Donation Staff Committee several years ago and the committee includes experienced MPRB staff grant writers and is chaired by the Finance Director. The main purpose of this committee is to identify grant opportunities, ensure that MPRB departments are not competing against themselves for a particular grant, and work to enhance the donation processes at the MPRB. Although there is not a separately budgeted line item, departments will also utilize contractual services when grant writing assistance is needed for a particular grant. The MPRB has been and is expected to remain competitive in the grants/development sphere and is also considering a significant shift towards the establishment/use of endowments to support the MPRB. The Superintendent does not expect the elimination of the Grant and Donation Administrator to negatively impact our successes.
6	FORNEY	Define “Event Technician”	General	Board of Commissioners	55		The Event Technician are the staff that oversee the control room during Board meetings.

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7	FORNEY	Define “System Equity Investment”	All	Deputy Superintendent	65		System Equity Investment – Is the budget mechanism the MPRB utilizes to request through property taxes the ability to maintain a level of service expectation at new parks and parks experiencing increased usership within the MPRB system. The MPRB implements new parks in areas identified in MPRB Master Plans and pursues parkland in portions of the city to better balance park access and park acreage disparities. Consideration is given to the proximity of parks to existing residents AND plans advanced by the city for redevelopment that would bring new residents. The MPRB has utilized this process to support the maintenance, activation, and safety needs of these locations. The MPRB is considering expansion of the use of this budget mechanism to also include internal support services (Finance, Human Resources, Information Technology Services, Communications & Marketing). As parks are added, new funding is acquired, capacity in these departments should be considered.
8	FORNEY	Detail “identified carbon reduction items”	General	Planning	91		The identified carbon reduction items refer to those that would have been the result of the previous (2023) budget request. Staff has not yet completed work on the 2023 budget action and does not yet have a list of "identified carbon reduction items" for 2024. In early 2024, staff will present findings from the 2023 Budget Action and will likely identify carbon reduction items at that time.
9	FORNEY	Define “policy items”	General	Planning	92		This is a general term to identify everything we track around park plan implementation. A "policy item" is any course of action resulting from a planning process. It may be a direction for physical action relating to change in a park or park asset; a staffing, programming, or operational action; or a policy related to administration or finance (which is how people might more commonly view policy).
10	FORNEY	Define “identified resiliency projects”	General	Planning	93		An identified resiliency project is one that is identified in a long-range plan or in the Ecological System Plan, or any other plan or policy that advocates for a project aligned with climate resiliency. These are tracked in a similar way to the more general "policy items."
11	FORNEY	Define “Plan Champions”	General	Planning	93	1	The work of pursuing implementation of each adopted long-range plan is supported by a member of the Strategic Planning Department staff. Those staff assist Design and Project Management Department staff as they work toward implementation of a plan. The plan champion offers a way of advancing work consistent with the long-range plan and, by maintaining contact with the community, can assist with engagement occurring during implementation. See attached "Plan Champion Role" and the current map of plan champions.
12	SHAFFER	What is the reasoning for eliminating the FT Forestry position and moving funds into the general ES budget? Will this reduction hamper our goal of replanting two trees for every one lost and supporting additional tree planting through our growing carbon offset revenue? Are there other unfunded needs within forestry this money could support if not needed for staffing(contractual watering, stump grinding/pruning or more trees)?	General	Forestry	10		Due to staffing levels, Forestry has been operating with eight full-time MEOs for the past year and met the goal of planting two trees for every tree lost in 2023 . During this time efficiencies have been developed so that one FTE can be eliminated from the Forestry budget. This makes it possible to redirect those funds toward other unfunded priorities in the Environmental Stewardship Division. An example is the purchase of four 500 gallon water trailers which do not require a MEO to be used.

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13	SHAFFER	What is the long-range plan to financially support free youth programming (this year a \$525,000 shortfall) in 2025 and beyond? With our upcoming gaps in regular youth programming funding in 2025 (\$600,000) and in 2026 (\$400,000) I would like to understand.	General	Recreation	11		The Superintendent has taken a multi-faceted approach to financially support free youth programming including fee structure changes, enhancement to donation solicitation, continued research and application for grant support, and expenditure budget reductions. Over the next year, staff will also be working to streamline the ways families are able to access assistance for park programs (free programming, scholarships, and waivers) and will work within the ActiveNet 2.0 system to explore, test, and implement built in parameters for how people register for free programming. Staff believe with the structural changes made in the recommended 2024 budget (revenue increases and expenditure decrease) and the implementation of features within ActiveNet 2.0 the imbalance within the General Fund will be remedied.
14	SHAFFER	What is the reasoning behind the Environmental Stewardship Division providing the majority of the free youth funding shortfall? Almost \$400,000 moved from ES to free programming (minimizes impact of new \$400,000 being allocated to ES in 2024 regional budget)	General	Recreation	11		The \$521,592 reduction in the Grant and Donation revenue is made possible largely through the recommended Recreation revenue changes and the elimination of the revolutionary sports contractual services agreement. The reference to Environmental Stewardship Division revenue within the narrative found on page 11 was in error.
15	SHAFFER	Has there been any change in the earlier staff-shared-data around free youth programming (classes were functioning below enrollment capacity because of no-shows with some of these classes having a waiting list, students enrolled coming from neighborhoods outside Area of Concentrated Poverty rec location to get free classes/Rec Plus)?	General	Recreation	11		There are no changes in data. The new software allows functions to explore and test built in parameters for how people register for free programming. There is a focus group working on standards for data entry and attendance recording which will be rolled out to begin in 2024.
16	SHAFFER	Have we implemented any new software ability to track/eliminate mentioned free programming issues in earlier question?	General	Recreation	11		The new Active.net software Hub system will allow us to better track, analyze and report data overtime. This system is new and not implemented yet as the Data Insights staff are being trained on it.
17	SHAFFER	The listed programming fee increases for next year include non-MPRB team youth field permits, Rec Plus, water parks, golf, golf carts, ice rental and turf rental. Are there any other programming increases I'm missing in this list?	All	All	Fee Schedule		The fee schedule found on pages 209 - 224 includes a column that reflects the changes/increases in various fees. The budget adjustment document also provides information regarding changes to the fee structure recommended in the 2024 budget. Based on the items detailed in your question, one item you haven't listed is the change to the general event fee which adds a range rather than a set fee to better match the emerging event types. The only other fee increase that is reflected on the fee schedule is the Loppet request to increase their group lessons fee.
18	SHAFFER	It seems there is no general fund excess to allocate this budget cycle? Is this correct?	All	All	n/a		That is correct, our financial management policy requires the General Fund balance to be maintained at a level of 5 percent of the current year adopted General fund expenditure appropriation. For 2023, that required amount is \$4,991,756. The General Fund audited balance at December 31, 2022 was \$4,282,347, which is \$709,409 below the required balance amount. This is largely due to the free youth programming grant and donation requirement which has not been met. Current projections for 2023 estimate that the General Fund will end the year and be able to add to the fund balance to move closer to the required amount, however it may take two years (2023 & 2024) to fully replenish the General Fund balance.
19	SHAFFER	Last year in the general fund excess budget we allocated \$80,000 for indigenous training and a reconciliation plan. What is the amount we are allocating in the 2024 budget – is it in addition to the 2023 monies or have we spent last year's allocation? If so, on what?	General	Planning	5		The funds allocated in 2023 are being used for the current work. No additional funding was added to accommodate the work anticipated for 2024 but the allocation made in 2023 can still be used for work in 2024. An update on this work will take place at a November Board meeting.

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20	SHAFFER	During budget time last year, we were told a zero-based budget would be a part of this budget process. Did this happen and if so, in what departments?	All	All	n/a		Although a full zero-based budget process was not completed by a specific department during the development of the Superintendent's recommended budget, the first step the Superintendent has taken in preparation for zero-based budgeting is the process by which budget requests were directed to be submitted with solutions based out of the department or division that the request originated. This is to identify efficiencies that can be made to address unfunded priorities within that division. The second step that was taken is the Finance Department was required to provide a detailed data supported needs assessment to support the addition of the Accounting Technician prior to its approval to move forward into the recommended budget.
21	SHAFFER	We have several ordinances on our books that are difficult to enforce including parking violations, off-leash dog violations, speeding on bike trails. Do we ever issue tickets for these violations? If so, how much income do we generate from these parking tickets, etc.? If we do collect fees, do we have process to enforce unpaid fees?	General	Superintendent	n/a		Not all enforcement comes in the way of citations. Very often, people are warned for minor infractions. That is not insignificant. Citations are routinely issued for common infractions (including parking tickets and dogs off leash). Fine revenue is not broken down by violation/offense. Overall, we will take in between \$250,000 - \$300,000 in fine revenue for 2023. Unpaid fines are collect through Hennepin County Court (warrants, late charges, etc.).
22	SHAFFER	The board allocated funds in 2022-2023 for a detailed diagnostic study for blue-green algae reduction in Lake Nokomis and Cedar Lake. Is there any funds allocated for implementing these strategic findings in this budget? What are staff planning to do with this information and recommendations?	General	Environmental Stewardship	n/a		In 2023-2024 staff are using the allocated funds for additional data collection recommended in the study including aquatic vegetation surveys and carp assessments at both Nokomis and Cedar Lakes. Staff are also educating partners on the study results and project recommendations with the intent of gathering support for a future grant application. For the best chance of funding, the projects should be named in an approved Local Surface Water Management Plan, which would require MCWD and/or the City of Minneapolis to amend their LSWMP. Recommended projects would likely cost on order of 750K to 2M per lake, making implementation via a partnership or grant preferable. Additional implementation dollars are not part of the 2024 budget.
23	SHAFFER	Is the Volunteer Program Aide a FT replacement for the PT position that was cut a few years back? Roughly same job description?	General	Environmental Stewardship	12		This position reinstates and expands the Program Aide II 0.5 FTE position that was cut in budget year 2021. One time group service projects and Park Stewardship Agreements have increased three-fold since 2013. Environmental Management volunteer staff is at capacity and the community's interest in engaging in the park system through volunteerism continues to grow and shows no sign of abating. This position would help support one-time groups and Park Steward Agreements in the regional park system.
24	SHAFFER	Please provide a specific description and dollar-amount break-down of the budgeted changes between 2023 and 2024 in the special revenue fund: Natural Resource Management. First: how is/was the 2023 original budget of \$100,000 budgeted? Second: how will the new \$500,000 budget be allocated by rough dollar amount? (3 seasonal natural resource specialists' salaries, the volunteer coordinator aid's salary, contracted work with Conservation Corp and number for other contracted work (goats, prairie burn, etc.)?)	General	Environmental Stewardship	12	2	The original \$100,000 was budgeted primarily towards the contracting of two Conservation Corps Minnesota and Iowa (CCMI) crews and yearly contracting for goat browsing work at Theodore Wirth. The potential expenditures from these two contracts exceeds the \$100,000 budgeted from the original fund and was able to persist only due to historic difficulties in recruitment for CCMI during the last few years. At expected capacity, this fund would have run at a deficit until any remaining balance was exhausted. For specific breakdown of estimated expenditures for the proposed \$500,000, please see the attached "2024 Natural Areas Special Revenue Fund Line Item Budget". Of note, this proposed budget would correct the potential deficit from the previous \$100,000 allocation regarding existing contracting commitments.

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25	SHAFFER	The .75 FTE Eloise Butler Administrative position is partially funded by a reduction of part-time provisional staff hours. Is this a reduction of Eloise Butler provisional staff or staff from another department? How many provisional positions were cut to support this?	General	Environmental Stewardship	10		We are converting existing Environmental Education provisional wage hours to create a certified 0.75 FTE position for EBWG. There is no reduction in the number of staff hours within the Environmental Education work group or any other work group for this conversion. The position is created from a conversion of provisional hours to certified hours and will provide more staff hours to EBWG. We will correct page 10 of the Budget Book to clarify that this is a conversion and not a reduction.
26	MENZ	Do we have a strategic plan for the youth employment funds coming from the state?	Special Revenue	Environmental Stewardship			A strategic plan is under development for these funds. Staff have begun collecting input from internal work groups on needs and opportunities for teens. This input, along with the input from external partners, will help shape the strategic plan.
27	MENZ	Can someone explain the 300K for golf simulators and what the revenue potential is for that investment?	Enterprise	Recreation			The 300K is for the purchase and installation of up to five golf simulators and any additional prep work that needs to be done on site (carpet over the wood floor, putting green, etc.).  Potential revenue for 2024 would be up to \$80,000 based on a fall opening, then approximately \$150,000 to \$200,000 per year in total revenue in full years moving forward. This is based on league play, pass sales, daily play, first tee participation and investment, and food and beverage sales.
28	MENZ	Can we predict the income that would be acquired by making parade ice arena \$1/hour parking with a parking pass option for hockey registered families.	Enterprise	Deputy Superintendent			No other municipal ice arena in the metro area charges for parking. The potential revenue for charging is hard to predict as would be the impact to revenue loss if renters decide to go elsewhere due to not wanting to pay for parking. A cost benefit analysis would need to be completed as the cost to administer parking passes and monitoring the lot could be cost prohibitive. Additionally, targeting one specific user group with a parking pass option, over the other users who would be expected to pay \$1/hour is an inequitable approach. Lastly, the MPRB operates two ice arena facilities; this approach at just one facility would likely have negative impacts on equity.
29	MENZ	Can we please see the new umpire and official's pay charts to compare to year's past?	General	Recreation		5	Attached are the 2022 and 2023 umpire and officials pay contracts. If this fee increase is approved the 2024 contract will include the Veteran Official Premium Pay of \$2 per game
30	MENZ	What are the levels of service for premier fields vs regular practice fields in our system?	General	Environmental Stewardship			Tier 1 Fields: Mowing 2x/week, soil test annually, fertilization 3x annually, aeration 3x annually, overseeding 2x annually, topdressing 1x annually, weed control 1x if needed, 1 inch/week irrigation. Tier 3 - Non-irrigated: Mowing on a 10-14 day cycle, Soil test every 2-3 years, Fertilization 1x annually, Aeration 1x annually, Overseeding 1x annually, topdressing 1x annually
31	MENZ	Who are the top 10 clients that rent fields, courts or ice from MPRB?	General / Enterprise	Recreation		3	See attachment
32	MENZ	Please share more on the field maintenance fund and how staff envisions that fund working next year and into the ongoing strategic direction of field maintenance.	Capital Projects	Environmental Stewardship	CIP		We currently do not have a dedicated fund for field maintenance. We are in the process of taking an inventory of all fields and developing both renovation and life-cycle programs for all of our athletic fields similar to our Pavement Management Program. We hope to have all costs identified in 2024.

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33	MENZ	How do we decide on one time capital expenditures or how can we get funds put towards current skate projects?	Capital Projects	Planning	CIP		The one-time funds made available through a beneficial legislative session were apportioned among projects meeting the criteria for the source. Staff offered an initial suggestion for the use of the funds, some of which were allocated through a resolution adopted by the Board of Commissioners. The remaining funds are distributed among projects in the current CIP, following input from the Board of Commissioners. During its budget deliberations, commissioners may determine a different allocation of the one-time funds provided the new use is aligned with requirements for the source of those funds. Funding supporting skate parks is typically defined during the implementation of neighborhood park plans where the engagement indicates a skate park is a priority. Staff seeks additional funds, with funding most often happening through Hennepin Youth Sports Program grants.
34	ABENE	Free Youth Programming - When the prior board created this was there a clearly documented set of objectives and goals for this program? If possible, I would prefer a yes or no answer.	General	Recreation	11		No
35	ABENE	Item 4. Plan Implementation Section. Please provide an example of a "policy item" and describe where these items are usually found for public/commissioner lookup.	General	Planning	24		This is a general term to identify everything we track around park plan implementation. A "policy item" is any course of action resulting from a planning process. It may be a direction for physical action relating to change in a park or park asset; a staffing, programming, or operational action; or a policy related to administration or finance (which is how people might more commonly view policy). Each plan contains a number of such courses of action, each of which will be compiled in a "plan tracker." The goal stated for 2023 is to create the plan tracker, with current activities shown in the Park Projects online tool.
36	ABENE	Volunteerism - will the policy and procedure work address volunteer orientation and training, including experience and certifications?	General	Deputy Superintendent	63		Yes, the policy and procedure work will review and update existing volunteer orientation and training.
37	ABENE	Volunteerism - I hear from volunteers that they don't always need a significant amount of management from the MPRB because volunteers often have applicable subject matter expertise. During the visioning work, please discuss balancing controls with outcomes including the impact of turning volunteers away (which happens). Will the visioning include speaking with current volunteers?	General	Deputy Superintendent	63		Thank you for this insight. Yes, the visioning will include talking with existing volunteers.

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38	ABENE	Volunteerism - Rose Garden volunteers were limited to every other week in 2023 versus weekly in prior years. Will this allow weekly hours to be restored? Friends of the Roses members include Master Gardeners and provide an opportunity for Master Gardener development hours to others. In season, daily volunteer hours at the Rose Garden would be appropriate.	General	Environmental Stewardship	63		<p>Our ability to increase the number of weekend volunteer events is dependent on our staff levels. The current budget request doesn't provide additional staffing resources but rather shifts our current resources to better support our operation. This shift should impact volunteer engagement in the North and Northeast service areas which have seen less staff hosted events in past seasons.</p> <p>Timing of hiring will impact whether or not we see any growth in 2024 or if the impacts will be delayed until 2025 as recruiting, onboarding, and training all need to occur first.</p> <p>2023 Horticulture Program Hosted Volunteer Events</p> <p>Location / # of Events Hosted</p> <p>Lyndale Park / 52</p> <p>Minneapolis Sculpture Garden / 12</p> <p>Loring Park / 9</p> <p>Minnehaha Regional Park / 7</p> <p>North Service Area / 0</p> <p>Northeast Service Area / 2</p> <p>Upper South Service Area / 11</p> <p>Lower South Service Area / 0</p> <p>Southwest Service Area / 6</p>
39	ABENE	Natural Areas Management Personnel - Where will the new positions report to in the organization?	Special Revenue	Environmental Stewardship	112		The Volunteer Program Aide II position will be supervised by the Volunteer Coordinator. The Seasonal Natural Resource Specialists will be supervised the Natural Resource Supervisor. All of these positions are within the Environmental Management Department.
40	ABENE	Natural Areas Management \$348K in operating costs - will this potentially included contractor services specifically related to terrestrial invasive species management?	Special Revenue	Environmental Stewardship	112		Yes, there will continue to be contacted services focused on terrestrial invasives within the Natural Resources general budget. The special revenue fund has a limitation on its usage in that it needs to be used in the regional park system and not on neighborhood parks.
41	OLSEN	Why has no funding been found for strategic direction A, goal 3? How much would be needed to Jumpstart this goal? Both in terms of funds and staff time.	General	Planning	20		The direction for the goal noted that a research summary and cost estimate for applying various technologies would be developed in 2023. That work is complete. Planning and the IT Department have worked together to find immediate departmental funding (in the 2023 budget) to begin implementation of this Action. As outlined in the 2024 Action, we will use 2024 to initiate pilot data collection. Planning and IT will continue to work together to seek sustainable funding for ongoing work in 2024 and beyond.
42	ALPER	The budget book makes no reference to the amount we spend on our attorney. How much do we have budgeted for 2024?	All	All	n/a		Legal Services is a contractual service and is budgeted across all funds and departments that utilize legal services. The recommended 2024 budget across all funds includes \$746,000 for legal services.

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43	ALPER	Fee schedule: A) How much money did the new busker fee generate in 2023 and how much is anticipated for 2024? B) How did the new program achieve or not achieve its goals?	Enterprise	Deputy Superintendent	195		<p>A) How much money did the new busker fee generate in 2023 and how much is anticipated for 2024?</p> <p>2023: The new busker fee generated \$2,240 in busker fees, issuing 56 permits.  2024: As we continue to learn more about the busker community an make changes to the permit process we anticipate that the income generated by Busker fees will go up. However, the main goal of the program is to continue to provide a legal avenue for buskers to perform in our parks.</p> <p>B) How did the new program achieve or not achieve its goals?  The Busker program achieved the goals set forth to highlight and amplify the amazing artist community in Minneapolis and allow for a legal avenue for artists already performing in our parks to be registered and recognized for their talents. The new busker program created a system to vet potential performers and provide a permit to meet the requirements of the below ordinance (PB2-15)  General Rule: In any park or parkway, or upon any waters under control of the board, no person or entity, other than the board, shall sell, rent, or offer to sell or rent, any goods, services, or organizational memberships of any nature whatsoever, nor shall any person or entity solicit for donations, without a permit. In addition, the new busker program helped to provide much needed visibility into our busker community by providing feedback from artists in our parks. We gathered data in regard to busker performance revenue, performance spaces, and the availability to track performances. This data and the relationships created within the busker community have been positive and will continue to help us improve the Busker Permit program.</p>
44	ALPER	Fee schedule: What is the no parking sign fee? Is this being charged to residents? How does it work?	Enterprise	Deputy Superintendent	195		<p>In 2023, the City of Minneapolis suspended the practice/service of working with MPRB on posting temporary No Parking signs for small or personal no parking requests for permitted events requiring no parking along MPRB parkways/roads. The City still posts for large public events. In response, MPRB created a No Parking sign program to address the business need. The no parking sign fee is \$5 per sign. The cost determined for this was to cover material fees as well as staff time to create the sign(s). This is being charged to all patrons who inquire about no parking in Minneapolis parks. Process is listed below.</p> <ul style="list-style-type: none"> <li>- MPRB No Parking signs are provided by the Minneapolis Park and Recreation Board to the customer and to be picked up from the MPRB Headquarters building at 2117 West River Rd N. Minneapolis, MN 55411.</li> <li>- Staff will first need to approve the date and time requested, once approved, they will create the sign for the approved time.</li> <li>- No parking signs are \$5 per sign and include the full completed (sign nailed to stake) assembly for placing in the ground.</li> <li>- Customers must place the signs themselves along the parkway in the parking bays they'd like posted for no parking.</li> <li>- These signs must be placed at least 24 hours prior to the desired no parking timeframe listed.</li> <li>- Customer must recycle or dispose of signs once date and time is complete.</li> </ul>
45	ALPER	Why are you not recommending raising annual or semester parking pass fees to keep pace with inflation, similar to changes to golf or ice arenas? (Fee schedule section)	Enterprise	Deputy Superintendent	197		<p>With the long-term vacancy in the Parking Systems Analyst position, staff did not have the capacity to analyze the data surrounding this particular fee set, it's use or benchmarks. In total, the student parking passes brought in over \$90,000 in 2023.</p>



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46	ALPER	Was raising the rates for rec plus to offset the loss by having fee optional sites? How did you make the determination to raise rates two years in a row as opposed to raising fees in other areas?	General	Recreation	210		There had not been an increase to Rec Plus fees since 2018. Staff determined based on market rates in 2023 that to increase Rec Plus fees to market rates solely in one year would have been too large of an increase in one year, so staff chose to limit the increase in 2023 and determined they would review the market rates again in 2024 for another increase which was then recommended by staff for 2024. The Rec Plus market rate increase was not completed solely due to the fee optional Rec Plus sites but also the need for addition inclusion services, but it does and will provide on-going support for the fee-optional sites to remain fee-optional.
47	ALPER	Similarly, was raising the rates at Jim Lupient part of an effort to offset revenue losses from free youth programming?	General	Recreation	200		Similar to Rec Plus, Jim Lupient waterpark fees had not been increased since 2016. During 2023 budget development rates were adjusted to market rates. In 2024, market rates were again reviewed, however, the review was based on the need to introduce seasonal pool managers at the three outdoor pool facilities. However, the increase in revenue will also provide on-going support for free youth programming in parks.
48	ALPER	Some places in the CIP say “master plan implementation” and other places say “plan implementation” in the column “Proposed park improvements”. What’s the difference?	Capital Projects	Planning	CIP		The terms should be construed as having the same meaning. Staff are phasing out the term "Master Plan" and will continue to update references in the future.
49	ALPER	East Phillips Park has no master plan. Why does it say “Master plan and initial site improvements” in the CIP? Likewise at East Phillips, what’s the difference between “Master plan and initial site improvements” and “play area and site improvements”?	Capital Projects	Planning	CIP		The long-range plan for East Phillips Park is being developed as part of the East Phillips Open Space Plan, which will address Cedar Field Park and potentially include other private open spaces in proximity to those parks. That plan is being developed with earlier (2022) CIP funds and possibly some of this (2025) allocation. Once the in-progress plan is fully adopted, leftover 2022 funds and 2025 funds can be used to begin implementation. Since the inception of NPP20, CIPs have always funded 3 or 4 specific playground projects in each year. These "NPP20 Play Area Rehab" projects are meant to replace the lowest quality and oldest play areas across the system. When noted in the CIP as "play area and site improvements," ONLY the play area may be addressed in that project. In cases like East Phillips, which have both "plan implementation" and "play area and site improvements" in the same or adjacent years, a single large project would be implemented, which would be required to include a play area rehabilitation.
50	ALPER	Under the Rehab program table in the CIP, what is included in the neighborhood amenity fund? Does it include shade structures? If yes, why aren’t park dedication fees also being used?	Capital Projects	Planning	CIP		The Neighborhood Park Amenity Fund addresses a wide range of park features, including benches, tables, signs, and other similar amenities. It could include shade structures. Parkland dedication can be used to add those features but not to replace existing features. In addition, parkland dedication funds are based on a neighborhood, not an asset type. If there are parkland dedication funds available in a neighborhood and a new or additional shade structures are desired, the parkland dedication fund could be used to fund those improvements. These projects would necessarily appear under specific parks in the Capital Investment sections of the CIP.
51	ALPER	In general, how do the dollar amounts get calculated for the CIP? For example how did the \$550,000 figure for Powderhorn Park in 2029 get generated? Why isn’t it \$540,000 or \$560,000? Is it arbitrary?	Capital Projects	Planning	CIP		Staff assumes a baseline amount for various types of capital projects which are informed by asset type (for example, we know the cost of implementing a playground in a new play container compared to the cost of a playground in an existing play container) and park size and complexity (for example, more dollars would be directed to Powderhorn Park than to Caleb Dorr Circle). The baseline amounts have been escalated by a factor (typically aligned with inflation but perhaps somewhat higher based on activity in the construction market) to the year of implementation. In this way, a playground slated for implementation in 2029 will have funding directed to it that is somewhat greater than if it were implemented in 2028.

Commissioner 2024 Budget Questions - November 1, 2023

Question #	Commissioner	Question	Fund	Division	Budget Book Page # / Document	Attachment	Staff Response																																
52	ALPER	Could you please explain the reduction in funding in the CIP to Stewart Park?	Capital Projects	Planning	CIP		In fact, overall funding directed to Stewart Park has not changed. Some of the funding was moved into the 2026 year and some NPP20 funding was changed to Neighborhood Capital Levy funding. Changes like this are common throughout the CIP, as staff works to balance each year of the CIP. A variety of changes can affect the CIP, including shifts to rehabilitation funds, other project needs, and simply the need to balance each source in each year. The NOTES section of the CIP provides some description of why a park may have changed and whether there will be a project delay (which in this case there will not).																																
53	ALPER	I thought Normanna Triangle was poised for 2024 planning action. But it looks like nothing is happening until 2027. Could you please explain what is happening here?	Capital Projects	Planning	CIP		The resolution approved by the Board of Commissioners amended the 2023 CIP to direct parkland dedication funds to Normanna Triangle. The 2027 allocation was already in place in previous CIPs, but is now reinforced by the new undeveloped parks metrics. In 2023, staff have been conducting pre-project activities including the Board-directed survey of the park and abutting rights-of-way. It is important to note here that funding allocated in 2023 and earlier will not appear in this printed CIP. However, visting the on-line TrueCIP will show all funding in every park since 2017.																																
54	ALPER	Have we planted any additional trees thanks to the partnership with Green Minneapolis? Related, could we get a chart for the last 15 years of the total number of trees that we have planted per year?	General	Environmental Stewardship	84		<p>Yes, Green Minneapolis was instrumental in securing \$1M of ARPA funding for tree planting. We used \$500,000 of that funding in 2023 and plan to use the remaining \$500,000 for additional trees in 2024. Recall that the Special Levy for the eight year program to replace trees due to storms and the removal and replacement of public ash trees due to Emerald Ash Borer was completed in 2022 and the levy expired. Without the ARPA funding the MPRB would have experienced a significant decline in the number of trees planted in 2023 and are planned for in 2024. Below is a table of how many public trees we have planted from 2008-2023. We still have some end of year tallying to do before getting our finalized total for 2023, thus for now I shared an “at least” number for 2023.</p> <p>Year Public Trees Planted</p> <table><tr><td>2008</td><td>3,589</td></tr><tr><td>2009</td><td>4,206</td></tr><tr><td>2010</td><td>5,382</td></tr><tr><td>2011</td><td>5,589</td></tr><tr><td>2012</td><td>5,507</td></tr><tr><td>2013</td><td>5,282</td></tr><tr><td>2014</td><td>7,817</td></tr><tr><td>2015</td><td>8,729</td></tr><tr><td>2016</td><td>8,254</td></tr><tr><td>2017</td><td>10,397</td></tr><tr><td>2018</td><td>8,531</td></tr><tr><td>2019</td><td>9,394</td></tr><tr><td>2020</td><td>9,624</td></tr><tr><td>2021</td><td>8,279</td></tr><tr><td>2022</td><td>9,589</td></tr><tr><td>2023</td><td>9,600</td></tr></table>	2008	3,589	2009	4,206	2010	5,382	2011	5,589	2012	5,507	2013	5,282	2014	7,817	2015	8,729	2016	8,254	2017	10,397	2018	8,531	2019	9,394	2020	9,624	2021	8,279	2022	9,589	2023	9,600
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Commissioner 2024 Budget Questions - November 1, 2023

Question #	Commissioner	Question	Fund	Division	Budget Book Page # / Document	Attachment	Staff Response
55	ALPER	Could I get an updated assessment of the condition status for all park assets within District 3 (this was created last year by staff and I very much appreciated it)? It was done on a 1-5 scale.	General	Environmental Stewardship	84		Staff will provide the summary for each commissioner district.
56	ALPER	Why is visitor services in charge of programming Commons Park, North Loop Park, and Water Works? Is it based on the idea that the people visiting these locations have different interests than residents? Wondering why recreation is not the department in charge, especially as downtown is increasing its residential units.	General	Deputy Superintendent	123		When we considered how to program and activate the downtown parks that have been opened over the last several years, we considered how these parks were both similar and different that other parks within the system to determine the best fit for the work unit. As suggested in the question, the visits for these parks are different. They include residents, visitors (commonly non-local visitors) and workers. In addition to considering the visitors to the parks, the amenities within them were also considered. These parks do not include traditional recreation centers or athletic facilities. Instead, they include concessions, outdoor programming areas and limited indoor spaces. Additionally, Water Works is a micro-enterprise and needs to generate the revenue required to operate and maintain the park. The Visitor Services Department oversees event and use permits, concessions, may of the enterprise activities, and community events. The expertise of this area provides excellent support and resources to the downtown programming team.
57	SCHAFER	Stevens Square Park has been in need of new paths for a long time as they are not accessible to people with difficulty walking or are fearful of falling(I have heard from them). In the new CIP, I see both Kenwood Park and Stevens Square Park are delayed a year for different reasons (Kenwood playground upgrade is NOT delayed). I would like to consider a budget amendment to delay Kenwood for two years instead of one and eliminate the year delay to Stevens Square, keeping it in place for investment in 2026.	Capital Projects	Planning	CIP		While true that both of these park projects are delayed, they are delayed from and to different years: Stevens from 2026 to 2027 and Kenwood from 2028 to 2029. The CIP must balance against available funding every year, so delaying Kenwood to 2030 (beyond the current CIP), would not free up budget space to return Stevens Square to 2026. Returning Stevens Square to 2026 would make that CIP year over budget, regardless of when the Kenwood project happens. If the desire is to keep Stevens in 2026, then some other 2026 project (of equivalent cost) must be delayed. Those projects are tabulated in the "Shift Analysis to Accommodate Undeveloped Parks" document. Alternatively, rehabilitation dollars could be delayed from 2026 to 2027 to accommodate this change. A commissioner would have the ability to propose adjustments through an amendment process. Staff can assist the commissioner in drafting the desired amendment.
58	STAFF	Staff is requesting the Board consider moving an amendment to the 2024 fee schedule that includes the attached changes. Staff would like to retain the Senior Season Pass option for 2024 and would like to amend the increase for the M-F Season Golf pass to align with other increases across golf rates.	Enterprise	Recreation	202	4	See attachment

# Plan Champions

## Point of Contact for Park, Service Area, and System-Wide Plans

### Park and Service Area Plans

- Adam Arvidson**
- Minnehaha Regional Park
  - Nokomis-Hiawatha Regional Park
  - North Mississippi Regional Park
  - Wirth/Victory Memorial Pkwy
  - North Service Area

- Carrie Christensen**
- Above the Falls Regional Park
  - Ridgway Parkway Regional Trail
  - St. Anthony Parkway Regional Trail
  - East of the River Service Area

- Colleen O'Dell**
- Theodore Wirth Regional Park
  - Southwest Service Area

- Emma Pachuta**
- Brownie Concept Plan
  - Bde-Maka Ska Harriet
  - Cedar-Isles (in progress)
  - Downtown Service Area

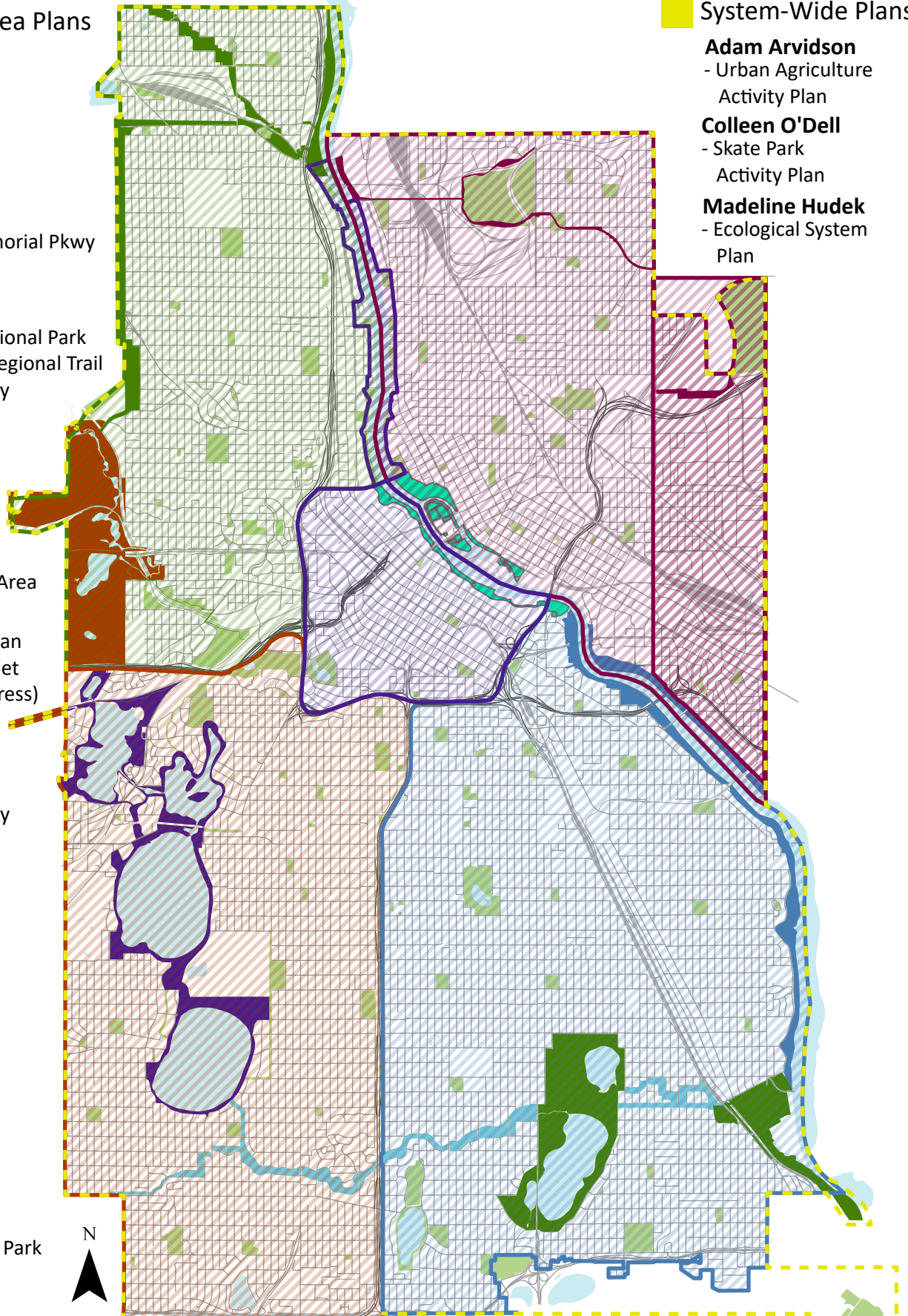
- Madeline Hudek**
- Minnehaha Parkway Regional Trail

- Siciid Ali**
- Bossen Field Park
  - Mississippi Gorge Regional Park
  - South Service Area

- Carrie Christensen**
- Central Mississippi Riverfront Regional Park (east)
- Emma Pachuta**
- Central Mississippi Riverfront Regional Park (west)

### System-Wide Plans

- Adam Arvidson**
- Urban Agriculture Activity Plan
- Colleen O'Dell**
- Skate Park Activity Plan
- Madeline Hudek**
- Ecological System Plan



### Contact

Adam: [aarvidson@minneapolisiparks.org](mailto:aarvidson@minneapolisiparks.org)  
 Carrie: [cchristensen@minneapolisiparks.org](mailto:cchristensen@minneapolisiparks.org)  
 Colleen: [codell@minneapolisiparks.org](mailto:codell@minneapolisiparks.org)

Emma: [epachuta@minneapolisiparks.org](mailto:epachuta@minneapolisiparks.org)  
 Madeline: [mhudek@minneapolisiparks.org](mailto:mhudek@minneapolisiparks.org)  
 Siciid: [sali@minneapolisiparks.org](mailto:sali@minneapolisiparks.org)

## **Minneapolis Park and Recreation Board Plan Champion Role:**

1.

### **KNOW**

Have detailed working knowledge of the plan  
Serve as primary point of contact inside and outside MPRB for questions on the plan

*Example: A community member asks what amenities are planned at Riverside Park. Siciid would respond to this inquiry because Riverside is part of Mississippi Gorge Regional Park*

2.

### **GUIDE**

Assist project managers at the beginning of capital projects to understand project background, community liaisons, and connections to other projects  
Act as the “spirit of the plan” during any implementation projects

*Example: Adam worked Dan Elias at the inception of the Folwell Park improvements, attended the project scoping meeting, provided key neighborhood contacts, and participated in initial engagement.*

3.

### **CONNECT**

Seek creative ways to implement plan elements, working internally and externally  
Coordinate with community groups and potential funders to set the table for implementation  
Be aware of opportunities for partnerships toward implementation  
Think proactively both short- and long-term, with an eye to existing MPRB budget allocations

*Example: Carrie has worked with the City of Minneapolis and MnDOT to implement portions of the Missing Link, capitalizing on these other agencies’ projects and working to adjust the CIP.*

4.

### **TRACK**

Input policy items and plan elements into implementation tracking worksheet  
Keep implementation worksheet up to date, through coordination with project managers  
Document progress on plan implementation, at least annually

*Example: Emma has documented Bde Maka Ska-Harriet implementation through recent trail improvement projects.*

Account	NOTES	
400001 - SALARIES/WAGES - REGULAR	116,297	Nat Res Specialists + Volunteer Program Aide
400020 - SALARIES/WAGES - PREMIUM		
400030 - SALARIES/WAGES - SHIFT		
400501 - BACK PAY - REGULAR TIME		
401001 - RED. IN EMPLOYEE EARNINGS		
404401 - PAYMENT FOR COMP TIME		
410001 - OVERTIME - REGULAR		
420001 - OVERTIME - 1.5 TIME		
420301 - OVERTIME - .5 TIME FLSA		
430001 - OVERTIME - DOUBLE TIME		
440101 - HOLIDAY WORKED		
450001 - VACATION		
460001 - SICK LEAVE		
461001 - UNUSED SICK LEAVE		
490001 - OTHER LEAVE		
491001 - INJURED ON DUTY LEAVE		
<b>400000 - Salaries and Wages</b>	<b>116,297</b>	
781001 - SUPPLEMENTAL PENSION		
781201 - PERA-COORDINATED	8,723	
781301 - FICA-ASDI	7,211	
781601 - PERA-POLICE & FIRE		
782101 - MEDICARE	1,686	
782701 - DENTAL INSURANCE	840	
782801 - VEBA - EXPENSE		
782901 - HEALTH INSURANCE	15,569	
782902 - PREM STABILIZATION MEDICAL		
784001 - SEVERANCE	432	
784501 - EMPLOYER COST BUS PASS		
785001 - UNEMPLOYMENT COMPENSATION		
786001 - LIFE INSURANCE	66	
786301 - L/T DISABILITY INS	186	
787001 - NON-TAX FRINGE BEN-I.O.E.		
788101 - WORK COMP-PERM PART DISAB		
<b>780000 - Fringe Benefits</b>	<b>34,713</b>	
<b>200000 - PERSONNEL</b>	<b>151,010</b>	
507000 - PROFESSIONAL SERVICES	195,000	CCM regional park services
507019 - OTHER PROFESSIONAL SERVICES	85,000	Goat Contract and Misc Contracting (prescribed fire etc.)
509101 - RENT-MOBILE EQUIP-VENDOR OWNED	7,200	
<b>500000 - Contractual Services</b>	<b>287,200</b>	
601011 - TREES PLANTS SHRUBS	49,790	
611000 - OPERATING SUPPLIES	2,000	
611013 - MISC OPERATING SUPPLIES		
641010 - SMALL TOOLS & MINOR EQUIPMENT	10,000	
<b>600000 - Operating Costs</b>	<b>61,790</b>	
<b>250000 - NON PERSONNEL</b>	<b>348,990</b>	
<b>001000 - TOTAL EXPENSE</b>	<b>500,000</b>	

## Attachment 3

### **Top ten clients that rent fields, courts, ice from the MPRB**

#### **Fields and Courts:**

Minneapolis United  
Minneapolis Public Schools  
My Social Sports  
City Sports Connection  
Stonewall Sports  
Minneapolis Youth Baseball Association  
NorthStar Sports  
Spanish League Soccer  
Park National Baseball  
United State Tennis Association

#### **Ice:**

Minneapolis Youth Hockey Association (Storm)  
SQSA (Figure Skating Club)  
MPS  
Boys Boosters and Girls MPS Hockey Boosters  
Joe Dziedzic  
City of Lakes (Titans)  
MPRB Youth Hockey  
Hockey Finder  
Jim Hansen (Skipppyball group)  
Metro League

# MPRB 2024 Recommended Fee Schedule

## 18 Hole Golf Courses - Rates include sales tax

Description	2023 Fee	2024 Recommended Fee	Increase	
Golf League Registration Fee	\$99.00	\$129.00	\$30	
Minnesota Golf Association Handicap Service	\$35.00	\$40.00	\$5	
Adult Players Card	\$59.00	\$89.00	\$30	
Senior Players Card	\$59.00	Eliminate		
Corporate Pre Paid Golfing Pass w Power Cart	\$4,999.00	\$5,999.00	\$1,000	
Adult All Course Season Pass	\$1,499.00	\$1,849.00	\$350	
Senior All Course Season Pass	\$1,199.00	Eliminate		Current Recommended
Senior All Course Season Pass	\$1,199.00	\$1,499.00	\$300	Revised Recommended
Senior All Course M-F Only	\$899.00	\$1,249.00	\$350	Current Recommended
Senior All Course M-F Only	\$899.00	\$1,099.00	\$200	Revised Recommended
Junior All Course Season Pass	\$229.00	\$229.00	\$0	
Private Cart - Season Pass	\$459.00	\$499.00	\$40	
Locker Rentals - Season	\$30.00	\$30.00	\$0	



## Independent Contractor Agreement

Revised August 2022

This agreement made this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_ by and between the City of Minneapolis acting by and through its Park and Recreation Board, a body corporate and politic under the laws of Minnesota ("MPRB") and \_\_\_\_\_ Contractor's Name  
an individual ("Contractor")

In rendering officiating services for the MPRB, the Contractor is acting in the capacity of an independent contractor and is not and shall not be an employee of MPRB. No joint venture, partnership, common enterprise, or employer-employee relationship is created by this agreement. The Contractor shall not represent himself/herself as an employee of MPRB and does not have nor shall he/she claim any rights arising from employee status under this agreement. No medical insurance, workers' compensation, unemployment insurance, or other benefits or insurances is accorded the Contractor by this agreement. The MPRB does not have any responsibility for any payroll related taxes associated with the payments contemplated by this agreement and the services to be provided by the Contractor, all of which are the sole responsibility of the Contractor.

The Contractor understands that a successful background check is required prior to game assignment. For Youth Sports Officials, approved concussion training certificate is also required prior to game assignment. The Contractor understands that there is no guarantee of any certain number of games per week, season, or year and that the assigning of contractors is at the sole discretion of the assigner. The Contractor agrees to follow the League policies and procedures outlined in the MPRB Officials' Meetings and MPRB League Bulletins provided at the pre-season meetings. Failure on the part of the Contractor to appear and/or perform in an acceptable manner may result in cancellation of this agreement which shall be at the sole discretion of the MPRB. If cancelled, the MPRB shall give the Contractor written notification of cancellation. Contractor may terminate this agreement at any time. The Contractor providing service under this contract assumes all liability of injury to himself/herself and waives any claim against the MPRB for injury, loss, or damage which may be sustained against Contractor's person or property while acting in the capacity as an official at a game or while in transit to or from a game at which Contractor will officiate. Contractor shall be solely responsible for any damages (including personal injury, costs and attorney's fees) to third parties as a result of Contractor's intentional or negligent acts or omissions.

**The MPRB will process payments two (2) times per month, or earlier under the discretion of the MPRB. Scores must be entered in Team Sideline to receive payments. These payments are in full compensation of all services rendered for the sport and time stated on the invoice and per the terms of this agreement.**

### **Game Pay Rates:**

- Below are all rates applicable to Contractors who officiate MPRB games. If the Contractor is late for a scheduled game or the final game of two or more consecutive game is a forfeit, the Contractor will be paid ½ of the appropriate game fee. The league director/official's assigner will make the decision on extra pay for officials working solo, for sports that typically assign two or more officials per game.
- Failure to show to an assignment, may result in termination of contract agreement.
- Officials must complete all required paperwork, pay certification fee, and pass a required test per sport to officiate.
- Outdoor sports: Any game called off after 5:00 pm or at the field site will result in a full game fee for the first/current game. The official will stay to monitor the field conditions and wait for weather to clear. The official will be paid \$10 a game for each game after if the game canceled at the field. This policy will occur unless the official is relieved of duties from the site.

<b>Football</b>	<b>Pay Rate</b>	<b>Baseball</b>	<b>Pay Rate</b>	<b>Soccer</b>	<b>Pay Rate</b>
Youth Certified	\$40/game	18U Certified	\$75/game	Adult Certified 6x6	\$39/game
Adult Flag Certified	\$30/game	15U Certified	\$70/game	Adult Certified 11x11	\$75/game
MSHSL Certified (Tackle Only)	\$41/game	13U Certified	\$65/game	Youth Certified 6x6	\$26/game
Youth Flag Certified	\$30/game	12U Certified	\$65/game	Youth Certified 11x11	\$32/game
<b>Basketball</b>		10U Certified	\$60/game	<b>Volleyball</b>	
Youth Certified	\$28/game	<b>Youth Softball</b>		Adult Certified	\$30/match
Adult Certified	\$28/game	18U Certified	\$35/game	Youth Certified	\$30/match
<b>Hockey</b>		14U Certified	\$50/game	<b>Broomball</b>	
Youth Certified	\$36/game	12U Certified	\$50/game	Adult Certified	\$27/game
Adult Certified	\$27/game	10U Certified	\$30/game	<b>Adult Softball/Kickball</b>	
<b>Field/Court Supervisor</b>				MUA Certified	\$27/game
Field/Court Supervisor	\$15 – \$20/game				

*I have read and I agree to the contract and appropriate game/pay rate(s)*

Officials Name: \_\_\_\_\_ Phone: \_\_\_\_\_

**Signature of Contractor:** \_\_\_\_\_ **Date:** \_\_\_\_\_ **Authorized MPRB Staff:** \_\_\_\_\_ **Date:** \_\_\_\_\_

## Independent Contractor Agreement

**Revised September 2023**

This agreement made this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_ by and between the City of Minneapolis acting by and through its Park and Recreation Board ("MPRB"), a body corporate and politic under the laws of Minnesota and \_\_\_\_\_ Contractor's Name  
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In rendering officiating services for the MPRB, the Contractor is acting in the capacity of an independent contractor and is not and shall not be an employee of MPRB. No joint venture, partnership, common enterprise, or employer-employee relationship is created by this agreement. The Contractor shall not represent himself/herself/themselves as an employee of MPRB and does not have nor shall he/she/they claim any rights arising from employee status under this agreement. No medical insurance, workers' compensation, unemployment insurance, or other benefits or insurances is accorded to the Contractor by this agreement. The MPRB does not have any responsibility for any payroll related taxes associated with the payments compensated by this agreement and the services to be provided by the Contractor, all of which are the sole responsibility of the Contractor.

The Contractor understands that a successful background check is required prior to game assignment. For Youth Sports Officials, an approved concussion training certificate is also required prior to game assignment. The Contractor understands that there is no guarantee of any certain number of games per week, season, or year and that the assigning of contractors is at the sole discretion of the assigner. The Contractor agrees to follow the League policies and procedures outlined in the MPRB Officials' Meetings and MPRB League Bulletins provided at the pre-season meetings. Failure on the part of the Contractor to appear and/or perform in an acceptable manner may result in cancellation of this agreement which shall be at the sole discretion of the MPRB. If cancelled, the MPRB shall give the Contractor written notification of cancellation. The Contractor may terminate this agreement at any time. The Contractor providing service under this contract assumes all liability of injury to himself/herself/themselves and waives any claim against the MPRB for injury, loss, or damage which may be sustained against Contractor's person or property while acting in the capacity as an official at a game, or while in transit to or from a game at which the Contractor will officiate. The Contractor shall be solely responsible for any damages (including personal injury, costs, and attorney's fees) to third parties as the result of the Contractor's intentional or negligent acts or omissions.

**The MPRB will process payments two (2) times per month, or earlier under the discretion of the MPRB. Scores must be entered in Team Sideline to receive payments. These payments are in full compensation of all services rendered for the sport and time stated on the invoice and per the terms of this agreement.**

### Pay Rates

Football	Pay Rate	Baseball	Pay Rate	Adult Soccer	Pay Rate
*Youth Certified	\$40/game	*18U Certified	\$75/game	Adult Certified 6x6	\$39/game
*Adult Flag Certified	\$30/game	*15U Certified	\$70/game	*Adult Certified 11x11	\$75/game
*MSHSL Certified (Tackle Only)	\$41/game	13U Certified	\$65/game	Youth Soccer	Pay Rate
*Youth Flag Certified	\$30/game	12U Certified	\$65/game	11U Certified 6x6	\$28/game
Basketball	Pay Rate	10U Certified	\$60/game	*13U Certified 6x6	\$28/game
*Youth Certified	\$28/game	Youth Softball	Pay Rate	*15U Certified 6x6	\$28/game
*Adult Certified	\$28/game	18U Certified (Double headers)	\$35/game	*18U Certified 11x11	\$34/game
Hockey	Pay Rate	14U Certified	\$50/game	Volleyball	Pay Rate
*Youth Certified	\$36/game	12U Certified	\$50/game	Adult Certified	\$30/match
Adult Certified	\$27/game	10U Certified	\$30/game	Youth Certified	\$30/match
Field/Court Supervisor	Pay Rate	Adult Softball/Kickball	Pay Rate	Broomball	Pay Rate
Field/Court Supervisor	\$15 – \$20/game	MUA Certified	\$27/game	Adult Certified	\$31/game

#### Extra Pay Details

\* = Eligible for time and half for solo games.

Those who officiate five or more games in one day are eligible to receive an extra \$10 per game. For example, if you work six games, you earn an extra \$60. This does not include Field/Court Supervisors.

## Pay Rates Continued

**Hiring Paperwork:** All Independent Contractors must complete all required paperwork to officiate. Games will not be assigned until all necessary forms have been received.

**Late to Assignment:** If the Contractor is late for a scheduled game, the Contractor will be paid half of the appropriate game fee. All officials are required to be onsite at least 15 minutes early prior to their first scheduled game.

### Weather Cancellations:

- **Advanced Notice:** Contractors will not be paid in circumstances where they received prior days' notice.
- **Day Of:** Contractors will not be paid in circumstances where the MPRB authorizes Citywide cancellations due to unsafe and/or unplayable field conditions. The League Directors will post these notifications online no later than 4:30 pm on game day.
- **Onsite - Leaves:** Contractors will be partially paid in circumstances where they leave the site after announcing the games are cancelled. This will result in being paid the full game fee for the first/current game, and a game fee of \$10 per game for each remaining game. For example, if the Contractor cancels a four-game set of adult softball assignments at 6:10 pm, the Contractor would be paid the full game fee of \$27 for their first scheduled game, and \$10 a game for each of their remaining three games, totaling \$57 (1<sup>st</sup> game = \$27, 2<sup>nd</sup> game = \$10, 3<sup>rd</sup> game = \$10, and 4<sup>th</sup> game = \$10).
- **Onsite - Stays:** Contractors will be paid in full in circumstances where they remain onsite. If the Contractor cancels the first game but decides to remain onsite to see if conditions improve enough to restart play (i.e., moderate rain to light or no rain), they will continue to be paid the full rate for each game. For example, if the Contractor stays for three games in hopes for weather to clear, they would be paid \$27 for each of their first three games, and be paid the \$10 rate if they decide to leave the site prior to their final game's start time, totaling \$91 (1<sup>st</sup> game = \$27, 2<sup>nd</sup> game = \$27, 3<sup>rd</sup> game = \$27, and 4<sup>th</sup> game = \$10).

### Forfeits:

- **Advanced Notice:** Contractors will not be paid for their first and final games in circumstances where they received prior days' notice of a forfeit. Middle games will be paid for as the Contractor must remain onsite. Contractors will be partially paid in circumstances where there are multiple forfeits in a row that extend to the end of their shift. This will result in being paid the full game fee for the first forfeit and a game fee of \$10 per game for each remaining game. For example, if the Contractor has a four-game set of adult sand volleyball, and games 2, 3, and 4 are forfeited, the Contractor would be paid the full game fee of \$30 for their first forfeited game and \$10 a game for each of their remaining two games, totaling \$80 (1<sup>st</sup> game = \$30, 2<sup>nd</sup> game (forfeit #1) = \$30, 3<sup>rd</sup> game (forfeit #2) = \$10, and 4<sup>th</sup> game (forfeit #3) = \$10).
- **Day Of:** Contractors will be paid for all forfeits in circumstances where they received same day notice.
- **Onsite:** Contractors will be paid for all forfeits in circumstances where discovery is found onsite.

**Failure to Show:** Failure to show to an assignment may result in the termination of the contract agreement.

**Not Included:** Anything not covered above will fall under the discretion of the MPRB Officials Assigner and Athletics Department.

*I have read and I agree to the contract and appropriate game/pay rate(s)*

Contractor's Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Signature of Contractor: \_\_\_\_\_ Date: \_\_\_\_\_

Authorized MPRB Staff: \_\_\_\_\_ Date: \_\_\_\_\_