

Minneapolis Park & Recreation Board  
 General Fund - Budget Needs Quantified

Description	Type	Category	2025	2026	Property Tax	Service Level Reductions	One-Time	Notes
Youth Funding Gap	Revenue	Property tax or One-Time Funds	\$ 520,000	\$ 260,000				ARPA ends property tax doesn't reach \$2.6 million until 2027
Property Tax Increment Excess Revenue	Revenue	Trend	\$ 100,000					Amounts received have reduced
Fees and Charges	Revenue	Trend	\$ 150,000					MPS Agreement for Philips Pool ending and will not be renewed
System Equity Investment	Expense	Board Directive	\$ 500,000	\$ 600,000				Provide current level of services to Graco Park (2025) and UpperHarbor Terminal (2026)
Annual wage increase	Expense	Compensation	\$ 1,200,000	\$ 500,000				Wage settlements greater than 2-3 percent
Job reclassifications	Expense	Compensation	\$ 200,000					Backlog of reclassification requests being addressed by the Compensation & Job Analyst
Market-based wage study	Expense	Compensation	\$ 300,000					Last organization wage study was completed in 2019. Request for Proposal will be issued to complete a study in 2024
Part-time provisional wages	Expense	Compensation	\$ 600,000					Maximum needed; part-time hourly rates have increased for minimum wage, but wages have increased at a greater rate resulting in a decrease in the number of staff that can be hired
Health Insurance	Expense	Benefits	\$ 133,413					City is estimating a higher increase to health coverage costs
State Family & Medical Leave Program	Expense	Benefits - Mandate		\$ 200,000				New state administered mandatory paid family and medical leave insurance program - effective 1/1/2026
Workers' Compensation	Expense	Mandate	\$ 150,000					Increased cost of settlements due to changes in workers compensation
Materials, Supplies, Contractual Services, and Capital Outlay	Expense	Inflation	\$ 1,000,000					Restore spending power - increases haven't kept pace with inflation
Mobile Equipment	Expense	Inflation	\$ 500,000					Restore spending power - increases haven't kept pace with inflation resulting in extension of useful life and deferred replacements
Outdoor Supervision	Expense	Trend	\$ 300,000					Staff identified need for more outdoor supervision to promote safe and positive park visitor engagement and staff work experience
Data Requests	Expense	Trend	\$ 75,000					Increased complexity and higher number of data requests
Legal Fees	Expense	Trend	\$ 400,000					Increased complexity and higher case loads resulting in increased costs.
		Subtotal	\$ 6,128,413	\$ 1,560,000				

2023-2026 Strategic Directions	Type	Performance Goal / Comp Plan Goals/ Priority Strategies	2025	2026	Property Tax	Service Level Reductions	Pause Revisit 2027	Notes
D - Care for park assets to meet evolving needs and practices	Expense		\$ 266,000	\$ 134,000				Staffing requests that remain unfunded - Project Managers - Planning (2.0 FTE) and Asset Management (1.0 FTE)
A - Act boldly for our climate future	Expense	Transit/Park Access	\$ 40,000					Contract for park access analysis assistance to establish consistent regular park access data collection and dissemination
B - Cultivate each community's place and honor cultural traditions in Minneapolis parks	Expense	Volunteerism		\$ 130,000				Anticipate need for additional staff to lead this work across the organization
B - Cultivate each community's place and honor cultural traditions in Minneapolis parks	Expense	Safety	\$ 150,000	\$ 170,000				Will be making recommendation for modified plan and anticipated staff needs
E - Steward our natural resources	Expense	Tree Canopy	\$ 500,000					ARPA ends 12/31/2024 - need to increase General Fund Budget to plant two trees for every tree removed
A - Act boldly for our climate future	Expense	4.11		\$ 75,000				Potential for increased costs related to an increase in resiliency and response in terms of managed services and how these services function during a climate disaster and its aftermath. May need to increase service level to provide better response or resiliency for technology support.
B - Cultivate each community's place and honor cultural traditions in Minneapolis parks	Expense	7.8	\$ 70,000					Convert PT graphics and photographer/videographer positions to FT. Demand for internal photography, video and graphic design services continues to grow. Additional hours are needed to support increased needs and opportunities to address growing need for multilingual materials, increased marketing of programs and services for youth, and showcasing positive stories of MPRB.
C - Implement quality youth and intergenerational programs	Revenue	9.1	\$ 150,000	\$ 150,000				Introducing a citywide free and reduced cost youth programming strategy may reduce amount of revenue
D - Care for park assets to meet evolving needs and practices	Expense	3.12	\$ 125,000	\$ 125,000				System Equity Investment changes - Potential for budget needs to be identified
		Subtotal	\$ 1,301,000	\$ 784,000				
		Grand Total	\$ 7,429,413	\$ 2,344,000				

One Time Costs	Type	Category	2025	2026	Temporary		Pause Revisit 2027	Notes
					Property Tax	Service Level Reductions		
B - Cultivate each community's place and honor cultural traditions in Minneapolis parks	Expense	7.8	\$ 75,000					Comprehensive website needs assessment, including online survey, interviews with MPRB stakeholders, benchmarking against peer sites, and usability testing to gather details on how users interact with the site. User testing participants will reflect diversity of city and include desktop and mobile users. The last comprehensive needs assessment was done in 2013 at a cost of \$60,000.
B - Cultivate each community's place and honor cultural traditions in Minneapolis parks	Expense	7.8		\$ 400,000				Using the findings from the needs assessment to be completed in 2025, a new website would be built in 2026-27. The current MPRB website was first launched in 2014, and in 2019 it was migrated to a new content management system when the first vendor discontinued using their custom content management software. While there has been minor updates to the site, done within the \$20,000 annual budget within the C&M Dept, the site is at an age where substantial changes to the site layout, design or function are limited without a major overhaul and building of a new site. The site has substantially grown since first launched in 2014 at a cost of \$150,000. The migration cost alone in 2019, with no new design or assessment included, was \$175,000.
Office and Call Center Phone System Replacement	Expense	Capital Outlay		\$ 110,000				Implementation and software licensing to migrate MPRB's phone system and call centers to cloud based centralized calling infrastructure.
Security and Alarm Panel Upgrades	Expense	Capital Outlay	\$ 264,000	\$ 264,000				Total cost is \$1.3 million. \$264,000 is annual cost over 5 years, 16 sites per year.
Network Infrastructure Construction Costs	Expense	Capital Outlay	\$ 45,000	\$ 45,000				Converting 24 sites during 2025/2026 from copper internet circuits to fiberoptic internet service
		Total	\$ 384,000	\$ 819,000				