Draft Introductory Statement

The Minneapolis Park and Recreation Board strives to inspire a love of parks and public service in our lauded public parks and recreation system. To progress the values of MPRB, we have curated a high-achieving, innovative workforce. Our employees bring their best selves to the job every day. To demonstrate our respect and value of their work, MPRB commits to a balanced and stable compensation structure for our dedicated workforce. Our philosophy document advocates for a market-competitive total compensation and benefits package.

Organizational Mission, Values, Goals, Culture

What is important to us as an organization? What do we want to highlight or reinforce through our compensation and benefits package?

MPRB’s needs from a Workforce


Needs of the Workforce

What do our employees need from MPRB? Stability? Transparency? Development?

Priorities and Definitions

How do we align and prioritize the components listed above? How do we define them?

Additional Considerations: Equity; sustainability; love of parks; innovation; fulfillment; opportunity

Additional Considerations: Intentionality; commitment; consistency; stewardship; teamwork

Additional Considerations: Unique opportunities; broad experiences; public service; contribute to community

Additional considerations: Internal/external pay equity; annual wage increases; market placement; recruiting/retaining; existing strengths or weaknesses; resources available; parameters/limitations of influence