



## Priority # 3: Land Stewardship

Goal I: Manage & maintain park assets	Priority (1, 2, or 3)	Resource Requirement (High, Mid, or Low)	Team	Lead	1 Q 17	2 Q 17	3 Q 17	4 Q 17	1 Q 18	2 Q 18	3 Q 18	4 Q 18	1 Q 19	2 Q 19	3 Q 19	4 Q 19	Outcomes
<b>Actions:</b>																	
a Research and document standards for auction items within categories and review annually. Determine auction list 3 months in advance to evaluate what items can be used by other departments prior to finalizing list resulting in money savings to park district.	2	Low	Chief of Ops/Service Center Manager/Finance	Director	x				x				x				Track number of items re-used within the district.
b Evaluate, eliminate and redesign, as necessary, park interpretative exhibits. Determine which exhibits need updates, repairs, elimination, which are effective and whether new/additional are needed to educate visitors in alignment with our mission.	1	Mid	Community Engagement Staff	CE Education & Recreation Manager	x	x	x	x	x	x	x	x					Increase and maintain our high standards for the visitor experience.
c Inventory and document cultural resources on our properties and determine appropriate management steps for long-term protection.	1	Mid	Cultural Resource Team	Cultural Resource Specialist	x	x	x	x	x	x	x	x	x	x	x	x	Improve awareness and protection of cultural resources in alignment with our mission.
d Improve staff efficiency through emerging computer technology (hardware, software, and operating systems).	1	High	Technology committee	Chief of Customer Service	x	x	x	x	x	x	x	x	x	x	x	x	Improved productivity, function and efficiency with our computer system.
e Plan and implement a strategy for restoring rare habitats that were lost from historic land use. Protecting natural resources is at the heart of our mission.	1	High	Resource Management staff	Park Ecologist	x	x	x	x	x	x	x	x	x	x	x	x	Restored habitats will be quantified based on new acreages restored. Stream restorations will be evaluated based on linear feet of restoration.
f Promote endangered species conservation through surveys and mapping as well as working with Planning and Operations to avoid impacts and Community Engagement to educate the public.	1	High	Resource Management staff	Chief of Natural Resource Management	x	x	x	x	x	x	x	x	x	x	x	x	Maintain biodiversity and protect our natural resources. Avoid impacts to rare species of mitigation any unavoidable impacts.
g Update all existing park Standard Operating Procedures annually to ensure continued high standards. Create standardize electronic copy on s-drive.	1	Low	Park Managers/Crew Leaders	North Regional Manager		x				x					x		100% up-to-date park Standard Operating procedures.
h Create a facility preventative maintenance program. Develop Standard Operating Procedures and inspection checklist.	1	Low	Park Managers	Ops Service Manager	x												Reduce number of preventable emergency repairs.
i Establish universal written park maintenance standards.	2	Low	Regional Managers/Chief of Operations	North Reg Manager			x										Achieve uniformity between parks.
j Create a priority maintenance schedule.	1	Low	Chief of Ops/Reg Mgrs/Planning/Res. Mgmt.	Chief of Ops/Ops Service Manager	x												Create baseline decision matrix leading to 100% compliance with priority schedule.
k Develop a sustainable trails guideline manual.	3	Low	Project Mgr/Reg Manager/ Chief of Operations	Sand Run Park Manager						x							A reference document for staff.
l Develop a Tree Risk Management Plan.	3	Low	Regional Mgrs/ Goodyear Park Mgr	Chief of Operations							x						A resource to guide staff to reduce emergency tree removals.
m Revise and train managers on coding time sheets to produce a more accurate report on staff hours used to maintain assets.	1	Low	Regional Manager/Park Managers	Chief of Operations			x										Improve uniformity between parks and the ability to communicate accurate labor costs.
n Prioritize maintenance projects. Assemble plans to address maintenance project needs.	3	High	Planning staff, Ops Chief, regionals	Chief of Planning	x	x	x										Increase efficiency in scheduling major maintenance projects.

o	For signage -set up project protocol, review park signs and create a flow chart.	2	Mid	Planning Staff/Operations Staff	Chief of Planning	x														Maintain standards to maintain park branding.
p	Set individual budget meetings with departments for regular check-ins on status and spending guidelines.	1	Low	Senior Staff	Chief of Finance	x		x		x		x		x		x				To advise and counsel staff resulting in maintenance of operating budget and district financial resiliency.
<b>Goal 2: Balance conservation with public use</b>		<b>Priority (1, 2, or 3)</b>	<b>Resource Requirement (High, Mid, or Low)</b>	<b>Team</b>	<b>Lead</b>	<b>1 Q 17</b>	<b>2 Q 17</b>	<b>3 Q 17</b>	<b>4 Q 17</b>	<b>1 Q 18</b>	<b>2 Q 18</b>	<b>3 Q 18</b>	<b>4 Q 18</b>	<b>1 Q 19</b>	<b>2 Q 19</b>	<b>3 Q 19</b>	<b>4 Q 19</b>	<b>Outcomes</b>		
<b>Actions:</b>																				
a	Develop Best Management Practices (BMP's) for routine and daily planning use to help meet regulatory requirements.	1	Low	Resource Management staff	Chief of Natural Resource Management	x	x	x	x	x	x	x	x	x	x	x	x	x	x	Protection and preservation of Cultural Resources.
b	Develop mitigative techniques (wildlife underpasses, small corridor connections) to facilitate park development and conservation, i.e. turn culverts into corridors.	1	Mid	Resource Management staff	Chief of Natural Resource Management	x	x	x	x	x	x	x	x	x	x	x	x	x	x	Reduce impacts on park development by 75%.
c	Identify possible areas where we can add primitive trails of more than 4+ miles, i.e. Hampton Hills, Liberty Park.	3	Low	Resource Management staff/ Park Managers	Chief of Planning															Construct at least one trail by 2019
d	Keep developed footprint less than 10%. Cross check against what other parks use for ratio and rationale for conservation.	1	Low	Resource Management staff/ Park Managers	Park Planner	x	x	x	x	x	x	x	x	x	x	x	x	x	x	Maintain 90% conservation of all new and existing land.
<b>Goal 3: Responsibly identify strategic land acquisitions &amp; partnerships</b>		<b>Priority (1, 2, or 3)</b>	<b>Resource Requirement (High, Mid, or Low)</b>	<b>Team</b>	<b>Lead</b>	<b>1 Q 17</b>	<b>2 Q 17</b>	<b>3 Q 17</b>	<b>4 Q 17</b>	<b>1 Q 18</b>	<b>2 Q 18</b>	<b>3 Q 18</b>	<b>4 Q 18</b>	<b>1 Q 19</b>	<b>2 Q 19</b>	<b>3 Q 19</b>	<b>4 Q 19</b>	<b>Outcomes</b>		
<b>Actions:</b>																				
a	Develop model to identify high quality areas for acquisition that accomplishes access to underserved communities and other important goals.	1	Mid	Resource Management and Planning staff	Chief of Planning				x											Increase access to parks and nature where none currently exist.
b	Target funding opportunities and facilitate grant applications to execute land acquisitions and restoration projects without using general fund resources.	1	Low	Resource Management staff	Land Acq. Specialist	x	x	x	x	x	x	x	x	x	x	x	x	x	x	Achieve 100% funding for these project via dollars brought into the park district from outside sources.
c	Conduct operational needs assessments prior to new acquisitions.	1	Low	Operations Staff	Chief of Operations															Ensure the district does not overextend staff and resources.
<b>Goal 4: Create &amp; adapt parks to meet public needs</b>		<b>Priority (1, 2, or 3)</b>	<b>Resource Requirement (High, Mid, or Low)</b>	<b>Team</b>	<b>Lead</b>	<b>1 Q 17</b>	<b>2 Q 17</b>	<b>3 Q 17</b>	<b>4 Q 17</b>	<b>1 Q 18</b>	<b>2 Q 18</b>	<b>3 Q 18</b>	<b>4 Q 18</b>	<b>1 Q 19</b>	<b>2 Q 19</b>	<b>3 Q 19</b>	<b>4 Q 19</b>	<b>Outcomes</b>		
<b>Actions:</b>																				
a	Create on-line modules for park facilities and/or programming to improve the user experience and efficiency.	1	Low	Tech Team/Customer Service/ Community Engagement	Chief of Community Engagement				x	x	x	x	x	x	x	x	x	x	x	Increase positive online experience as shown by reduced Contact Me contacts.
b	Evaluate the popularity/use of amenities versus time spent on those amenities, i.e. ice skating at the Gorge, within the next 3 years. Create a document to report observations and trends.	3	Mid	Park Managers/ Regional Managers.	North and South Regional Managers															Report of trends will lead to addition or removal of amenities.
c	Use ADA assessment to define priorities and get a plan in place for each department to resolve accessibility issues.	1	Low	Operations /Planning Department	Chief of Planning	x	x	x	x	x	x	x	x	x	x	x	x	x	x	Increased accessibility to park facilities.
d	Continue to implement the Hampton Hills Mountain Bike Trail master plan. Set annual performance goals.	1	High	Project Mgr/SR Mgr. & Crew Leader I/Planning/Resource Management	Ops Services Manager				x											Construct an additional 10 miles of trails over the next 3 years.