

**Agenda**  
**Huron-Clinton Metropolitan Authority**  
**Board of Commissioners Meeting**  
**February 10, 2022**  
**1:00 p.m.**

Administrative Office and via Zoom (for the public)

<https://us02web.zoom.us/j/88520055982?pwd=cnUzK0FpM3Q1NmhOMHYrb0tKUFdLQT09>

**Meeting ID:** 885 2005 5982 / **Passcode:** HCMA2022

Dial by your location: +1 929 205 6099 (New York) / +1 301 715 8592 (Washington, D.C)

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1. Call to Order
2. Chairperson's Statement
3. Public Participation
4. Approval – January 13, 2022 regular meeting minutes
5. Approval – February 10, 2022 Full Agenda
6. **Approval – February 10, 2022 Consent Agenda**
  - a. Approval – December 2021 Financial Statements
  - b. Approval – December 2021 Appropriation Adjustments **pg. 1**
  - c. Report – Marketing Update **pg. 4**
  - d. Report – Planning and Development Update **pg. 10**
  - e. Report – Interpretive Services Update **pg. 29**
  - f. Report – Natural Resources Update **pg. 35**
  - g. Report – DEI Update **pg. 42**
  - h. Purchases
    1. Report – Purchases over \$10,000 **pg. 48**
    2. Total Spend and Vendor Location **pg. 49**

### **Regular Agenda**

7. **Reports**
  - A. **Administrative Department**
    1. Report – 2021 Lobbying Review and 2022 Preview, MHSA **pg. 51**
    2. Approval – Government Relations Consulting Services **pg. 52**
    3. Report – 2021 DEI Climate Survey Results **pg. 53**
    4. Approval – 2022 DEI Speaker Series **pg. 130**
    5. Approval – Archeological Services, Lake Erie **pg. 132**
    6. Approval – Romeo Area Radio Control Model Airplane Club Agreement, Wolcott **pg. 133**
    7. Approval – Media Partnership, Real Times Media (Michigan Chronicle) **pg. 136**
  - B. **Closed Session** – For the purpose of considering a periodic personnel evaluation of Amy McMillan pursuant to Section 8(a) of the Open Meetings Act.
  - C. **Financial Department**
    1. Approval – Amended Investment Policy **pg. 143**
    2. Report – 2021 Yearend Financial Review **pg. 147**
    3. Report – December 2021 Capital Project Fund **pg. 163**
    4. Report – December 2021 Major Maintenance **pg. 166**
  - D. **Planning and Development Department**
    1. Approval – Kensington Five-Year Master Plan Update **pg. 171**

7. **Reports**

**E. Engineering Department**

1. Approval – Change Order, Willow Park Office **pg. 197**
2. Bids – Golf Course Underground Storage Tank Removal, Hudson Mills **pg. 198**
3. Bids – West Boat Launch Site Redevelopment, Kensington **pg. 199**

8. **Leadership Update**

- a. Report – Summer Employment Survey, ETC Institute **pg. 202**
- b. Work Force Subcommittee Update

9. Other Business

10. Public Participation

11. Commissioner Comments

12. Motion to Adjourn

The next regular Metroparks Board meeting will take place  
***Thursday, March 10, 2021 – 1:00 p.m.***  
Administration Office – Board Room



To: Board of Commissioners  
From: Shedreka Miller, Chief of Finance  
Subject: Approval – December 2021 Appropriation Adjustments  
Date: February 4, 2022

**Action Requested: Motion to Approve**

That the Board of Commissioners approve the December 2021 Appropriation Adjustments as recommended by Chief of Finance Shedreka Miller and staff.

**Background:** The Metroparks ERP system provides a work-flow process to facilitate departmental budget management. Requested transfers are initiated by department staff and routed to the appropriate department head/district superintendent for review and approval. Finance provides a final review of the approved requests to verify that they do not negatively impact fund balance.

For December 2021 \$3,925,240 was transferred between general fund operation accounts and \$233,029 was transferred between general fund accounts and capital project accounts. Transfers were also processed within the capital project fund totaling \$638,571. Donation funding supported project totaling \$94,030. Tax adjustments resulted in a net decrease in fund balance of \$252,121.

The result of these changes can be seen by Accounting Function and Location in the attached chart.

**Attachment: Appropriation Adjustments**

**Huron-Clinton Metropolitan Authority**  
**December 2021 Appropriation Transfer Summary**

<u>Location</u>	<u>Expense Increase/ Revenue Decrease</u>	<u>Expense Decrease/ Revenue Increase</u>	<u>Difference</u>
<b>Funding for Capital Project Fund</b>			
Funding To/From General Fund	\$ 233,029	\$ -	\$ 233,029
Total	<b>\$ 233,029</b>	<b>\$ -</b>	<b>\$ 233,029</b>
<b>Major Maintenance</b>			
Administrative	\$ 62,575	\$ 13,482	\$ 49,093
Lake St. Clair	13,702	88,288	(74,586)
Kensington	2,579	-	2,579
Lower Huron/Willow/Oakwoods	994	2,803	(1,809)
Hudson Mills	456	-	456
Stony Creek	1,108	1,108	-
Lake Erie	32,571	23,906	8,665
Wolcott Mill	2,833	-	2,833
Indian Springs	13,480	-	13,480
Huron Meadows	1,849	-	1,849
Total	<b>\$ 132,147</b>	<b>\$ 129,586</b>	<b>\$ 2,561</b>
<b>Operations</b>			
Administrative	\$ 478,417	\$ 736,072	\$ (257,655)
Lake St. Clair	290,201	147,579	142,622
Kensington	715,366	615,738	99,628
Lower Huron/Willow/Oakwoods	318,024	567,376	(249,352)
Hudson Mills	277,975	180,983	96,992
Stony Creek	276,108	383,195	(107,087)
Lake Erie	184,731	300,276	(115,545)
Wolcott Mill	74,041	27,793	46,248
Indian Springs	205,171	121,894	83,277
Huron Meadows	105,030	79,749	25,281
Total	<b>\$ 2,925,064</b>	<b>\$ 3,160,654</b>	<b>\$ (235,590)</b>
<b>Total General Fund Transfers</b>			
	<b>\$ 3,290,240</b>	<b>\$ 3,290,240</b>	<b>\$ 0</b>
<b>Capital Project Fund</b>			
Funding To/From General Fund	\$ -	\$ 233,029	\$ (233,029)
Administrative	197,770	58,195	139,575
Lake St. Clair	15,100	23,895	(8,795)
Kensington	13,561	60,087	(46,526)
Lower Huron/Willow/Oakwoods	134,425	40,000	94,425
Hudson Mills	11,832	17,451	(5,620)
Stony Creek	264,354	203,353	61,001
Lake Erie	1,529	-	1,529
Wolcott Mill	-	2,561	(2,561)
Total	<b>\$ 638,571</b>	<b>\$ 638,571</b>	<b>\$ 0</b>

**Huron-Clinton Metropolitan Authority**  
**December 2021 Appropriation Transfer Summary**

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**Foundation/Donation Funding**

Lower Huron	\$	94,030	\$	94,030	\$	-
Total	<b>\$</b>	<b>94,030</b>	<b>\$</b>	<b>94,030</b>	<b>\$</b>	<b>-</b>

<b>Tax Adjustment</b>		<b>Revenue Decrease</b>	<b>Revenue Increase</b>	<b>Net</b>
Current	\$	-	\$ 255,253	\$ (255,253)
Prior		3,131	-	3,131
Total	<b>\$</b>	<b>3,131</b>	<b>\$ 255,253</b>	<b>\$ (252,121)</b>



To: Board of Commissioners  
From: Danielle Mauter, Chief of Marketing and Communications  
Subject: Report – January Marketing Update  
Date: February 4, 2022

**Action Requested: Motion to Receive and File**

That the Board of Commissioners receive and file monthly marketing report as recommended by Chief of Marketing and Communications Danielle Mauter and staff.

**Attachment: Monthly Marketing Report**



# HURON-CLINTON METROPARKS MARKETING REPORT

January 2022

Administrative Office  
13000 High Ridge Drive  
Brighton, MI 48814



[METROPARKS.COM](https://www.metroparks.com)

# JANUARY 2022

## January Hiring Communications Push

Early January started with collaboration between Human Resources and Marketing in order to distribute information about a large number of full and part-time positions to fill. In early January several new positions were posted publicly as well as some positions coming open due to retirements, transfers and other vacancies. As a result, Marketing assisted HR in creating eye-catching artwork for ads HR paid to place in various publications to advertise open positions. Marketing also created a press release that tied these openings into a larger story about the Metroparks being a great place to work in today's job market where "the great resignation" has many looking for a job they better connect to. Truscott Rossman assisted with some targeted pitching that resulted in Fox 2 picking up the story. Then the release was sent broadly and was picked up by several local publications and radio stations.

- Fox 2 <https://www.fox2detroit.com/news/huron-clinton-metroparks-hiring-year-round-full-and-part-time-workers-in-southeast-michigan>
- WHMI <https://www.whmi.com/news/article/huron-clinton-metroparks-hiring-2022>
- Spinal Column <https://www.spinalcolumnonline.com/articles/white-lake-news-briefs-7/>
- Greater Farmington Chamber <https://patch.com/michigan/farmington-mi/gfa-chamber-huron-clinton-metroparks-looking-tap-local-talent-nodx-20220123>
- Huron Hub <https://huronhub.com/2022/01/18/huron-clinton-metroparks-looking-to-fill-25-full-and-part-time-year-round-jobs/amp/>
- WWJ Radio (broadcasted, no links)

Marketing also used a slightly revised version of the press release and sent an email blast to our listed of subscribers that resulted in a 37.8 percent open rate and a 3.2 percent click rate (2,514 clicks over to our hiring webpage).

To compliment all efforts, a series of social media posts and stories were also shared on all channels.

These collaborative efforts will continue throughout the spring seasonal hiring season.

## Creating a Stronger Marketing team

The collaborative efforts discussed above helped lead to successfully obtaining many applications for the new Marketing Support Specialist position. First round interviews are underway.

Marketing presented the approved marketing plan at the first quarter all employee meetings and shared with all staff as a way to share what staff can expect to see this year. Additionally, marketing staff are setting up a virtual brainstorming session that all employees will be invited to voluntarily attend. This will serve as a way to gather even stronger ideas by leveraging the ideas of staff from across multiple departments and position types.



## Roll Out of Mission/Vision/Core Values

With the Board of Commissioners approving new mission/vision/core values statements for the Metroparks, staff began working on details for an internal roll out of those statements. An internal sub-committee of staff from across the system, within multiple departments and from several position types met to discuss what the internal roll-out should include in order for the new statements to be understood and embraced by all staff at every level of the organization. Internal roll-out has begun with Amy sharing the statements at all employee meetings, all employee phone calls and the most recent operation meeting. Staff at the operations meeting also began sharing examples of how their departments' and staff's work and project support these statements so that these examples can continue being used to support the internal roll out. More communications pieces and details will develop as the year goes on.

## Distribution of a Hiring Barriers Survey

Marketing worked collaboratively with the Planning and Development department as well as their consultant ETC to develop and distribute a survey asking about possible barriers to summer jobs at the Metroparks. The Director and the DEI department were also a part of survey tool development. Marketing and Planning worked closely together to distribute survey links, posters and printed surveys to partners in the city of Detroit. The goal is to primarily reach teenagers and early-20-somethings with this survey to better understand possible barriers to them seeking summer employment with the Metroparks. A possible incentive was offered for completing the survey. Participants are being entered into a drawing for a free annual pass. In addition, participants can share their email address and receive information about summer employment opportunities.

## Winter Campaign

January was the start of the Metroparks winter branding campaign. 2022 was the first winter season in which the winter TV/video commercials have been able to be used. Winter is a relatively short season, and therefore the advertising campaign only runs January – February. The campaign includes:

- TV commercials placed on broadcast as well as cable and streaming placements (some during winter Olympics coverage)
- Video commercials placed on YouTube pre-roll and online placements
- Billboards
- Social ads and organic posts (as well as some lining up with winter Olympics themes)
- Digital ads and paid search
- Radio commercials placed on multiple stations
- Series of email blasts

## Strengthening Partnerships

The Metroparks will again this year have communications/media partnerships with Detroit Association of Black Organizations (DABO) and the Michigan Chronicle. Our DABO partnership will include regular interviews on their TV and radio shows as well as sharing of information to their audiences via email blasts, zip whip messaging, social media and in-person events/appearances. DABO has already helped with distribution of the hiring barriers survey and is interested in tying hiring messaging into some other efforts they are working on this year.

The Michigan Chronicle partnership is included in the agenda for approval. It includes a combination of sponsored content articles, email blasts and print ads on a monthly basis for 10 months this year.

The communications teams of the Metroparks and the Detroit Riverfront Conservancy resumed their bi-weekly meetings after the holidays. The two teams are continuing to work on additional ways to share information to each other's social media audiences as well as beginning to discuss details of a co-branded campaign this summer.

Metroparks Chief of Marketing and Communications also met with SMART Manager of MarCom & Education to begin discussing details of a spring "re-launch" of Metropark Express by way of media event and promotions. The two also discussed ways the two teams could better work together in the future.





To: Board of Commissioners  
From: Jay Bibby, Interim Chief of Planning and Development  
Project Title: Report – Planning and Development Department Monthly Update  
Date: February 4, 2022

**Action Requested: Motion to Receive and File**

That the Board of Commissioners receive and file the Planning and Development Department Monthly Update as recommended by Interim Chief of Planning and Development Jay Bibby and staff.

**Background:** The following are highlights of the activities of the Planning and Development Department for February 2022:

Project/Initiative Implementation

- ETC summer job survey report targeting equity population zip codes in Detroit completed
- Willow Metropark Big Bend streambank stabilization RFP bid awarded to HRC.
- CAPRA chapters 2, 6 and assistance with 7 in progress.
- ETC Institute survey for the Five-Year Community Recreation Plan final draft reviewed and approved for regional distribution.

Planning & Community Engagement

- 2022 DNR grant projects due April 1 are being planned for community outreach and public meetings for Lake St. Clair West Boardwalk, Stony Creek Reflection Trail and Delhi Skips Livery improvements.
- Community Recreation Plan Five-Year regional survey being finalized for pilot of the survey, format it for printing and mailing, and build the online survey. Going live Feb. 7.
- Consultation with FAIR Play Coalition on DNR grant projects scheduled for February.

Programming

- DPSCD winter field trip- Huron Meadows for cross-country ski lessons

Land Issues

- GIS outfall inventory for MS4 permit underway to locate HCMA owned outfalls within the urbanized areas.

Grants

- 2021 MNRTF grant submittals being prepared for Lake St. Clair West Boardwalk, Stony Creek Reflection Trail, and Delhi Skips Livery improvements.
- EDA Travel, Tourism, and Outdoor Recreation Grant submitted.
- Consumers Energy Foundation grant being developed, letter of intent due Feb. 11.
- Ralph C. Wilson trail projects being prioritized following system-wide gap analysis

**Attachment: Planning and Development Department Monthly Update which includes Monthly Grant Updates**





# PLANNING AND DEVELOPMENT MONTHLY REPORT

February 2022

Administrative Office  
13000 High Ridge Drive  
Brighton, MI 48114



[METROPARKS.COM](https://www.metroparks.com)

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OTHER DEPARTMENT INPUT KEY	
	Natural Resources and Regulatory Compliance
	Planning and Development
	Diversity, Equity and Inclusion
	Interpretive Services and Community Outreach
	Engineering

# SYSTEM-WIDE

**Restoration** – Linear feet or acreage of project impact for shoreline protected or restored, wetlands protected or restored, floodplain protected or mitigated

**Invasive Species Management** – Linear feet or acreage of project impact treating invasive species

**Habitat and Wildlife Protected** – Linear feet or acreage of project impact for fish habitat, fish barriers removed or bypassed, species moved or avoided

**Partnerships** – Outside agency funding sources (total cost/sharing percentage)

**Volunteers** – Total number of volunteers/workdays

**Grant/Foundation Funding** – Total funding/match

**Visitor Counts** – Total number of visitors weekend/weekday









**Best practices education** – Project emphasizes educational and interpretational opportunities

**Estimated cost** – Total estimated or actual cost of project

**Accessibility** – Determine if facility or programs designed for accessibility (A) or if barriers (B) exist based on ADA checklist









**Staff time** – Total number of staff hours estimated

## Administrative



	Description	Action Type	Dept. Input	Timing	Implementation Indicator	February 2022 Actions
SYSTEMWIDE	Planning and Development monthly reports	Report		Monthly	Staff time	Report assembly,
	Tollbooth scanning reports	Report		Monthly	Staff time	Ongoing
	Foundation administrative tasks	Various		Ongoing	Staff time	Administrative tasks, scheduling annual board meeting.
	Sign request processing/signage transition plans	Infrastructure/ Small Facilities		Ongoing	Actual cost	Administrative tasks
	CAPRA accreditation preparation	Report	Various	Ongoing	Staff time	P&D support provided for all Chapter Chairs
	FAIR Play Coalition maintenance and development	Various		Ongoing	Volunteers	Consultations on DNR grants planned for February
	Agency/org partnership maintenance and development	Various	Various	Ongoing	Staff time	Regional survey coordination with partners for 5-Year Community Rec Plans
	CAPRA Programming Ch. 6	Various		Ongoing	Staff time	Documentation assembly
	CAPRA Planning Ch. 2	Report		Ongoing	Staff time	Documentation assembly
	Commemorative trees and benches	Various		Ongoing	Staff time	Administrative tasks

# SYSTEM-WIDE

## HCMA Studies/Initiatives

	Description	Action Type	Dept. Input	Timing	Implementation Indicator	February 2022 Actions
	Volunteer Management	Plan		Spring 2021	Staff time	Researching community partners for 2022 recreational events and volunteers with DEI focus.
	Community Recreation Plan 5-County SE Michigan survey	Plan		Ongoing	Staff time/Consultant	ETC finalizing pilot of the survey, format it for printing and mailing, and build the online survey. Going live February 7th
	Sustainability Plan projects coordination	Various		Ongoing	Various	CAPRA Sub-Committee working on sustainability policy standards
	Trail Ambassador program	Report		August	Staff time	Working with marketing to launch officially in spring 2022
	ADA Transition Plan	Plan		Ongoing	Staff time	Scoping meetings with engineering for 2022 action items in plan related to accessible walkways.
	Visitor count program	Various		Ongoing	Staff time	Summer 2022 visitor count planning underway.
	Visitation data documentation and analysis	Report		Ongoing	Staff time	Cross-department planning for 2022 data collection meeting in February
	Interpretive Master Plan demographic and other data analysis	Report		Ongoing	Staff time	Support for Interpretive Services staff for interpretive plan development





## Grants/Fundraising

	Description	Action Type	Dept. Input	Timing	Implementation Indicator	February 2022 Actions
	REI Grant Rouge Park	Plan		Ongoing	Staff time	Initial scope of work complete - using remaining funds towards gravel lot
	GOAL- Various grant opportunities	Plan		Ongoing	Staff time	Classes being scheduled (2 future) and held (8); 5 new applications




# SYSTEM-WIDE

## Recreation Programming

Description	Action Type	Dept. Input	Timing	Implementation Indicator	February 2022 Actions
2022 Recreation Programming	Various		On going	Staff time	Meeting with Marketing to discuss 2022 evaluation forms for CAPRA.
DIA's Inside/Out program	Various		On going	Staff time	Art installations are being de-installed at Ken, Stony, and Lake Erie. 2022's application was approved for Willow, Wolcott, and Indian Springs.
Programming Evaluation	Various		On going	Staff time	Ongoing
Swim program development plan (SE Michigan region)	Plan & Program		Fall 2021	Consultant Report	Implementation Plan being developed by consultants based on existing conditions, public input, and goals/objectives

## Project Implementation/Oversight

Description	Action Type	Dept. Input	Timing	Implementation Indicator	February 2022 Actions
PNC Grant	Documentation		Ongoing	Check received	All 60 programs awarded; equipment delivered, all programming now virtual
EGLE Recycling Bin Grant	Plan	Various	May 2021	Staff time	Quarterly report submitted February 1, 2022
Healthy Catalyst Paddling Accessibility	Implementation	Various	Ongoing	Staff time	Grant reporting
Nature trail wayfinding sign development	Implementation	Various	Ongoing	Staff time	Met with new Int. Supervisor to update on project progress, data downloaded from pedestrian counter and remains in place. Draft plan in progress
ESRI ArcGIS Administration	Documentation	Various	Ongoing	Staff time	Meeting with ESRI to discuss updates to software registration and online credit usage.

# SOUTHERN DISTRICT





Brownstown Twp. Monument at Lake Erie Metropark



# SOUTHERN DISTRICT

## Grants/Fundraising



	Description	Action Type	Dept. Input	Timing	Implementation Indicator	February 2022 Actions
LER	2021 TF- Cherry Island Trail Improvements	Large Facilities		April 2021	Staff	Grant project awarded.
	2021 GLRI-EPA Nonpoint Source Grant	Large Facilities		Ongoing	Staff time	Partnering with Wyandot to perform ecological restoration at Six Points and SWMP green infrastructure improvements at LER.; Notification delayed.
LHu	2020 TF - LHu Iron Belle Trail Connector	Documentation	Various	2021.	Staff time	Plans nearly completed, being reviewed by engineering
	2020 LWCF - Walnut Grove Campground	Documentation	Various	2021	Staff time	Waiting on NPS Project Agreement, to be executed
	2020 LWCF - Off-Leash Dog Area	Documentation	Various	2021	Staff time	Waiting on NPS agreement

## Project Implementation/Oversight

	Description	Action Type	Dept. Input	Timing	Implementation Indicator	February 2022 Actions
Wil	Woods Creek Playground	Large Facilities	Various	2021 Completion	Construction	Project completed and open to the public.
	SE Michigan Resilience Fund-Big Bend Area Restoration	Large Facilities	Eng/NR	Ongoing	Staff	RFP for design & construction of in-stream improvements awarded to HRC engineering consultants.
	Shelden Trails Ribbon Cutting Ceremony	Implementation	Various	Ongoing	Staff time	Being planned for May 2022.

# SOUTHERN DISTRICT

## Project Implementation/Oversight, cont.

	Description	Action Type	Dept. Input	Timing	Implementation Indicator	February 2022 Actions
LER	2019 LWCF - Oakwoods Accessible Nature Trail	Large Facilities		Ongoing	Staff time	Project Agreement executed by DNR/NPS, design work being scheduled with engineering dept.
	2019 LWCF - Lake Erie Accessible Boat/Kayak Launch	Large Facilities		1 month	Staff time	Waiting for SHPO approval and project agreement

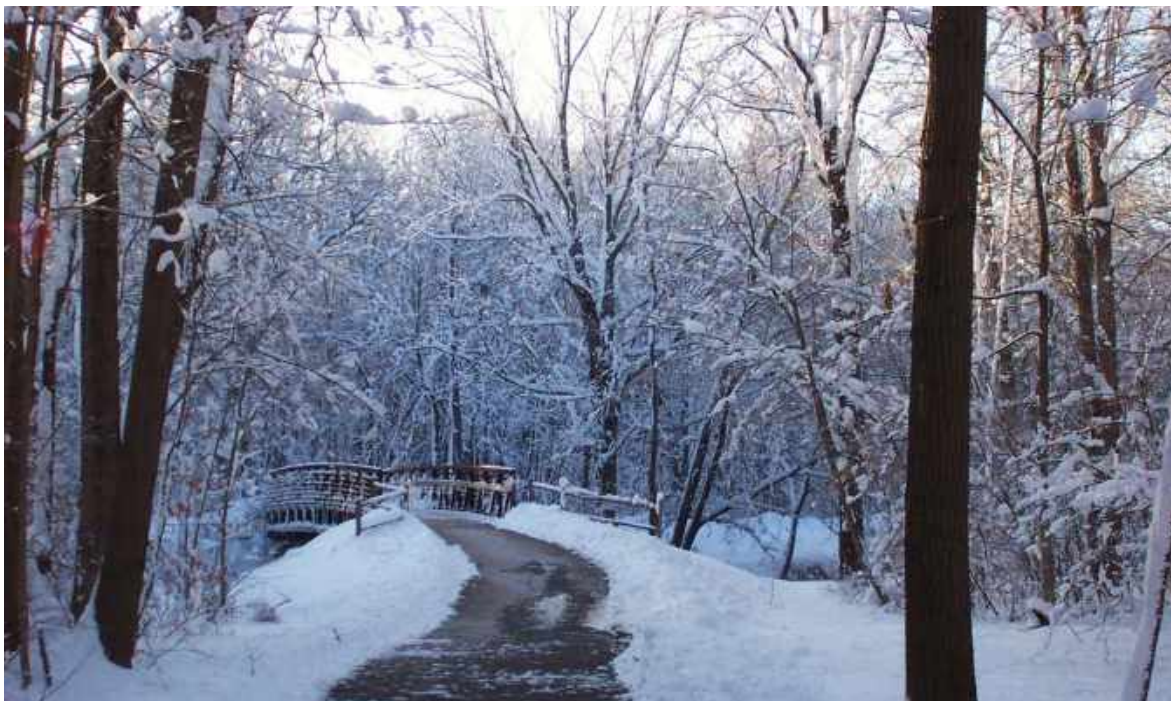
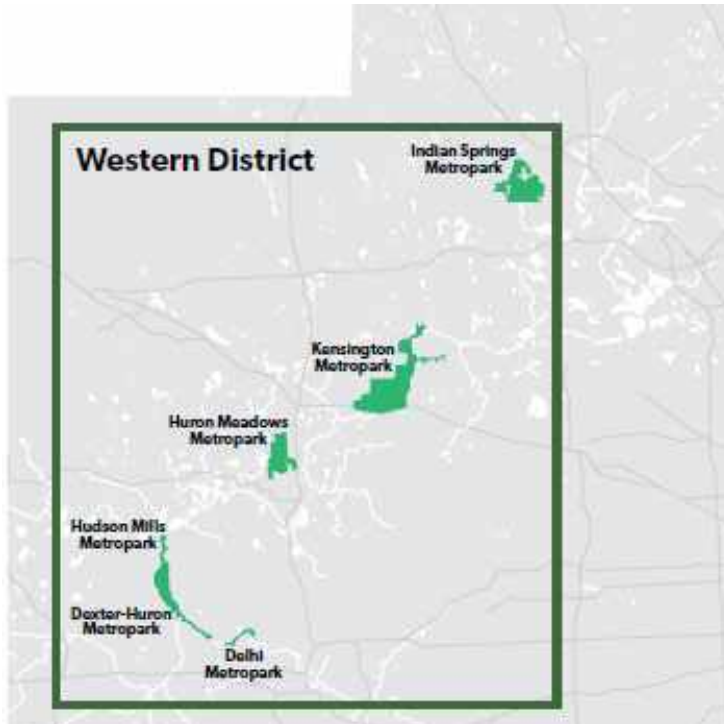
## Facility Concept Planning

	Description	Action Type	Dept. Input	Timing	Implementation Indicator	February 2022 Actions
LER	Laker Erie Shoreline Restoration Project	Spoil Pile Location	Ops . NR	October	Staff time	Archaeological services will be on Feb BOC for approval

## HCMA Studies/Initiatives




	Description	Action Type	Dept. Input	Timing	Implementation Indicator	February 2022 Actions
LER	Marina building study	Large Facilities		2021	Consultant	Master planning concept design 75% completed by architect.

# WESTERN DISTRICT



# WESTERN DISTRICT

## Administrative

	Description	Action Type	Dept. Input	Timing	Implementation Indicator	February 2022 Actions
Del	Border-to-Border trail design and construction	Large Facilities		Ongoing	Estimated Cost	Washtenaw County leading design efforts; attendance at meetings as necessary
MISC	Livingston County Parks and Open Space Advisory Committee	Partnership		Ongoing	Staff time	Attendance at regular POSAC meetings. Trail counter in place at Fillmore County Park. Data downloaded monthly
	Friends of the Lakelands Trail Steering Committee	Partnership		Ongoing	Staff time	Represent HCMA as a participating steering committee member that meet monthly





## Grants/Fundraising

	Description	Action Type	Dept. Input	Timing	Implementation Indicator	February 2022 Actions
Del	Skip's Livery relocation	Large Facilities		Ongoing	Consultant fee	Resubmittal in 2022 for grant funding through DNR Trust Fund




# WESTERN DISTRICT

## Project Implementation/Oversight

	Description	Action Type	Dept. Input	Timing	Implementation Indicator	February 2022 Actions
Ken	2019 TF West Boat Launch Accessible Launch Project	Large Facilities		Ongoing	Staff time	Bids being reviewed and will be submitted to DNR for approval.
HMills	2019 TF Rapids View Accessible Launch Project	Large Facilities		Ongoing	Staff time	Contractor awarded contract, construction begins spring 2022
DHu	2020 TF – Dex-Huron Accessible Launch	Large Facilities		Ongoing	Staff time	Engineering design adhering to Natural Rivers Permit requirement
HMe	Feasibility study for connection between Huron Meadows & Island Lake Rec Area	Plan		June 2021	Staff time	Preferred route based on scoring methodology reviewed by staff, public/stakeholder engagement ongoing.

## Facility Concept Planning

	Description	Action Type	Dept. Input	Timing	Implementation Indicator	February 2022 Actions
Ken	Kensington Nature Center Parking Lot and Accessibility Improvement Study	Large Facilities		August	Staff time	Concept plan completed

## HCMA Studies/Initiatives

	Description	Action Type	Dept. Input	Timing	Implementation Indicator	February 2022 Actions
Ken	Kensington Master Plan 5-Year Update	Plan	Various	2021	Staff time	master plan 5-year update submitted for Board approval at BOC February meeting.

# EASTERN DISTRICT



## North Marina Enlargement Plan at Lake St. Clair






# EASTERN DISTRICT






## Administrative

	Description	Action Type	Dept. Input	Timing	Implementation Indicator	February 2022 Actions
WMIII	Schmidt Property Acquisition	Land Acquisition		Fall 2020	Acquisition	Working on demolition of deteriorated barns and other structures on site.

## Grants/Fundraising



	Description	Action Type	Dept. Input	Timing	Implementation Indicator	February 2022 Actions
SCR	2021 LWCF- Stony Creek Reflection Trail Accessible Trail Development	Small Facilities		April 2021	Staff time	Reapplying for 2022
LSC	Michigan Coastal Management Program Grant – Accessible Kayak Launch	Large Facilities	Various	Ongoing	Staff time	Grant agreements signed, ready for engineering design.

## Project Implementation/Oversight

	Description	Action Type	Dept. Input	Timing	Implementation Indicator	February 2022 Actions
LSC	Transit Planning for Access to LSC	Large Facilities		2021 Completion	Consultant/Staff	Metropark Express launched to continue through 2022. Strategy in progress with SMART for continued marketing efforts and data reporting/analysis
	LSC Beach Restoration Project- Nonpoint Source Pollution Project	Large Facilities		2023 Completion	Staff time	QAPP completed from USGS
	Nature Trail wayfinding signage plan development	Small Facilities		July	Staff time	Development of a wayfinding plan for the nature trail system as a guide to update trail signage
SCR	Shelden Trails Redevelopment	Large Facilities		Ongoing	Staff time	Ribbon cutting scheduled for May 2022. Bridge to be installed shortly on the north connector trail
	2019 TF – Off-leash Dog Area Development	Large Facilities		Ongoing	Staff time	Contractor work completed. Mesh fencing and signs to be delivered for spring 2022.

# EASTERN DISTRICT

## Project Implementation/Oversight, Cont.

	Description	Action Type	Dept. Input	Timing	Implementation Indicator	February 2022 Actions
scr	Shelden Trails Signage Plan	Small Facilities	Mkting	3 months	Staff time	Mapping and signing of ski trails and intersection numbers underway
	26 Mile Connector Trail TAP Grant	Large Facilities		2022 Completion	Staff time	Bids received by Macomb County Dept of Roads and are within budget.
	Mound Rd. north of fire station sidewalk easement	Small Facilities		2022 Completion	Staff time	Preliminary site plan under review

## Recreation Programming

	Description	Action Type	Dept. Input	Timing	Implementation Indicator	February 2022 Actions
	Planning for LSC swim lessons in 2022	Programming		2022	Staff time	Budget and job descriptions completed

## HCMA Studies/Initiatives

	Description	Action Type	Dept. Input	Timing	Implementation Indicator	February 2022 Actions
scr	None					

## Facility Concept Planning

	Description	Action Type	Dept. Input	Timing	Implementation Indicator	February 2022 Actions
scr	Baypoint Beach concept plans developed	Plan	Various	2021	Staff time	3 concepts developed with the recommended preferred concept under leadership review for engineering cost estimate.

# WHAT'S NEXT?

	Description	Action Type
SYSTEM WIDE	CAPRA documentation assembly	Staff time
	5-Year Community Recreation Plan survey distributed in 5 county region	Staff time/consultant
	Eco Counter 2022 Summary Report	Staff time
	GIS files updated for MS4 Permit outfalls within urbanized areas	Staff time
	NOAA Grant Dam Removal Feasibility Study Grant	Staff time
	Consumers Energy Foundation grant for 2022 planning underway	Staff time
	Ralph C. Wilson prioritization of trail gap projects in SE Michigan	Staff time
WESTERN DISTRICT	Programming Evaluations	Staff time
SOUTHERN DISTRICT	Programming Evaluations	Staff time
	Lower Huron Master Plan 5-Year Update	Staff time



# Grant Updates - February 2022

In Progress								
Grant program		JV/MN	Project/Park	Amount	Match	Due Date	Applicant	Notes
Consumers Energy Foundation		MN	TBD	TBD	TBD	3/17/2022	HCMA	JJ & TM developing project; Letter of Intent due 2/11
DNR TF '22		MN	Delhi Take-out Renovation	TBD	TBD	4/1/2022	HCMA	Concept plan complete; engineering to estimate costs
EDA - SEMCOG		JV	LSC North Marina	\$4,000,000	#####	1/31/2022	HCMA	
RCWJ Foundation		JV	Trail Connectors/SEMTAT	TBD	TBD	TBD	MF	Need further direction
LWCF 2022		JV	LSC West Boardwalk	TBD	TBD	4/1/2022	HCMA	
LWCF / MNRTF 2022		JV	Stony Creek Reflection Trail	TBD	TBD	4/1/2022	HCMA	Reapplying for 2022
Grant Applications Awaiting Response								
Grant program	Project #	JV/MN	Project/Park	Award Amt	Match	Submitted	Applicant	Notes
GLRI-EPA Nonpoint Source		MN	OHM Stormwater Report GI	\$483,500	\$174,300	8/20/2021	HCMA	Wyandot is partnering; match is all in-kind; awards delayed
NOAA GLs Fish Habitat Restor.		MN	Flat Rock Dam Feasibility	\$240,000	\$25,000	1/12/2022	GLFC	Part of larger GLFC grant; amounts reflect dam portion only; Oct. award
Grant Administration								
Grant program	Project #	Mgmt	Park/Project	Award Amt	Match	Deadline	Applicant	Updates
LWCF '18	50619-419	MN/JK	LH North Fishing Site	\$144,400	\$144,400	4/30/2022	HCMA	Final reimbursement submitted; DNR to review
GLRI-FS '18	50219.688	MN/TM	LSC Black Cr Shoreline	\$160,211	-	12/31/2022	HCMA	Requested modification due to concrete removal & new launch
Impact 100 - Oakland Co. '18		MN/PB	KFC Seeding Green Future	\$90,000	-	11/18/2022	MF	1-yr extension granted; funds reallocated to garden STEM classroom
MNRTF '19	50820-218	MN/JK	HMI Rapids View Launch	\$226,400	\$226,900	8/31/2022	HCMA	Erie Construction awarded contract; construction to begin early spring
LWCF '19	51120.114	MN/AS	Oak Access. Nature Trails	\$124,000	\$124,000	2/29/2024	HCMA	Project Agreement executed; design work added to eng. schedule
LWCF '20	50621.500'	MN/?	LH WGr Campground	\$300,000	\$150,000	TBD	HCMA	Waiting on NPS agreement
MNRTF '20	50821-221	MN/KE	DxH Accessible Launch	\$192,700	\$192,800	5/31/2023	HMCA	Eng. working on design details to meet Natural Rivers Program concerns
Ford Volunteer Corps '20		MN/KK	Oak Prairie Plantings	\$4,000	-	11/30/2021	MF	Half of native plugs planted; remaining will be planted spring '22
4CCF '19		MN/JJ	SC & Wol	\$24,000	-	Covid extension	HCMA	All invoices completed and turned in for payment; closing out grant
NFWF-SEMRF '21	51021-319	MN/TM	Wil Big Bend Area Restoration	\$250,000	\$177,859	6/30/2023	HCMA	RFPs in progress
CFSEM Design and Access '20		MN/JB	Feasibility study US-23 bridge	\$47,000	-	4/22/2022	MF	PEA Group connecting w/MDOT; preparing documents
Ford Volunteer Corps '21		MN/KK	Wolcott Raised Garden Beds	\$7,500	-	11/30/2021	MF	Ford vols. built 20 beds; new fencing purchased for garden
PNC '21		MN/JJ	W. MLC Early Childhood Educ.	\$5,000	-	6/25/2022	MF	All programs awarded & equipment delivered; programming now virtual
Towsley Foundation '21		MN/JJ	GOAL	\$5,000	-	12/31/2022	MF	Classes being scheduled (2 future) and held (8); 5 new applications
Anonymous Foundation '21		MN/JJ	GOAL	\$10,000	-	7/31/2022	MF	Classes being scheduled (2 future) and held (8); 5 new applications
NEEF-Toyota '21		MN/KK	Beach Wheelchairs	\$20,000	~\$5,000	10/31/2022	HCMA	FAIR-Play favored 2 chairs (floating & beach) @ 3 beaches K,LSC, SC
DNR TF '21		MN	LE Cherry Island Trail	\$300,000	\$192,500	TBD	HCMA	Project funded; awaiting agreement from DNR
DNR Iron Belle Trail	50529.126	JV/MH	LH IBT Design Engineering	\$82,075	\$23,400	9/1/2021	HCMA	Plans nearly completed, being reviewed by engineering
MNRTF '19	50420.112'	JV/AS	Ken West Boat Launch Dev	\$154,000	\$154,000	8/31/2022	HCMA	Bids being reviewed, then will be uploaded for DNR approval
LWCF '19	51220.241	JV	LE Kayak Launch	\$122,500	\$122,500	TBD	HCMA	Waiting for SHPO approval and project agreement
MNRTF '19	50920.555'	JV/JK	SC Off Leash Dog Area	\$50,000	\$88,500	8/31/2022	HCMA	Fence plans will be uploaded for DNR approval soon
TAP Grant		JV/JK	SC 26-Mile Connector Trail	\$214,455	\$43,000	12/31/2021	Macomb Co	MDOT selected contractor, waiting for update from Macomb County
Ralph C. Wilson Jr. Foundation		JV	Southern District	\$2,682,755	-	??	MF	Progress report submitted
REI		JV/KK	Rouge Park Prairie	\$10,500	-	12/31/2021	HCMA	Initial scope of work complete; using remaining funds towards gravel lot 27/202

EGLE Non point source	50220.696	JV/NK	LSC Beach	\$300,000	\$100,000	12/31/2023	HCMA	QAPP is complete from USGS
EGLE - Recycling		JV/JB	Western & Southern Districts	\$48,816	\$12,204	9/29/2023	HCMA	3rd report sent; remaining funds to be used towards extra recycling bins
MNRTF '20		JV	LH IBT	\$300,000	\$416,766	6/1/2023	HCMA	Engineering reviewing PEA's design plans
LWCF '20		JV	LH Off-Leash Dog Area	\$165,400	\$165,400	~ Summer 2023	HCMA	Project agreement received
Healthy Catalyst		JV	Adaptive Kayak equipment	\$2,950	\$0	10/30/2020	HCMA	\$166 left to spend. Trained Kensington staff on 8/6
REI	90020.1147	JV	Rouge Park Prairie	\$8,000	TBD	5/4/2021	MF	City of Detroit will build gravel lot; HCMA to provide materials
NOAA/Great Lakes Commission		JV/TM	Lake Erie Shoreline Restoration	\$1,449,609	\$135,194	extended by	HCMA	Archaeological services will be on Feb BOC for approval
Renew MI - DRFC		JV	DRFC	\$1,000,000	N/A	4/30/2021	HCMA	EGLE waived first quarterly report - project meeting pending
MCMP		JV	LSC Accessible Launch	\$194,863	\$194,863	12/18/2020	HCMA	In queue for design



To: Board of Commissioners  
From: Jennifer Jaworski, Chief of Interpretive Services  
Subject: Report – Interpretive Services Department Monthly Update  
Date: February 4, 2021

**Action Requested: Motion to Receive and File**

That the Board of Commissioners receive and file Interpretive Services Department Monthly update as recommended by Chief of Interpretive Services Jennifer Jaworski and staff.

**Attachment: Monthly Interpretive Services Department Update**



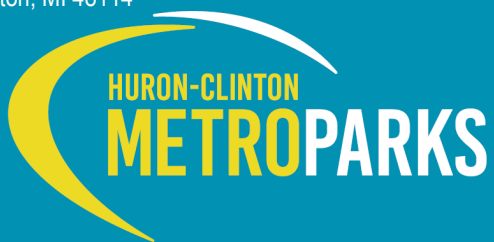


# HURON-CLINTON METROPARKS

## INTERPRETIVE SERVICES MONTHLY REPORT

January 2022

Administrative Office  
13000 High Ridge Drive  
Brighton, MI 48114



[METROPARKS.COM](https://www.metroparks.com)



# PROGRAM/INITIATIVE IMPLEMENTATION

## *Project/Initiative Implementation*

### New:

- Continuing conversations with DPSCD on supplemental science curriculum
- 2022 CEU teacher training series
- Coordinating cultural competence training with DEI

### Ongoing:

- Evaluating teacher and public programming surveys
- Michigan Activity Pass
- Provide Library Hot Spot for 2022
- Sensory Friendly backpacks available at Interpretive centers

# COMMUNITY ENGAGEMENT

## Community Engagement

Ongoing:

- Belle Isle Conservancy discussion on growing partnership with programming: 2022 programming
- Detroit Riverfront Conservancy: 2022 programming

# PROGRAMMING

## Programming

Ongoing:

- Get Out and Learn scholarships 2021-2022
  - Applications continue for spring programming
  
- In-person, Synchronous and Asynchronous school programming continues
  - Staff developed creative ways to engage with out of doors for example, staff offering programs near a school to avoid bussing issues due to COVID.
  
  - An entire series on soil science has been developed for asynchronous programming
  
- In-person outdoor programming continues, including “pop-up” programs
  
- Virtual programming continues

# GRANTS

## Grants

Ongoing:

- Lake Superior State partnership and NOAA Great Lakes Bay Watershed Education and Training (B-WET) program to engage students in water quality monitoring and stewardship at Lake Erie Marshlands Museum.
- PNC Early Childhood grant for the Western District Mobile Learning Center.
- CMU and EPA grant partnership engaging students in water quality monitoring at Lake Erie Marshlands Museum.
- Lake St. Clair Birding Trail, the Metroparks are supporting partner on this grant that is promoting the birding trail in St. Clair and Macomb Counties.
- Green Ribbon Initiative with the Nature Conservancy, this grant covers conducting programming that highlights Oak Openings and develop interpretive signage at Oakwoods Nature Center.





To: Board of Commissioners  
From: Tyler Mitchell, Chief of Natural Resources and Regulatory Compliance  
Subject: Report – Monthly Natural Resources Update  
Date: February 4, 2022

**Action Requested: Motion to Receive and File**

That the Board of Commissioners receive and file the monthly Natural Resources Report as recommended by Chief of Natural Resources and Regulatory Compliance and staff.

**Attachment: Monthly Natural Resources Report**

# NATURAL RESOURCES MONTHLY REPORT

February 2022

Administrative Office  
13000 High Ridge Drive  
Brighton, MI 48814



[METROPARKS.COM](https://www.metroparks.com)



# SYSTEM-WIDE

## ADMINISTRATIVE

- 2022 Natural Areas work planning and staff evaluations continue.
- NPDES Permit administration continues, permit reissuance expected March 22.
- Annual reports various grant partnerships, wildlife program planning.
- Lake St. Clair Non-Point Source (NPS) Grant and U.S. Forestry Service (USFS) Grant planning for 2022 work.



*Figure 1: Deer enjoy bounty of fallen seed pods at Kensington Metropark Golf Course, Dec. 3, 2021.*

# SOUTHERN DISTRICT

## LAKE ERIE METROPARK

- Shoreline excavation planning, permitting, and archaeological evaluations continue prior to construction in late winter.
- Marsh enhancement dredging project will proceed in February and March as conditions allow.
- Natural Resource and Natural Areas crew to assist in excavation and seeding project, in shoreline and marsh restoration areas.

## WILLOW METROPARK

- Washago area planning and permitting work continues.

## OAKWOODS METROPARK

- Prescribed fire planning for 2022 season. Targeted mowing for control of shrub species to be conducted by grant partners, The Nature Conservancy, in February and March of 2022.



*Figure 2: 2010 Prescribed Fire at Butterfly Garden habitat at Oakwoods Metropark*



# WESTERN DISTRICT

## KENSINGTON MEADOWS METROPARK

- Invasive shrub control in priority Eastern Massasauga Rattlesnake habitat

## INDIAN SPRINGS METROPARK

- Invasive shrub control in priority Eastern Massasauga Rattlesnake habitat.

## HUDSON MILLS METROPARK

- Invasive shrub and vine control in Eastern Massasauga Rattlesnake habitat.



*Figure 3: Eastern Massasauga Rattlesnake emerging at Indian Springs Metropark.*

# EASTERN DISTRICT

## STONY CREEK METROPARK

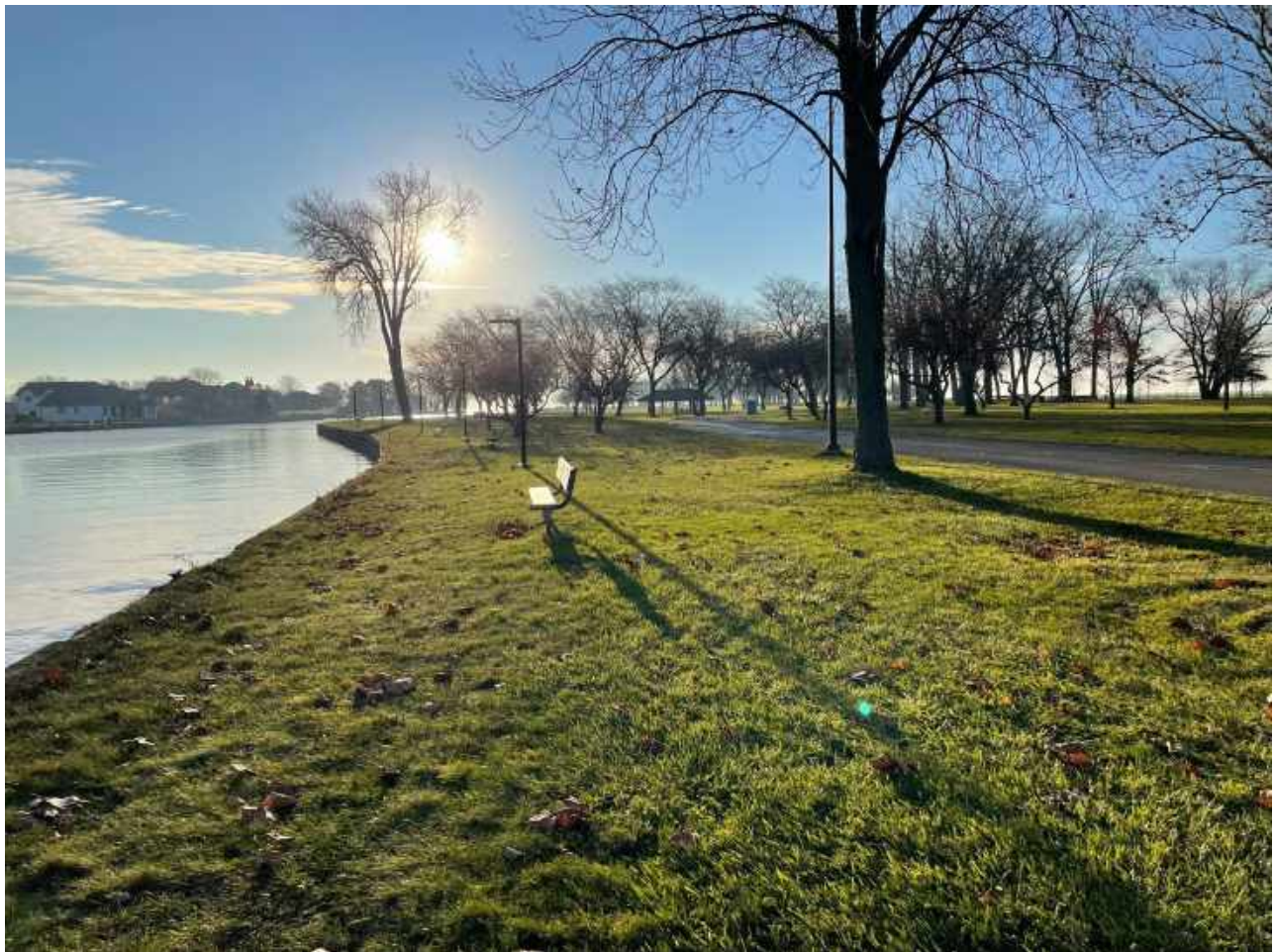
- Invasive shrub control continues in priority areas, including Eastern Massasauga Rattlesnake priority habitat.

## LAKE ST. CLAIR METROPARK

- Shoreline restoration on Black Creek Marsh paused for the winter due to ground conditions. Will begin again in February or March as weather allows.
- Tree removals as ground conditions allow for hazard trees killed off due to historic high-water levels.

## WOLCOTT MILL METROPARK

- Invasive shrub control work continues for staff in priority areas.



*Figure 4: Lake St. Clair Metropark outfall survey for NPDES permit conducted Dec. 2, 2022.*

# WHAT'S NEXT?

## SYSTEM-WIDE

- Mechanical control of Phragmites after treatment at several parks this winter.
- Planning and contractual agreements for prescribed fire.
- Annual mowing of sensitive areas for control of invasive shrubs.

## SOUTHERN DISTRICT

- Shoreline excavation and grading, and marsh dredging at Lake Erie Metropark.
- Big Bend restoration planning, beginning grading work for prairie plantings.

## WESTERN DISTRICT

- Oak Wilt mitigation and trenching at various parks.

## EASTERN DISTRICT

- Shoreline restoration grading and seeding at Lake St. Clair Metropark.
- Winter Phragmites control via cutting at Stony Creek Metropark.



To: Board of Commissioners  
From: Artina Carter, Chief of Diversity, Equity and Inclusion  
Project Title: Report – DEI Monthly Update  
Date: February 4, 2022

**Action Requested: Motion to Receive and File**

That the Board of Commissioners receive and file the February DEI Update as submitted by Chief of Diversity, Equity and Inclusion Artina Carter and staff.

**Attachment: DEI Update**





# DEI BOARD REPORT

February 2022



[METROPARKS.COM](https://www.metroparks.com)

# DEI Department

## MISCELLANEOUS

- DEI Speaker Series research and preparation
- Participated in interviews for
  - Eastern District Maintenance Manager
  - Southern District Maintenance Manager
- Hosted Advisory Team Meeting
- Researched and sent DEI FYI for January
- Researched DEI FYI for February
- Continued working on the Building and Sustaining Collaborative Relationships work group
- Participated in the 5-year Community Recreation and the Seasonal Employment survey design sessions
- Continued working on CAPRA
- Presented at the District All Employee Meetings
- Hosted initial Climate Action Plan meeting
- Interpretative Services Science Programming check-in
- Continued to support the website review process
- Attended Operation meeting
- Professional Development
  - Collective Leadership to dismantle structural racism in the U.S. Healthcare system – RWJF
  - Racial Wealth Gap Simulation – Metro United Way Inc.
  - Sarah E. Ray Project – Livingston County Diversity Council

## CROSS-DEPARTMENT SUPPORT

- Interpretative Services Science programming check-in and update
- Assisted Marketing with resources for Black History Month

# 2022 DEI Speaker Series

## Tentative 2022 Schedule

### March 10

- Speaker: Johann Hari
- Bio: Bestselling Author of “Chasing the Scream and Lost Connections”
- Topic: Mental Health
- Fee: \$10,000

### June 9

- Speaker: Jessica Nordell
- Bio: Journalist and Author of “The End of Bias”
- Topic: Unconscious Bias
- Fee: \$10,000

### September 8

- Speaker: Warren Evans
- Bio: Wayne County Executive
- Topic: Metroparks History (Tentative)
- Note: (This session is a follow-up to the December 2021 Speaker Series event)

### December 8

- TBD

2022 Budget: \$64,000 - \$20,000 = **\$44,000** (remaining balance)



# 2022 DEI Speaker Series

Thursday, March 10, 2022; 10:00-11:00am



## Johann Hari – Bestselling Author of “Chasing the Scream and Lost Connections”

To truly transform people for the better, change must come from within—and journalist [Johann Hari](#) will show you how.

Through his in-depth research of communities all over the world, Johann asks the big questions. Like, if technology is supposed to make us more connected than ever before, why is anxiety, depression, and loneliness on the rise? In his enlightening talks, Johann looks at social isolation, especially during a global pandemic and how community, leadership, and shared purpose are the keys to progressive change.

As moving as he is entertaining, Johann provides a blueprint to all the unexpected ways in which connection can lead to monumental mental health changes for the better.

# 2022 DEI Speaker Series

Thursday, June 9, 2022; 10:00-11:00am



## Jessica Nordell – Journalist and Author of “The End of Bias”

Unconscious bias is at the heart of some of our most pressing issues we all face. We see it across all communities, industries, and settings. But the question remains: how can we uproot prejudice that we are not consciously aware we have? Bias that operates, hidden in plain sight, against everything we say we stand for?

In a talk based on her stunning debut book *The End of Bias*, acclaimed journalist [Jessica Nordell](#) weaves gripping, real-world stories with fascinating research to reveal how minds, hearts, and behavior changes. She scrutinizes diversity training, deployed across the land as a corrective

but with inconsistent results. Most importantly, Jessica arms you with the knowledge and tools you need to confront bias in all forms and create a more equitable environment for everyone.



To: Board of Commissioners  
From: Amy McMillan, Director  
Project Title: Update - Purchases over \$10,000  
Date: February 4, 2022

**Action Requested: Motion to Approve**

That the Board of Commissioners receive and file the update for purchases over \$10,000, up to, and including \$25,000 as submitted by Director Amy McMillan and staff.

**Background:** On May 9, 2013, the Board approved the updated financial policy requiring the director to notify the Board of purchases exceeding \$10,000, up to, and including \$25,000.

The following list contains purchases exceeding the \$10,000 threshold:

<u>Vendor</u>	<u>Description</u>	<u>Price</u>
1. The Detroit Association of Black Organizations (DABO)	Media Partnership Marketing Dept	\$22,800.00
2. Truscott Rossman Group, LLC	Public Relations Service Marketing Department	\$18,900.00
3. Access Interactive, LLC	Equipment to Support Upgrade IT Dept	\$17,952.00
4. 3Sixty Interactive, LLC	Golf Digital Advertisement Marketing Dept	\$15,000.00
5. Access Interactive, LLC	Server Memory Upgrade IT Dept	\$13,320.00
6. Metro Parent Media Group	Digital Advertising Marketing Dept	\$12,060.00
7. Industrial Painting Contractors	Building Beam Repair Golf Course Starter Building Indian Springs	\$11,700.00
8. Environmental Consulting & Technology	Storm Sewer System Permit Consulting Planning Department	\$10,750.00



To: Board of Commissioners  
From: Amy McMillan, Director  
Project Title: Purchases – Total Spent and Vendor Locations  
Date: February 4, 2022

**Action Requested: Motion to Receive and File**

That the Board of Commissioners receive and file the update for the monthly Total Spent and Vendor Locations as submitted by Director Amy McMillan and staff.

**Background:** Each month the Purchasing Department summarizes the total amount spent on Capital Equipment purchases, major maintenance and park projects and includes the location of vendors, either within or outside the Metroparks five-county region as well as the effect of DEI, living wage and the Metroparks local preference policies.

**Attachment: Award Requests**

**Award Request for February 2022**

<b>Vendor</b>	<b>Vendor Location</b>	<b>Description</b>	<b>Park Location</b>	<b>Total Request</b>	<b>Five-County Area</b>	<b>Greater Michigan</b>	<b>Outside Michigan</b>	<b>Effect of DEI, Living Wage &amp; Local Preference Policy</b>
Commonwealth Heritage Group	Dexter, MI	Archaeological Services RFP 2021-050	Lake Erie	\$43,610.00	\$43,610.00			Project is grant funded.
VIN-CON Inc.	Plymouth, MI	Golf Course Underground Storage Tank Removal, Per Project No.508-21-222	Hudson Mills	\$25,727.50	\$25,727.50			
North American Construction Enterprise	St. Clair Shores, MI	Change order to the construction of the new Willow Park Office contract 510-17-311	Willow	\$27,986.39	\$27,986.39			
Brock & Associates, Inc.	Novi, MI	West Boat Launch Site Redevelopment Project No.504-20-1120	Kensington	\$394,655.50	\$394,655.50			

**Totals \$491,979.39**

**\$491,979.39**

**\$0.00**

**\$0.00**

**Percent of Total Award Request**

100.00%

0.00%

0.00%



To: Board of Commissioners  
From: Amy McMillan, Director  
Project Title: Report – 2021 Lobbying Review / 2022 Preview  
Date: February 4, 2022

**Action Requested: Motion to Receive and File**

That the Board of Commissioners receive and file the 2021 Lobbying Review / 2022 Preview as presented by Muchmore, Muchmore Harrington Smalley & Associates, LLC.

**Background:** Patrick Harrington with MHSA will give an update at the February meeting on lobbying efforts conducted on behalf of the Metroparks in 2021 as well as upcoming 2022 projects and initiatives.



To: Board of Commissioners  
From: Amy McMillan, Director  
Subject: Approval – Government Relations Consulting Services  
Date: February 4, 2022

**Action Requested: Motion to Approve**

That the Board of Commissioners (1) approve renewing a contract with Muchmore Harrington Smalley & Associates LLC (MHSA) as a consultant to provide Government Relations services in the amount of \$5,000 per month for a period of one-year with the option of a one-year contract extension; and (2) authorize the director to execute a contract with MHSA as recommended by Director McMillan and staff.

**Background:** In February 2019, the Board approved a one-year contract with a one-year optional extension with MHSA to provide consulting services for Government Relations. The Metroparks exercised the optional one-year extension, which will expire Feb. 28, 2022.

Approval of this request will provide services through February 2023, with an option to extend services through February 2024, if needed.

Representatives from MHSA will be at the February meeting to give an update on lobbying





To: Board of Commissioners  
From: Artina Carter, Chief of Diversity, Equity and Inclusion  
Project Title: Report – 2021 DEI Climate Survey Results  
Date: February 4, 2022

**Action Requested: Motion to Receive and File**

That the Board of Commissioners receive and file the 2021 DEI Climate Survey results as submitted by Chief of Diversity, Equity and Inclusion Artina Carter and staff.

**Background: Climate Survey Summary**

**Process:** In 2019, the primary purpose of the Climate Survey was to collect initial data that could inform training and planning efforts for the DEI department. The questions were broad in scope, designed to determine the level of knowledge staff held about terminology, patterns and practices, and awareness of processes internal to the Metroparks.

After developing the initial questions, the survey was workshopped with members of the Leadership Team, who added questions to better understand issues around communication, policy and relationship to the larger organization. In the end, the Climate Survey was launched in May of 2019, had 114 questions, and was completed by 300 employees for a 28 percent return rate.

**The primary purpose of the 2021 Climate Survey was benchmarking.** Staff went through the same development and workshopping process as in 2019; however, the survey was pared down to 47 questions. The 2021 Climate survey was launched in late October 2021, and 136 employees completed the survey for a 20 percent return rate.

The significant decline in responses is due to the timing of the survey. In 2019, there was no data to inform our work. An immediate launch of the survey was needed to collect critical data to assess where we were as an organization and thereby determine our starting point for DEI efforts. The survey was launched in May, which begins the peak time for seasonal employees, many of whom participated in the survey.

In contrast, the data collected in the 2021 survey was primarily for benchmarking and to help determine the training approach for 2022. COVID-19 delayed the development and launch of the survey, as staff spent the entire first quarter completing training, which ended abruptly in 2020, and we tried to avoid the busy season in the parks. Therefore, the survey was launched in late October, after most seasonal employees had completed their season with the Metroparks.

Staff will reassess the schedule before the 2023 Climate Survey to determine the best time to administer.

This report contains two parts – Part I is the complete 2021 Climate Survey with comments; Part II is the comparative data from the 2019 and 2021 surveys.

## **Part I**

Overall, the 2021 Climate Survey results were positive, with 73 percent of respondents having participated in the 2019 survey.

### **The following is a shortlist of highlights:**

- There was a 5 percent increase in respondents who trust Metroparks Leadership to lead the organization in a positive direction. Trust is a very difficult indicator to move and takes time. Although 5 percent may seem minor, it is a major accomplishment over a two-year period.
- 57 percent of respondents are generally more comfortable talking about DEI issues, with 56 percent being more comfortable having these conversations with fellow employees than they were at the time of the 2019 survey.
- 53 percent are more comfortable talking about gender identity.
- There was a 17 percent decrease in respondents who believe we talk about race too much in the U.S.
- There was a 17 percent increase in the respondents who believe exposure to racial/ethnic diversity is a benefit of working at the Metroparks.
- There was a 6 percent decrease in respondents who believe they personally benefit from DEI efforts.
- There was a 3 percent decrease in respondents who believe the Metroparks is a great place for a first job.

While we have cause to celebrate our efforts, there is still **much** work to be done.

**Comments:** *The comment section of the 2021 Climate Survey is very important.* Comments often reflect thoughts some feel they are unable to express personally and provide us with context for the responses. They also serve to inform the path going forward. Therefore, all comments are vital to the process. Some of the survey comments may seem harsh and personal; however, **that was expected**. DEI work is often beset with strong emotional responses.

The current comments indicate that we have *successfully* reached the *Storming Phase* of the process, which is consistent with the timing indicated in the DEI plan. As a reminder...

The **Storming phase** begins when newly enacted processes from the Forming stage become operationalized and conflicts with the traditional way we do our work. Storming can take many forms. staff may (directly or indirectly) challenge the authority of the DEI department or challenge the commitment of Metroparks leadership to enact, support and sustain the changes made. Grievances and lawsuits are most common during this stage, as people fight to maintain fidelity of the traditional system. As stated in the DEI plan, **“This is the stage where most DEI processes fail.”**

There is no way to prevent storming; it is part of the growth process. However, we do not go into storming unprepared. We continue to work with legal counsel to ensure the legality of our work as we move forward.

The Storming phase is NOT a brief stage. It will take time, and it may get worse before it gets better.

## **Part II**

Part II of this report is comparative data from both Climate Surveys. This data shows the progress since 2019. These are the charts I will focus on in the January presentation.

Essentially, these charts tell us that we are heading in the right direction. We still have much more to do, but the results should encourage us.

**Conclusion:** Over the past three years, we have introduced many concepts. The results of the 2021 Climate Survey communicate the need to pause, reflect and operationalize what we have learned in a more formal manner.

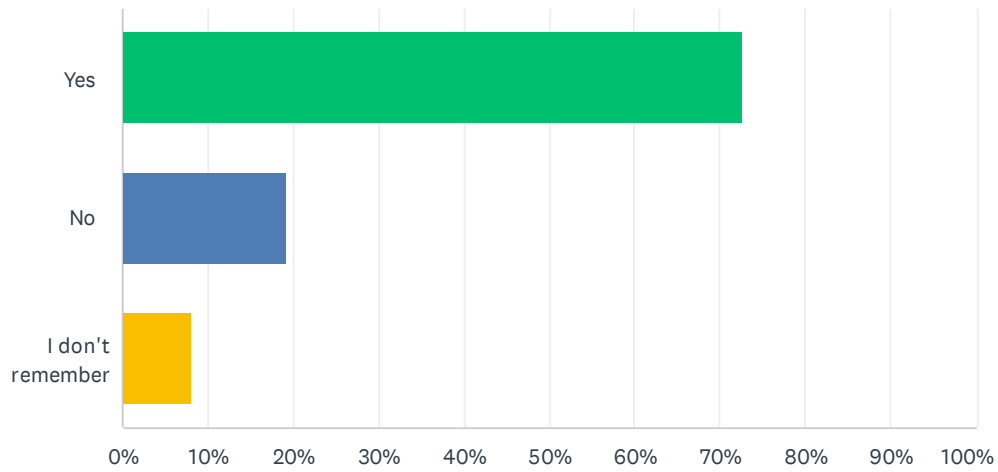
Therefore, the goal for 2022 is to focus on the practical application of what we have learned in DEI training. We also want to find ways to better communicate the work of the DEI department to our staff; and provide additional ways for them to engage with us as we continue to move forward.

This is new territory for the organization; however, **we are ready**. We are going to learn a great deal this year, and it is going to be AWESOME! As always, we welcome your thoughts, suggestions and ideas. Together, we will make the Metroparks the best park system in the nation.

**Attachments:**        **2021 Climate Survey Results**  
                              **2019/2021 Climate Survey Comparative Data**

# Q1 Did you take the Metroparks Climate Survey in 2019?

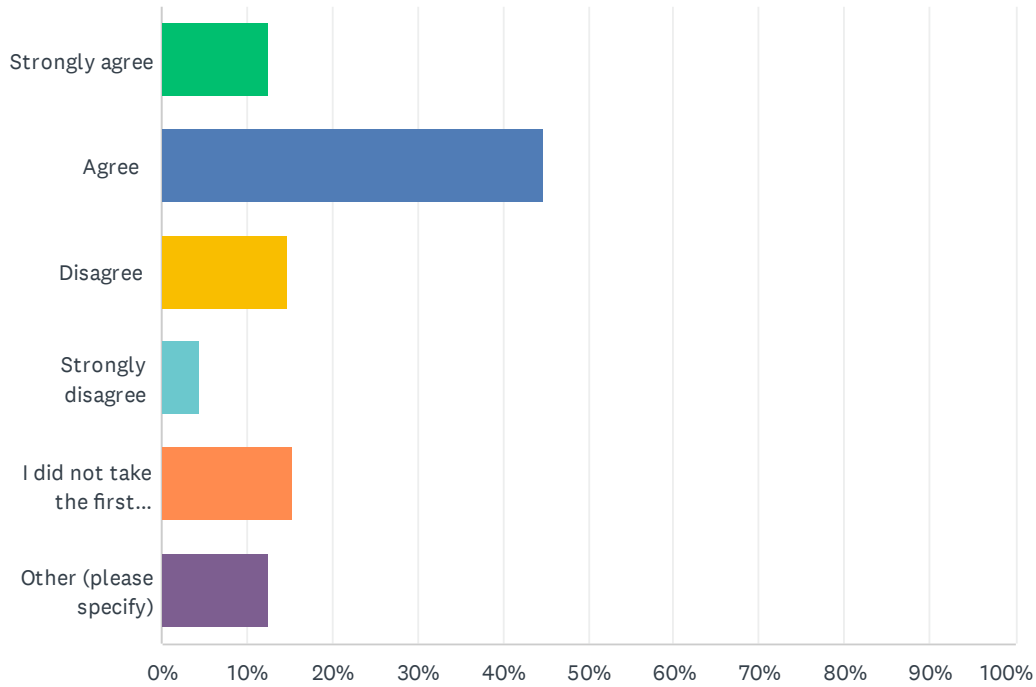
Answered: 136 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	72.79% 99
No	19.12% 26
I don't remember	8.09% 11
<b>TOTAL</b>	<b>136</b>

## Q2 I am more comfortable talking about issues of diversity, equity and inclusion than I was at the time of the first Climate Survey

Answered: 136 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	12.50%	17
Agree	44.85%	61
Disagree	14.71%	20
Strongly disagree	4.41%	6
I did not take the first Climate Survey	15.44%	21
Other (please specify)	12.50%	17
Total Respondents: 136		

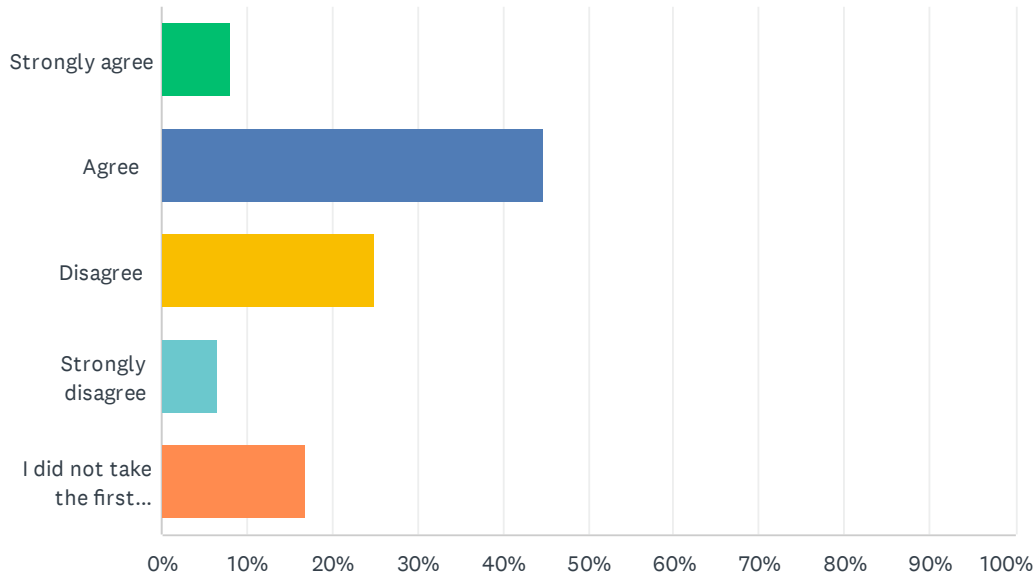
#	OTHER (PLEASE SPECIFY)	DATE
1	The Same	11/12/2021 7:53 AM
2	I personally have never had an issues talking about DEI. It's been around since the beginning of time.	11/10/2021 9:55 AM
3	Speaking of any DEI issues openly that does agree with the DEI Chief will label you as an outcast and wrong. There is only one view permitted. Discussing any issues could end with retaliatory action.	11/5/2021 4:52 PM
4	I was just as comfortable before as I am now in regards to talking about diversity, equity and inclusion.	11/3/2021 5:36 PM

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5	Same, don't feel the answers reflect how I feel, but if I have to answer	11/3/2021 8:45 AM
6	I was taught by my parents to treat everyone equal	11/1/2021 7:45 AM
7	same	10/31/2021 11:02 AM
8	The same	10/29/2021 7:06 AM
9	Not sure	10/26/2021 6:06 PM
10	No change	10/26/2021 10:45 AM
11	There seems to be more judgement or perceived judgement. It seems there is an atmosphere of distrust and division.	10/26/2021 9:59 AM
12	Same	10/25/2021 11:11 AM
13	I have been comfortable talking about issues of diversity, equity and inclusion long before the first Climate Survey.	10/25/2021 9:24 AM
14	More or less the same	10/25/2021 9:16 AM
15	I did not take the first climate survey, only been here since May 2020.	10/25/2021 8:41 AM
16	about the same as before	10/25/2021 8:28 AM
17	I feel that this has brought more diversity into HCMA than it had previously. I feel I can't have my opinion any more - I feel I have to learn other cultures. That is a personal feeling and one that I am not comfortable with.	10/25/2021 8:22 AM

### Q3 I am more comfortable talking about gender identity than I was at the time of the first Climate Survey

Answered: 136 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	8.09% 11
Agree	44.85% 61
Disagree	25.00% 34
Strongly disagree	6.62% 9
I did not take the first Climate Survey	16.91% 23
Total Respondents: 136	

#	COMMENT	DATE
1	The same	11/12/2021 7:53 AM
2	Gender ID is a personal choice. I do not need to discuss it unless someone else wants to.	11/10/2021 9:55 AM
3	Look at the restrooms and locker rooms of the metroparks. the signs don't represent how some identify. There are only male and female signs.	11/5/2021 4:52 PM
4	As I am more knowledgeable about the subject.	11/4/2021 11:52 AM
5	I was just as comfortable before as I am now in regards to talking gender identity.	11/3/2021 5:36 PM
6	Same, I don't feel the answers to choose reflect what I feel, but if I have to	11/3/2021 8:45 AM
7	I have always been comfortable talking about gender identity	11/1/2021 7:45 AM
8	same	10/31/2021 11:02 AM
9	Neither agree nor disagree	10/30/2021 12:54 PM

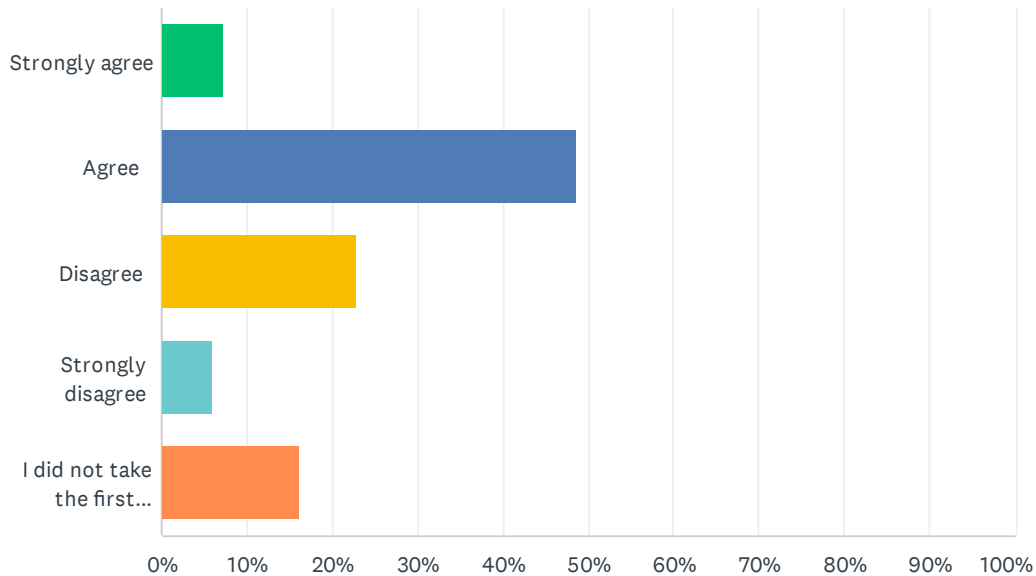


## 2021 Metroparks Climate Survey

10	I don't think the training has discussed gender identity. I feel about the same as prior to the survey.	10/29/2021 8:23 AM
11	The same	10/29/2021 7:06 AM
12	This was already a topic I was comfortable with.	10/27/2021 1:31 PM
13	No change	10/26/2021 10:45 AM
14	There seems to be more judgement or perceived judgement. It seems there is an atmosphere of distrust and division.	10/26/2021 9:59 AM
15	same	10/25/2021 11:11 AM
16	I have been comfortable talking about gender identity long before the first Climate Survey.	10/25/2021 9:24 AM
17	More or less the same	10/25/2021 9:16 AM
18	Did not take the first survey, only been here since May 2020.	10/25/2021 8:41 AM
19	same as before	10/25/2021 8:28 AM
20	I do not want to talk about gender identity and I do not feel it is something that I want to learn about. Religious beliefs as well as my own beliefs	10/25/2021 8:22 AM

## Q4 I am more comfortable discussing topics of diversity, equity and inclusion with fellow employees than I was at the time of the first Climate Survey

Answered: 136 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	7.35%	10
Agree	48.53%	66
Disagree	22.79%	31
Strongly disagree	5.88%	8
I did not take the first Climate Survey	16.18%	22
Total Respondents: 136		

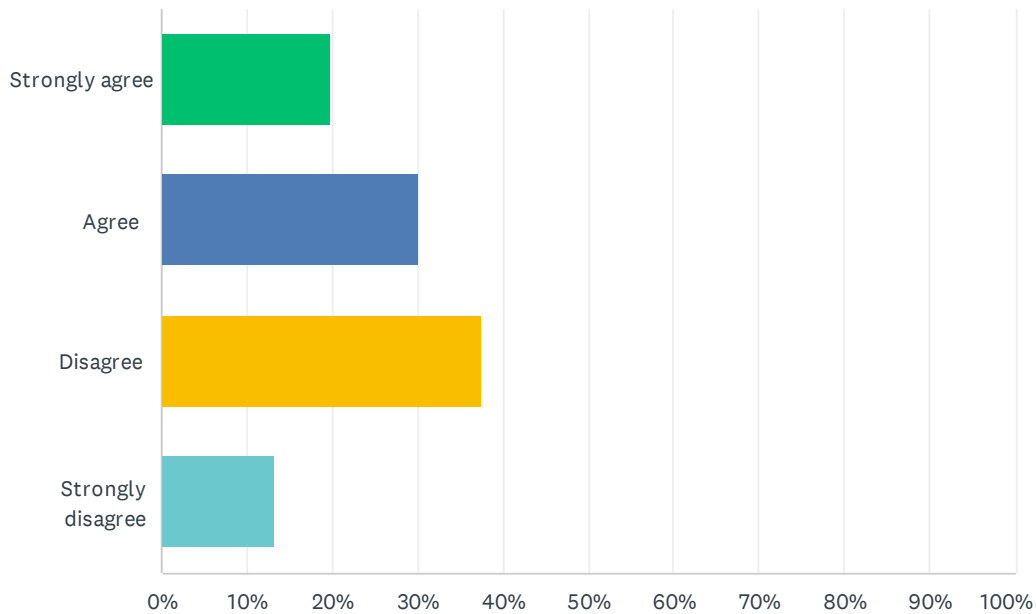
#	COMMENT	DATE
1	The same	11/12/2021 7:53 AM
2	Never has been an issue for me	11/10/2021 11:11 AM
3	It is the issue of the world	11/10/2021 9:55 AM
4	It's become a very divisive environment. It's not set up to include all groups, classes, races, religions, sexual orientation. ADDING PRONOUNS to you email does not make you understand the struggle.	11/5/2021 4:52 PM
5	I have always felt comfortable discussing those topics when they arose.	11/3/2021 5:36 PM
6	Although there has been an 'opening of air' when it comes to DEI in general from where we were in the past, I know and feel employees still (may) hold on to their personal beliefs and opinions so discussing these topics can still be uncomfortable and in a way judgmental with fellow employees.	11/3/2021 11:39 AM

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7	Same, I don't feel the answers reflect what I feel, but since I have to.	11/3/2021 8:45 AM
8	This is not a topic that has ever been discussed by employees, just not a topic that comes up in conversation.	11/1/2021 7:45 AM
9	same	10/31/2021 11:02 AM
10	Neither agree nor disagree	10/30/2021 12:54 PM
11	I'm not more or less comfortable than I was previously.	10/29/2021 8:23 AM
12	The same	10/29/2021 7:06 AM
13	I am comfortable having a DEI discussion with some fellow employees. Some folks that I work with are not open to this type of conversation.	10/27/2021 6:31 AM
14	No change	10/26/2021 10:45 AM
15	There seems to be more judgement or perceived judgement. It seems there is an atmosphere of distrust and division.	10/26/2021 9:59 AM
16	We have never been so divided	10/25/2021 9:51 PM
17	same	10/25/2021 11:11 AM
18	Did not take the first survey, only been here since May 2020.	10/25/2021 8:41 AM
19	same as before	10/25/2021 8:28 AM
20	I hear more chatter about the discomfort people are feeling than previously. Younger people are more apt to change or agree, but I didn't have issues before and I didn't hear people talk negatively about it before. Now there is anger in the air.	10/25/2021 8:22 AM

## Q5 I do not see race; I see everyone as the same

Answered: 136 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	19.85% 27
Agree	30.15% 41
Disagree	37.50% 51
Strongly disagree	13.24% 18
Total Respondents: 136	

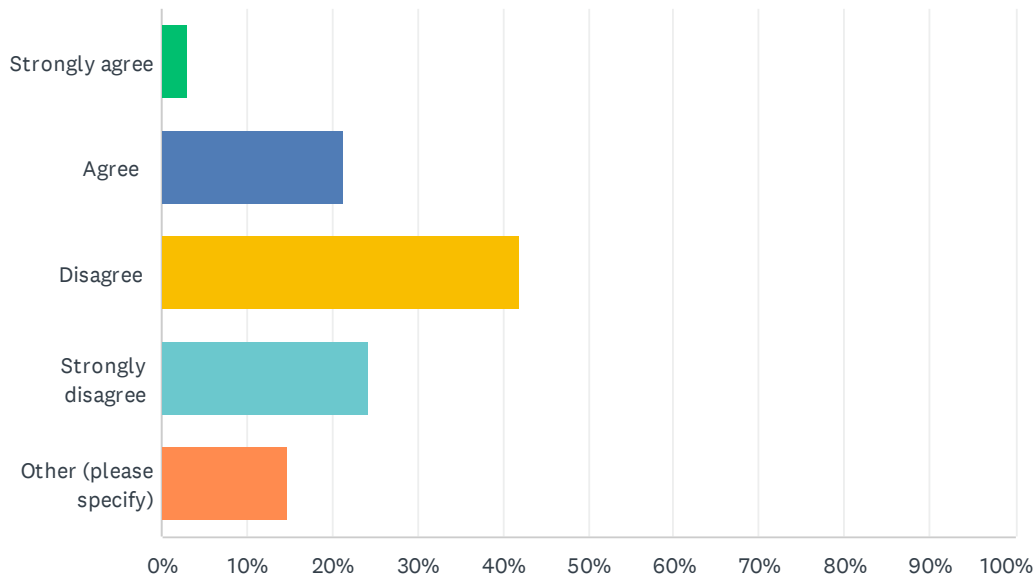
#	COMMENT	DATE
1	It's the person's (insides) moral values, work ethics, etc. that makes them different not the way they look (race)	11/10/2021 9:55 AM
2	I acknowledge and see race. However, I do not treat people differently based upon their race.	11/8/2021 11:11 AM
3	I'm not blind, I do see race. I don't see everyone as the same as we are all different and that should be embraced.	11/5/2021 4:52 PM
4	It's important to understand people from their whole life experience, and that means understanding our differences as well as our similarities.	11/5/2021 4:26 PM
5	Everyone should get around to just HUMAN race and seeing people as individuals and on their individual merits and/or demerits.	11/3/2021 11:39 AM
6	I am more aware, don't feel the answers reflect how I feel, but if I have to answer.	11/3/2021 8:45 AM
7	Everyone should be valued and celebrated for who they are. Lumping people into a grey box to "not see race" doesn't help anything.	11/2/2021 8:28 AM
8	I do see everyone as the same but I know we all have different upbringings, lives and beliefs that make us all different. I am not colorblind.	11/1/2021 10:17 AM

## 2021 Metroparks Climate Survey

9	I do not see race, but everyone is not the same. Every individual is different and has had a lifetime of experiences shaping them that is unique.	11/1/2021 8:33 AM
10	race can not be ignored, it is to engrained in our culture.	10/31/2021 6:35 PM
11	I feel I look for ways to recognize those of other races , like smiling at them behind my mask or just saying "hi" or a comment to them to engage in conversation.	10/29/2021 4:07 PM
12	I know this is a trope, but I try to look at people as individuals outside of race, but considering all elements of their background.	10/29/2021 12:06 PM
13	Is it wrong to see differences between eachother as long as we treat each other the same?	10/29/2021 8:23 AM
14	Everyone physically sees race. However, I treat everyone the same regardless of race or background.	10/29/2021 7:06 AM
15	Need more selections, everyone sees race but the goal is to treat everyone without regard to their race	10/28/2021 3:26 PM
16	I believe every individual is equal but race plays a role in how we interact with each other and we cannot pretend that our own implicit biases do not exist.	10/28/2021 1:03 PM
17	I still see and acknowledge race. People should be treated fairly and equally regardless of race but I think its also important to acknowledge it so that it can be included in things to make sure we are being inclusive.	10/28/2021 7:51 AM
18	One will always see race but needs to be able to understand perspectives from those other races and how that has effected how things are today.	10/27/2021 3:34 PM
19	I see and embrace our differences. Ignoring race is a form of racism.	10/26/2021 1:30 PM
20	The Metroparks has made it clear that the color of your skin is more important than anything else about you	10/25/2021 9:51 PM
21	Race can be a strong indicator of privilege or disadvantages.	10/25/2021 1:19 PM
22	I see lots of things about people (race, gender, presumed age, if they have a mobility device, etc.) but I try to see everyone the same - a person like me who deserves respect.	10/25/2021 12:53 PM
23	Different races, different cultures, different people. Not everyone is the same even if they are the same race.	10/25/2021 12:13 PM
24	I see people and race is part of who people are. Everyone is not the same so I don't see them as such	10/25/2021 9:47 AM
25	Everyone is not the same. Having different races and acknowledging that is a beautiful thing, and is not something that should be ignored.	10/25/2021 9:24 AM
26	I value people's diversity. Without acknowledging race, etc. then you are not acknowledging and valuing who they are.	10/25/2021 9:02 AM

## Q6 The color of a person's skin tells me something about them

Answered: 136 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	2.94% 4
Agree	21.32% 29
Disagree	41.91% 57
Strongly disagree	24.26% 33
Other (please specify)	14.71% 20
Total Respondents: 136	

#	OTHER (PLEASE SPECIFY)	DATE
1	Character tells me more as time progresses	11/10/2021 10:18 AM
2	Again, it's the person's character, demeanor that tells me something more about the person. The skin color tells me what ethnic group they derive from.	11/10/2021 9:55 AM
3	Tells me on who will be hired, promoted, or transferred.	11/5/2021 4:52 PM
4	Yes and no, it may be possible to guess someone's cultural upbringing (which is important to understand and respect), but just because someone looks like they came from one cultural group doesn't mean they did. It certainly doesn't mean you can know everything about them without talking to them. It's always best to get to know someone as an individual.	11/5/2021 4:26 PM
5	It does offer a potential view into their experience as a fellow Michigan resident, but the phrase "tells me something about them" feels wrong.	11/5/2021 2:29 PM
6	One thing. The color.	11/4/2021 11:52 AM
7	It may provide some hints at their race but it tells you nothing of that person's background, beliefs, education, economic status, values, knowledge, inherited ideas, etc.	11/3/2021 5:36 PM

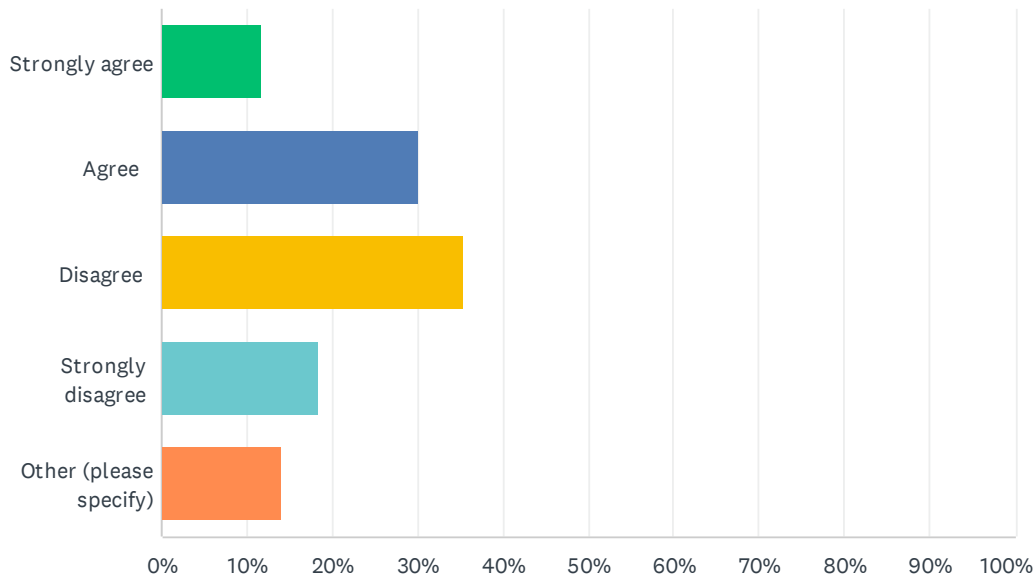


## 2021 Metroparks Climate Survey

8	Only tells me ethnicity or heritage.	11/3/2021 11:39 AM
9	It does not tell me much because everyone is different. You cannot tell by the color of my skin my race, where I've lived or my beliefs... skin color may give an idea but not a story.	11/1/2021 10:17 AM
10	This is a weirdly worded question. "something" is really vague.	10/28/2021 1:19 PM
11	Not in a negative way, but obviously it can tell you about their heritage.	10/28/2021 12:45 PM
12	It doesn't tell me about them as a person but it does tell me what they may have had to experience.	10/27/2021 11:41 AM
13	I don't really think about it.	10/26/2021 6:06 PM
14	It only tells us what we think the stereotypes or generalizations are for that color of skin. What the color of their skin tells me is the color of their skin.	10/26/2021 1:30 PM
15	Not in a negative way, it helps tell me a of their culture. For example if they're Hispanic I can relate to them.	10/26/2021 10:51 AM
16	It tells me that they will receive preference for hire, promotions and special treatment	10/25/2021 9:51 PM
17	I do not know something about them until I speak with them and get to know them.	10/25/2021 12:13 PM
18	It tells me that they have likely experienced bias and discrimination in ways that I have not.	10/25/2021 9:25 AM
19	This is a complex issue that cannot be summed up in a single word ("Agree/Disagree")	10/25/2021 9:16 AM
20	I try to be aware that the color of someone's skin may tell me that their lived experiences and their daily life may have been VERY different from mine	10/25/2021 8:43 AM

## Q7 In the United States we talk about race too much

Answered: 136 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	11.76%	16
Agree	30.15%	41
Disagree	35.29%	48
Strongly disagree	18.38%	25
Other (please specify)	13.97%	19
Total Respondents: 136		

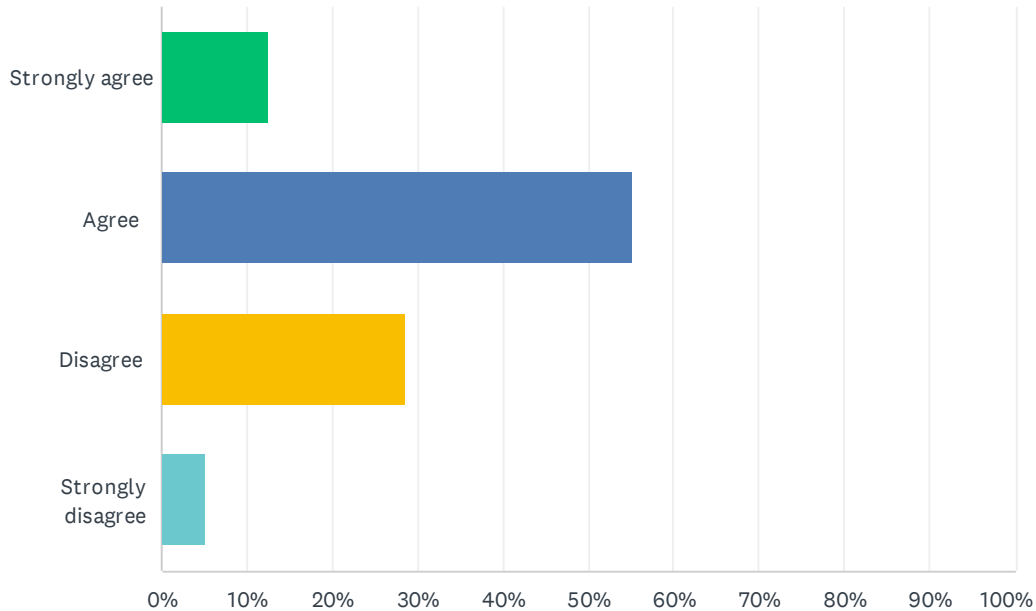
#	OTHER (PLEASE SPECIFY)	DATE
1	Did not answer this questions	11/10/2021 10:18 AM
2	should be an open topic	11/10/2021 9:31 AM
3	You are creating a divisive environment of the victim and an oppressor. Stop trying to divide us by race.	11/5/2021 4:52 PM
4	As long as people are still singled out and treated as less for their race, we still have a lot to talk about.	11/5/2021 4:26 PM
5	Agree & disagree. I believe the media blows things out of proportion and creates a volatile atmosphere; thus creating more division. Other times those things/incidents should be brought to the forefront and individuals must be held accountable for their actions if they are inappropriate or race based.	11/3/2021 5:36 PM
6	More human. Less race.	11/3/2021 11:39 AM
7	I like that it is talked about but I don't like it used as a crutch or as a divider. Everything is not a racial issue but of course some things are.	11/1/2021 10:17 AM

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8	we spend too much time focusing on differences and not enough on what make us the same.	10/31/2021 6:35 PM
9	I would hope that it is talked about more and everyone is more educated.	10/29/2021 4:07 PM
10	It is good to have discussions being careful not to be so one sided that it diminishes others	10/28/2021 3:26 PM
11	I do and I don't. I think Morgan Freeman put it nicely in a 2005 in an interview with Mike Wallace - Black history is American History, and so shouldn't be delegated to a single month where we pay attention to it. Wallace pushed back: how're we supposed to end racism without it? Freeman responded, "Stop talking about it. I'm going to stop calling you a white man. And I'm going to ask you to stop calling me a black man. I know you as Mike Wallace. You know me as Morgan Freeman. You're not going to say, 'I know this white guy named Mike Wallace.' Hear what I'm saying?"	10/28/2021 3:23 PM
12	Probably not enough	10/26/2021 6:06 PM
13	To bad we don't do less talk and more action. It is easy to talk about serving underserved communities, but doing it is another thing. A bus spur that you need to call for a ride to get to the park only helps if you have a cell phone.	10/26/2021 1:30 PM
14	Unsure	10/26/2021 10:45 AM
15	Race and race relations are vitally important. However, you can't start a conversation by saying that a particular color is "bad" and "inherently evil." Our DEI program has no idea what it's doing and instead divides us	10/25/2021 9:51 PM
16	We don't talk about race in productive ways	10/25/2021 9:47 AM
17	No problem can be solved without talking about it.	10/25/2021 9:25 AM
18	not sure we talk about it too much but maybe we only talk about one aspect or two	10/25/2021 8:28 AM
19	News Media create this image of racism. The racism out there is horrible, but there are people that are not racist, but because we are white, we are labeled racist.	10/25/2021 8:22 AM

## Q8 Metroparks leadership has created a culture of diversity, equity and inclusion at our organization

Answered: 136 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	12.50% 17
Agree	55.15% 75
Disagree	28.68% 39
Strongly disagree	5.15% 7
Total Respondents: 136	

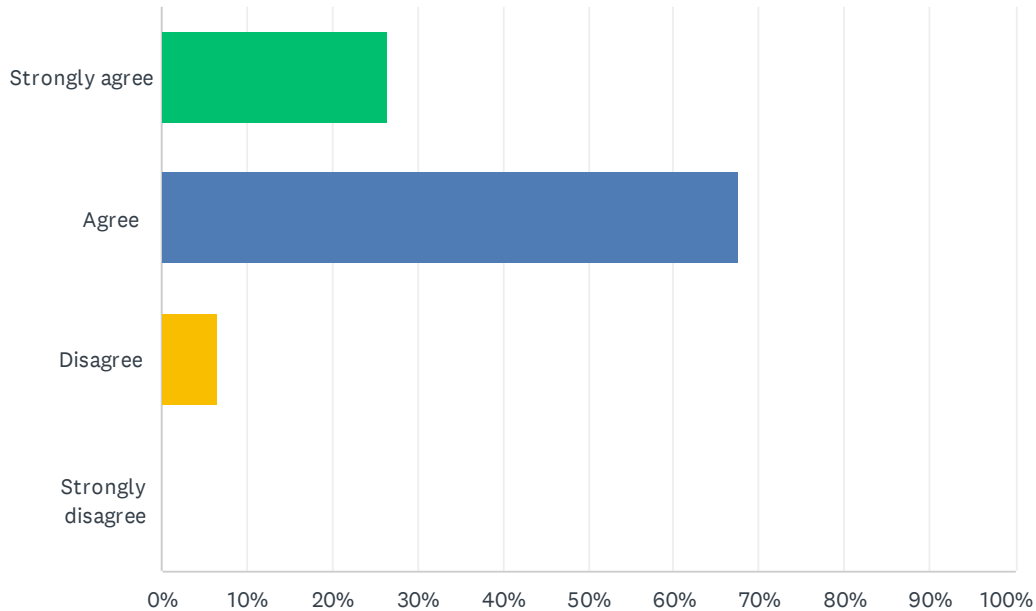
#	COMMENT	DATE
1	I think you brought awareness, but the cultural aspect has not so much as touched the majority of the people in the parks. That very well can be due to resistance, but its a clear majority.	11/12/2021 7:53 AM
2	In theory, yes, but I think there is still a lot of room to grow. We still have people who will speak out against equity and inclusion when they think they are around people of like mind. That being said, I think the training and programs that are being implemented now are a great start and understand that you can't change people in a day.	11/5/2021 4:26 PM
3	I think we have a ways to go, but I definitely think leadership is helping to lead us in the right direction.	11/5/2021 2:29 PM
4	Focusing on the color of people's skin and other differences, and perpetuating that division is certainly not the best way to bring people together.	11/4/2021 4:00 PM
5	I believe the leadership has done many good things and made people evaluate their actions/beliefs; but I also believe in the last year or two, it has created a division between the AO and different departments.	11/3/2021 5:36 PM

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6	I love and appreciate the direction this has started and is going!!! Keep it up!	11/3/2021 11:39 AM
7	I see this has begun, but I would not refer to this culture as created- which makes it sound finished.	11/3/2021 9:02 AM
8	Many people don't take to learning when DEI lessons are given and some leaders just complain about it.	11/2/2021 8:28 AM
9	I believe that culture already existed, I do not recall any issues that suggested Metroparks needed to fix something that didnt exist.	11/1/2021 7:45 AM
10	I don't know if you can measure a culture of DEI without seeing more people of color or people from diverse economic situations being hired into well-paying jobs. Until you offer livable wages you're not a very inclusive organization. I am lucky to be able to afford to hold a part-time \$14/hour job here because my partner makes enough money to support the two of us. I could not survive on this job alone.	10/30/2021 4:58 PM
11	Neither agree nor disagree	10/30/2021 12:54 PM
12	Still working on it.	10/29/2021 9:18 AM
13	It seems at times that anything done for general good, is said to be done for DEI. I think if actions & deeds happen, without the caveat of "we did it because of DEI" being said, it would help. Do the right thing because its right and don't always say because of DEI we did this "thing".	10/29/2021 8:23 AM
14	I think its on its way to being better....	10/28/2021 2:22 PM
15	I feel we still have a long way to go but we're making strides.	10/28/2021 2:00 PM
16	Creating a DEI culture does not happen overnight. it's like trying to turn an large ship. It takes time.	10/27/2021 6:31 AM
17	Work in progress	10/26/2021 6:06 PM
18	They have talked about it, and we are moving that way, but I don't know if leadership gets the credit.	10/26/2021 1:30 PM
19	neutral	10/26/2021 8:41 AM
20	The Metroparks has created a new culture of systematic racism. Your race is now more important than who you are as a person	10/25/2021 9:51 PM
21	At least within the Interpretive Department, a majority of staff is white. Within our community of service, however, there is a great amount of diversity.	10/25/2021 1:19 PM
22	We are trying to create such a culture but have a ways to go.	10/25/2021 12:53 PM
23	It is a work in progress	10/25/2021 12:13 PM
24	There is still work to do.	10/25/2021 11:11 AM

## Q9 I am comfortable interacting with people at the Metroparks who speak limited English

Answered: 136 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	26.47%	36
Agree	67.65%	92
Disagree	6.62%	9
Strongly disagree	0.00%	0
Total Respondents: 136		

#	COMMENT	DATE
1	May take some time but I am comfortable making the effort.	11/3/2021 5:36 PM
2	Listening with respect and reaching out to engage is the best interaction.	11/3/2021 11:39 AM
3	Not applicable.	10/30/2021 12:54 PM
4	If we had cards with common topics and needs of the visitors in different languages, I would feel more comfortable with helping and giving them a better experience.	10/28/2021 2:22 PM
5	Sometimes its difficult to communicate important information to one another with a language barrier but that does not speak to anything about either of our characters.	10/28/2021 1:03 PM
6	I do this on a daily basis	10/27/2021 1:31 PM
7	Would be strongly agree if not for my own ability with basic amount of other languages, I would like to be better.	10/27/2021 11:41 AM
8	Are there any?	10/26/2021 10:45 AM
9	I am not good with understanding accents. I always feel bad when I have to ask them to repeat	10/25/2021 12:13 PM

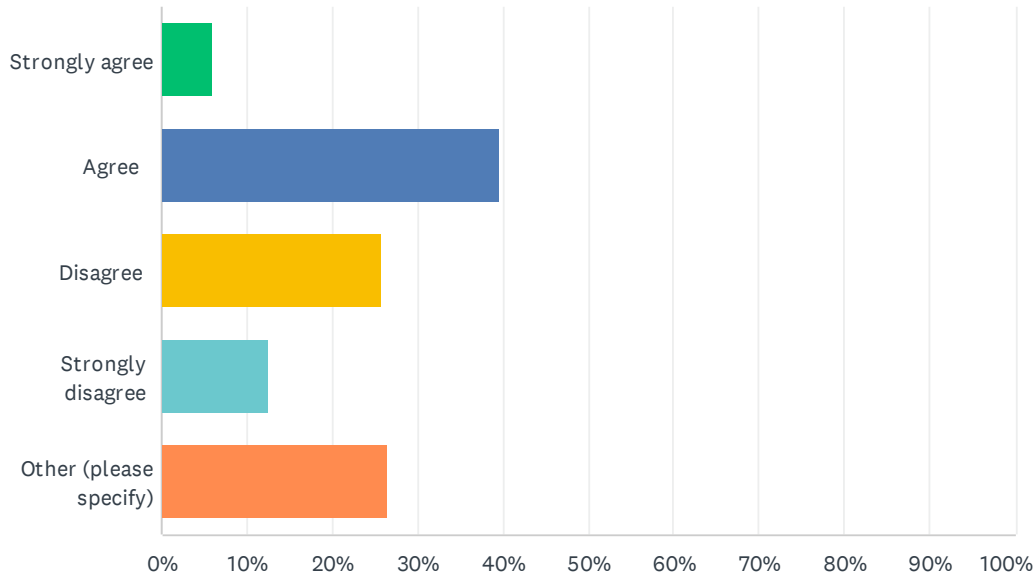
something they have said.

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## Q10 We have improved communication within our department/park/area since the time of the first Climate Survey

Answered: 136 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	5.88% 8
Agree	39.71% 54
Disagree	25.74% 35
Strongly disagree	12.50% 17
Other (please specify)	26.47% 36
Total Respondents: 136	

#	OTHER (PLEASE SPECIFY)	DATE
1	You should ask-In what way we are lacking in this! Still very disconnected at all levels, top to bottom.	11/10/2021 11:11 AM
2	Neutral	11/10/2021 10:18 AM
3	The Metroparks does a very poor job at prioritizing timely communication.	11/10/2021 9:16 AM
4	I was not here during the first climate survey so I would know.	11/8/2021 11:11 AM
5	You can't go against the ultimate wisdom of the DEI Chief. Doing so in an environment of no wrong answers and speaking freely ends poorly. Apparently no one can have empathy or relate to someones hardship.	11/5/2021 4:52 PM
6	Still a lack of communication from the Park Superintendent and some departments within the park.	11/3/2021 5:36 PM
7	I did not participate in the first Climate Survey.	11/3/2021 2:24 PM
8	If anything, it's gotten worse.	11/2/2021 8:28 AM

## 2021 Metroparks Climate Survey

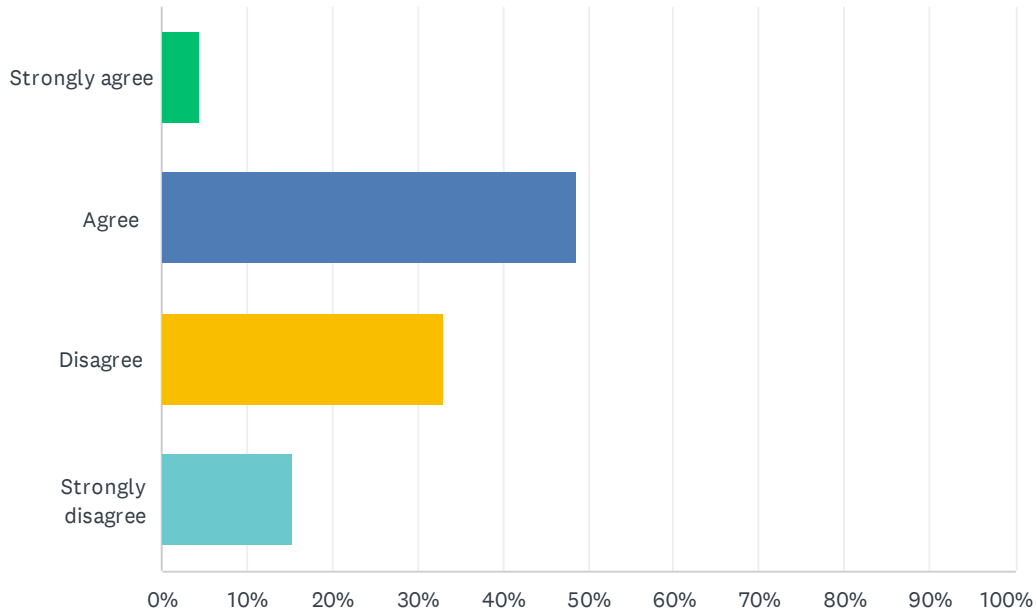
9	Did not take first survey	11/1/2021 8:33 AM
10	there was not a problem with communication before training	11/1/2021 7:45 AM
11	1st time taking survey	10/31/2021 6:35 PM
12	Within my department the combination of full time and part time staff makes communication difficult because we are on different schedules.	10/30/2021 4:58 PM
13	Communication has gotten better in certain areas. It still needs improvement in others.	10/29/2021 4:07 PM
14	I wasn't employed during the first climate survey	10/28/2021 3:23 PM
15	There has been more communication from the top down to the Metropark employees, but I still feel we are not being listened to. I still feel we are unable to speak up about issues/concerns/questions we have within the department and specific parks to department heads. If we are "heard" it seems it is put on the back burner as something that will be looked into later or something that is just the way it is. The opportunity for discussion or change does not feel welcomed. Very frustrating and alienating as an employee who just wants the best for the department and public. During Covid especially; there were no meetings within our department about what ideas we had or what was needed to be done for the department throughout the districts. It was very isolating and there was no connection between the districts. It felt as if we were in competition with our own department in other districts when it should have been teamwork. I still feel as a department, we are just being told what to do and not listened to by other important departments. Without getting too specific, we are constantly fixing errors that would have been fine if we were just listened before hand.	10/28/2021 2:22 PM
16	I feel there is a lot of communication happening from the department heads/chiefs down to other staff but not a lot of opportunity still for input from non management/administrative staff. It would be great if there was an opportunity to have control over policies put into place or planning/development, etc. especially when it affects lower level employees. It has always seemed silly to me for people who do not work at a certain park or in a certain department to make decisions and changes that directly impact the way lower level employees do their job without actually discussing it with the employees first or even following up with these changes being made to see if they are in fact still the best option.	10/28/2021 2:00 PM
17	did not take the first	10/28/2021 1:03 PM
18	same	10/27/2021 1:26 PM
19	Was not with the Metroparks for the first Climate Survey.	10/27/2021 11:41 AM
20	Communication within our dept/park/area has always been good. However, I feel there is a huge disconnect between HCMA leadership and the park staff. I very seldom see anyone from the AO in the park and more importantly in my department.	10/27/2021 6:31 AM
21	but we still have a lot of room to grow	10/26/2021 8:54 PM
22	Work in progress	10/26/2021 6:06 PM
23	Was not around internally for first survey.	10/26/2021 1:30 PM
24	Stayed the same.	10/26/2021 12:21 PM
25	neutral	10/26/2021 8:41 AM
26	It's only gotten worse. Our DEI "chief" has advocated for violence to push her agenda	10/25/2021 9:51 PM
27	I was not working here during the first Climate Survey.	10/25/2021 1:19 PM
28	Departments heads are focused on letting others in the department know information but I do not feel that things are communicated to everyone that would need to know in other departments.	10/25/2021 12:13 PM
29	I was not here at the time of the first survey.	10/25/2021 10:53 AM
30	N/A	10/25/2021 10:10 AM
31	It seems about the same	10/25/2021 9:16 AM
32	W	10/25/2021 8:58 AM

## 2021 Metroparks Climate Survey

33	N/a (not employed by HCMA in 2019)	10/25/2021 8:43 AM
34	I can't confirm or deny this because I didn't take the first survey.	10/25/2021 8:41 AM
35	same as before	10/25/2021 8:28 AM
36	I see no improvement with communication - especially within a department. We do hear weekly reports, but within our department - we only hear if we ask.	10/25/2021 8:22 AM

## Q11 Metroparks staff has improved communications across department/areas/districts since the time of the first Climate Survey

Answered: 136 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	4.41% 6
Agree	48.53% 66
Disagree	33.09% 45
Strongly disagree	15.44% 21
Total Respondents: 136	

#	COMMENT	DATE
1	see #10	11/10/2021 11:11 AM
2	Neutral	11/10/2021 10:18 AM
3	don't know	11/10/2021 9:31 AM
4	I was not here during the first climate survey.	11/8/2021 11:11 AM
5	It's much worse now with the current staff.	11/5/2021 4:52 PM
6	With some departments it's better, and some it's worse.	11/5/2021 4:26 PM
7	Still a lack of communication from the Admin Office. Very few in the Admin Office ask the opinions/suggestions of those in the parks before they institute change (maybe we have tried it before, maybe we have good suggestions because we deal with the public and park everyday). There is a wealth of knowledge greatly ignored within the parks.	11/3/2021 5:36 PM
8	I did not participate in the first Climate Survey.	11/3/2021 2:24 PM
9	With the DEI open communication instated and ever evolving, we have more	11/3/2021 11:39 AM

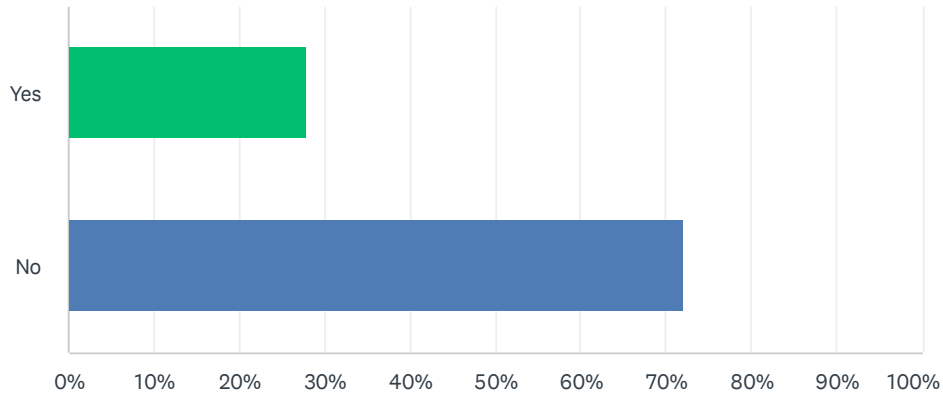
## 2021 Metroparks Climate Survey

awareness/understanding/zero tolerance for bullshit regarding diversity and inclusion. KUDOS to ARTINA and AMY!!!!!!

10	Again, it would be better to say improving, not improved. But this area definitely still needs a lot of work.	11/3/2021 9:02 AM
11	Did not take first climate survey	11/1/2021 8:33 AM
12	There was not a problem with communications before training.	11/1/2021 7:45 AM
13	again first time taking it.	10/31/2021 6:35 PM
14	I see a lot more emails concerning all staff. Most departments still acts as its own 'silo' still by nature of the job; i.e. not having reason to communicate with other departments.	10/30/2021 4:58 PM
15	Neither agree nor disagree	10/30/2021 12:54 PM
16	Ditto comment from previous question	10/29/2021 4:07 PM
17	I wasn't employed during the first climate survey	10/28/2021 3:23 PM
18	same answer as above	10/28/2021 2:00 PM
19	Did not take the first	10/28/2021 1:03 PM
20	Agree, but significantly more progress is needed.	10/27/2021 1:31 PM
21	Was not with the Metroparks for the first Climate Survey.	10/27/2021 11:41 AM
22	with more room to grow	10/26/2021 8:54 PM
23	Work in progress	10/26/2021 6:06 PM
24	As a previous partner, the Metroparks communication has always been lacking. The further up the chain of command, the less communication there is. I have seen some mandates and directives, but not what I could call communication. The ack of a functioning calendar the last several weeks has rendered most programs giving by the Metroparks empty.	10/26/2021 1:30 PM
25	Stayed the same	10/26/2021 12:21 PM
26	neutral	10/26/2021 8:41 AM
27	I was not here during the first Climate Survey.	10/25/2021 1:19 PM
28	See above comment	10/25/2021 12:13 PM
29	Some departments at the AO do not reply to emails in a timely fashion and some not at all. Some do not provide direction when asked questions.	10/25/2021 11:03 AM
30	Was not here	10/25/2021 10:10 AM
31	It's still a work in progress, but progress has definitely been made since the time of the first Climate Survey	10/25/2021 9:25 AM
32	It seems about the same	10/25/2021 9:16 AM
33	I was not an employee in 2019, so cannot answer this question (the survey wouldn't let me move forward without checking one of the boxes above, FYI!)	10/25/2021 8:43 AM
34	I can't confirm or deny this because I didn't take the first survey.	10/25/2021 8:41 AM
35	Communication is still a hinderance at the Metroparks.	10/25/2021 8:22 AM

## Q12 I have experienced discrimination at work at the Metroparks by a coworker or supervisor

Answered: 136 Skipped: 0

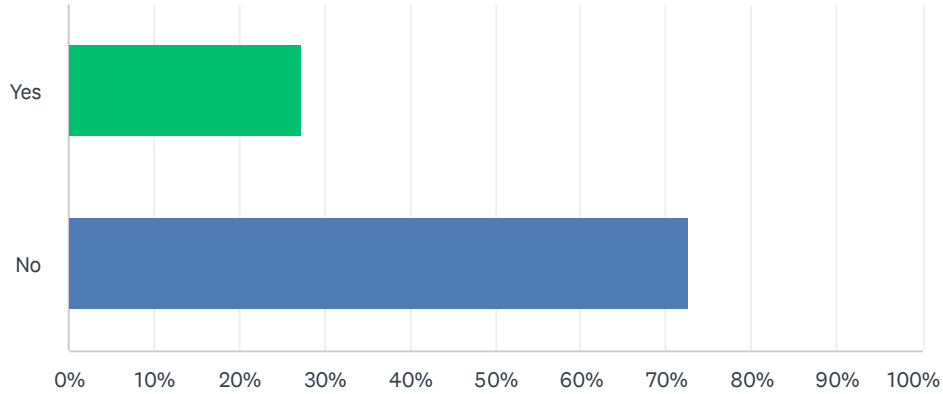


ANSWER CHOICES	RESPONSES
Yes	27.94% 38
No	72.06% 98
Total Respondents: 136	

#	COMMENT	DATE
1	Biases against women as equal, unemotional voices and decision makers.	11/3/2021 9:02 AM
2	As a part-timer I am not taken seriously (I believe that may count as discrimination? maybe not). There is a clear divide when you do the same amount of work (minus 2 hours a day) with equal+ quality. Not a big deal but it's becoming very clear.	11/1/2021 10:17 AM
3	Very, very minor so I don't know if it counts: I've heard comments about how younger generations don't work as hard as older generations.	10/30/2021 4:58 PM
4	I have not	10/28/2021 1:03 PM
5	I have legitimately been denied opportunities because of the color of my skin. Racism at the Metroparks starts at the very top	10/25/2021 9:51 PM
6	I have visible tattoos, and even though the Part-Time Employee Handbook states nothing at all about visible tattoos, a since retired supervisor insinuated that my visible tattoos gave me an unprofessional appearance. This was a very minor instance of discrimination.	10/25/2021 1:19 PM

### Q13 I have experienced discrimination at work at the Metroparks by a visitor

Answered: 136 Skipped: 0

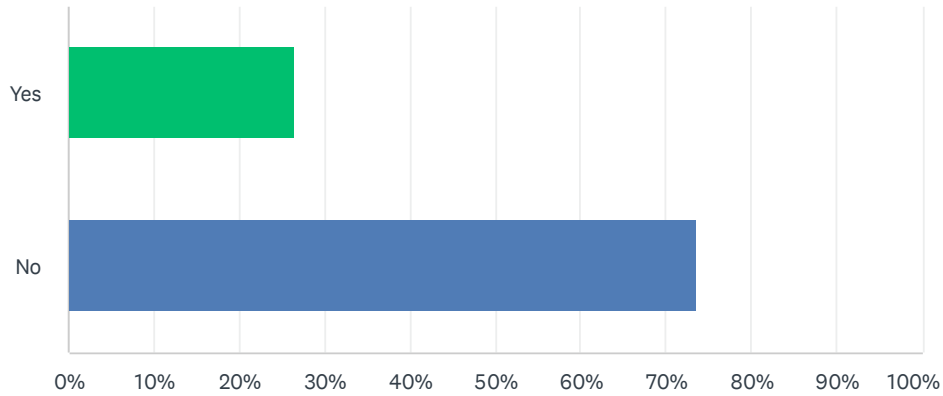


ANSWER CHOICES	RESPONSES
Yes	27.21% 37
No	72.79% 99
Total Respondents: 136	

#	COMMENT	DATE
1	Because I am a younger female, they did not want to listen to the rules I was enforcing.	11/2/2021 8:28 AM
2	I have had patrons treat me poorly because of the uniform I wear.	10/31/2021 6:35 PM
3	I have had visitors discount my opinions or answers while readily accepting the same answers or opinions from identifying male coworkers.	10/28/2021 2:00 PM
4	No	10/28/2021 1:03 PM

### Q14 I have experienced some form of harassment at work at the Metroparks by a coworker or supervisor

Answered: 136 Skipped: 0



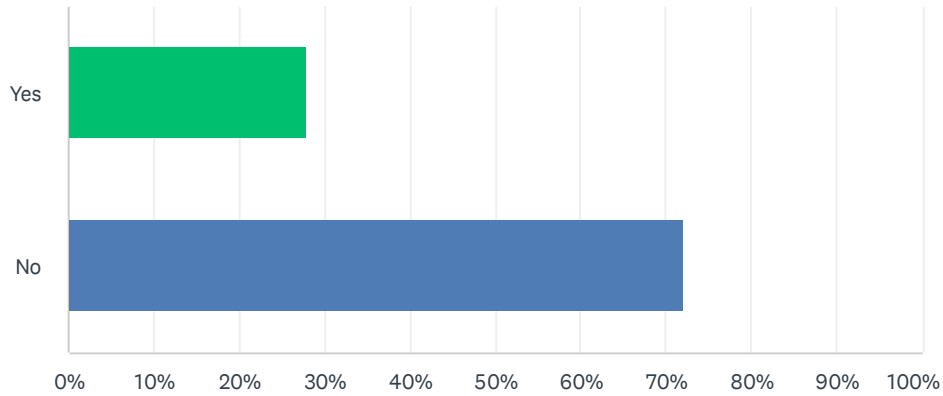
ANSWER CHOICES	RESPONSES
Yes	26.47% 36
No	73.53% 100
Total Respondents: 136	

#	COMMENT	DATE
1	In the past!	11/10/2021 11:11 AM
2	Again, minor: I'm tired of being told younger generations don't work as hard as older generations.	10/30/2021 4:58 PM
3	No	10/28/2021 1:03 PM
4	All time or just in the last year or since last survey?	10/25/2021 11:11 AM



## Q15 I have experienced some form of harassment at work at the Metroparks by a visitor

Answered: 136 Skipped: 0

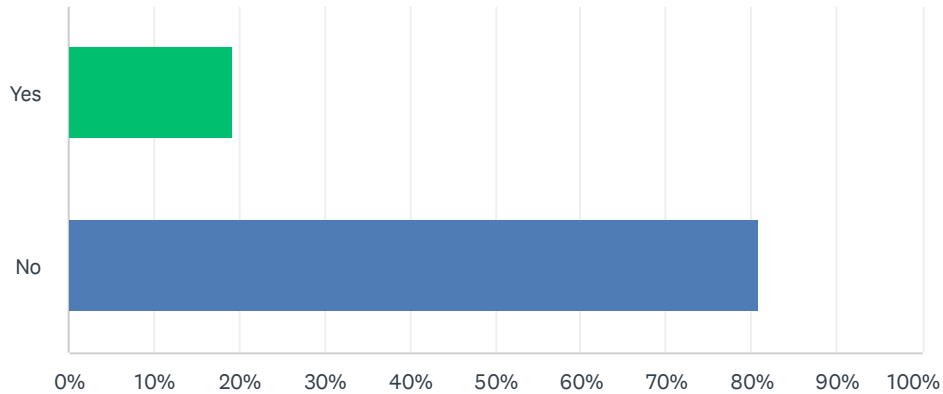


ANSWER CHOICES	RESPONSES
Yes	27.94% 38
No	72.06% 98
Total Respondents: 136	

#	COMMENT	DATE
1	No	10/28/2021 1:03 PM
2	All time or just in the last year or since last survey?	10/25/2021 11:11 AM

## Q16 I have heard inappropriate jokes made about people like me at the Metroparks by a coworker

Answered: 136 Skipped: 0

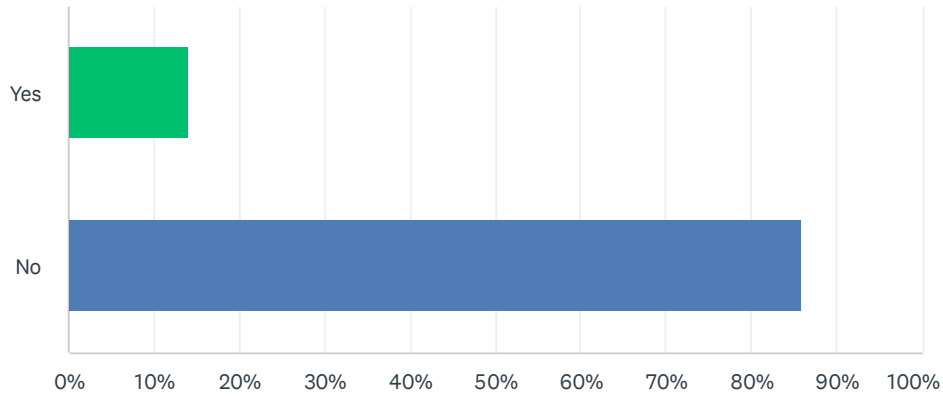


ANSWER CHOICES	RESPONSES
Yes	19.12% 26
No	80.88% 110
Total Respondents: 136	

#	COMMENT	DATE
1	I heard sexist jokes being told by a group during a meeting with multiple departments.	11/5/2021 4:26 PM
2	it's all in fun and i have no problem with it. we all joke and have fun.	11/3/2021 1:26 PM
3	Gender jokes. That person is gone now.	11/3/2021 9:02 AM
4	This is a really specific case: I walked into a conversation where one of my coworker was laughing at the fact that I requested respirators for spray painting. We never received respirators because the warehouse doesn't stock them and I didn't push the subject. Other coworkers who didn't care whether they received respirators have been spray painting. I still worry about their safety.	10/30/2021 4:58 PM
5	that was the form of harassment	10/28/2021 1:19 PM
6	Coworker in question has since been let go.	10/28/2021 1:03 PM
7	Often over hear "gay" jokes, more from older employees who just aren't familiar with it. Pretty ridiculous.	10/26/2021 8:30 AM

### Q17 I have heard inappropriate jokes made about people like me at the Metroparks by a visitor

Answered: 136 Skipped: 0

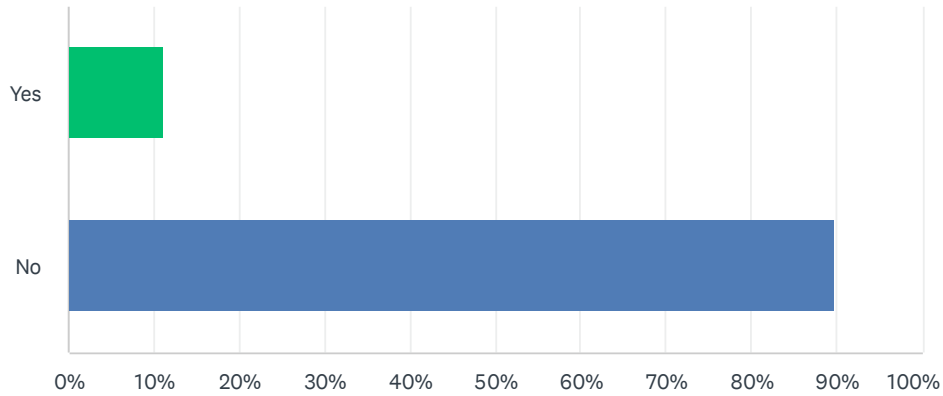


ANSWER CHOICES	RESPONSES
Yes	13.97% 19
No	86.03% 117
Total Respondents: 136	

#	COMMENT	DATE
1	"people like me" are white. I have not seen a full time or regular seasonal worker not "like me"	11/10/2021 9:16 AM
2	No	10/28/2021 1:03 PM

### Q18 I have witnessed discrimination toward visitors at the Metroparks by a coworker or supervisor

Answered: 136 Skipped: 0

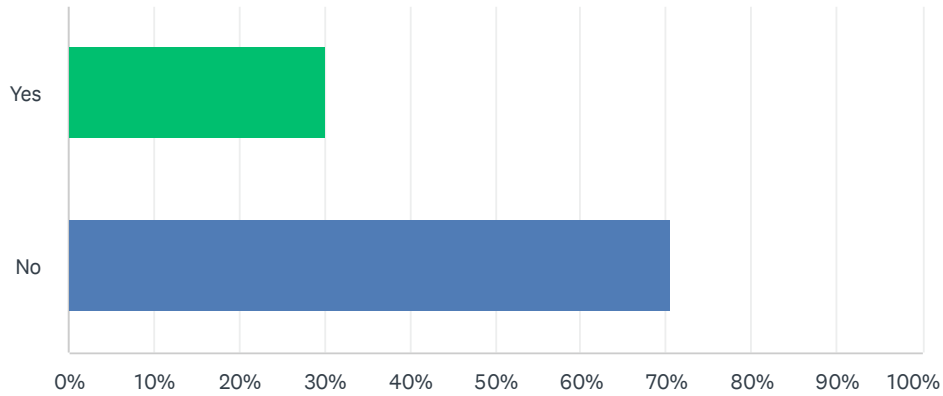


ANSWER CHOICES	RESPONSES
Yes	11.03% 15
No	89.71% 122
Total Respondents: 136	

#	COMMENT	DATE
1	However, I did hear someone justify an act of discrimination that occurred at a different park. I consider what was said to be discriminatory in itself, but it was not acted upon or directed towards an individual.	11/5/2021 4:26 PM
2	inappropriate jokes or ignorant comments made, but not directly to a visitor.	10/28/2021 2:22 PM
3	Coworker in question has since been let go.	10/28/2021 1:03 PM

## Q19 I have witnessed discrimination toward visitors at the Metroparks by other visitors

Answered: 136 Skipped: 0

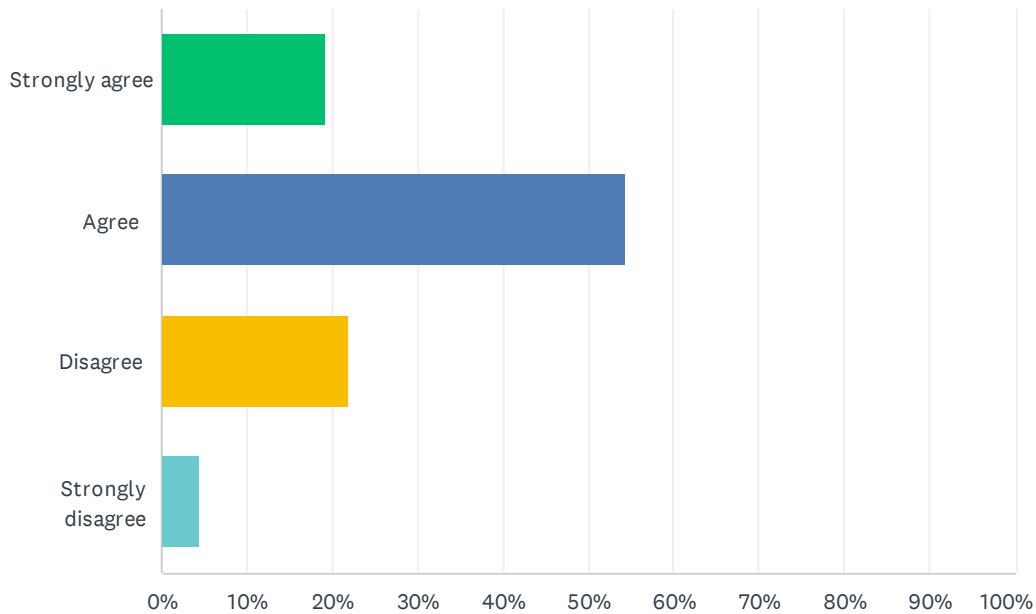


ANSWER CHOICES	RESPONSES
Yes	30.15% 41
No	70.59% 96
Total Respondents: 136	

#	COMMENT	DATE
1	In the past	11/10/2021 11:11 AM
2	Over past summer, Indian group was playing cultural/traditional ceremony music while other visitors complained to me and other coworker that music shouldn't be played in America. We refer complaint to appropriate park officers	11/10/2021 10:18 AM
3	racist remarks	11/10/2021 9:48 AM
4	discrimination against women golfers	11/10/2021 9:44 AM
5	In person no, but I did find the public response to our DEI announcement troubling.	11/5/2021 4:26 PM
6	we have trans volunteers that are not always treated fairly by other park visitors.	10/28/2021 2:00 PM

## Q20 I am encouraged to be myself at the Metroparks

Answered: 136 Skipped: 0

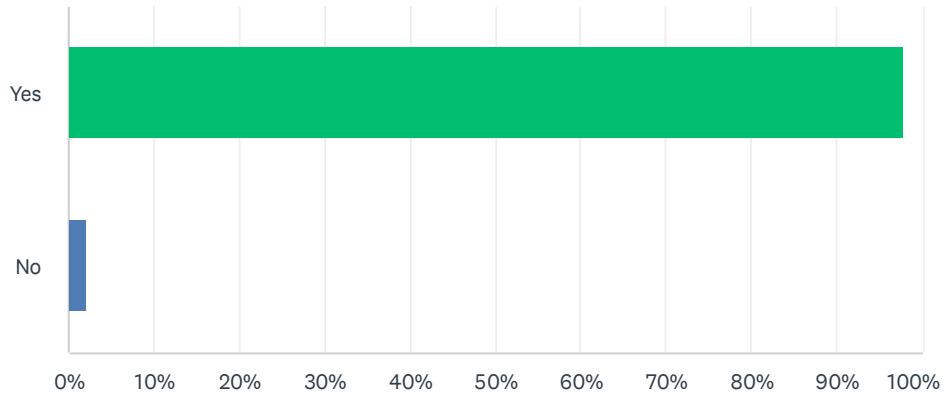


ANSWER CHOICES	RESPONSES
Strongly agree	19.12% 26
Agree	54.41% 74
Disagree	22.06% 30
Strongly disagree	4.41% 6
Total Respondents: 136	

#	COMMENT	DATE
1	I feel as though the Metroparks wants me to who they want me to be, rather than trusting i can conduct myself the way i was raised to so.	11/1/2021 7:45 AM
2	I have received encouragement from my part time peers, not my supervisors or full time staff. I think it's mostly because I don't often work side by side with the full timers; I don't think they're mean or anything.	10/30/2021 4:58 PM
3	I feel like I can be myself to an extent.	10/28/2021 2:00 PM
4	Fall in line and do as you are told.	10/26/2021 1:30 PM

## Q21 I have participated in diversity training at the Metroparks

Answered: 136 Skipped: 0

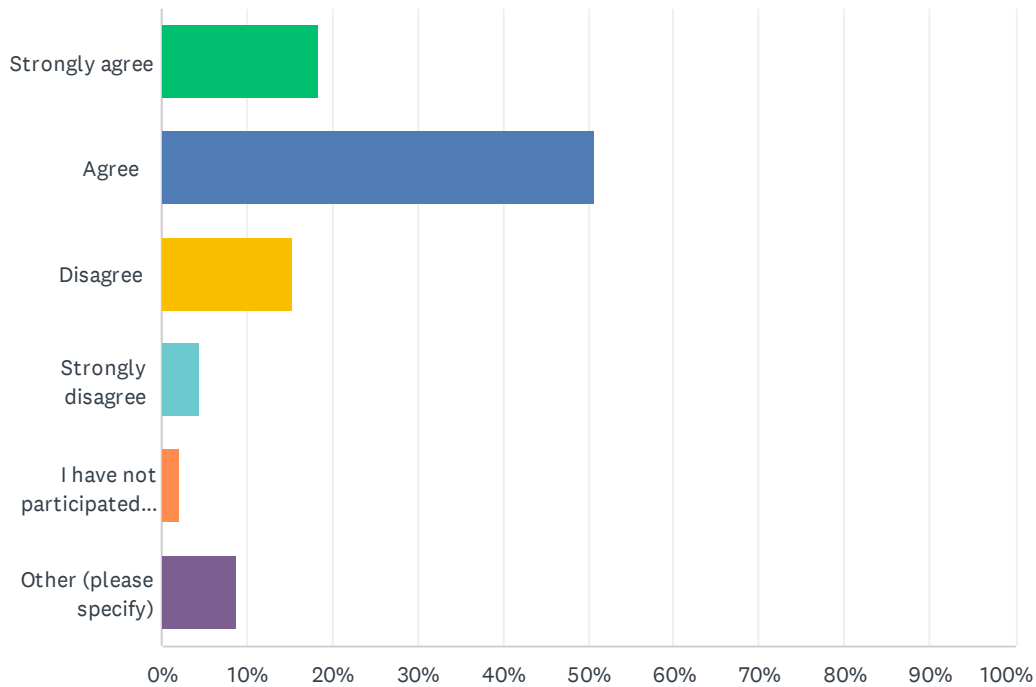


ANSWER CHOICES	RESPONSES
Yes	97.79% 133
No	2.21% 3
Total Respondents: 136	

#	COMMENT	DATE
1	This was both through training offered by HCMA and opportunities through other organizations I had the opportunity to participate in as part of my job here. Thank you!	11/5/2021 4:26 PM
2	Via LMS	10/28/2021 3:23 PM
3	More at another origination in a different position.	10/26/2021 1:30 PM
4	If you can call it that	10/25/2021 9:51 PM
5	I have only been employed in the Metroparks for about 2 months.	10/25/2021 1:19 PM
6	I haven't been to any in person training for this topic, but I believe I have taken some online training bias and cultural diversity training.	10/25/2021 8:41 AM

## Q22 I found diversity training useful for my work at the Metroparks

Answered: 136 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	18.38%	25
Agree	50.74%	69
Disagree	15.44%	21
Strongly disagree	4.41%	6
I have not participated in diversity training at the Metroparks	2.21%	3
Other (please specify)	8.82%	12
<b>TOTAL</b>		<b>136</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	Prior diversity programs from previous employment	11/10/2021 10:18 AM
2	There is a disconnect between the program and the park. A vast amount of money is being mismanaged on the speaker series, books, speakers, and an assistant for the DEI Chief. The DEI Chief outsources much of her work to her assistant and speakers that she hires to do her job. The DEI Chief worked from home and contributed little to nothing to the parks. She is held to no standards and there is no accountability.	11/5/2021 4:52 PM
3	It did not necessarily benefit my work.	11/3/2021 5:36 PM
4	I feel as though diversity training is centered more for the park system itself, Meaning it can be advertised that all employees have had training. Everyone i work with has never said or done anything in my opinion that would require training	11/1/2021 7:45 AM

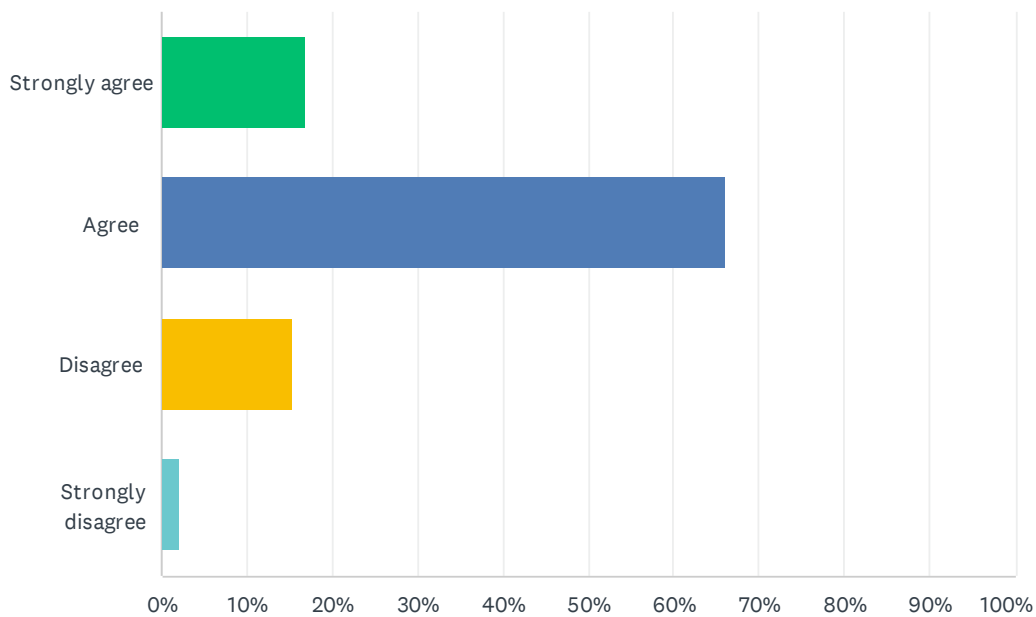


## 2021 Metroparks Climate Survey

5	Neither agree nor disagree	10/30/2021 12:54 PM
6	I have found it useful but I would love to have more trainings that involve tough topics and encourage people to face more of their prejudices and increase exposure/understanding.	10/28/2021 2:00 PM
7	Diversity training is important but did not teach me anything I don't already know	10/28/2021 1:03 PM
8	I find my former training effective and useful. I have only attended one (1) DEI training during my time with the Metroparks.	10/26/2021 1:30 PM
9	Neutral	10/26/2021 10:45 AM
10	neutral	10/26/2021 8:41 AM
11	I'd like to say yes, but overall I feel like this training should be done by someone outside of the organization who is an expert in this area. It should be diversity training overall too and not just race training, which seems to be all we talk about.	10/25/2021 8:28 AM
12	I feel with my position that it doesn't affect me either way. I do not meet with public, however, I am on the phone all day and the customers are all treated equally as I have done my full term here at the Metroparks.	10/25/2021 8:22 AM

## Q23 Metroparks leadership show DEI is important through their actions

Answered: 136 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	16.91% 23
Agree	66.18% 90
Disagree	15.44% 21
Strongly disagree	2.21% 3
Total Respondents: 136	

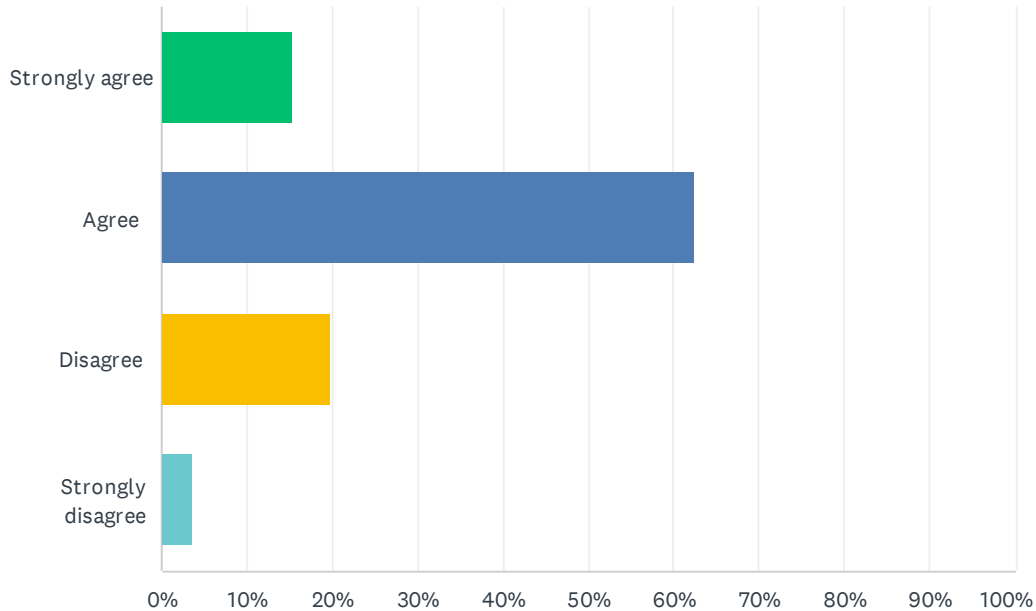
#	COMMENT	DATE
1	Being professional and personable should be exercised regardless (integrity)	11/10/2021 10:18 AM
2	HR could not handle the job so the DEI department was made. No other department's budget increased this vast amount and continued to have poor results.	11/5/2021 4:52 PM
3	I feel like it divides people.	11/3/2021 1:26 PM
4	...and by the amount of time and money that is expended for DEI programs.	11/1/2021 8:33 AM
5	See previous comment about wages. Without offering a livable wage the organization is not being inclusive toward its candidates.	10/30/2021 4:58 PM
6	They show its important by talking, though it appears as window dressing, virtue signaling, and focusing on less important metrics, and ignoring opinions and factors that they disagree with.	10/29/2021 12:06 PM
7	I think the metroparks are doing a great job at improving/educating through DEI but we still have a long way to go. We should be offering employees trainings or certifications for things like additional language skills, ASL or have interpreters available for hire.	10/28/2021 2:00 PM
8	Wouldn't know since I have no interaction with them	10/27/2021 6:31 AM

## 2021 Metroparks Climate Survey

9	The only action I have seen is the DEI series at the board meetings.	10/26/2021 1:30 PM
10	They show its important through the budget. They don't care if it works or not	10/25/2021 9:51 PM
11	Yes, some DEI is shown to be important through leadership's action but other practices that would support DEI have been over-looked.	10/25/2021 12:53 PM
12	I found a board members use of the word "ghetto" offensive during a board meeting. I think he needs to educate himself on diversity, equity and inclusion.	10/25/2021 12:25 PM

## Q24 One benefit of working at the Metroparks is the exposure to racial/ethnic diversity

Answered: 136 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	15.44%	21
Agree	62.50%	85
Disagree	19.85%	27
Strongly disagree	3.68%	5
Total Respondents: 136		

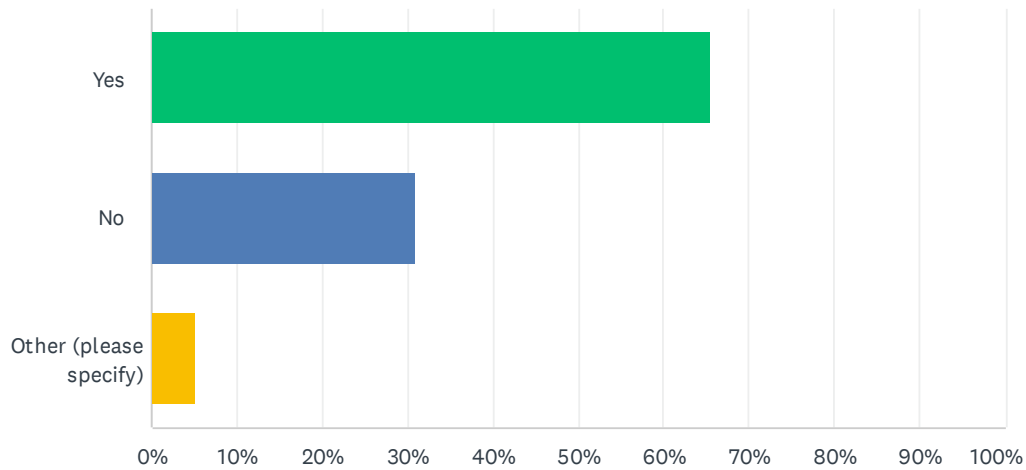
#	COMMENT	DATE
1	Never thought of it one way or the other, as far as exposure	11/10/2021 11:11 AM
2	The Metroparks could be more diverse.	11/8/2021 11:11 AM
3	I do agree that exposure to diversity is a benefit, I just feel I am unfortunately not exposed to much diversity here.	11/5/2021 4:26 PM
4	? Don't feel the answers reflect what I feel, so I have to answer	11/3/2021 8:45 AM
5	I have been impressed with how many different cultures I am starting to see in the parks!	11/1/2021 10:17 AM
6	Racial diversity of visitors, not staff.	10/30/2021 4:58 PM
7	There is very little diversity to be exposed to. Our leadership has an extremely narrow perception and definition of diversity, and chooses to celebrate, highlight, and promote - only the types of diversity that they value.	10/29/2021 12:06 PM
8	I agree that we do have diverse visitors but I wouldn't say there is much exposure as far as interacting with the visitors, and the staff for the Metroparks are not very diverse either so not	10/28/2021 2:00 PM

## 2021 Metroparks Climate Survey

	much exposure there as well.	
9	Racial and ethnic diversity really does not exist in our park.	10/26/2021 6:06 PM
10	There isn't much diversity in the area where I work.	10/26/2021 9:59 AM
11	Every type of person frequents the metroparks. Gives me experience with other cultures I would never have otherwise.	10/26/2021 8:30 AM
12	We have a ways to go on this.	10/25/2021 12:53 PM
13	Most park users are middle to upper white middle class.	10/25/2021 11:03 AM
14	The Metroparks staff I encounter are not racially or ethnically diverse- the visitors are, and that is a benefit	10/25/2021 8:43 AM
15	We have people of all cultures and backgrounds at the parks and I have actually learned things about specific cultures from some visitors since I have been working here.	10/25/2021 8:41 AM
16	I feel racial/ethnic diversity was never an issue at the Metroparks.	10/25/2021 8:22 AM
17	I dont feel these options can be used to answer this question as it is written.	10/25/2021 8:12 AM

## Q25 My friends are racially diverse

Answered: 136 Skipped: 0

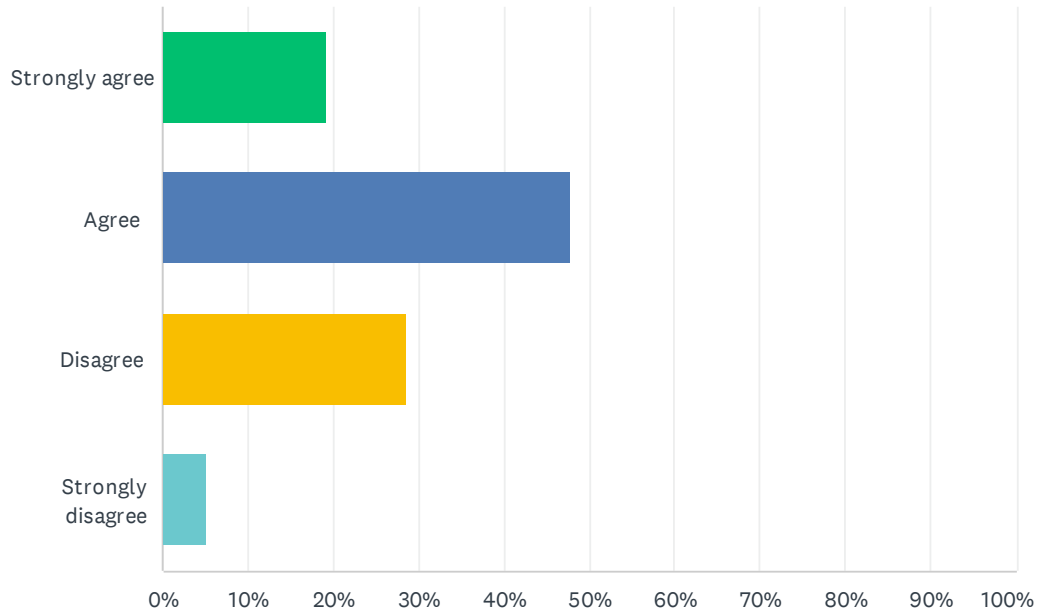


ANSWER CHOICES	RESPONSES	
Yes	65.44%	89
No	30.88%	42
Other (please specify)	5.15%	7
Total Respondents: 136		

#	OTHER (PLEASE SPECIFY)	DATE
1	Family is	11/10/2021 11:11 AM
2	They are diverse in other ways but race is one of them	11/3/2021 8:45 AM
3	This question seems inappropriate	10/28/2021 3:23 PM
4	Several diverse acquaintances I am really interested in learning more about.	10/27/2021 3:34 PM
5	honestly not really	10/26/2021 8:54 PM
6	Somewhat, could be more.	10/25/2021 12:13 PM
7	My friends group is made up of individuals with common goals, interests, and experiences.	10/25/2021 8:12 AM

## Q26 I believe I personally benefit from diversity and inclusion efforts at the Metroparks

Answered: 136 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	19.12%	26
Agree	47.79%	65
Disagree	28.68%	39
Strongly disagree	5.15%	7
Total Respondents: 136		

#	COMMENT	DATE
1	Character matters	11/10/2021 10:18 AM
2	Some what, don't reflect what I feel	11/3/2021 8:45 AM
3	But I think the training is important.	10/30/2021 4:58 PM
4	Everyone benefits from increased DEI, though I think that the current program is too narrow, focused on "looking good" to the board and public, and is not actually driving systematic, meaningful, and productive change.	10/29/2021 12:06 PM
5	Not that the training wasn't useful, the training is stuff I was already aware of.	10/28/2021 3:23 PM
6	I'm not sure whether I agree or disagree with this statement. The personal benefits seem minimal and I also see potential harm. The amount being spent on DEI seems proportionally too high.	10/26/2021 9:59 AM
7	Everyone should benefit from it. Some refuse to accept the education since they are stuck with old beliefs or values.	10/26/2021 8:30 AM

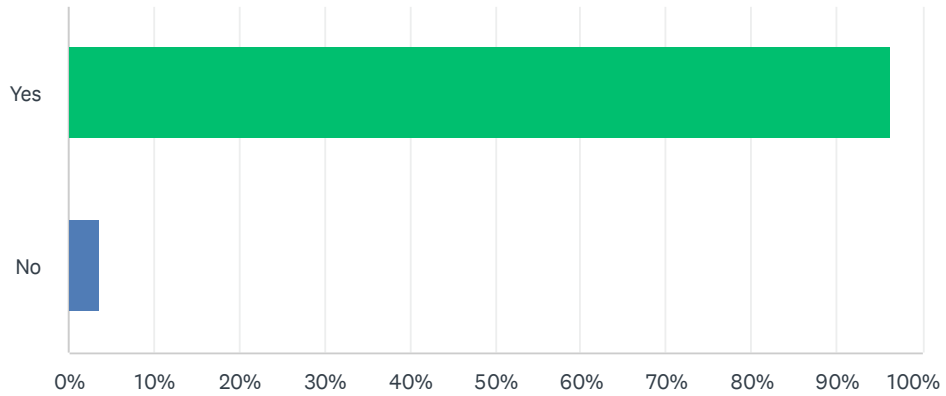


## 2021 Metroparks Climate Survey

8	I'm not the right color	10/25/2021 9:51 PM
9	I'm marking AGREE because of the DEI training I've received. I'm marking DISAGREE because I think resources put into some DEI efforts have been at the cost of other valuable investments and have not produced results to justify the expense.	10/25/2021 12:53 PM

## Q27 I am familiar with the Metroparks' non-discrimination policy

Answered: 136 Skipped: 0

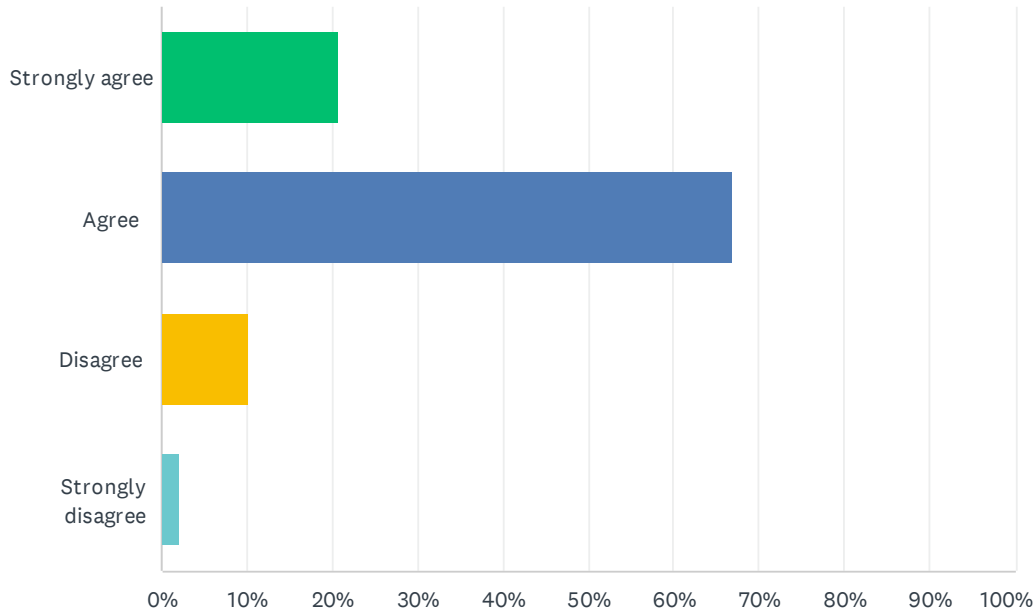


ANSWER CHOICES	RESPONSES
Yes	96.32% 131
No	3.68% 5
Total Respondents: 136	

#	COMMENT	DATE
1	Apparently nobody else is	10/25/2021 9:51 PM

## Q28 I know the procedure for reporting issues of discrimination and/or harassment at work

Answered: 136 Skipped: 0

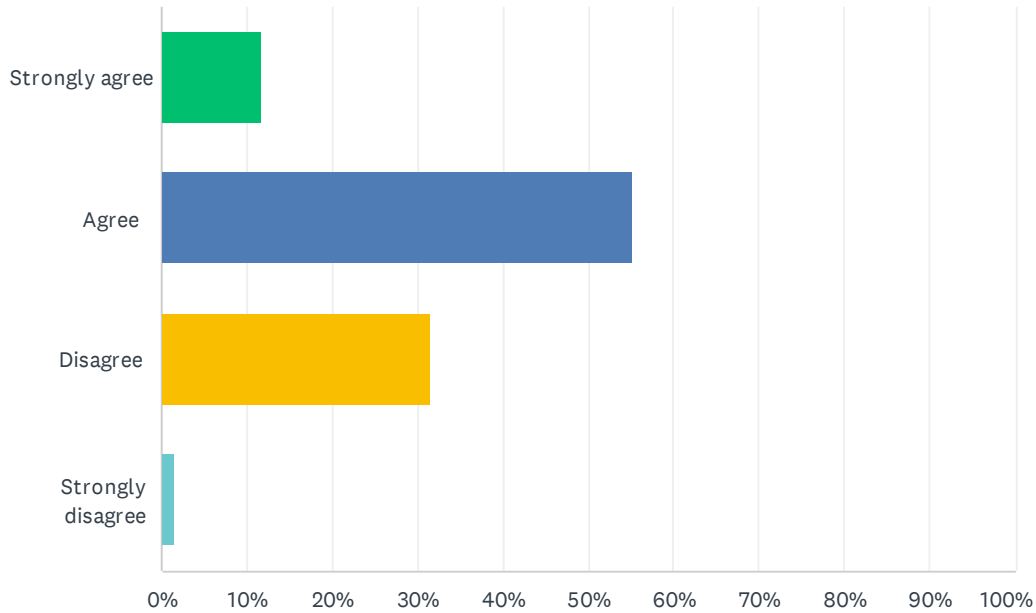


ANSWER CHOICES	RESPONSES	
Strongly agree	20.59%	28
Agree	66.91%	91
Disagree	10.29%	14
Strongly disagree	2.21%	3
Total Respondents: 136		

#	COMMENT	DATE
1	I would have to first contact my supervisor, which may actually be the first step anyways.	11/5/2021 4:26 PM
2	I tried, but feel ignored after the fact. No progress or resolve in my and others situations.	11/3/2021 9:01 AM
3	Probably need a refresher	10/26/2021 6:06 PM

## Q29 I am familiar with my department/area/district's process for sending information to and receiving feedback from customers

Answered: 136 Skipped: 0

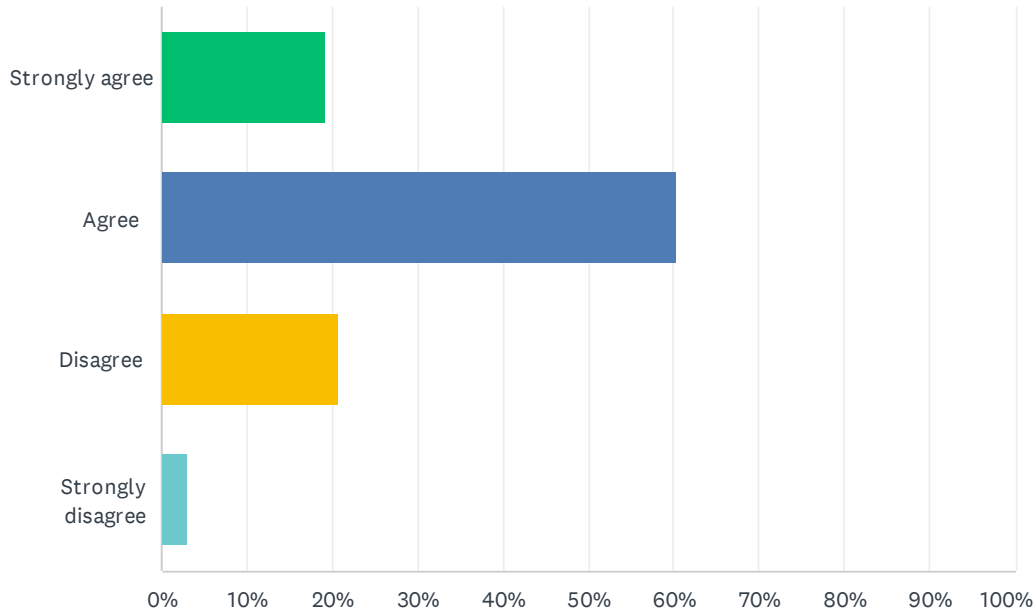


ANSWER CHOICES	RESPONSES
Strongly agree	11.76% 16
Agree	55.15% 75
Disagree	31.62% 43
Strongly disagree	1.47% 2
Total Respondents: 136	

#	COMMENT	DATE
1	from time to time we have visitor comments or complaints that I'm not sure where to submit that information	10/28/2021 2:00 PM
2	Unsure.	10/26/2021 6:06 PM

## Q30 I trust Metroparks Leadership to lead the organization in a positive direction

Answered: 136 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	19.12% 26
Agree	60.29% 82
Disagree	20.59% 28
Strongly disagree	2.94% 4
Total Respondents: 136	

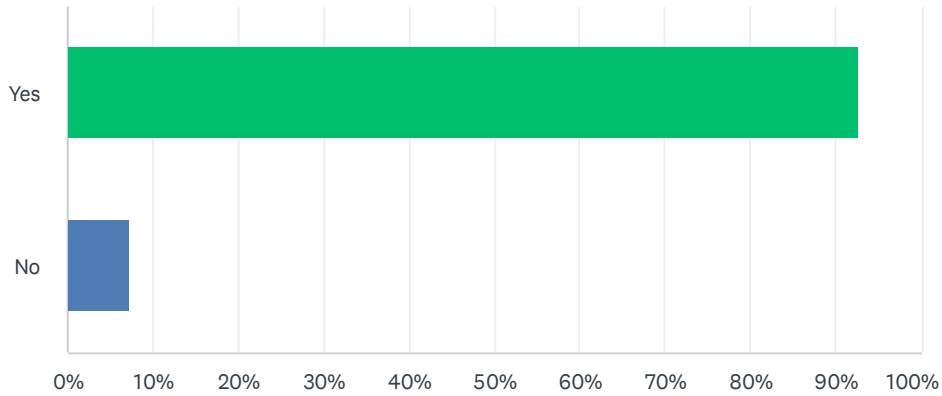
#	COMMENT	DATE
1	I see you are trying. But the resistance to it is more deeply rooted than you think.	11/12/2021 7:53 AM
2	like to say agree, but questionable-jury still out	11/10/2021 11:11 AM
3	not always	11/10/2021 9:31 AM
4	Employees are just bodies filling spots. There is no room to grow in the parks.	11/5/2021 4:52 PM
5	Leadership is at an all time low based on my experiences and discussions with coworkers	11/4/2021 12:28 PM
6	Our organization has always been top heavy, and is just as or more top heavy than past leadership structures. Decisions made at the top level reflect more of an authoritarian "What I say goes" structure than a cooperative and collaborative framework.	10/29/2021 12:06 PM
7	I feel that we are moving in a positive direction but always room for more input from staff other than the administrators	10/28/2021 2:00 PM
8	I think the best days ahead are infinite. As the Amazon commercial says "everyday better."	10/26/2021 6:06 PM
9	This pains me to say, but honestly George Fifer was better. Let that sink in for a minute. At	10/25/2021 9:51 PM

## 2021 Metroparks Climate Survey

	least he was a monster regardless of race	
10	I have to go with a neutral on this. I know the intention is very, very good but the use of resources gives me pause.	10/25/2021 12:53 PM
11	It is a great improvement from the last Leadership, however it may take a little more time before complete trust is acquired.	10/25/2021 8:54 AM

### Q31 I know how to report inappropriate behavior by my supervisor or my co-worker

Answered: 136 Skipped: 0

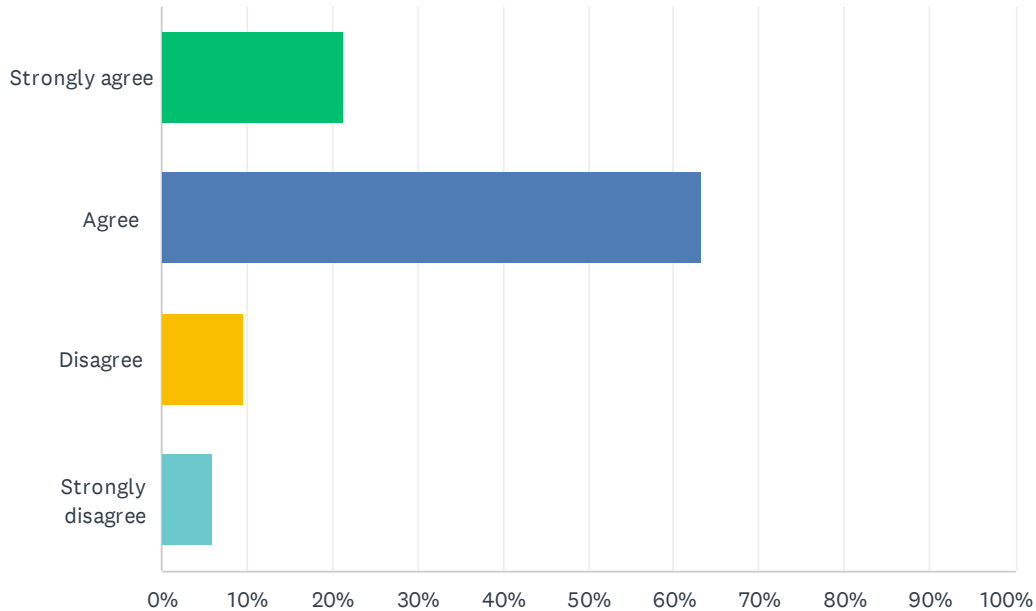


ANSWER CHOICES	RESPONSES
Yes	92.65% 126
No	7.35% 10
Total Respondents: 136	

#	COMMENT	DATE
1	I'm assuming this would be by reaching out to the chief of my department in the case of a supervisor acting inappropriately, but if I'm wrong please change my response to a "no".	11/5/2021 4:26 PM
2	The process is flawed.	11/3/2021 9:01 AM

## Q32 Men and Women have equal opportunities for advancement at the Metroparks

Answered: 136 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	21.32% 29
Agree	63.24% 86
Disagree	9.56% 13
Strongly disagree	5.88% 8
Total Respondents: 136	

#	COMMENT	DATE
1	I do not feel gender is an issue as much as the "cool kids club" mentality that is oh so ever-present.	11/12/2021 7:53 AM
2	I feel though it has been made pretty clear to men and women alike that opportunities for advancement in the park do not really exist. This has changed from how everyone felt 6 years ago.	11/1/2021 7:45 AM
3	Absolutely not!	10/29/2021 4:52 PM
4	Most of our leaders in the Metroparks are women, so I feel like any inequity we had in the past has been remedied. However, espousing positions like "We need a more diverse Metroparks" without explaining the definition of diversity, explaining the rationale of the program and how we are going to achieve that end, will ultimately result in the continued opposition of the Metroparks staff labelled as part of the "status quo." There has been little effort to create buy-in of the program authority wide, and has been sold as a "our way or the highway" effort, which is sure to create dissent and sabotage of the programs goals - Which again are positive and good for the Metroparks. I would prefer to see more of a MLK approach.	10/29/2021 12:06 PM

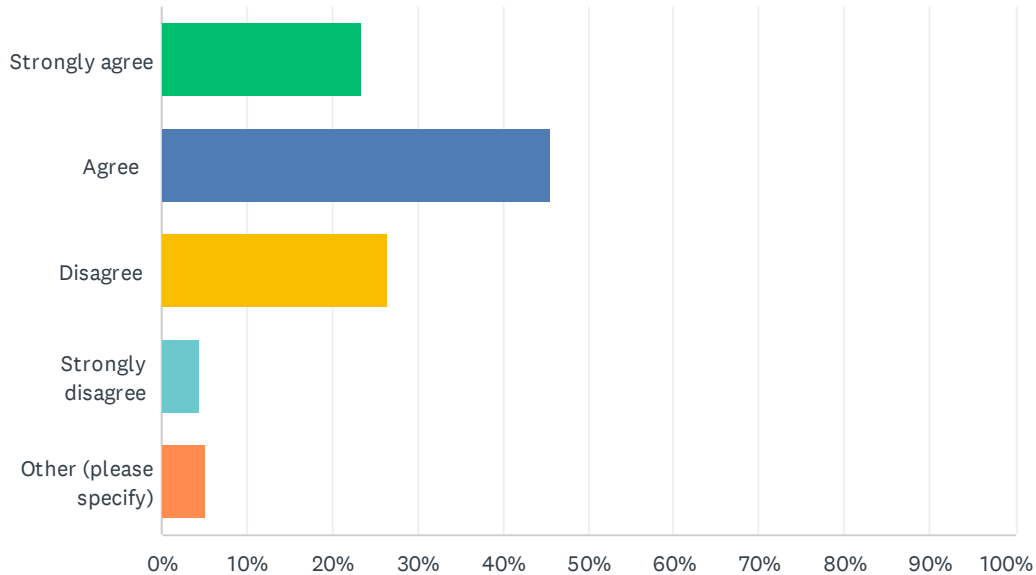


## 2021 Metroparks Climate Survey

5	I have yet to see anyone advance at HCMA	10/26/2021 10:45 AM
6	This may be true in some areas of the Metroparks, i.e. Interpretive Department, but it is very difficult for women to advance in operations due to the overwhelming numbers of men who have had an opportunity to gain experience in those areas over the course of many years.	10/25/2021 9:25 AM
7	Men have no chance	10/25/2021 8:58 AM

### Q33 I feel more connected to my specific park/department/ area/district than I do the Metroparks as a whole

Answered: 136 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	23.53%	32
Agree	45.59%	62
Disagree	26.47%	36
Strongly disagree	4.41%	6
Other (please specify)	5.15%	7
Total Respondents: 136		

#	OTHER (PLEASE SPECIFY)	DATE
1	I do feel more connected to my park, but I do also feel very connected/included in the rest of the system. After having worked in other park systems as well, I think we actually do a pretty good job making everyone feel linked to the system, not just their immediate posting.	11/5/2021 4:26 PM
2	I feel "more" connected to my department, but I do feel connected to the Metroparks.	10/29/2021 8:23 AM
3	I feel the districts can and do work together well at times, but there is a disconnect somewhere even within the same departments in each district. I do believe each park should have its own individual personality because they all offer different habitats and facilities, but sometimes it feels as if certain parks/districts are held higher than others. That is felt/shown through marketing, lack of communication and involvement.	10/28/2021 2:22 PM
4	Neutral	10/26/2021 10:45 AM
5	I believe that the Metroparks are coming back as a family.	10/25/2021 8:54 AM
6	I work in the southern district, I was able to work some of the firework event this year at other parks. I hope to work more events at those parks in the future to become comfortable and	10/25/2021 8:41 AM

## 2021 Metroparks Climate Survey

familiar with those locations.

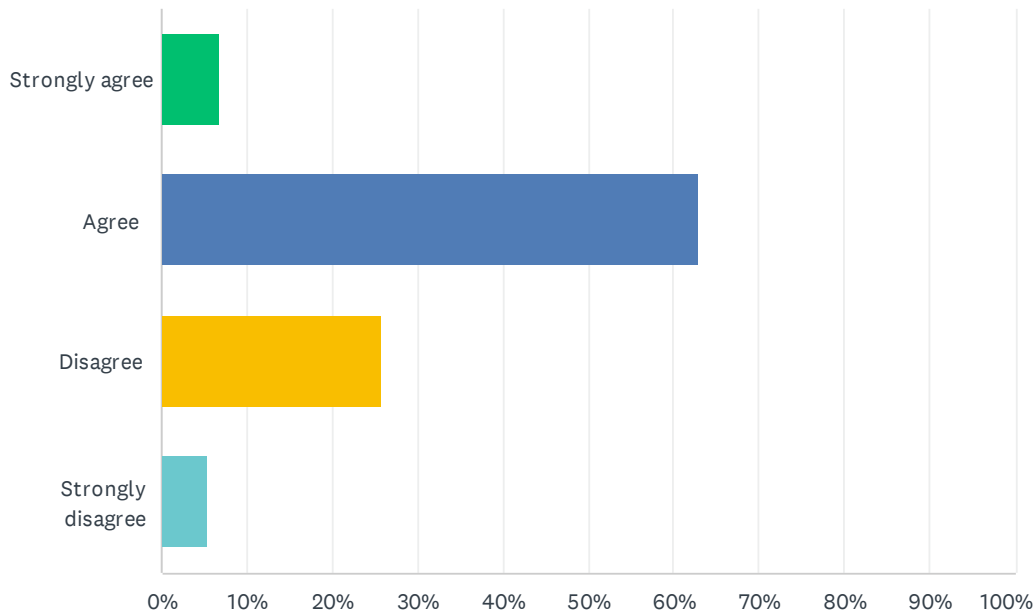
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7	This would have to fall true for all employees - the location you are working at is where you should be more connected - you are with these employees more	10/25/2021 8:22 AM
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## Q34 I know the direction the organization is heading

Answered: 132 Skipped: 4

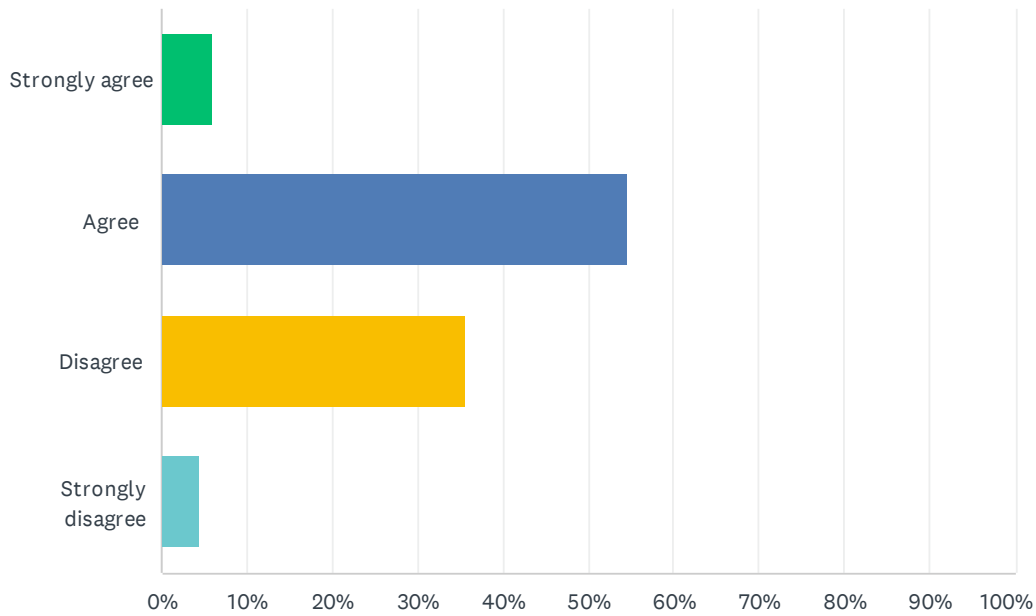


ANSWER CHOICES	RESPONSES
Strongly agree	6.82% 9
Agree	62.88% 83
Disagree	25.76% 34
Strongly disagree	5.30% 7
Total Respondents: 132	

#	COMMENT	DATE
1	I fear it's heading in the wrong direction	11/4/2021 4:04 PM
2	The organization has been jerked in a different direction by each administration, which takes time to recalibrate and recover from, before progress can again be made. We are currently in that recalibrating phase.	10/29/2021 12:08 PM
3	It's not a good one	10/25/2021 9:54 PM

### Q35 I know the organizational goals for the Metroparks

Answered: 132 Skipped: 4

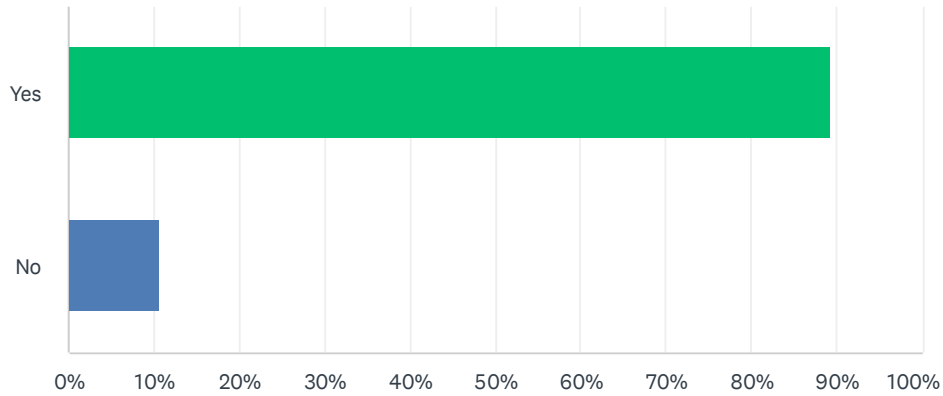


ANSWER CHOICES	RESPONSES
Strongly agree	6.06% 8
Agree	54.55% 72
Disagree	35.61% 47
Strongly disagree	4.55% 6
Total Respondents: 132	

#	COMMENT	DATE
1	I have only been working at the Metroparks for about 2 months.	10/25/2021 1:21 PM

### Q36 If I were the victim of discrimination or harassment at work, I know the reporting process

Answered: 132 Skipped: 4

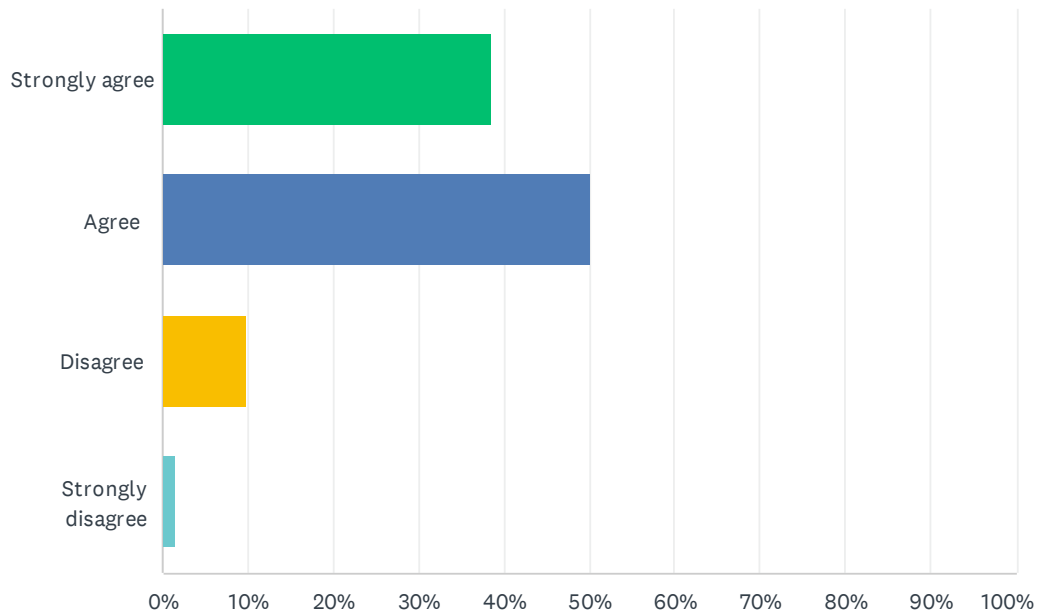


ANSWER CHOICES	RESPONSES
Yes	89.39% 118
No	10.61% 14
Total Respondents: 132	

#	COMMENT	DATE
1	Still does not mean I would	11/12/2021 7:54 AM
2	A better question might be; "If I were the victim of discrimination or harassment at work, I feel safe reporting it"	10/28/2021 3:27 PM
3	I know the reporting process, but I have experienced that the process doesn't work.	10/28/2021 8:47 AM

### Q37 I believe the Metroparks is a great place for a first job

Answered: 132 Skipped: 4

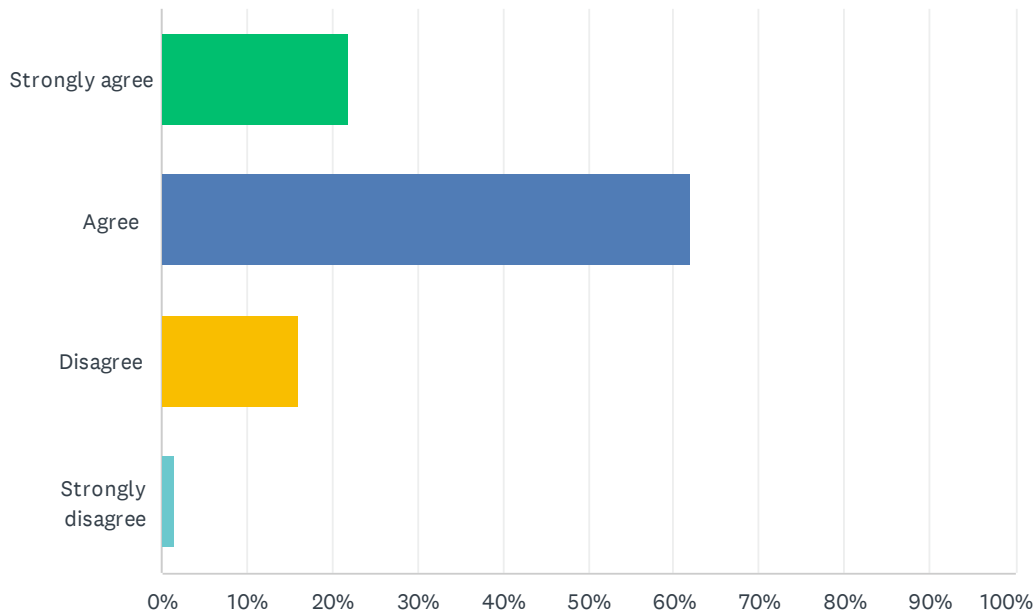


ANSWER CHOICES	RESPONSES
Strongly agree	38.64% 51
Agree	50.00% 66
Disagree	9.85% 13
Strongly disagree	1.52% 2
Total Respondents: 132	

#	COMMENT	DATE
1	Not sure about this question. Jobs are jobs.	11/3/2021 8:58 AM
2	First job, but not a career. Not much room for advancement nor options for pay increases.	10/30/2021 5:01 PM
3	no comment, not applicable to my area.	10/28/2021 2:52 PM
4	Not anymore. The metroparks do not care about their employees, and that's regardless of race	10/25/2021 9:54 PM
5	I cannot strongly agree to this because I have not seen how people are treated and trained on the first day. I think there could be more time spent with a new employee for an orientation, not filling out paperwork, but an actual job orientation.	10/25/2021 12:19 PM

### Q38 I believe the Metroparks is a healthy place to work

Answered: 132 Skipped: 4



ANSWER CHOICES	RESPONSES
Strongly agree	21.97% 29
Agree	62.12% 82
Disagree	15.91% 21
Strongly disagree	1.52% 2
Total Respondents: 132	

#	COMMENT	DATE
1	Safety is still an issue.	11/10/2021 9:17 AM
2	I think there have been a lot of changes in the last few years that have made it a healthy place to work. Prior to that I would hesitate to say the same.	11/5/2021 4:32 PM
3	It was when I started in 2007, then it wasn't for quite a while. I believe it is, again. I'm proud again to be a Metropark employee.	11/5/2021 2:31 PM
4	There are still issues within the culture that need to be improved to make this a mentally healthy place to work. Physically I think the work matches the job descriptions, but there could be more done to improve work environments.	11/3/2021 9:06 AM
5	In some departments.	11/3/2021 9:03 AM
6	For part time people, we are constantly expected to change our schedules last minute, stay and work longer hours and try to catch up on everything, even when we have limited hours or other known priorities. Lack of communication, blaming others, and forgetfulness leads to a very frustrating and stressful environment.	11/2/2021 8:33 AM
7	It depends. I'm in a healthy place now, but was not in the past and that area has not changed. I needed to move because the Metroparks was not doing anything about the known problem and	10/28/2021 1:45 PM

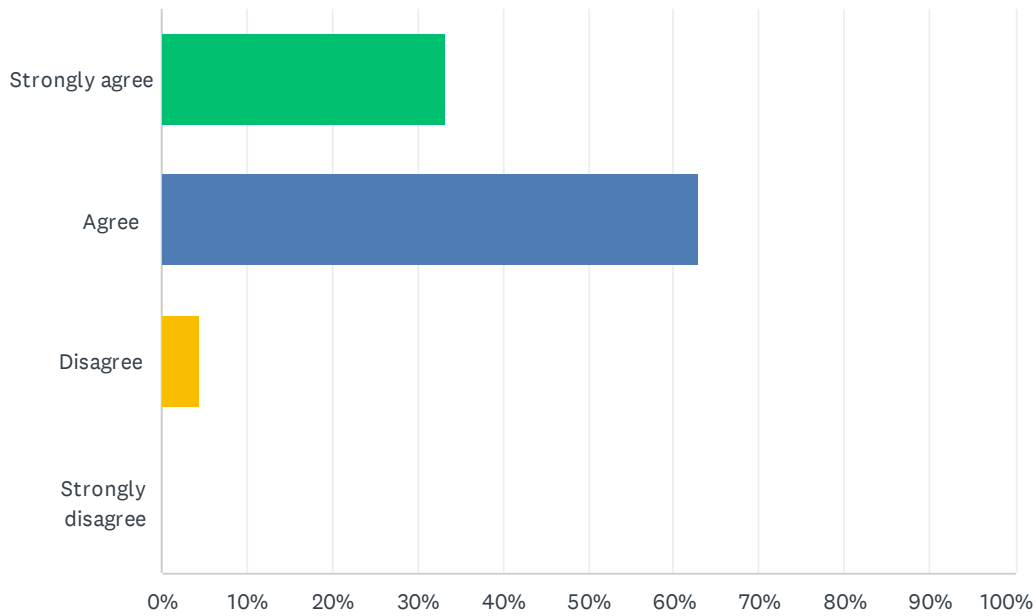


## 2021 Metroparks Climate Survey

	they still have not. Because I did something about it, I'm in a healthy place.	
8	Overall yes. In my specific position, with my specific supervisor - no.	10/28/2021 8:47 AM
9	For the most part the working climate is healthy. There is too much gossip that in some cases needs to be addressed by department heads.	10/25/2021 12:19 PM

### Q39 I see change as a necessary part of a healthy organization

Answered: 132 Skipped: 4

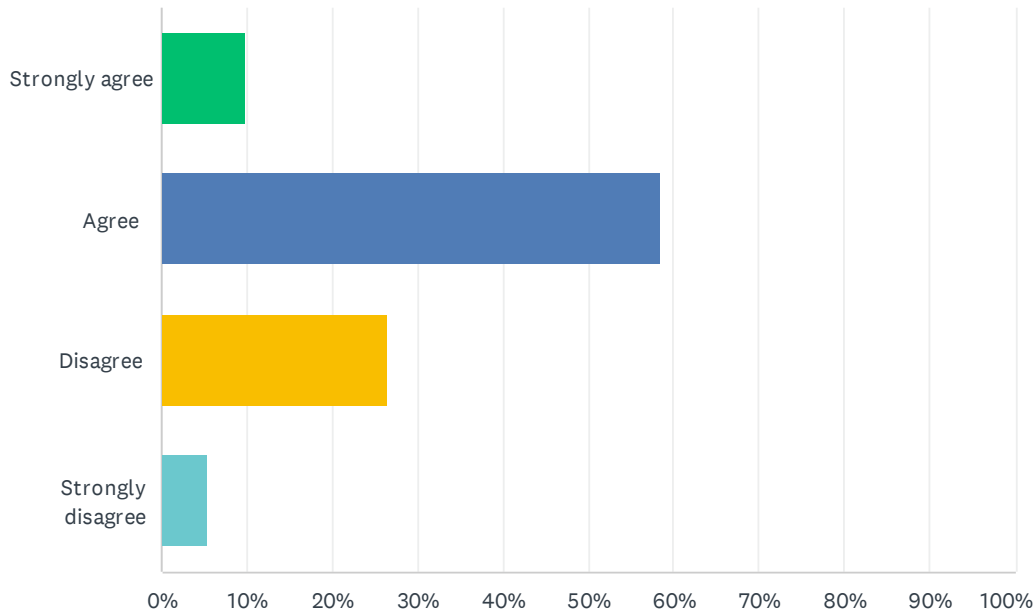


ANSWER CHOICES	RESPONSES	
Strongly agree	33.33%	44
Agree	62.88%	83
Disagree	4.55%	6
Strongly disagree	0.00%	0
Total Respondents: 132		

#	COMMENT	DATE
1	Depends on what you mean as change!	11/10/2021 11:12 AM
2	change promotes growth	11/10/2021 9:32 AM
3	Change is necessary when something is wrong.	11/5/2021 4:57 PM
4	If the change makes since, or things have happened in the past to warrant change.	11/1/2021 7:48 AM
5	Positive Change is good.	10/25/2021 8:56 AM

### Q40 I know where to find resources, within my park, area or department, to assist visitors who have a physical disability. (ex. wheelchair users, hearing impairment, etc.)

Answered: 132 Skipped: 4

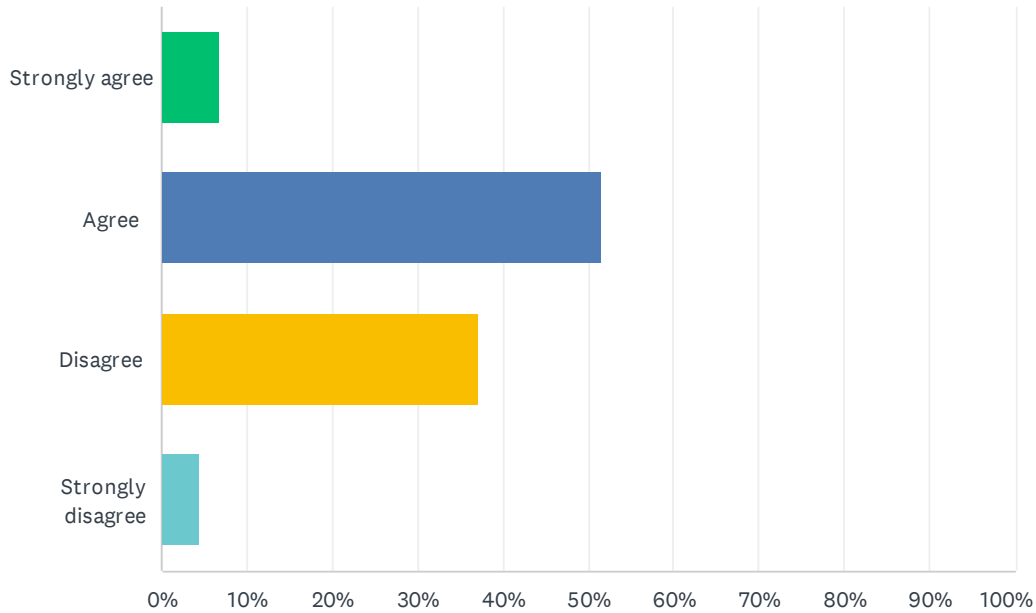


ANSWER CHOICES	RESPONSES
Strongly agree	9.85% 13
Agree	58.33% 77
Disagree	26.52% 35
Strongly disagree	5.30% 7
Total Respondents: 132	

#	COMMENT	DATE
1	I don't know where to find all these things	11/10/2021 9:32 AM
2	Beyond directing them towards ADA trails, or offering to have a park employee drive them around on a golf cart, I didn't think we had any other resources.	11/5/2021 4:32 PM
3	I was asked for a wheelchair recently and did not have easy or good answers.	11/3/2021 9:06 AM
4	AO Employee	10/28/2021 2:52 PM
5	Agree, but additional resources are needed	10/27/2021 1:32 PM
6	I actually do not know the proper procedure for this. I would start by asking the park office.	10/25/2021 8:44 AM
7	not for hearing	10/25/2021 8:29 AM

Q41 I know where to find resources, within my park, area or department, to assist visitors who have a cognitive impairment. (ex. Autism, ADD, etc.)

Answered: 132 Skipped: 4

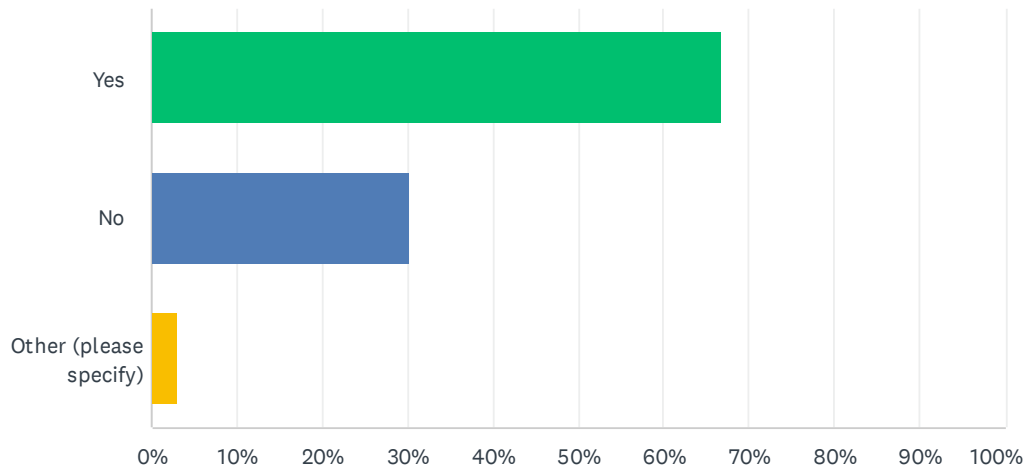


ANSWER CHOICES	RESPONSES
Strongly agree	6.82% 9
Agree	51.52% 68
Disagree	37.12% 49
Strongly disagree	4.55% 6
Total Respondents: 132	

#	COMMENT	DATE
1	AO Employee	10/28/2021 2:52 PM
2	I actually do not know the proper procedure for this. I would start by asking the park office.	10/25/2021 8:44 AM

### Q42 I have participated in a virtual DEI Conversation (ex. Capitol Riot, Microaggressions, Critical Race Theory)

Answered: 132 Skipped: 4

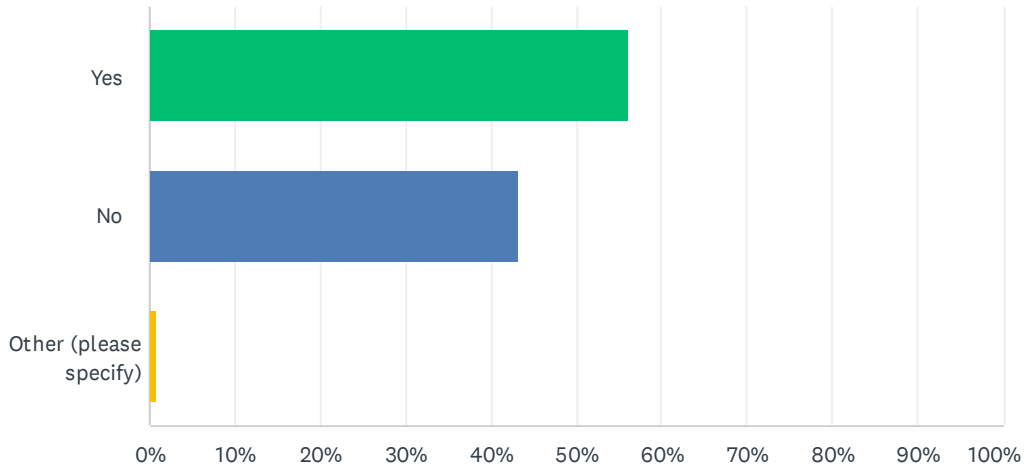


ANSWER CHOICES	RESPONSES	
Yes	66.67%	88
No	30.30%	40
Other (please specify)	3.03%	4
<b>TOTAL</b>		<b>132</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	The whole thing is hypocritical and one sided. The DEI Chief encouraged looting in an email to all employees stating that it's okay as long as you're upset because "buildings can be replaced". This looting or rioting went on for days/weeks/months. During the evening of when the capitol was stormed, all parks were closed early! Any and all violence and looting is wrong. This act showed the true colors of the metroparks leadership.	11/5/2021 4:57 PM
2	What does the capital riot have to do with diversity?	10/29/2021 4:54 PM
3	This is where I started to feel unsafe at work	10/25/2021 9:54 PM
4	I don't think there has been one of these since I have been working here, if there was I did not know about it unfortunately.	10/25/2021 8:44 AM

### Q43 I have watched a DEI Speaker Series event (Heather McGhee, Dr. Elizabeth Perry, Angelou Ezeilo and Kristine Stratton)

Answered: 132 Skipped: 4

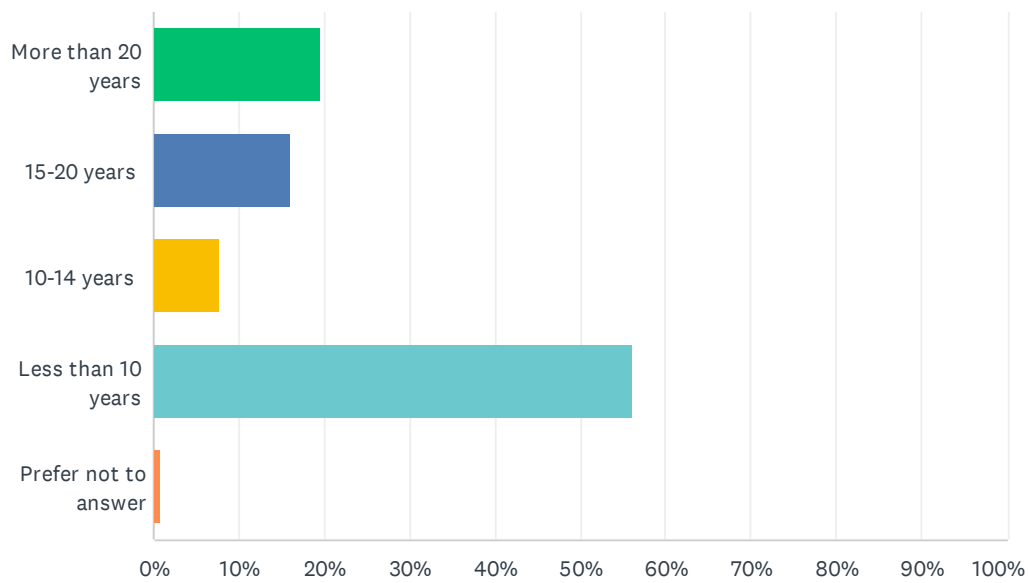


ANSWER CHOICES	RESPONSES
Yes	56.06% 74
No	43.18% 57
Other (please specify)	0.76% 1
<b>TOTAL</b>	<b>132</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	I don't think there has been one of these since I have been working here, if there was I did not know about it unfortunately.	10/25/2021 8:44 AM

## Q44 What is your length of employment with the Metroparks

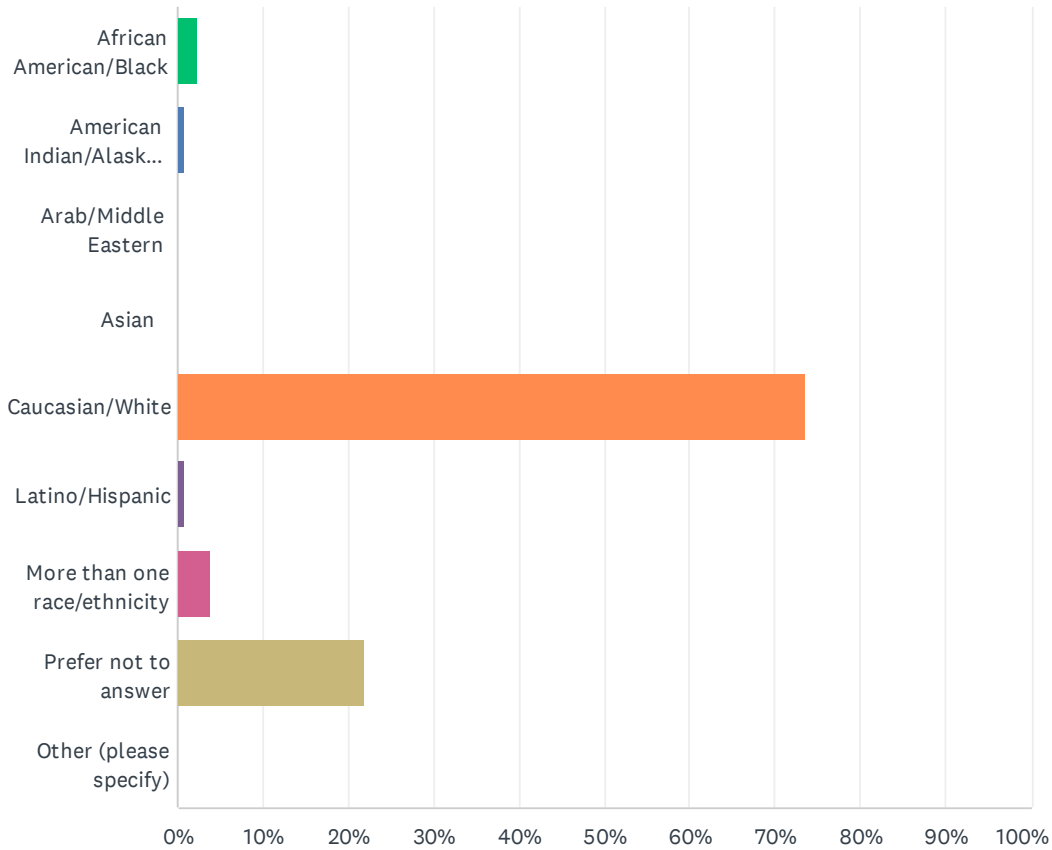
Answered: 132 Skipped: 4



ANSWER CHOICES	RESPONSES	
More than 20 years	19.70%	26
15-20 years	15.91%	21
10-14 years	7.58%	10
Less than 10 years	56.06%	74
Prefer not to answer	0.76%	1
Total Respondents: 132		

### Q45 My race or ethnicity is...

Answered: 132 Skipped: 4



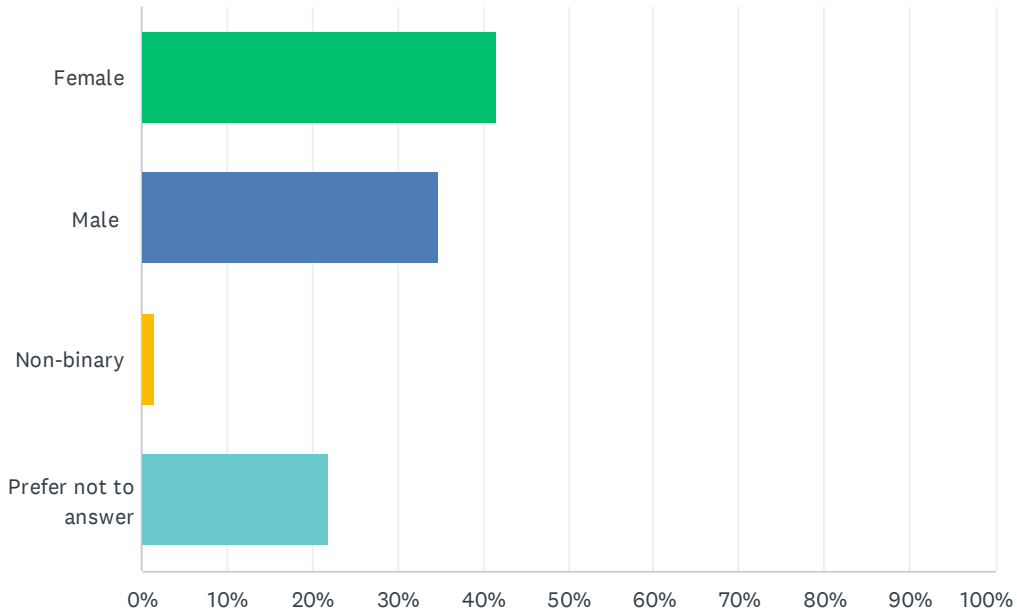
ANSWER CHOICES	RESPONSES	
African American/Black	2.27%	3
American Indian/Alaskan Native/Pacific Islander	0.76%	1
Arab/Middle Eastern	0.00%	0
Asian	0.00%	0
Caucasian/White	73.48%	97
Latino/Hispanic	0.76%	1
More than one race/ethnicity	3.79%	5
Prefer not to answer	21.97%	29
Other (please specify)	0.00%	0
Total Respondents: 132		

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	



## Q46 What is your gender?

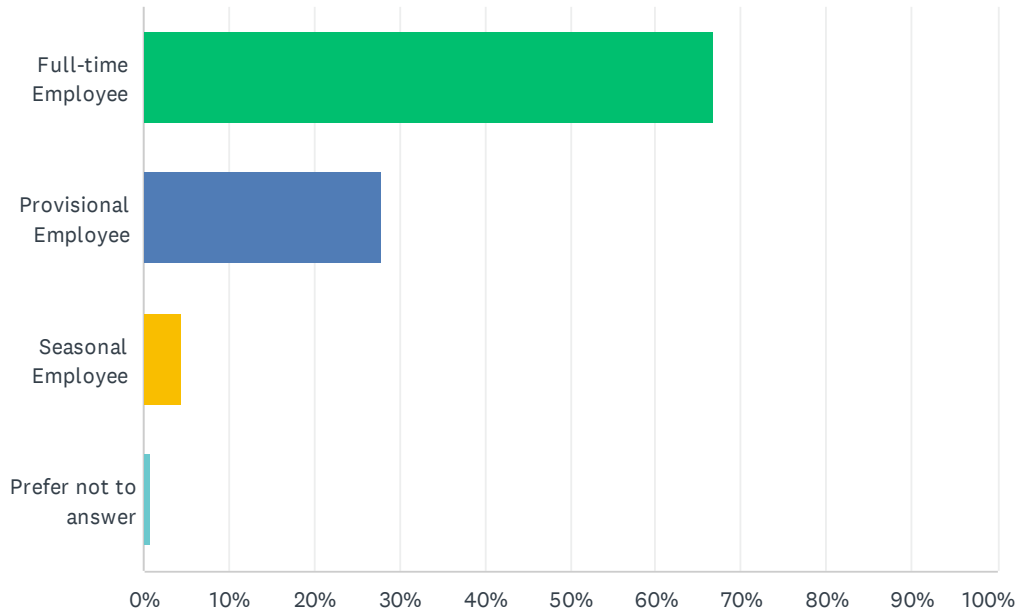
Answered: 132 Skipped: 4



ANSWER CHOICES	RESPONSES	
Female	41.67%	55
Male	34.85%	46
Non-binary	1.52%	2
Prefer not to answer	21.97%	29
Total Respondents: 132		

### Q47 I am a Metroparks...

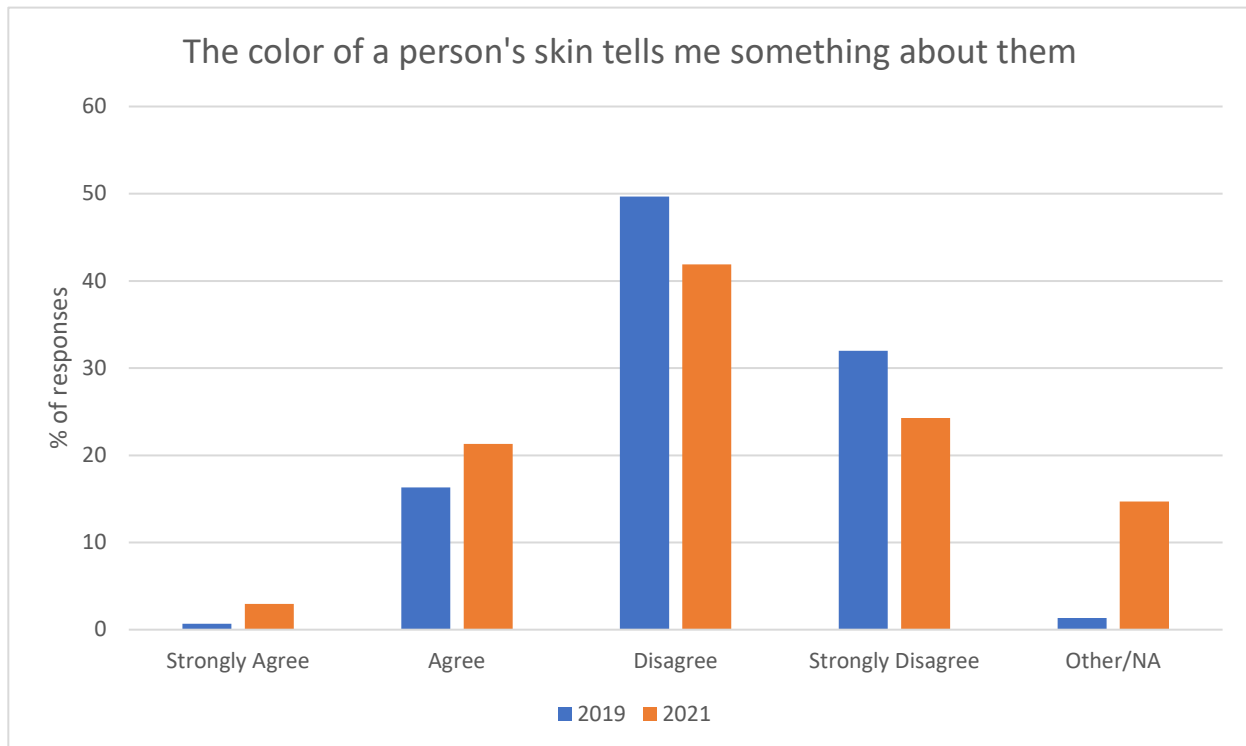
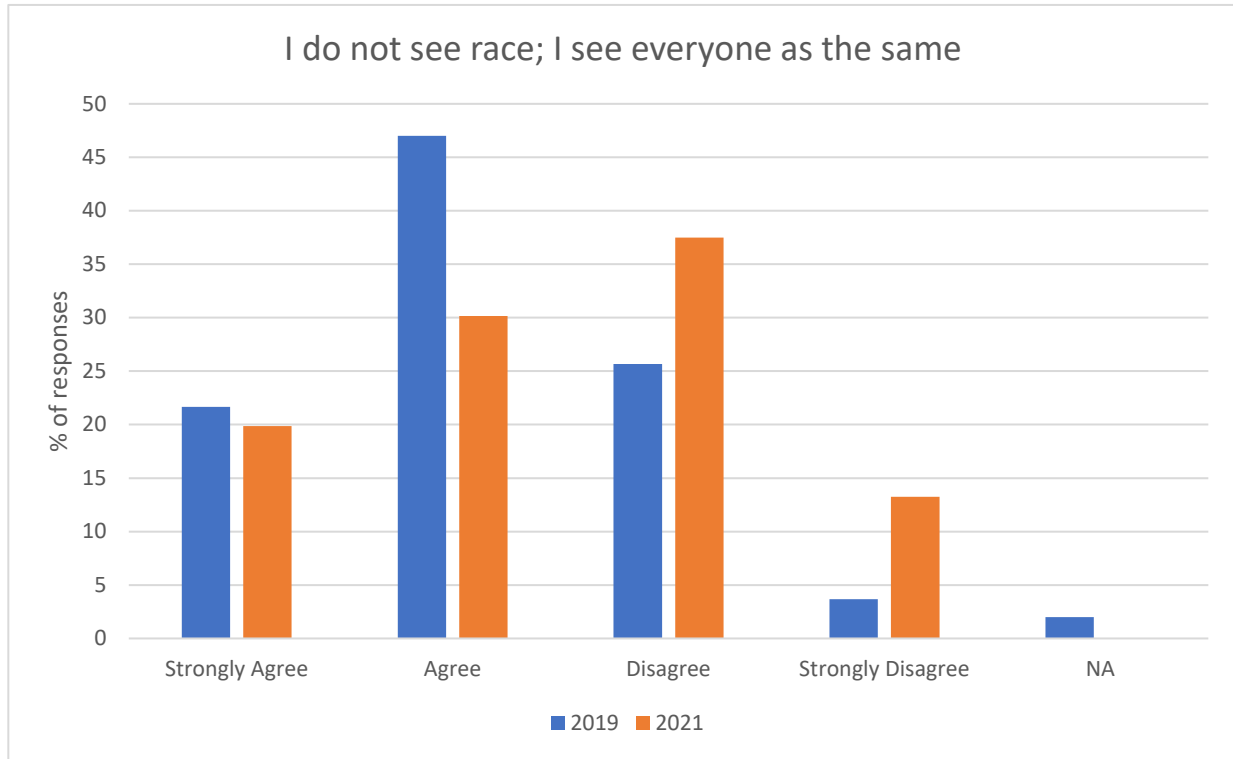
Answered: 132 Skipped: 4



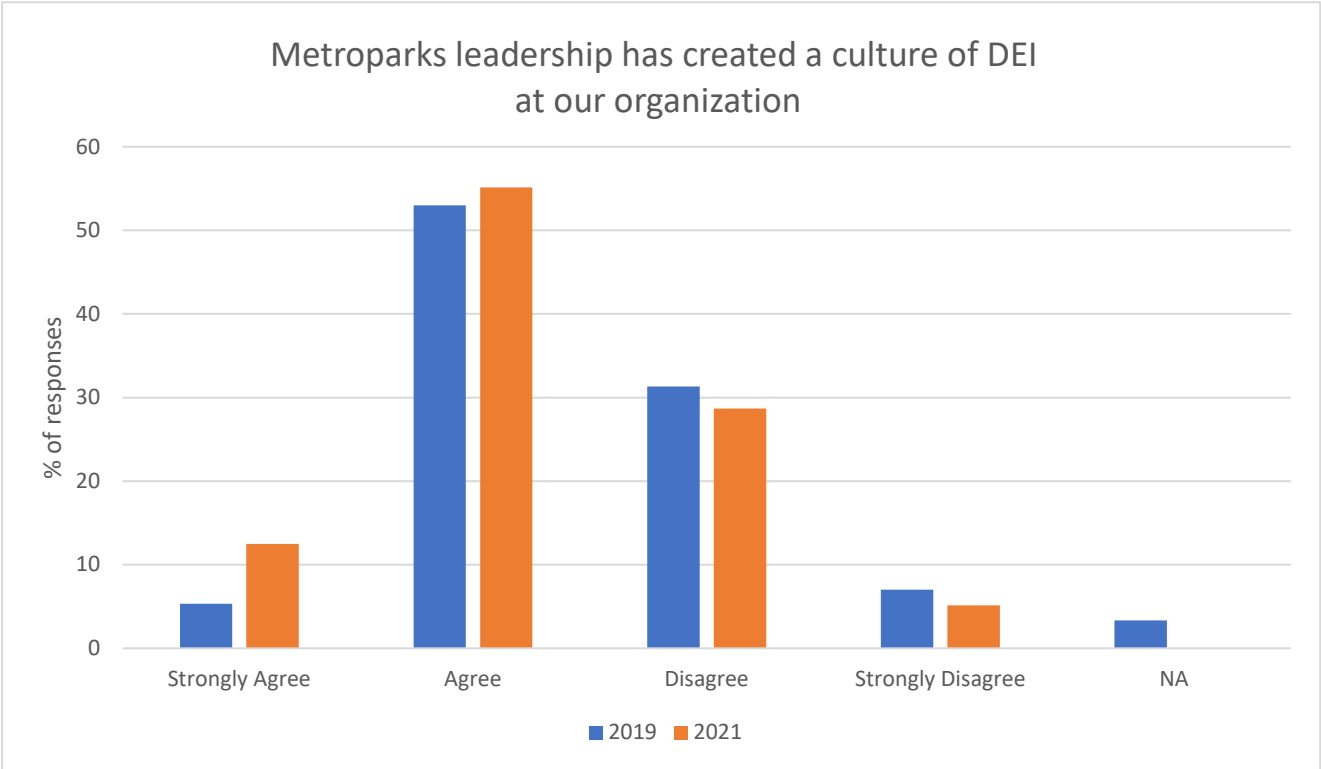
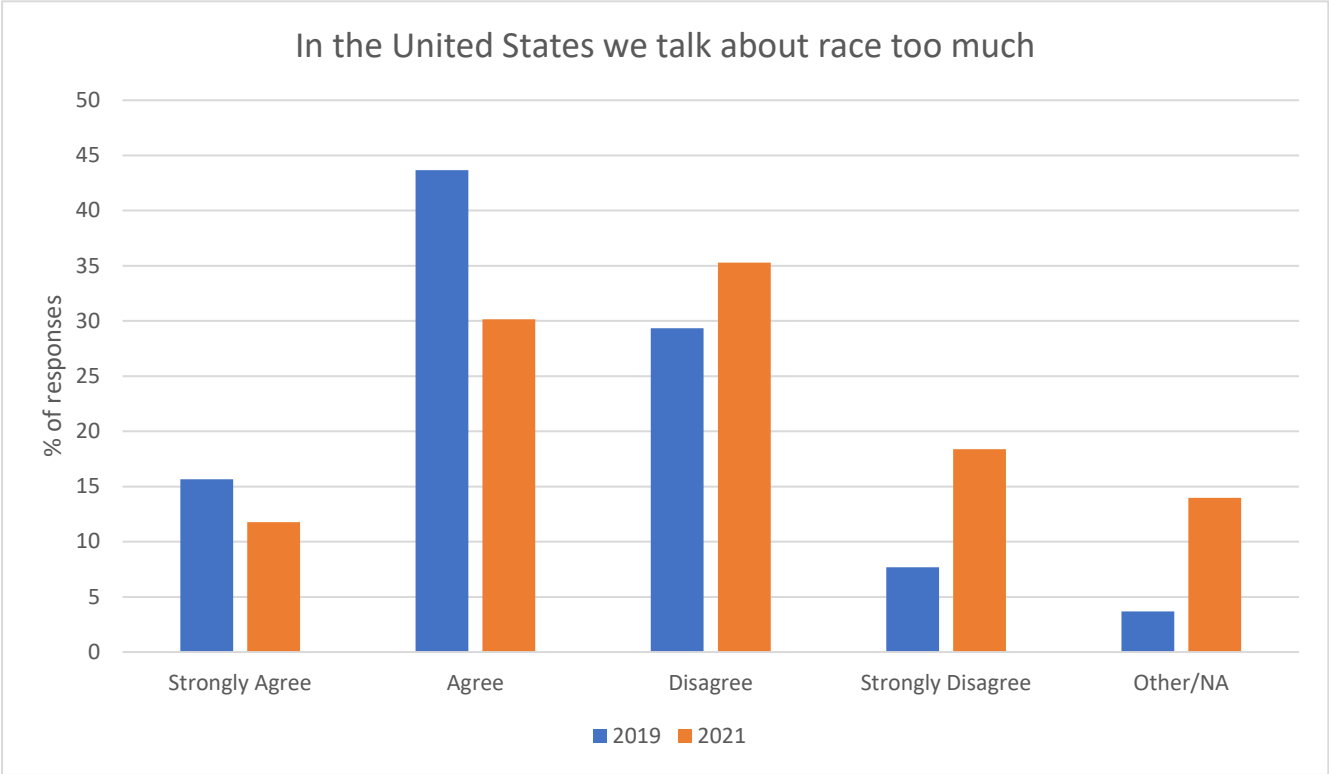
ANSWER CHOICES	RESPONSES	
Full-time Employee	66.67%	88
Provisional Employee	28.03%	37
Seasonal Employee	4.55%	6
Prefer not to answer	0.76%	1
Total Respondents: 132		

## 2019/2021 Climate Survey Comparative Data

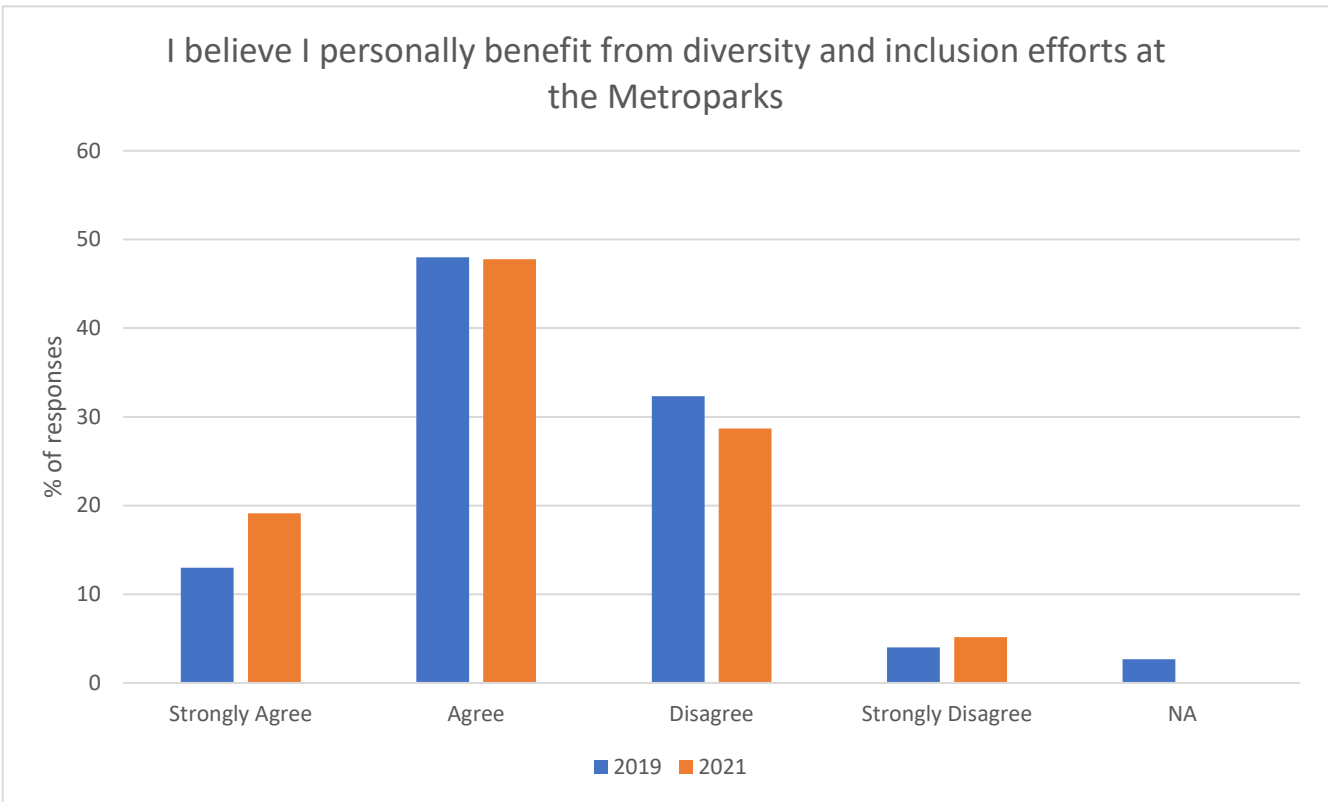
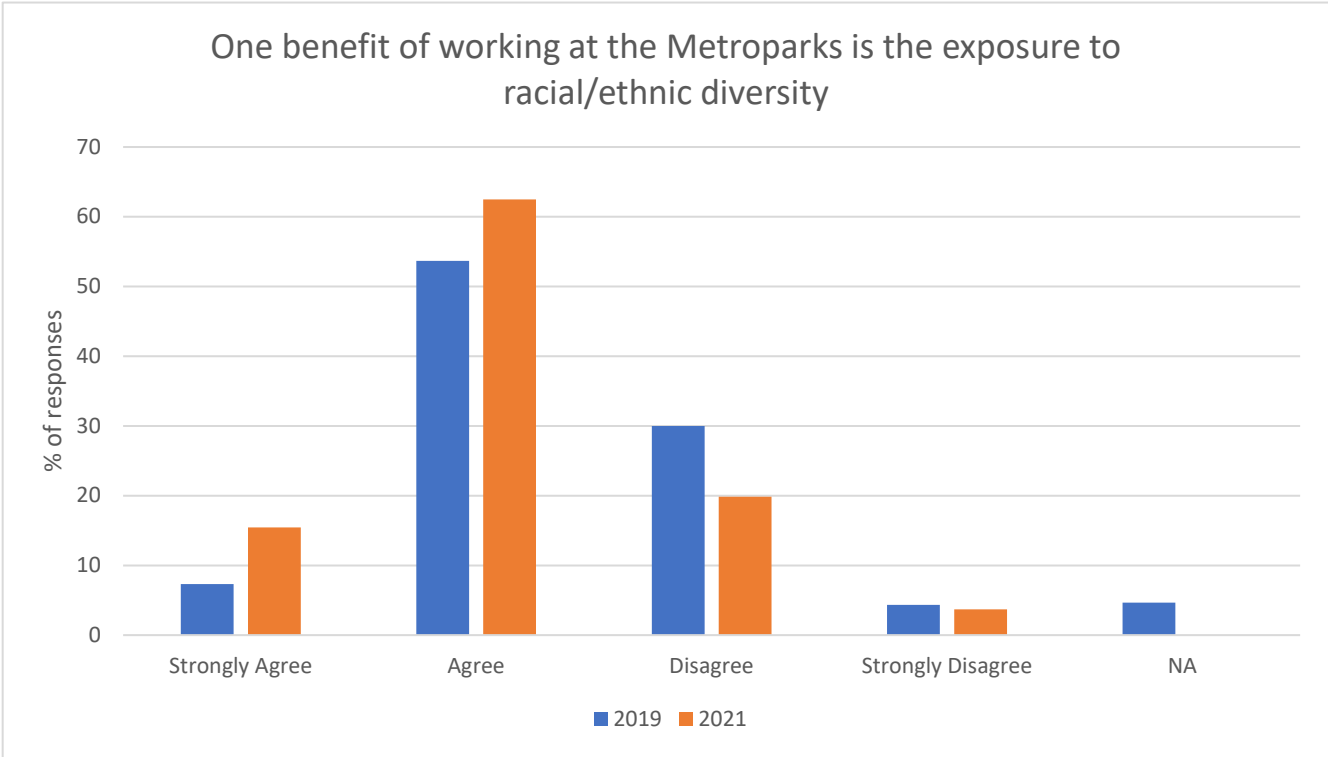
Please Note: all data is listed in PERCENT of responses and not the actual number of responses per Climate Survey

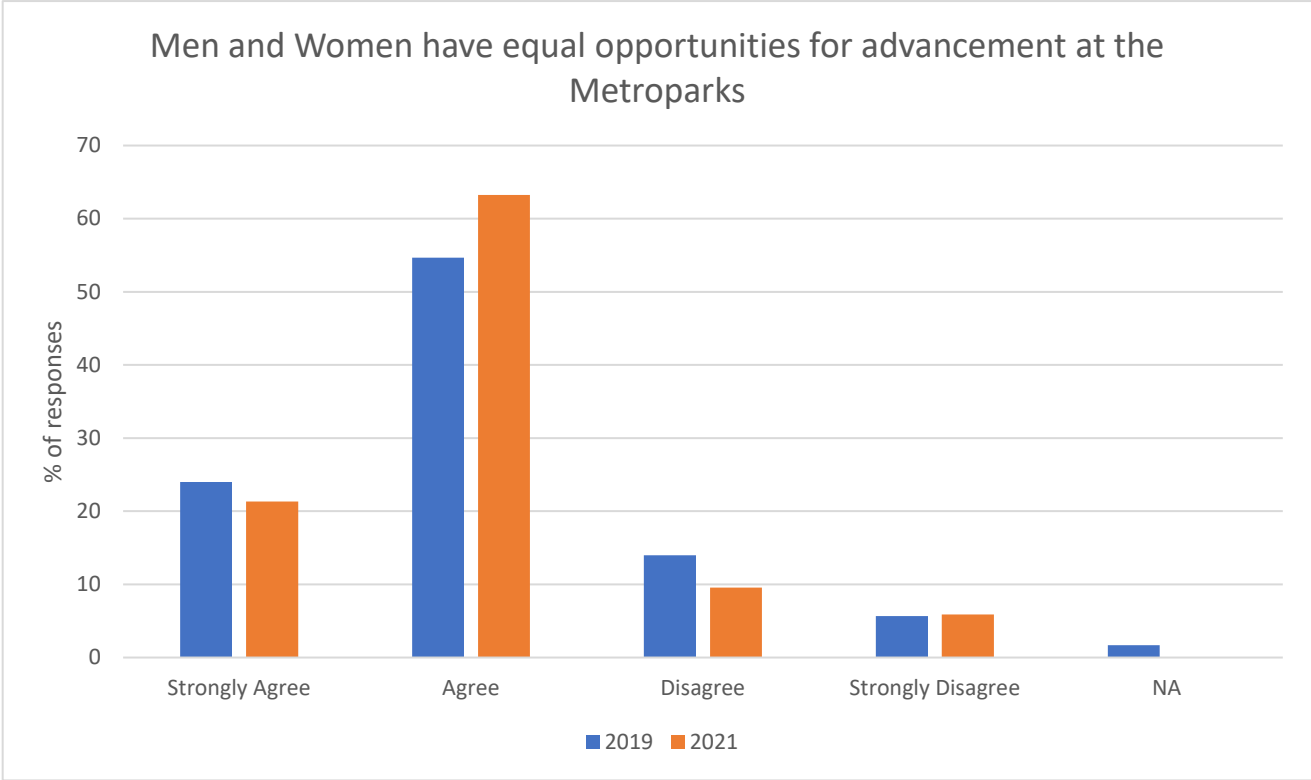
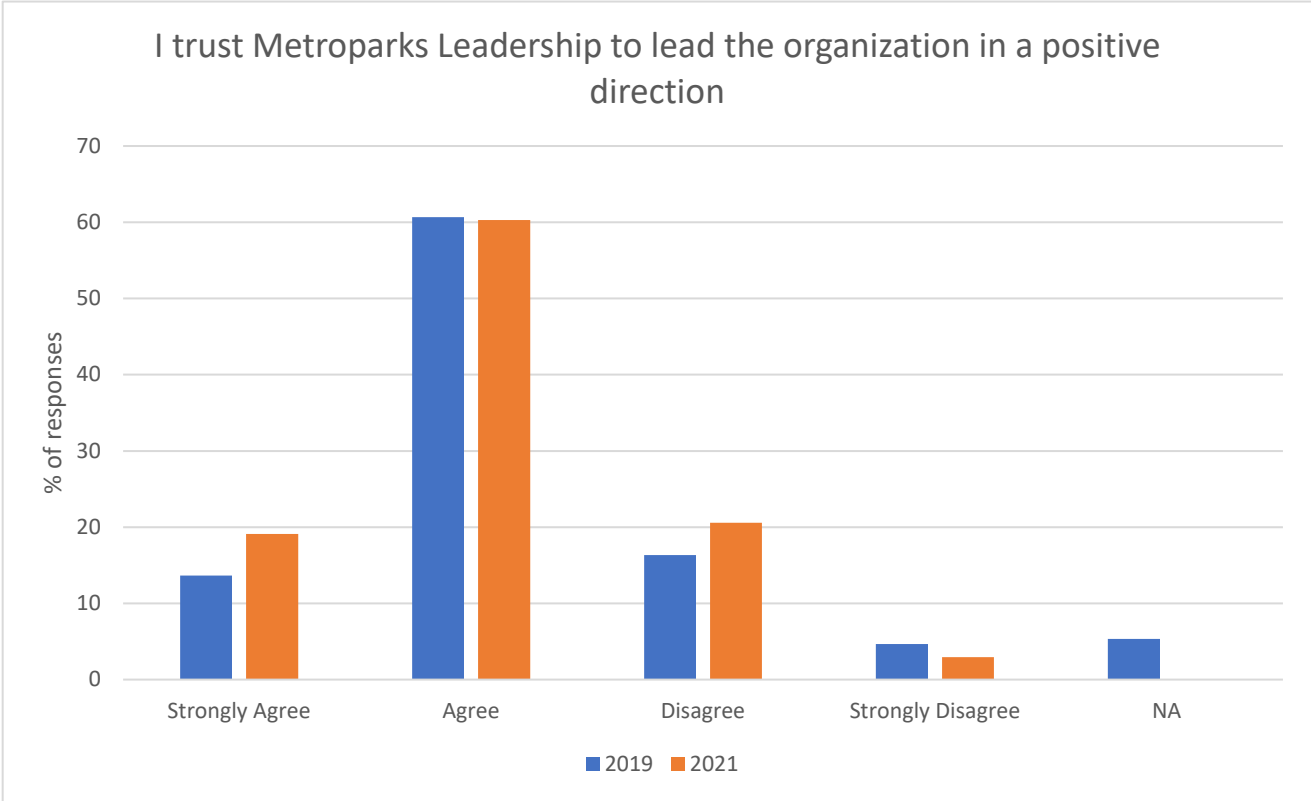


2019/2021 Climate Survey Comparative Data

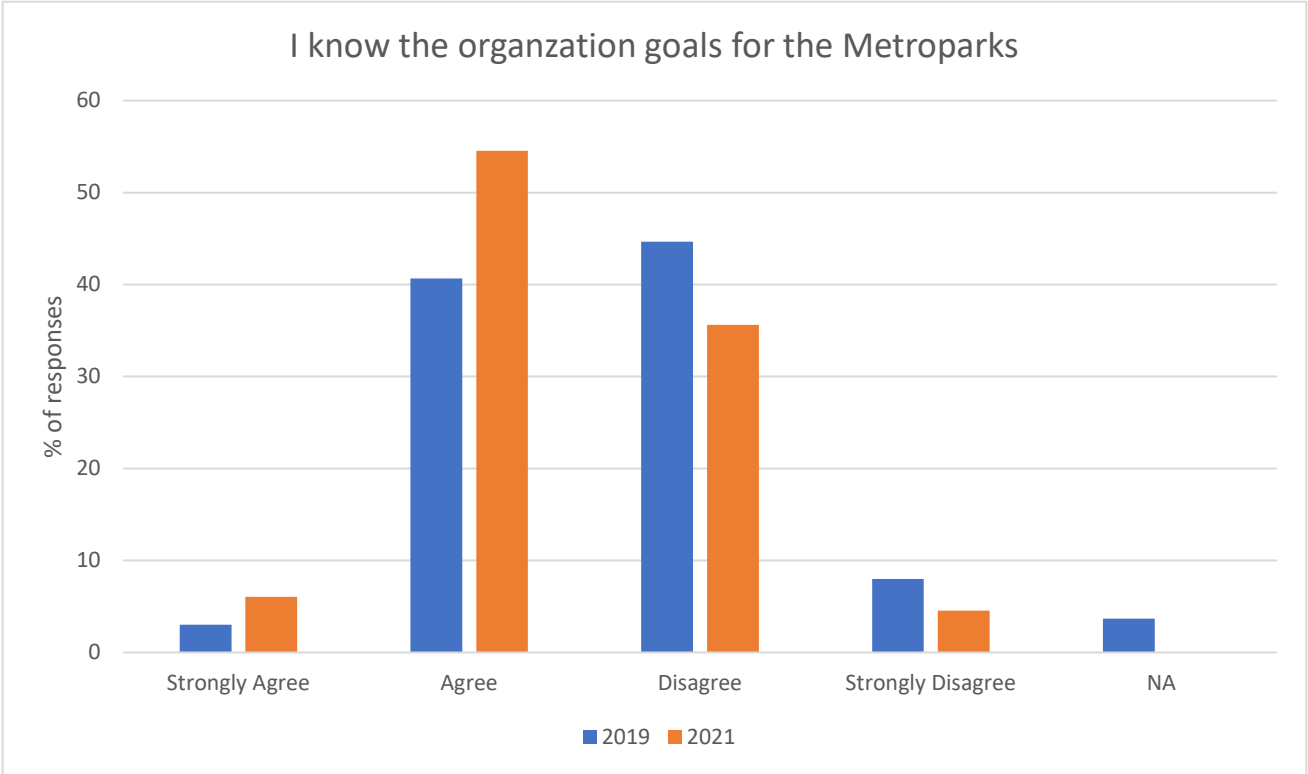
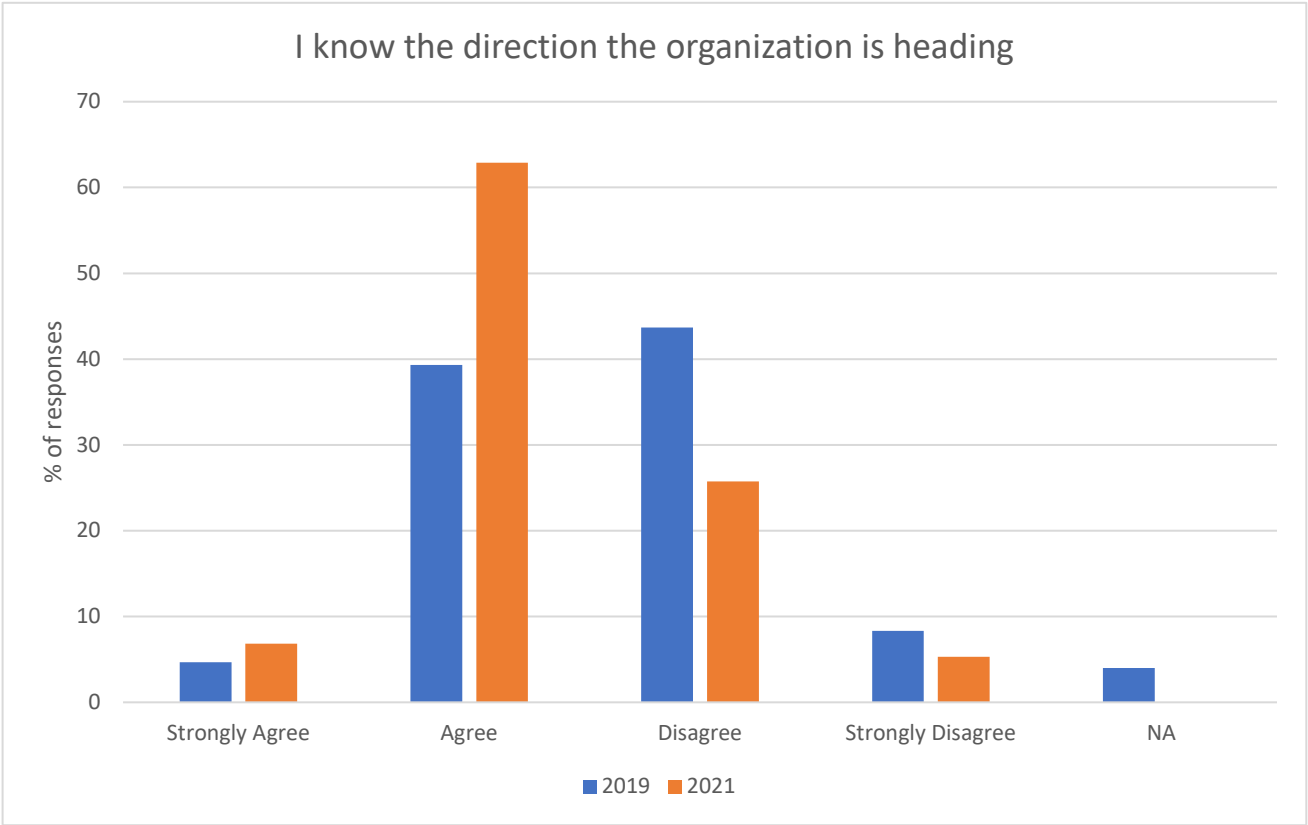


**2019/2021 Climate Survey Comparative Data**

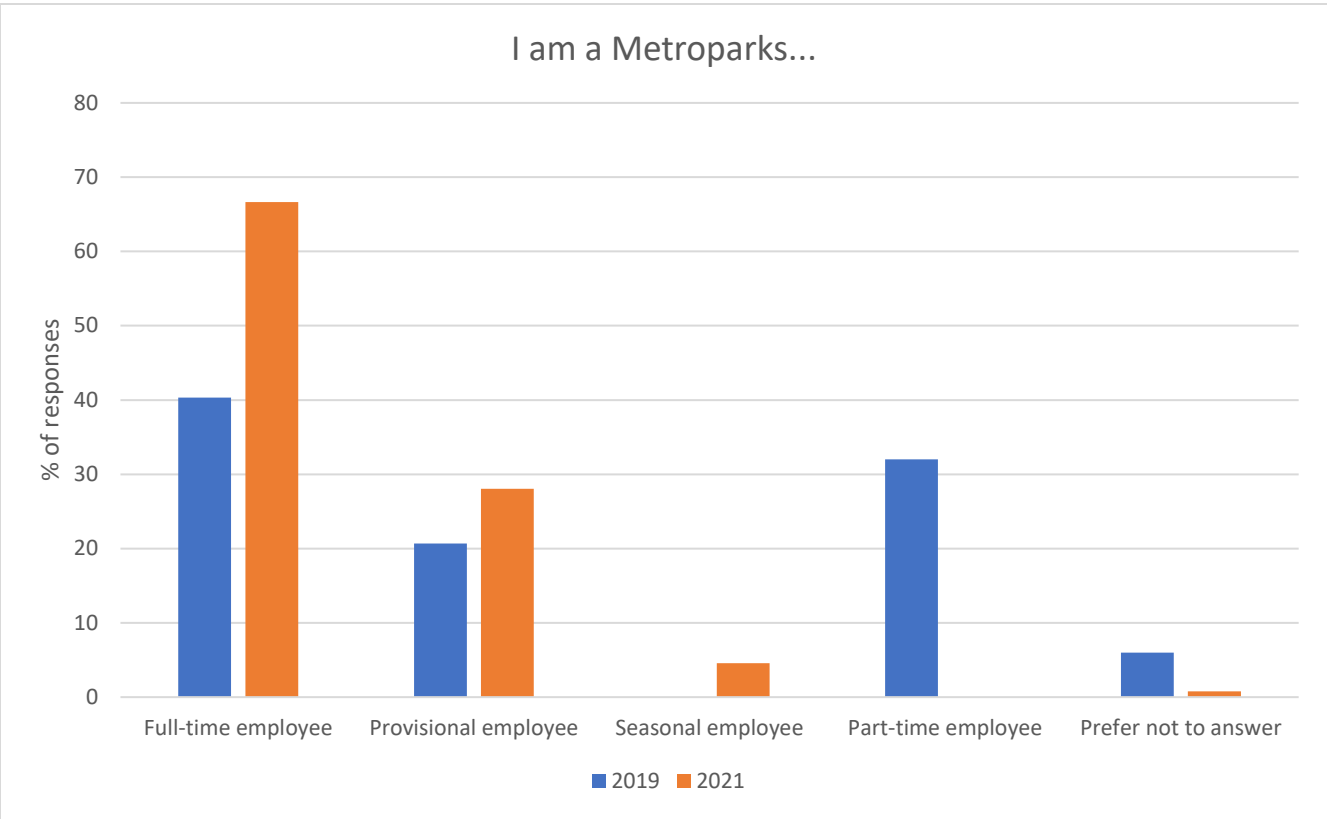
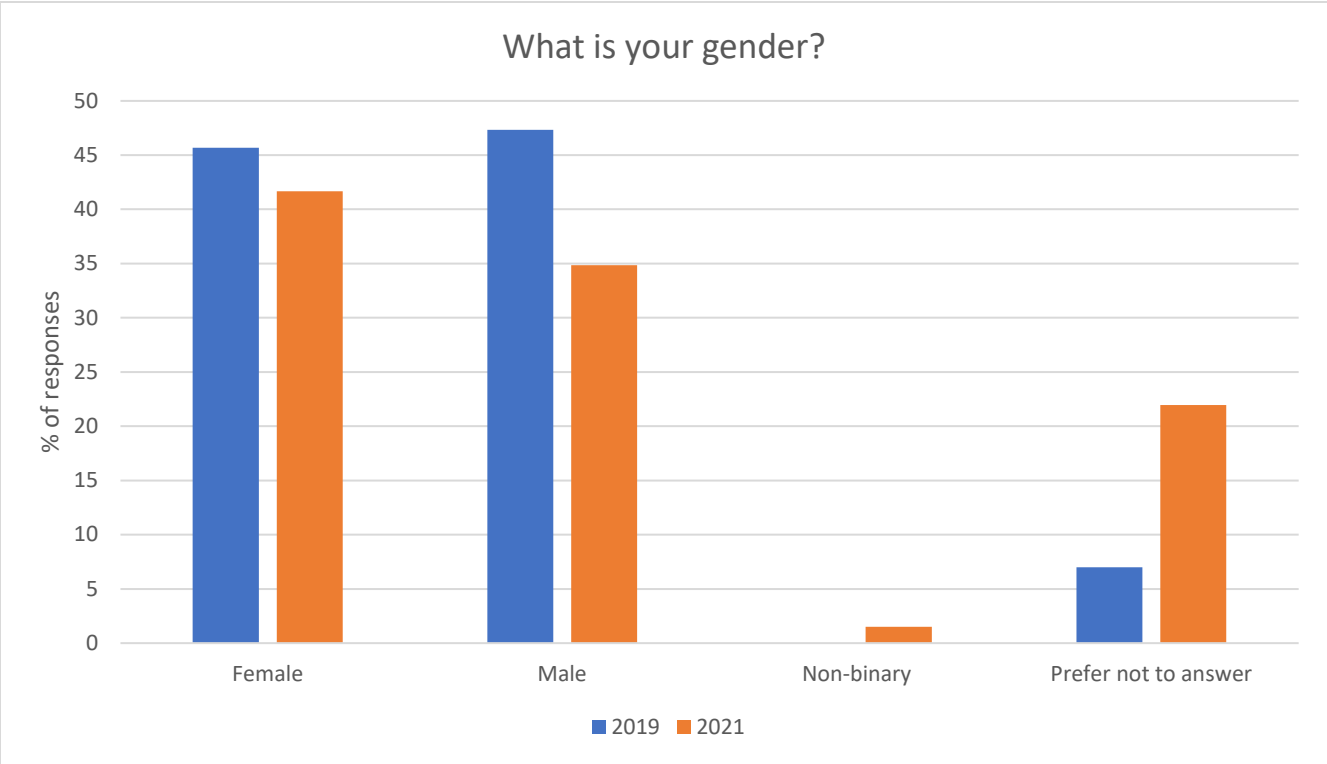




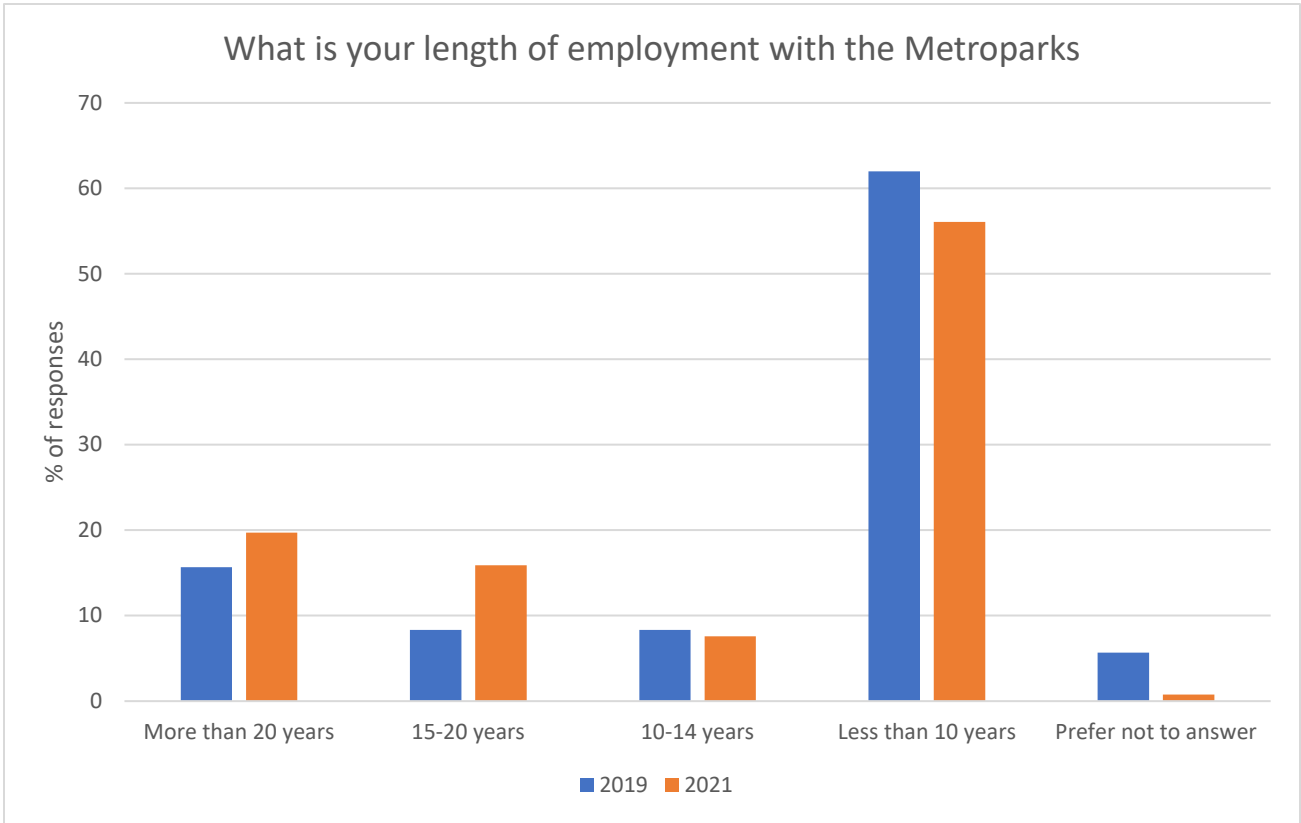
**2019/2021 Climate Survey Comparative Data**



**2019/2021 Climate Survey Comparative Data**







## 2019/2021 Climate Survey Comparative Data

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### Questions from 2021 Survey not included

Q1 Did you take the Metroparks Climate Survey in 2019

Q2 I am more comfortable talking about issues of diversity, equity and inclusion than I was at the time of the first Climate Survey

Q3 I am more comfortable talking about gender identity than I was at the time of the first Climate Survey

Q4 I am more comfortable discussing topics of diversity, equity and inclusion with fellow employees than I was at the time of the first Climate Survey

Q10 We have improved communication within our department/park/area since the time of the first Climate Survey

Q11 Metroparks staff has improved communications across department/areas/districts since the time of the first Climate Survey

Q12 I have experienced discrimination at work at the Metroparks by a coworker or supervisor

Q13 I have experienced discrimination at work at the Metroparks by a visitor

Q14 I have experienced some form of harassment at work at the Metroparks by a coworker or supervisor

Q15 I have experienced some form of harassment at work at the Metroparks by a visitor

Q16 I have heard inappropriate jokes made about people like me at the Metroparks by a coworker

Q17 I have heard inappropriate jokes made about people like me at the Metroparks by a visitor

Q18 I have witnessed discrimination toward visitors at the Metroparks by a coworker or supervisor

Q19 I have witnessed discrimination toward visitors at the Metroparks by other visitors

Q21 I have participated in diversity training at the Metroparks

Q22 I found diversity training useful for my work at the Metroparks

Q40 I know where to find resources, within my park, area or department to assist visitors who have a physical disability

Q41 I know where to find resources, within my park, area or department to assist visitors who have a cognitive impairment

Q42 I have participated in a virtual DEI Conversation

Q43 I have watched a DEI Speaker Series event



To: Board of Commissioners  
From: Artina Carter, Chief of Diversity, Equity and Inclusion  
Subject: Approval – 2022 DEI Speaker Series  
Date: February 4, 2022

**Action Requested: Motion to Approve**

That the Board of Commissioners (1) approve the \$10,000 fee for the March 10 DEI Speaker Series featured guest, Johann Hari; and (2) approve the \$10,000 fee for the June 9 DEI Speaker Series guest, Jessica Nordell as recommended by Chief of Diversity, Equity and Inclusion Artina Carter and staff.

**Fiscal Impact:** The Board approved budget for the DEI Speaker Series is \$64,000; the cost of our first two national speakers is \$20,000.

**Background:** In 2020, the Board approved \$125,000 for the 2021 Metroparks DEI Speaker Series. The first event featured Heather McGhee, who talked about her New York Times Bestselling book *The Sum of Us: What Racism Costs Everyone and How We Can prosper Together*. Since that time, we covered the topics of climate change, connecting historically unserved youth and communities to outdoor spaces/careers and how other elected County Executives address DEI in their counties.

The 2022 Speaker Series is shaping up to be just as exciting as the Metroparks continues the theme of **Unity of Purpose**. This year we will include issues such as mental health, unconscious bias, environmental justice and more.

You may wonder, how we select topics and speakers for the series. The answers are recommendations, research, prayer and good fortune. We are always open to recommendations and spend a significant amount of time researching speakers and their work. This involves, reading, monitoring (industry, state and national) trends, watching presentations and investigating fees. Since our approach to DEI is broad, we look for topics that speak to the broad concerns of our organization, customers, industry, state and nation.

This year we have tried to flesh out as much of this year's series as possible, earlier than last year. However, we are in pursuit of a few more very special speakers and hope to add them to the schedule in the months to come. **Stay Tuned!**

**Thursday, March 10, 2022; 10:00-11:00am**



**Johann Hari – Bestselling Author of “Chasing the Scream and Lost Connections”**

To truly transform people for the better, change must come from within - and journalist [Johann Hari](#) will show you how.

Through his in-depth research of communities all over the world, Johann asks the big questions. Like, if technology is supposed to make us more connected than ever before, why is anxiety, depression, and loneliness on the rise? In his enlightening talks, Johann looks at social isolation, especially during a global pandemic and how community, leadership, and shared purpose are the keys to progressive change.

As moving as he is entertaining, Johann provides a blueprint to all the unexpected ways in which connection can lead to monumental mental health changes for the better.

**Thursday, June 9, 2022; 10:00-11:00am**



**Jessica Nordell – Journalist and Author of “The End of Bias”**

Unconscious bias is at the heart of some of our most pressing issues we all face. We see it across all communities, industries, and settings. But the question remains: how can we uproot prejudice that we are not consciously aware we have? Bias that operates, hidden in plain sight, against everything we say we stand for?

In a talk based on her stunning debut book *The End of Bias*, acclaimed journalist [Jessica Nordell](#) weaves gripping, real-world stories with fascinating research to reveal how minds, hearts, and behavior changes. She scrutinizes diversity training, deployed across the land as a corrective but with inconsistent results. Most importantly, Jessica arms you with the knowledge and tools you need to confront bias in all forms and create a more equitable environment for everyone.



To: Board of Commissioners  
From: Tyler Mitchell, Chief of Natural Resources and Regulatory Compliance  
Project No: RFP 2021-050  
Project Title: Approval – Archaeological Services  
Location: Lake Erie Metropark  
Date: February 4, 2022

**Action Requested: Motion to Approve**

That the Board of Commissioners award a contract for Archaeological Services to Commonwealth Heritage Group of Dexter, Michigan, for a not-to-exceed amount of \$43,610, which includes \$22,520 for testing and reporting and a contingency of \$21,090 for up to 20 days of monitoring at \$1054.50 per day as recommended by Chief of Natural Resources and Regulatory Compliance Tyler Mitchell and staff

**Fiscal Impact:** Funding for the project is provided by the Great Lakes Commission (GLC) to support the Great Lakes Restoration Initiative (GLRI) with pass-through funds from the National Oceanic and Atmospheric Administration (NOAA). This project is supported with federal funds.

**Scope of Work:** GLC and NOAA have provided funding to support the Metroparks’ efforts to increase coastal resiliency and biological diversity through the restoration of shoreline and Great Lakes coastal marshlands. In 2019, with support from GLC and NOAA, the Metroparks contracted with GEI Consultants to oversee design, construction, pre- and post-monitoring, and coordinate restoration of the shoreline and marshlands at Lake Erie Metropark. Since then, GEI Consultants, the Metroparks and a Technical Advisory Team consisting of members from partner organizations GLC and NOAA, have detailed two major projects to benefit Lake Erie, one of which is the restoration of the Lake Erie Metropark shoreline. Additional nearshore habitat work is still in the design phase. Contracting for archaeological services will help identify and protect any unknown cultural artifacts which maybe beneath the earth’s surface and address state permitting requirements.

**Background:** The RFP was competitively bid and was posted on the Michigan Intergovernmental Trade Network (MITN) site, which provided notice to 69 vendors, of which 12 vendors downloaded the solicitation.

In addition to the base price, vendors provided pricing for potential and variable work, such as the daily monitoring of worksite during construction. The base price offered by each vendor is shown below.

<u>Contractor</u>	<u>Location</u>	<u>Daily Monitoring</u>	<u>Base Work Amount</u>	<u>Amount</u>
Commonwealth Heritage Group*	Dexter, MI	\$1054.50/day	\$22,520.00	\$43,610.00
Arbre Croche Cultural Resources	Leslie, MI	\$655.00/day	\$42,873.00	\$55,973.36
The Mannik and Smith Group, Inc.	Canton, MI	\$616.00/day	\$39,820.00	\$52,140.00

(\* indicates recommended award.



To: Board of Commissioners  
From: Michael Lyons, Deputy Director  
Project Title: Approval – Romeo Area Radio Control Model Airplane Club Agreement  
Date: February 10, 2022

**Action Requested: Motion to Approve**

That the Board of Commissioners approve renewal of the use agreement with the Romeo Area Radio Control Model Airplane Club for five (5) years as recommended by Deputy Director Michael Lyons.

**Background:** The Romeo Area Radio Control Model Airplane Club is requesting renewal of the five-year Use Agreement with the Metroparks, which was originally approved by the Board of in 2001 and renewed every five years thereafter.

The Club has developed and maintained the 5.7-acre site located west of Kuntsman Road and south of 30 Mile Road within Wolcott Mill Metropark.

All flying is required to be in accordance with the rules of the Academy of Model Aeronautics, the Field Rules of the Club, Metroparks Rules and Regulations and all Township ordinances. Flying will be limited to the hours of 9am – 9pm or dusk, whichever is earlier.

All users are required to display a Metropark vehicle permit when using the park site. The Club shall provide required Certificates of Insurance where the Metroparks will be named “as additionally insured.”

Over the years, the Club has proven to be good stewards of the land and they purchase annual permits for their members.

**Attachments: Romeo Area Radio Control Model Airplane Club Use Agreement**

**Huron-Clinton Metropolitan Authority  
Use Agreement with  
Romeo Area Radio Control Club, Inc.**

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This Use Agreement (the "Agreement"), made by and between the **HURON-CLINTON METROPOLITAN AUTHORITY** (the "Authority"), a Michigan public body corporate operating under the provisions of Act 147, Public Acts of Michigan, 1939, and **ROMEO AREA RADIO CONTROL CLUB, INC.** (the "Club") with their respective signatures, the parties to this Agreement voluntarily bind themselves to the covenants contained herein and the mutual consideration that established the basis for this Agreement.

**WHEREAS**, the Club desires to continue to improve, maintain and regulate a model airplane flying field within Wolcott Mill Metropark; and

**WHEREAS**, the Authority is agreeable to allowing the continued use of the land and extending the term of the Use Agreement with certain arrangements and stipulations.

**NOW, THEREFORE**, the Authority and the Club agree as follows:

1. The Authority hereby grants permission to the Club to continue to use a parcel of property within Wolcott Mill Metropark, said property being approximately 500 feet by 500 feet in dimension and located South of 30 Mile Road and west of Kunstman Road in the NE ¼ of Section 17, T4N, R13E, Ray Township, Macomb County, Michigan.
2. The Club will improve and maintain the field and access to drive from Kunstman Road at its own expense.
3. The Club will control the flying and use activities in a safe and regulated manner and in accordance with the rules of the Academy of Model Aeronautics, the Field Rules of the Club, and the rules and regulations of the Authority, and all Township requirements, ordinances and sound level regulations. The use of drones is prohibited on Authority property.
4. Flying of model airplanes from the field shall be limited to the members and guests of the Club. The general public shall be welcome to drive in and observe the flying activities. The access gate shall be closed when the field is not in use. Flying will be limited to the hours of 9:00 a.m. until 9:00 p.m. or dusk, whichever is earlier.
5. The Club shall submit all field improvement plans and field use rules to the Authority for approval, which approval shall not be unreasonably withheld. The Club shall install worktables, portable toilets and a sun shelter. No permanent structures will be permitted. At the expiration or termination of this Agreement, the Club shall remove the worktables, portable toilets, sun shelter, and any other improvements made to the property by the Club.
6. The Club shall keep the area clean and tidy and shall remove any and all trash generated by the users and observers.
7. All users and observers must display a Metropark Vehicle Entry Permit when using the park site. Metropark Vehicle Entry Passes shall be purchased from the Wolcott Mill Metropark by the Club for its membership.
8. The term of this Agreement shall be for five (5) years from the date of execution of the Agreement through Feb. 1, 2027. It is understood that either party may terminate this

Agreement by providing 90 days' notice to the other party. The Club shall pay as full consideration for this Agreement the sum of one (\$1.00) dollar for the term of the Agreement.

9. The Club shall indemnify, defend, and hold harmless the Authority and its Commissioners, officers, agents and employees against any claim for bodily injury or death of any person, or for loss, damage or destruction of any personal or real property, arising out of or connected in any way with the operations under this Agreement. The Club shall provide, at its expense, Certificates of Insurance with Bodily Injury Liability and Property Damage coverages in amounts approved by the Authority. The Authority shall be an "Additional Named Insured" on the policies, and the Certificate shall provide that the Authority will be given written notice at least 30 days prior to any material change, termination or cancellation of the insurance policies.
10. The Club shall limit its membership to a maximum of 150.
11. The Club shall agree to provide a minimum of one demonstration event at an agreed upon park location per year of the Agreement.
12. The "HCMA Standard Terms and Conditions for Contracts for Services of \$25,000 or Less" is incorporated in this Agreement in its entirety.

Witnessed

\_\_\_\_\_

Huron-Clinton Metropolitan Authority

By: \_\_\_\_\_  
Amy McMillan

Its: Director \_\_\_\_\_

Date: \_\_\_\_\_

Witnessed

\_\_\_\_\_

Romeo Area Radio Control Club, Inc.

By: \_\_\_\_\_

Its: \_\_\_\_\_

Date: \_\_\_\_\_





To: Board of Commissioners  
From: Danielle Mauter, Chief of Marketing and Communications  
Subject: Approval – Media Partnership, Real Times Media (Michigan Chronicle)  
Date: February 4, 2022

**Action Requested: Motion to Approve**

That the Board of Commissioners approve the media and advertising partnership with Real Times Media, the parent company of the Michigan Chronicle, in the amount of \$34,770.95 as recommended by Chief of Marketing and Communications Danielle Mauter and staff.

**Fiscal Impact:** This is a Marketing Department budgeted item.

**Background:** In 2021 the Metroparks entered into a media partnership with Real Times Media to reach their Michigan Chronicle readers and extended African American digital audience. The partnership was successful and is considered a contributing factor for increases seen in attendance from city of Detroit zip codes during 2021.

The Metroparks are again interested in partnering with Real Times Media to continue reaching these audiences in 2022. The attached partnership proposal includes a 10-month partnership starting in March 2022. The partnership would include 10 months of branded content articles as well as supporting e-newsletters delivered to their audiences; a large 12-page summer programming guide inserted in their printed publication; multiple print ads in their publication throughout the year; and monthly digital ads.

**Attachment: Michigan Chronicle Partnership Agreement**

Michigan Chronicle



7-A-7-a

# They're Your Metroparks 2022 PROPOSAL

SPECIALLY PREPARED FOR:

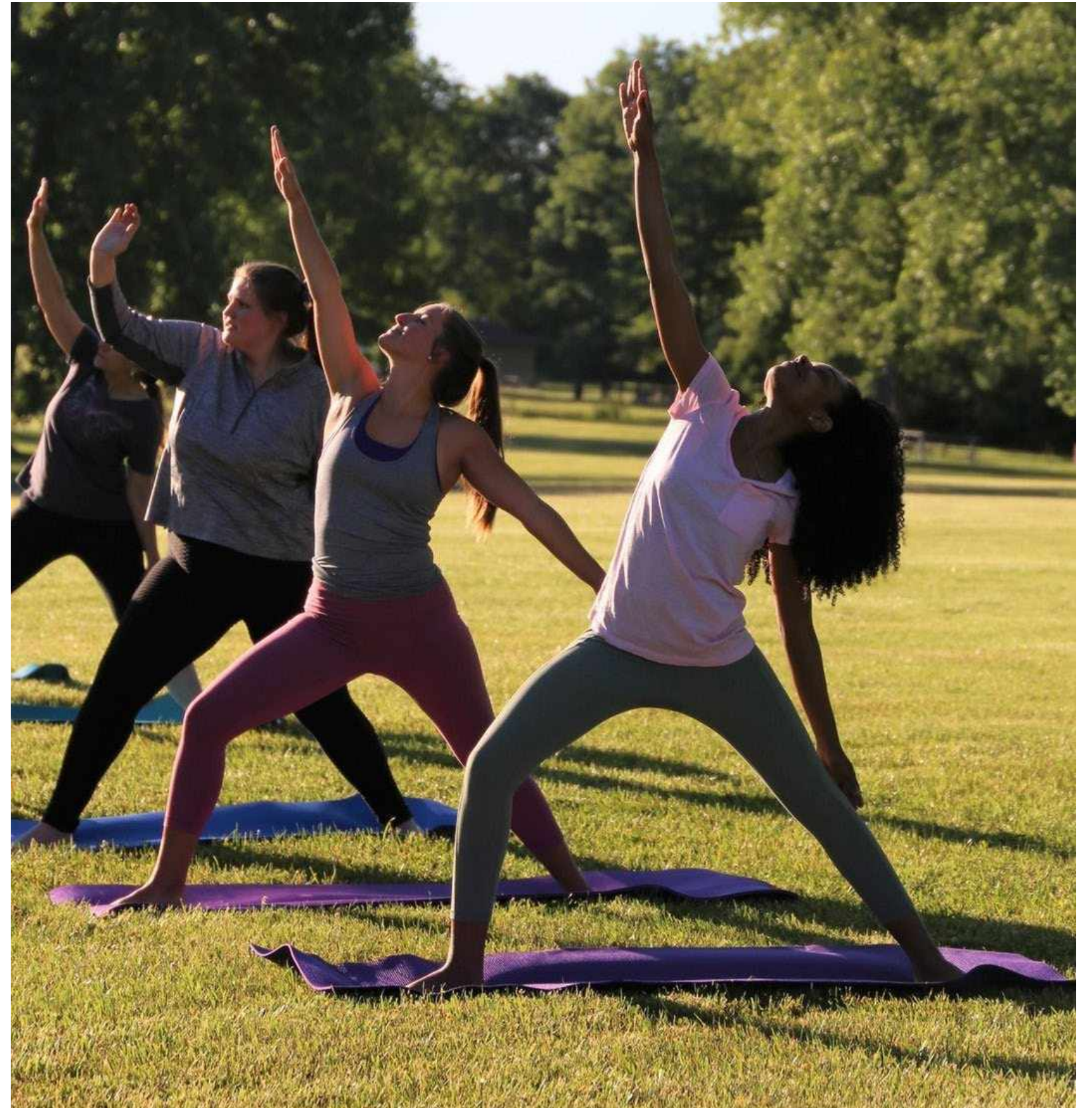




# OVERVIEW

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- RTM360° will partner with Huron-Clinton Metroparks to develop a multi-channel content series focusing not only on the family-friendly activities at the various Metroparks locations, but also highlighting their Detroit-area partners. This campaign is designed to bring the Metroparks brand from the suburbs and into the City of Detroit.
- Messaging theme: Your Metroparks In Your Community
  - Highlighting Detroit community partners
  - Seasonally relevant content (water safety, family reunion season guide, wedding season guide, etc.)
- Target Audience: Detroit families with children under 12; Detroit senior citizens, Detroiters with an active lifestyle
- Timeframe: 10-month campaign.





# AWARENESS & ENGAGEMENT CHANNELS

Branded Content + Exclusive eNewsletter (Monthly, for 10 Months)

Summer "Season Kick-off" Guide (12-pages, 10x10")

1/8 Page Print Ads


Web Ads – 100,000 Impressions


# BRANDED CONTENT

- The Michigan Chronicle offers a special and very unique opportunity for Huron-Clinton Metroparks to share information and special stories with our audience through Branded Content. You will have a strip across the bottom of a page on our website that will provide general information in three slots (boxes) and the fourth slot (box) will contain your specific information.
- *Sample – Blue Cross Blue Shields of Michigan currently on our website [www.michiganchronicle.com](http://www.michiganchronicle.com) (Active Aging)*
- Monthly Branded Content Placements on the MichiganChronicle.com with additional distribution via e-mail our statewide premium e-mail database of 100k+ African Americans in Detroit who have expressed interest in having an active lifestyle and enjoy being outdoors. Special attention is given to families with children and seasoned adults over age 50.
  - E-mail openers will be retargeted with programmatic display units via our network of safe-for-work websites and mobile apps

**RUNS MONTHLY FOR 10 MONTHS**

**ACTIVE AGING**

PRESENTED BY 



- Enjoy an Active Holiday Season with These 5 Outings**  
[READ MORE](#)
- Don't Give Up On Your Fitness Goals in the Winter With These Tips**  
[READ MORE](#)
- 5 Essential Ways to Have a Stress-Free Holiday Season**  
[READ MORE](#)
- Tackling Seasonal Mood Disorder**  
[READ MORE](#)

# TOTAL INVESTMENT

No.	Deliverable	Cost
1.	Exclusive e-Newsletter + Branded Content (10 months)	\$24,687.50
2.	Summer "Season Kick-off" Guide (1 - 12-page guide, 10x10")	\$4,843.75
5.	Print Ads	\$3,989.70
6.	Digital Ads	\$1,250
<b>TOTAL</b>		<b>\$34,770.95</b>

# Michigan Chronicle



## Thank you!

**PREPARED BY:**  
AMBER TUCKER & LINDA MORAGNE  
JANUARY 10, 2022  
REVISED: JANUARY 27, 2022





To: Board of Commissioners  
From: Shedreka Miller, Chief of Finance  
Subject: Approval – Amended Investment Policy  
Date: February 4, 2022

**Action Requested: Motion to Approve**

That the Board of Commissioners approve the amended Investment Policy language regarding eligibility requirements for financial institutions as submitted by Chief of Finance Shedreka Miller and staff.

**Background:** The current investment policy was last updated in April 2021 according to best practices. The purpose of this amendment is to update the language regarding the eligibility requirements for financial institutions.

Currently, the second requirement states “must be insured by the Federal Deposit Insurance Corporation (FDIC).” The amended policy would update the second requirement to state that the institution “must be insured by the Federal Deposit Insurance Corporation (FDIC) or the Nation Credit Union Administration (NCUA)” as credit unions are insured by the NCUA instead of FDIC.

The amended investment policy would also change the language within the safekeeping and custody section. The current policy states “Certificates of deposits, as is allowed under state of Michigan law, shall be evidenced by a safekeeping receipt from the issuing bank.” The amended investment policy would change the language to reflect institution instead of bank.

These are the only proposed changes for the investment policy. The proposed changes are highlighted in yellow on the amended attached policy.

**Attachment: Amended Investment Policy**





HURON-CLINTON METROPOLITAN AUTHORITY  
BOARD OF COMMISSIONER POLICY

Effective Date: 2/10/2022

Supersedes Policy Dated: 4/8/2021

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**INVESTMENT POLICY**

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**PURPOSE**

In conformance with Michigan Public Act 20 of 1943, as amended, it is the policy of the Huron-Clinton Metropolitan Authority (Metroparks) to invest its funds in a manner which will ensure the preservation of principal, meet the daily cash flow needs of the Metroparks while providing the highest investment return and conforming to all state statutes governing the investment of public funds.

**SCOPE**

This investment policy applies to all financial assets of the Metroparks, except for investment of funds of the Huron-Clinton Metropolitan Authority Employees' Retirement Plan and the Retiree Health Care Trust.

**STANDARDS OF CARE**

Prudence: Investments shall be made with judgment and care, under prevailing circumstances, which persons of prudence, discretion and intelligence exercise in the management of their own affairs, not for speculation, but for investment considering the probable safety of their principal and probable income to be derived.

The standard of prudence to be used by investment officials shall be the "prudent person" standard and shall be applied in the context of managing an overall portfolio. Investment officials acting in accordance with this investment policy and exercising due diligence shall be relieved of personal responsibility for an individual security's credit risk or market price change provided deviations from expectations are reported in a timely fashion and appropriate action is taken.

Ethics and Conflicts of Interest: Officers and employees involved in the investment process shall refrain from personal business activity that could conflict with proper execution and management of the investment program, or which could impair their ability to make impartial investment decisions. Employees and investment officials shall disclose any material financial interest in financial institutions that conduct business with the Metroparks, and they shall further disclose any large personal financial or investment positions that could be related to the performance of the investment portfolio. Employees and officers shall refrain from undertaking personal investment transactions with the same individual with whom business is conducted on behalf of the Metroparks.

**OBJECTIVES**

The primary objectives in order of priority, of the Authority's investment activities shall be:

**SAFETY**

Safety of principal is the foremost objective of the Authority's investment program. Accordingly, the investments of Authority funds shall be undertaken to ensure the preservation of principal in the overall portfolio. The investments will be diversified by institutions in order that potential losses on individual securities do not exceed the income generated from the remainder of the portfolio.

**LIQUIDITY**

The Authority's investment program will be structured in a manner which will provide the liquidity necessary to pay obligations as they become due.

## **RETURN ON INVESTMENTS**

The investment portfolio shall be designed to obtain a market average rate of return on all investments throughout economic cycles, taking into account the Authority's investment risk constraints as imposed by the safety objectives, amount limitations outlined in this policy and the cash flow characteristics of the Authority. Return on investment shall be of secondary importance compared to the safety and liquidity objectives above.

The Authority seeks to encourage local economic development in the five-county district of Livingston, Macomb, Oakland, Washtenaw and Wayne counties. All investment officials in the investment process shall seek to act in a reasonable and prudent manner as custodians of the public trust. Investments shall be made with judgment and care, under circumstances then prevailing, which persons of prudence, discretion and intelligence exercise in the management of their own affairs, not for speculation, but for investment, considering the probable safety of their capital as well as the probable income to be derived.

## **DELEGATION OF AUTHORITY**

Authority and management responsibility for the investment program falls to the Chief of Finance, who is hereby named the Investment Officer of the Metroparks in accordance with the bylaws and the requirements of Act No. 20, Public Acts of 1943, as amended. The Chief of Finance shall be responsible for all transactions undertaken and shall establish a system of controls to regulate the activities of subordinate officials. No person shall engage in an investment transaction except as provided under the terms of this policy.

## **AUTHORIZED FINANCIAL DEALERS AND INSTITUTIONS**

The Metroparks shall maintain a listing of financial institutions which are approved to provide investment services. In addition, a list shall also be maintained of approved broker/dealers who shall have been selected based on credit worthiness and authorization to conduct business in the State of Michigan. These may include "primary" dealers or regional dealers that qualify under Rule 15c3-1 of the Securities and Exchange Commission (uniform net capital rule). Regional dealers must meet two times the uniform capital rule to be authorized for Metroparks business.

All financial institutions with which the Metroparks conducts business shall certify that they have received the Metroparks Investment Policy, (2) Have read the policy; and (3) will comply with the policy.

All institutions must meet the following requirements to be eligible for use as an investment medium for Metroparks funds:

1. Must satisfy the requirement of Act No. 20 and Act No. 367 (requiring Board of Commissioners approval of investment contract).
2. Must be insured by the Federal Deposit Insurance Corporation (FDIC) or the National Credit Union Administration (NCUA).
3. The institution must be incorporated under the laws of the State of Michigan or the United States.
4. The institutions must maintain an office or branch within the five-county region of Livingston, Macomb, Oakland, Washtenaw or Wayne Counties.
5. Institutions must maintain four or five-star rating from Bauer Financial Rating or an equivalent Bank Rating Service.
6. Bank Ratings will be reviewed prior to placing funds.

## **AUTHORIZED INVESTMENTS**

The Metroparks is authorized to invest in the following types of securities which are within the parameters authorized by Public Act 20 of 1943, as amended:

1. Bonds, securities, and other obligations of the United States or an agency or instrumentality of the United States.
2. Certificates of Deposit, savings accounts, deposit accounts, or depository receipts of Michigan financial institutions.
3. Investment pools organized under the surplus funds investment pool act, PA 367 of 1982, MCL 129.111 to 129.118.
4. Investment pools organized under the local government investment pool act, PA 121 of 1985, MCL 129.141 to 129.150.

## **SAFEKEEPING AND CUSTODY**

All securities transactions, except certificates of deposits as described below, shall be conducted on a delivery-versus-payment basis. Securities will be held by a third-party custodian, as designated by the Chief of Finance, and shall be evidenced by a safekeeping receipt.

Certificates of deposits, as is allowed under State of Michigan law, shall be evidenced by a safekeeping receipt from the issuing bank institution.

## **INVESTMENT LIMITS AND MAXIMUM MATURITIES**

The maximum aggregate investment with any institution shall not exceed \$15 million of the total invested in any particular category. In addition, no more than \$5 million will be invested in CD's with any particular institution.

To the extent possible, the Metroparks shall attempt to match its investments with anticipated cash flow requirements. Unless matched to a particular cash flow need, the Metroparks will not directly invest in securities that mature more than three years from the date of purchase. Funds with longer-term horizons may be invested in securities exceeding the three-year limitation provided that maturity dates coincide, as near as possible, with the expected use of the funds.

## **PERFORMANCE STANDARD**

The investment portfolio will be managed in accordance with the standards established within this policy and should obtain a market rate of return during an economic and budgetary environment of stable rates. Accordingly, the benchmark used to measure portfolio performance shall be the 30 and 90-day U.S. Treasury bill. Performance measurement shall occur quarterly.

## **REPORTING**

The Chief of Finance shall provide at least a quarterly report to the Board of Commissioners in compliance with the bylaws. This report should provide a clear picture of the status and types of investments of the current investment portfolio. The report should also clearly demonstrate compliance with this investment policy.

**Adopted by the Board of Commissioners:** \_\_\_\_\_



To: Board of Commissioners  
From: Shedreka Miller, Chief of Finance  
Subject: Report – 2021 Yearend Financial Review  
Date: February 4, 2022

**Action Requested: Motion to Receive and File**

That the Board of Commissioners receive and file the 2021 Yearend Financial Review as submitted by Chief of Finance Shedreka Miller and staff.

**Attachment: 2021 Yearend Financial Review**



# HURON-CLINTON METROPARKS 2021 YEAR END FINANCIAL RECAP

February 2022

Administrative Office  
13000 High Ridge Drive  
Brighton, MI 48814



[METROPARKS.COM](https://www.metroparks.com)







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# EXECUTIVE SUMMARY

## 2021 GENERAL FUND FINANCIAL RESULTS

In 2020, the pandemic forced closures, delays, and limitations to facilities throughout the Metroparks. Most impacted were aquatic, rental facilities, special events and interpretive programming. However, in 2021, the reduction of pandemic related restrictions allowed for most of the parks to resume operations. As a result, there was an increase in both revenue and expenses related to the facilities impacted by the pandemic.

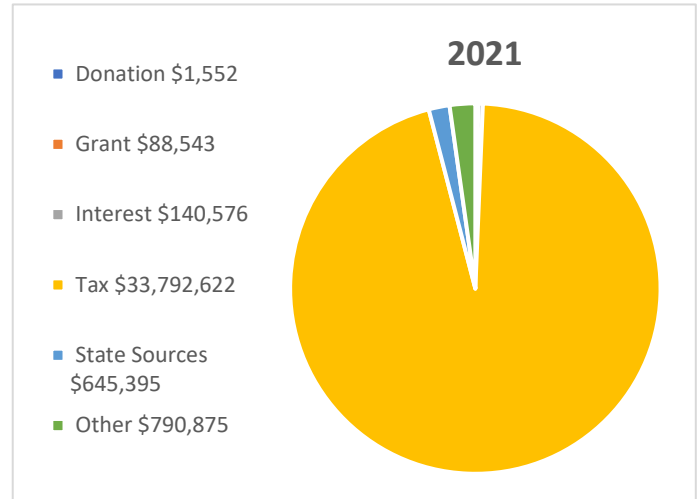
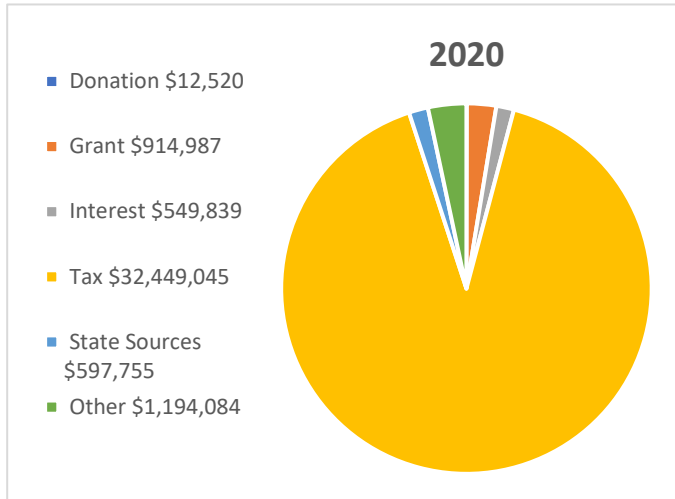
Total general fund revenue exceeded 2020 revenue by \$2.5 million or 4 percent. Park operating revenue was higher than 2020 revenue by \$3.1 million or 14.3 percent. The largest sources of the increase in revenue were golf, aquatic facilities, and facility rentals. These sources alone provided an additional \$2.6 million in revenue.

A portion of the increased operating expenses in 2021 is related to the reopening of facilities closed due to the pandemic. Total general fund expenditures were \$4.6 million or 8.9 percent higher than 2020 figures. Park operating and administration expenses increased \$2.5 million (7.4 percent) and \$914,000 (10 percent) compared to 2020.

The net result is an increase of \$3.5 million for the year. This is a \$7.3 million increase compared to the budgeted use of fund balance of \$3.7 million. The resulting Unassigned Fund Balance is \$26.7 million or 45 percent of 2022 budgeted revenue. Overall, 2021 was a good year for the Metroparks.



# ADMINISTRATIVE REVENUE



Metroparks administrative revenue consists of all revenue sources that are not generated directly by park operations. Tax revenue produces approximately 95 percent of this. Interest, grants, donations, sale of surplus, state funding, rebate programs and proceeds from agreements related to insurance generate the remaining funding.

In 2021, tax revenue fell short of the original budget, but exceeded 2020 by \$1.4 million or 4.2 percent. All other areas exceeded budget.

Interest earnings decreased by \$409,000 compared to 2020 and revenue received from the state of Michigan related to industrial personal property taxes increased by \$48,000. Donations increased by \$1,100 and Foundation Support declined by \$12,100 compared to 2020.

Grant revenue earned in 2021 came in \$847,000 lower than 2020.

The net result is a decline of \$288,000 or 0.8 percent.



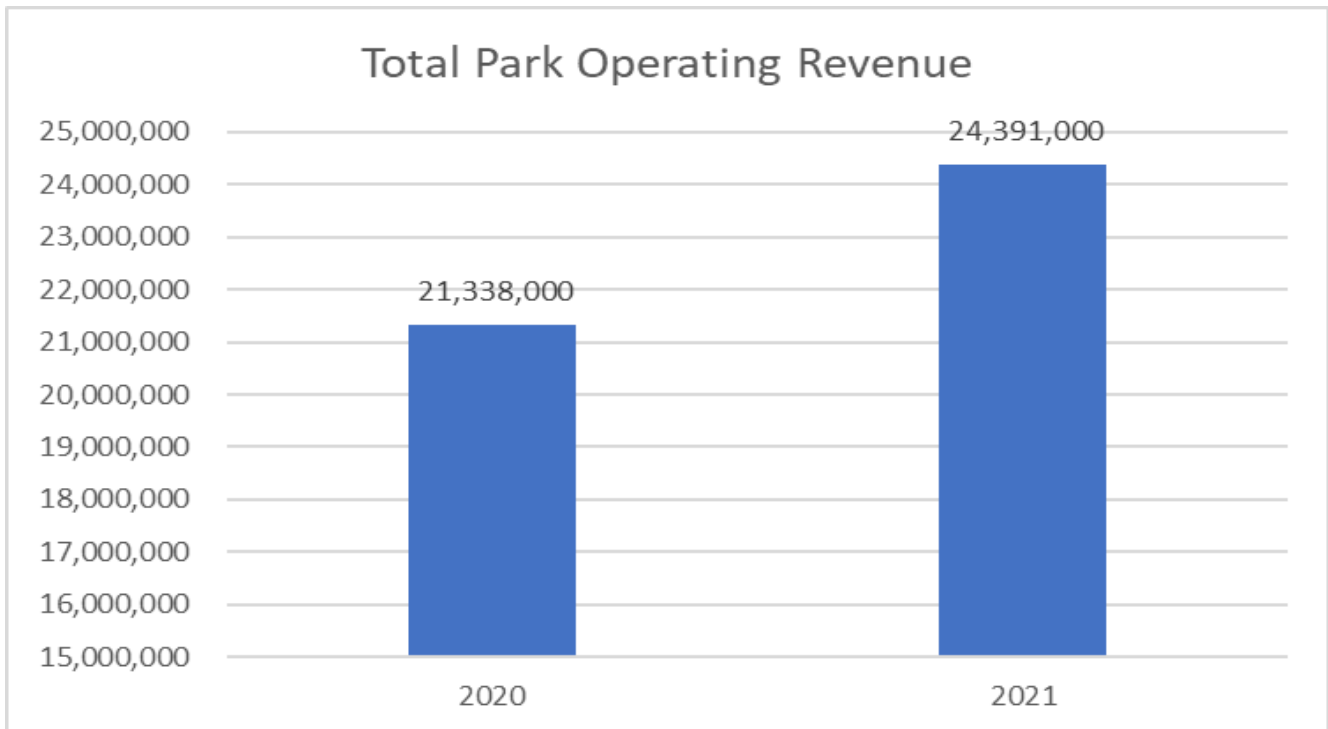
# PARK OPERATING REVENUE

## BY LOCATION

The Metroparks track operating revenue by three districts and nine distinct park locations within those districts as well as the administrative office which processes online sales.

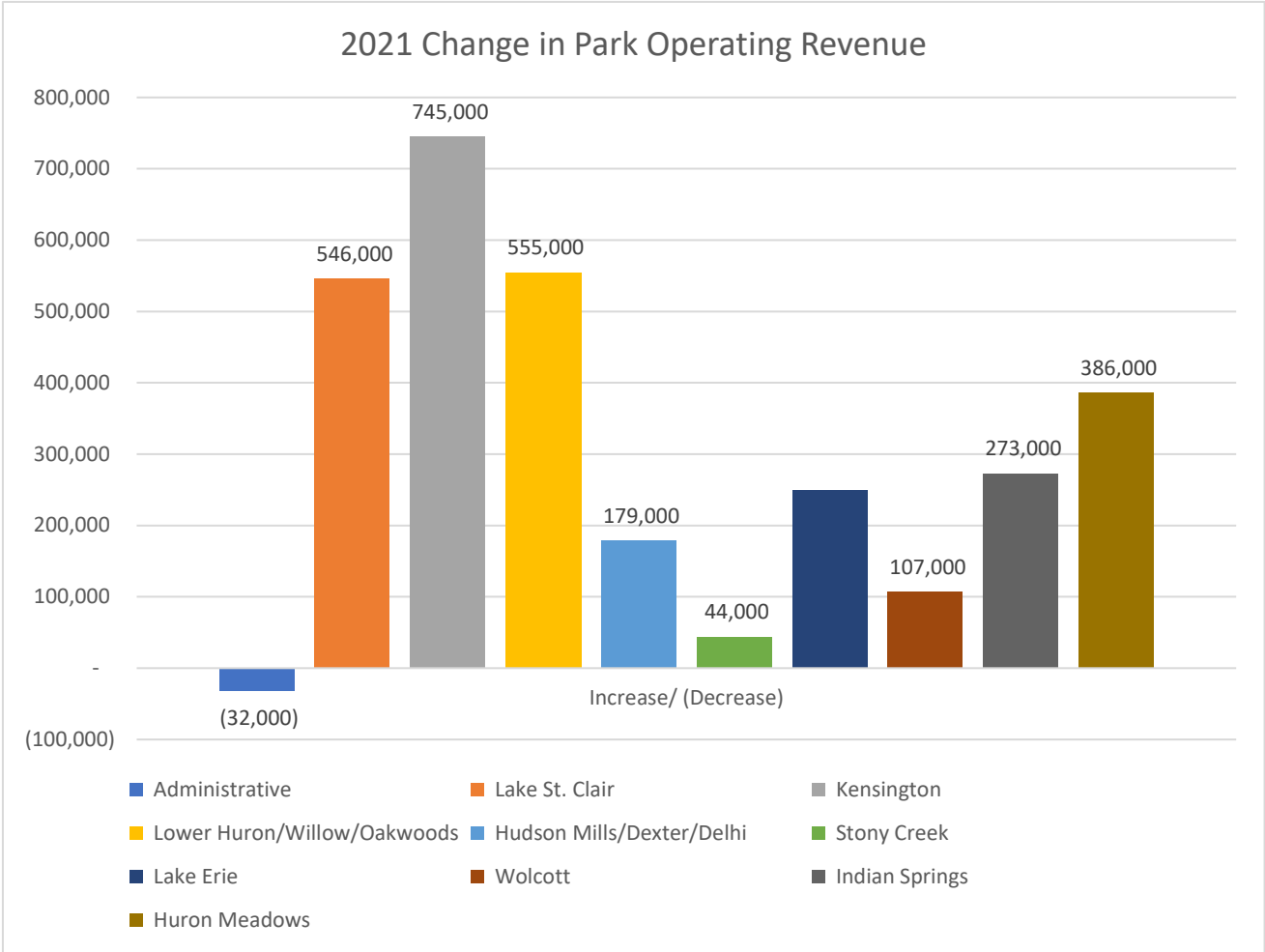
Each location varies in size and amenities offered but all locations are primarily large, day-use parks located adjacent to the Huron or Clinton Rivers or one of their tributaries.

During 2021 the operating revenue increased \$3.1 million or 14.3 percent compared to 2020.



Drilling into revenue by location, every location showed an increase except administrative. The reduction of pandemic restrictions allowed for some facilities/programs to resume after being closed in 2020. This change has also contributed to the overall increase in revenue. Locations such as Wolcott, which primarily generates interpretive program as its main source of revenue, showed an increase in revenue of 107,000 compared to 2020.

Kensington produced the highest change in revenue of \$745,000. Lake Erie and Lower Huron, Willow and Oakwoods showed an increase of \$555,000. Significant increases were also produced by Lake St. Clair (\$546,000) and Huron Meadows (\$386,000).



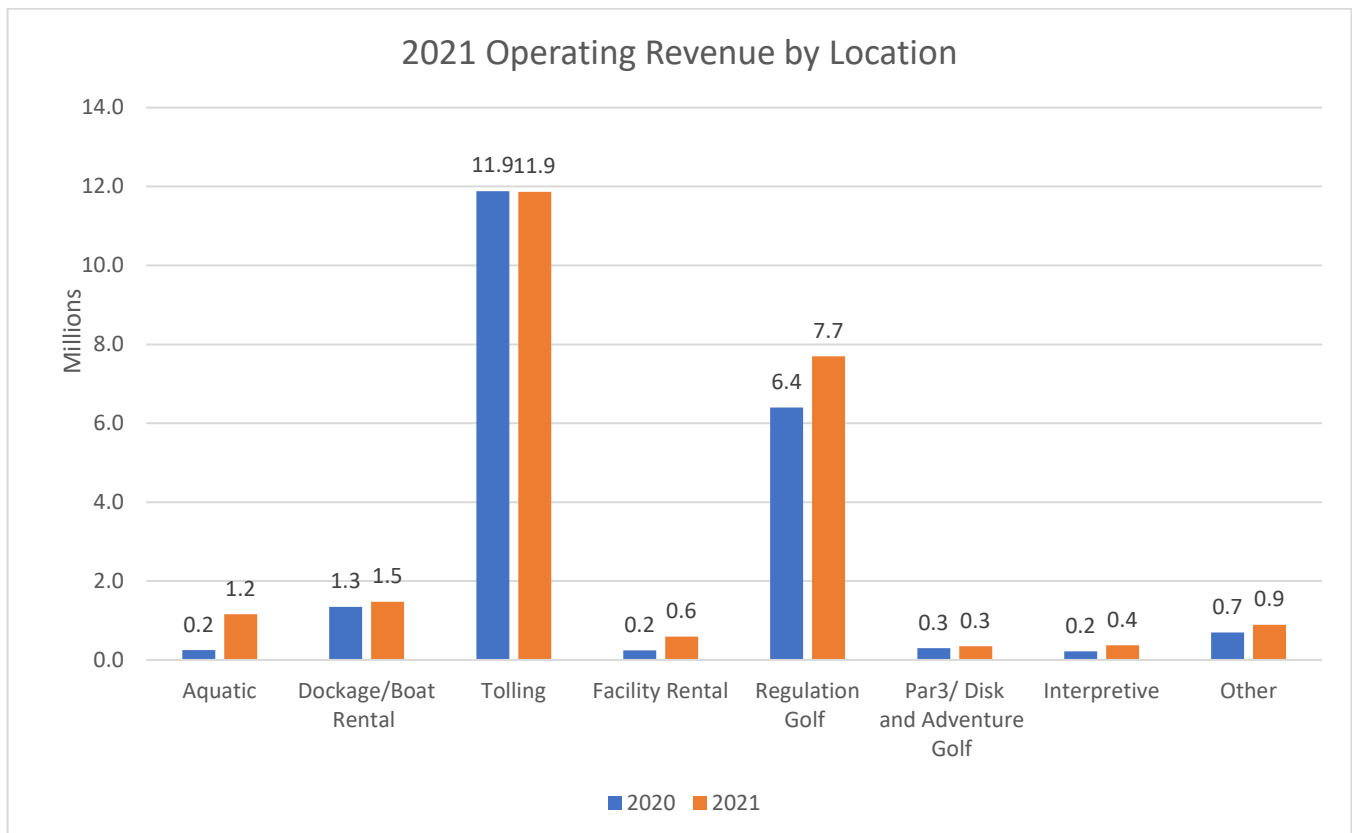
# BY ACTIVITY

In addition to tracking revenue by location, Metroparks also track revenue (and expenditures) by specific cost centers known as activities. Some activities have both revenue and expenditures associated with their operations, such as pools, golf courses or interpretive facilities. Some only have expenditures such as police or administrative. While it is expected that some activities will cover their direct expenses it is recognized that many do not but are intended to be supported by tax revenue or other sources as a service to the greater public.

In 2021 we were able to see a rebound in the revenue of facilities that were negatively impacted by pandemic limitations in 2020. These facilities were primarily, the aquatic facilities (increased \$910,000), interpretive program (increased \$156,000) and rental of facilities and shelters (increased \$349,000).

Golf revenue was remarkable in 2021. The revenue across all courses outperformed the 2020 results by over \$1.2 million. Golf revenue also exceeded the 2021 budget by over \$2.3 million. The demand of dockage and rental of boats, kayaks and stand-up paddleboards remained strong in 2021, netting an increase in revenue of \$125,000.

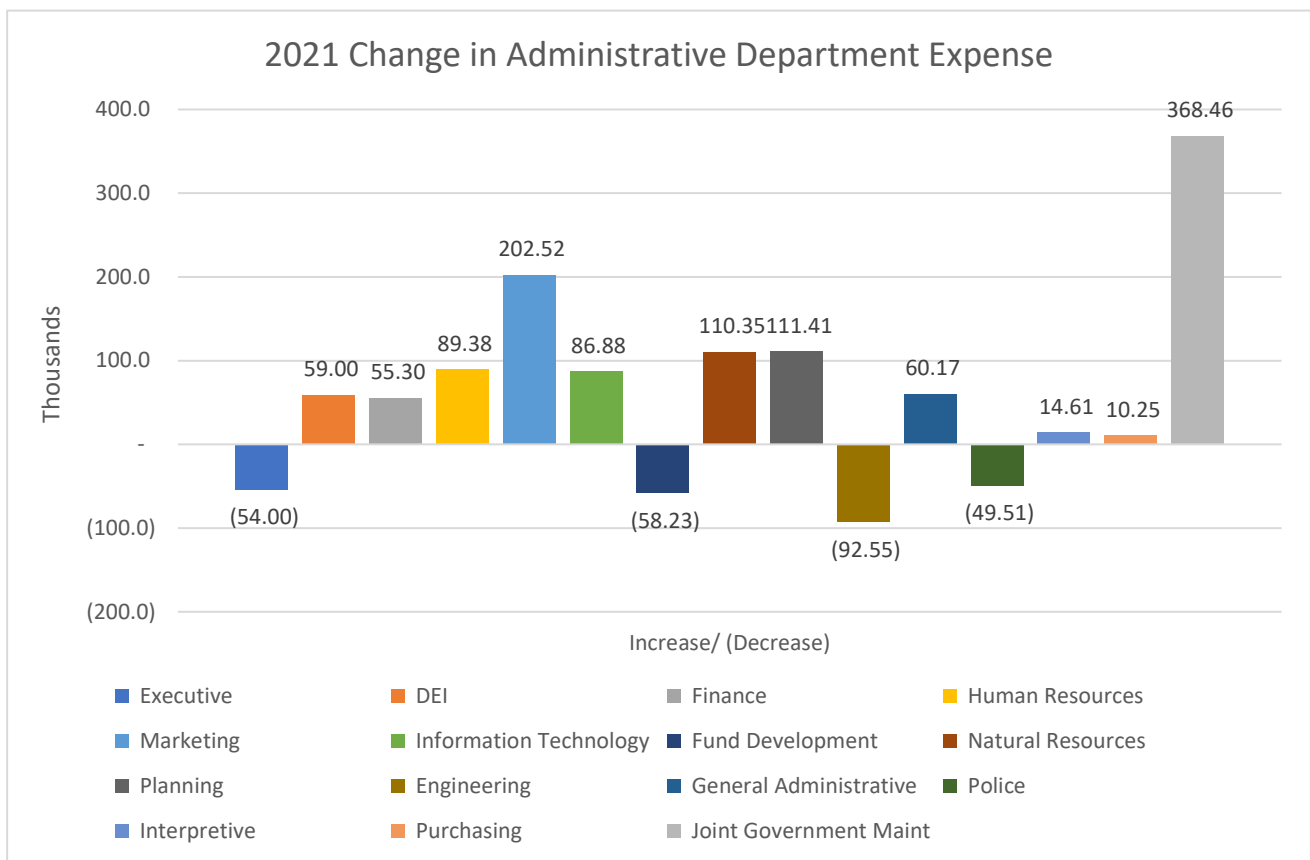
Finally tolling revenue remained steady in 2021, netting a decrease of \$22,000 compared to 2020.



# ADMINISTRATIVE EXPENSE

Moving into a review of the expense side of the ledger, the Administrative Office expenses for 2021 rose by a significant \$914,000 or 10 percent. The original 2021 budget expected an overall increase in the Administrative Office expenses of \$1.9 million, however, the actual results came in \$986,000 lower.

The main drivers related to the change in administrative expenses are Joint Government Maintenance, and Marketing. The \$368,000 increase in Joint Government Maintenance expenses are related to the Detroit Riverfront Conservancy and hotspots for libraries.

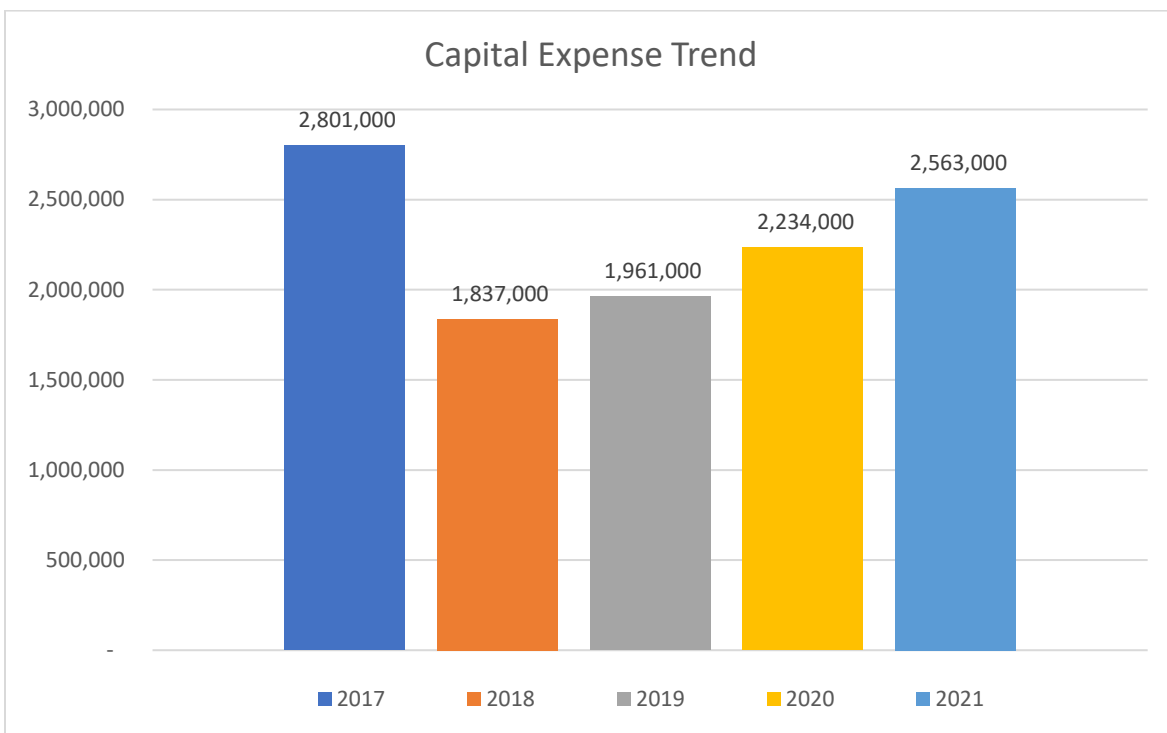


# CAPITAL EXPENSE

Revenue and expense related to Capital Improvement Projects are tracked in the Capital Project Fund. Capital Expenses tracked within the General Fund are limited to land acquisition and the purchase of moveable equipment which has a unit price more than \$5,000.

There was a land acquisition completed in 2021 for approximately 140 acres of land in Ray Township. The costs associated with this land acquisition at Wolcott Metroparks totaled \$790,000. This is an increase of over \$732,000 from 2020. Funding for this expenditure was taken from the Fund Balance Committed for Land Acquisition. Currently there is just under \$4.7 million. Per Board direction, all land sale proceeds are committed for future land acquisition.

Capital Equipment purchases in 2021 totaled \$1.8 million, which came in lower than the original and amended budget figures. This amount also reflects a decrease of \$403,000 or 18.5 percent compared to 2020 expenditures. It is also lower than the five-year average of \$2.3 million spent annually.



# MAJOR MAINTENANCE

Major Maintenance Projects are projects that exceed \$10,000, are generally expected to be completed within an operating calendar, are not frequent in nature and may maintain but do not create a new or extend the life of a capital asset. A good example is a roof replacement. It is needed every 25 years or so for a building to reach it's expected life, but it does not extend the useful life of the building beyond what the building would normally have.

These costs are part of operations, in a financial sense, but are segregated so that the more typical annual operating costs may be analyzed and managed more readily. In 2021, \$2.4 million was spent on 43 separate projects. Some of the more significant projects worked on in 2021 were:

1.	Hudson Mills - Hike Bike Trail Reconstruction	\$254,366
2.	Kensington - Hike Bike Trail Reconstruction	\$211,342
3.	Lake St Clair - Hike Bike Trail Reconstruction	\$199,597
4.	Lake Erie - Roof Replacements at Various Buildings	\$199,589
5.	Lake St Clair - Boardwalk Decking & Replacement	\$157,119
6.	Lake St Clair - Pool Slide Pump Conduit Replacement	\$154,723
7.	Indian Springs - Dome Polishing & Seal Replacement	\$136,739
8.	Willow - Hike Bike Trail Reconstruction	\$134,909
9.	Administrative Office - Window Replacement	\$130,148
10.	Lake Erie - Replacement of Failing Culvert	\$ 88,285

2020 project expenditures totaled \$1.6 million. 2021 project work exceeded this amount by \$780,000, 49 percent.



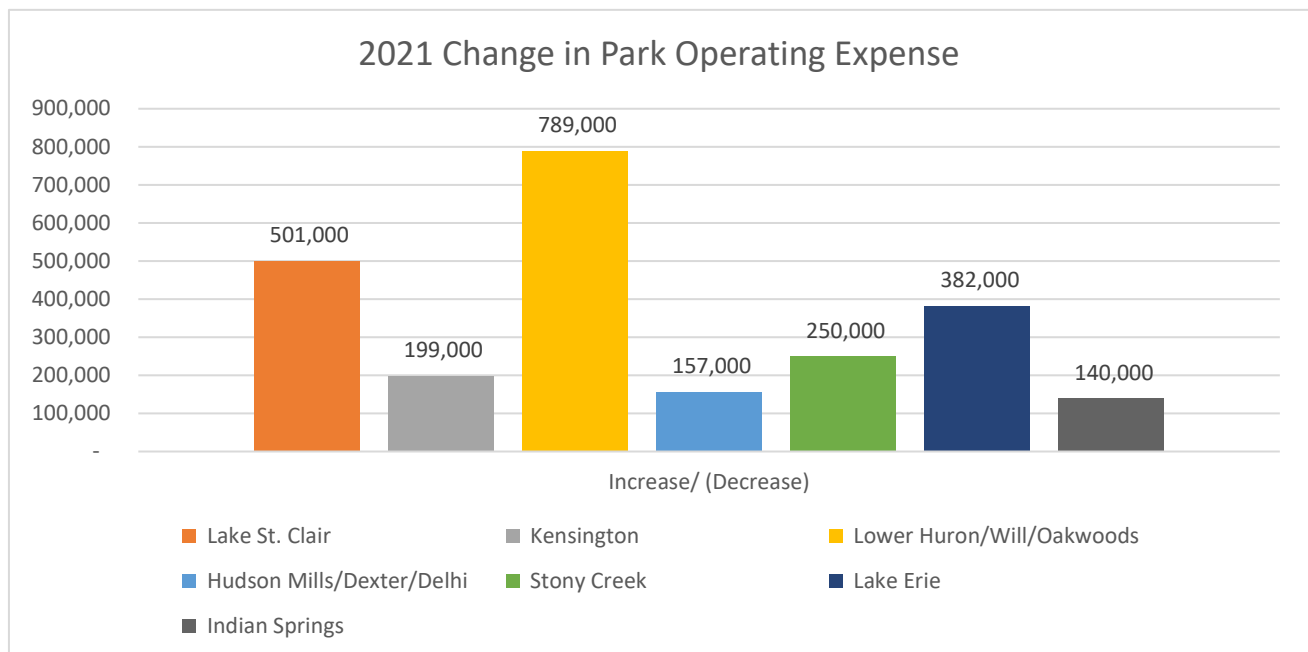
# PARK OPERATING EXPENSE

## BY LOCATION

The park operating expenses in 2020 were lower due to restrictions related to the pandemic and staffing shortages. Some of the restrictions related to the pandemic were lifted in 2021, allowing for most of the facilities and programs to resume operations. As a result, park operating expenses increased across all parks.

2021 park operating expenses in total increased \$2.5 million or 7.4 percent compared to 2020. Some of the largest increases occurred at Lower Huron and Lake Erie where the Turtle Cove Waterpark and Great Wave pool facilities were unable to open in 2020 due to the pandemic.

The chart below displays the variance in park operating expense between 2020 and 2021 for the parks with a significant change. Three parks which had a minor change were not included to make the chart easier to read. They are Administration Office, Wolcott Mill and Huron Meadows.





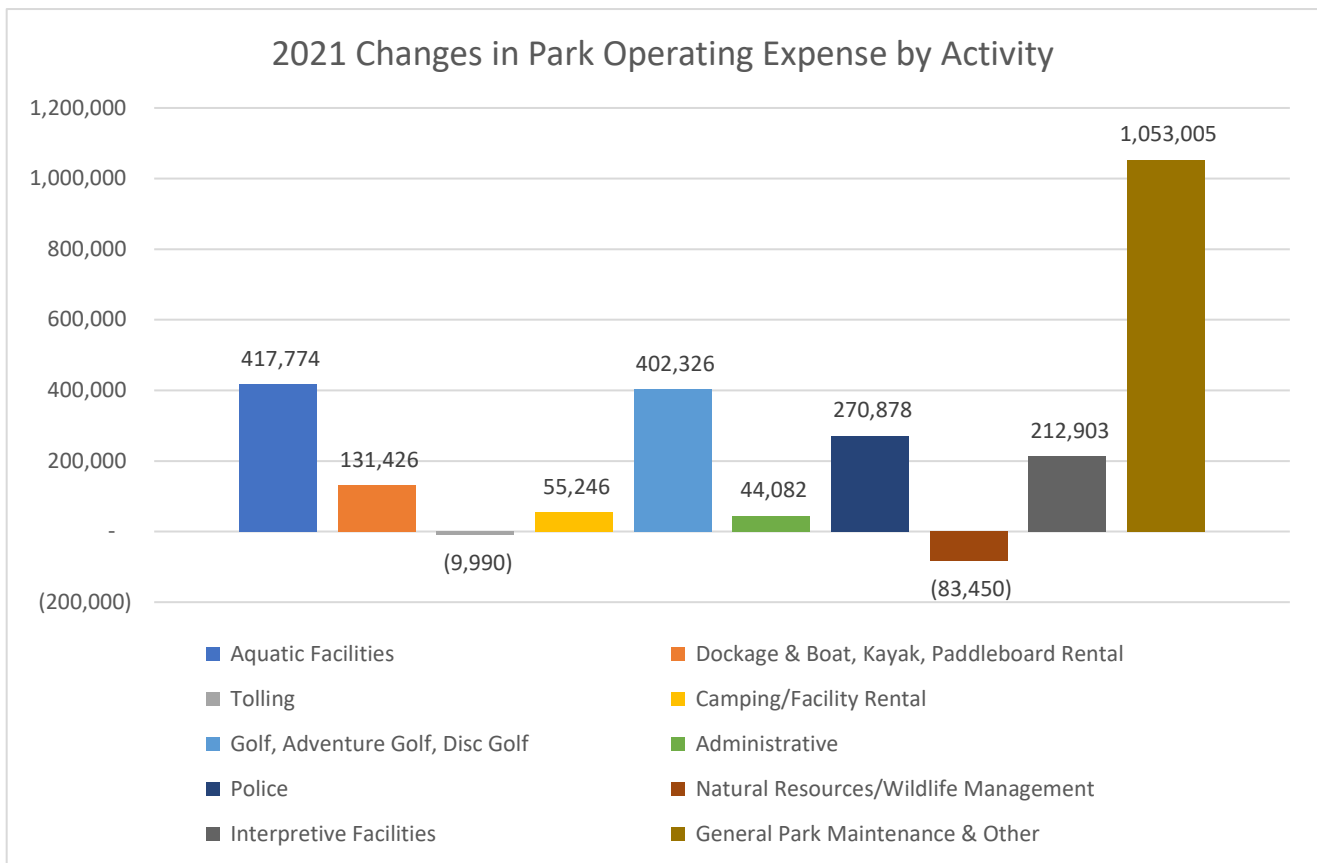
# BY ACTIVITY

As discussed earlier, the Metroparks uses a cost center known as an activity to track and report both revenue and expense. Looking at park operating expenses by these activity centers illuminates some of the impacts of the pandemic on expense.

In 2021 we were able to see an increase in the expenses related to facilities that were negatively impacted by pandemic limitations in 2020. As a result, the expenses related to the aquatic facilities, interpretive program, and general park maintenance increased between \$418,000 and \$1.1 million.

The increase in Golf expenses were more than covered by the increased revenue generated during 2021.

Overall, the increased revenue generated also more than offset the increase in general park maintenance.



# FUND BALANCE

The Metroparks Board policy for unassigned fund balance created a target range of 25 to 30 percent of budgeted general fund revenue. At 12/31/2021 the 2022 budgeted general fund revenue totals \$59.1 million. This produces a range of roughly \$15 to \$18 million. The policy provides that unassigned fund balance outside of that target range will have further review.

The unassigned fund balance has exceeded the target range since the policy was approved. At the beginning of 2021 it totaled \$24.7 million. During 2021, the most significant change to the fund balance was the \$3.5 net increase due to the revenue generated in the general fund exceeding related expenses.

The result is an unassigned fund balance at Dec. 31, 2021, which totals \$26.7 million, an increase of \$2.0 million.









To: Board of Commissioners  
From: Shedreka Miller, Chief of Finance  
Subject: Report – Monthly Capital Project Fund  
Date: February 4, 2022

**Action Requested: Motion to Receive and File**

That the Board of Commissioners receive and file the Capital Project Fund report as submitted by Chief of Finance Shedreka Miller and staff.

**Background:** In 2018, the Board of Commissioners approved the creation of a capital project fund. To improve the information provided on specific capital improvement projects Finance is working on developing a monthly performance report.

The following columns of data are provided by project:

- Life-To-Date Total Project Budget
- Year-To-Date Total Project Expenditures
- Life-To-Date Total Project Expenditures
- Current Project Encumbrances (Funds committed through the purchase order process)
- Balance (Life-To-Date Budget less Life-To-Date Expenditures and Current Encumbrances)

**Project updates include:**

- A total of \$5.6 million was spent during 2021 towards completion of 50 capital projects throughout the Metroparks.
- 10 projects were completed in 2021. Some of the more significant were:
  - Lower Huron Woods Creek Playground \$1,480,143
  - Stony Creek Baypoint Beach Site Improvements \$1,189,157
  - Kensington Maple Beach Site Improvements \$1,103,072
  - Oakwoods Nature Center Exhibit Design & Lighting \$ 730,623
  - Kensington Maple Beach Universal Accessible Playground \$ 493,785
- Contracts totaling \$3.7 million has been encumbered for 13 open projects.
- Two projects that were originally part of the Capital Project Fund were removed from the list as the projects did not meet capitalization limits.

**Attachment: December 2021 Capital Project Fund Update**

Capital Project Status Report  
As of 12/31/2021

Project Code	Project Title	GL Account Number	Location	Category	Life To Date Budget	Year to Date Transactions	Life to Date Transactions	Life to Date Encumbrance	Balance	Project Status
50217.683	Pump Station No. 1 Replacement-SAW Grant	80-5-102-990-88	Lake St Clair	Other Improvements	421,277	27,404	421,277	0	-	Complete
50219.688	Black Creek Marsh Wetland Filtration Enhancement	80-5-102-990-88	Lake St Clair	Other Improvements	299,922	97,616	97,616	0	202,306	
50220.692	Accessible Kayak Launch & Power Installation	80-5-102-990-88	Lake St Clair	Other Improvements	50,000	0	0	0	50,000	
50220.693	Backup Internet Fiber Installation	80-5-102-990-89	Lake St Clair	Infrastructure	40,000	0	0	30,815	9,185	
50220.694	Electrical Grid Replacement - Design in 2020	80-5-102-990-89	Lake St Clair	Infrastructure	807,064	58,749	58,749	57,715	690,600	
50220.696	Beach Restoration	80-5-102-538-88	Lake St Clair	Other Improvements	477,540	292,205	302,863	174,677	0	
50221.697	Michiagn Coastal Management Program-Accessible Launch	80-5-102-990-88	Lake St Clair	Other Improvements	392,850	5,022	5,022	0	387,828	
50417.1107	Maple Beach Site Improvements	80-5-104-538-88	Kensington	Other Improvements	1,103,062	76,284	1,103,072	0	-	Complete
50420.1118	Maple Beach - Universal Accessible Playground	80-5-104-538-89	Kensington	Infrastructure	493,785	89,102	493,785	0	-	Complete
50420.1120	West Boat Launch - Accessible Kayak Launch	80-5-104-990.88	Kensington	Other Improvements	324,456	12,150	16,456	0	308,000	
50421.1121	Farm Center Sidewalk Replacement	80-5-104-881-89	Kensington	Infrastructure	190,731	190,731	190,731	0	-	Complete
50520.128	Relocating Concessionaire Canoe Livery Building	80-5-108-990-84	Dexter-Delhi	Building	80,855	10,803	28,410	0	52,445	Complete
50619.491	North Fishing Site Redevelopment	80-5-106-990-88	Lower Huron	Other Improvements	297,399	263,421	290,799	0	6,600	
50620.493	Backup Internet Fiber Installation	80-5-106-990-89	Lower Huron	Infrastructure	185,362	0	150,000	33,702	1,660	
50620.496	Woods Creek Playground Development	80-5-106-990-89	Lower Huron	Infrastructure	1,480,143	1,480,143	1,480,143	0	0	Complete
50621.497	Toll Booth Replacement and Paving	80-5-106-990-84	Lower Huron	Building	30,000	21,840	21,840	0	8,160	
50621.498	Turtle Cove Crosswalk Path	80-5-106-532-89	Lower Huron	Infrastructure	97,773	7,773	7,773	81,353	8,648	
50621.499	Iron Bell Trail Project	80-5-106-990-89	Lower Huron	Infrastructure	842,773	48,507	48,507	24,535	769,731	
50620.500	Walnut Grove Campground Improvements	80-5-106-610-88	Lower Huron	Other Improvements	784,600	0	0	0	784,600	
50621.501	Off Leash Dog Area Development	80-5-106-990-82	Lower Huron	Land Improvements	330,800	0	0	0	330,800	
50820.217	Backup Internet Fiber Installation	80-5-108-990-89	Hudson Mills	Infrastructure	7,994	0	0	0	7,994	
50820.218	Rapids View area Development	80-5-108-990-89	Hudson Mills	Infrastructure	491,230	33,131	37,430	0	453,800	
50820.219	Toll Booth Removal and Replacement	80-5-108-590-84	Hudson Mills	Building	17,992	0	12,346	0	5,646	Complete
50821.220	Hike Bike Trail Reconstruction	80-5-108-990-89	Hudson Mills	Infrastructure	0	0	0	0	0	Complete
50821.221	Picnic Area Development at Canoe Launch	80-5-108-990-88	Hudson Mills	Other Improvements	397,401	11,901	11,901	0	385,500	
50821.222	UST Removal	80-5-108-650-88	Hudson Mills	Other Improvements	6,316	6,316	6,316	0	(0)	
50917.542	Baypoint Beach Site Improvements	80-5-109-538-88	Stony Creek	Other Improvements	1,189,157	106,721	1,189,157	0	0	Complete
50918.548	Shelden Trails Redevelopment	80-5-109-990-89	Stony Creek	Infrastructure	863,845	200,775	526,227	29,500	308,118	
50920.554	Boat Launch Building Redevelopment	80-5-109-540-84	Stony Creek	Building	1,928,100	363,490	457,112	1,470,988	0	
50920.555	Development of Off Leash Dog Area	80-5-109-990-82	Stony Creek	Land Improvements	228,372	216,226	217,251	11,121	0	
50920.556	Backup Internet Fiber Installation	80-5-109-990-89	Stony Creek	Infrastructure	80,000	0	0	70,407	9,593	
50920.558	26 Mile Rd. Connector - Bike Path	80-5-109-990-89	Stony Creek	Infrastructure	21,864	11,299	21,864	0	0	
50921.559	Baypoint Beach Grinder Pump Installation	80-5-109-538-89	Stony Creek	Infrastructure	103,715	103,715	103,715	0	0	Complete
50921.560	Golf Course Pumphouse & Irrigation System Replacement	80-5-109-650-89	Stony Creek	Infrastructure	1,000,000	0	0	0	1,000,000	
51017.311	Park Office Replacement	80-5-106-990-84	Willow	Building	2,595,496	1,694,073	1,875,539	719,957	(0)	
51020.317	Backup Internet Fiber Installation	80-5-106-990-89	Willow	Infrastructure	0	0	0	0	0	
51021.319	Big Bend Shoreline Protection	80-5-106-990-88	Willow	Other Improvements	511,520	13,594	13,594	4,132	493,793	
51021.320	Washago Pond Restoration	80-5-106-990-88	Willow	Other Improvements	3,697	3,697	3,697	0	0	
51118.110	Nature Center Exhibit Design & lighting/electrical	80-5-106-880-88	Oakwoods	Other Improvements	730,623	112,959	730,623	0	0	Complete
51120.113	Backup Internet Fiber Installation	80-5-106-990-89	Oakwoods	Infrastructure	0	0	0	0	0	
51120.114	Accessible Nature Trail Development	80-5-106-880-89	Oakwoods	Infrastructure	250,294	2,294	2,294	0	248,000	
51218.239	Shoreline and Fish Habitat Restoration	80-5-112-990-88	Lake Erie	Other Improvements	1,626,188	91,974	207,882	998,571	419,735	
51220.240	Boat Launch Fish Cleaning Station	80-5-112-990-88	Lake Erie	Other Improvements	45,000	0	0	0	45,000	
51220.241	Accessible Kayak Launch with Area Development	80-5-112-990-88	Lake Erie	Other Improvements	245,406	274	406	0	245,000	
51320.142	Phase Two - Animal Pen Fencing Replacement	80-5-113-881-88	Wolcott	Other Improvements	39,202	0	5,505	0	33,697	Complete
51320.144	Farm to Mill Trail Connector	80-5-113-881-89	Wolcott	Infrastructure	1,000,958	0	958	0	1,000,000	
51520.159	Backup Internet Fiber Installation	80-5-115-990-89	Indian Springs	Infrastructure	7,758	0	0	0	7,758	
51620.093	Backup Internet Fiber Installation	80-5-116-990-89	Huron Meadows	Infrastructure	0	0	0	0	0	
Grants	50219.688R - Black Creek Marsh Wetland Filtration Grant		Lake St Clair		(160,000)	-	-	-	(160,000)	
Grants	50220.696R - Beach Restoration Grant		Lake St Clair		(292,167)	152,967	-	-	(139,200)	
Grants	50221.697R - Michigan Coastal Management Program Accessible Launch Grant		Lake St Clair		(196,425)	-	-	-	(196,425)	
Grants	50420.1120R - Accessible Kayak Launch Grant		Kensington		(154,000)	-	-	-	(154,000)	
Grants	50519.126R - Iron Belle Trailhead		Dexter-Huron		(38,742)	-	-	-	(38,742)	
Grants	50619.491R - North Fishing Site Accessibility Grant		Lower Huron		(144,400)	-	-	-	(144,400)	
Foundation	50620.496R - Woods Creek Playground funding from Ralph C Wilson		Lower Huron		(94,030)	94,030	-	-	-	
Grants	50621.499R - Iron Bell Trail Grant		Lower Huron		(532,075)	-	-	-	(532,075)	
Grants	50620.500R - Walnut Grove Campground Improvements Grant		Lower Huron		(450,000)	-	-	-	(450,000)	
Grants	50621.501R - Off Leash Dog Area Development Grant		Lower Huron		(165,400)	-	-	-	(165,400)	

**Capital Project Status Report  
As of 12/31/2021**

<b>Project Code</b>	<b>Project Title</b>	<b>GL Account Number</b>	<b>Location</b>	<b>Category</b>	<b>Life To Date Budget</b>	<b>Year to Date Transactions</b>	<b>Life to Date Transactions</b>	<b>Life to Date Encumbrance</b>	<b>Balance</b>	<b>Project Status</b>
Grants	50820.218R - Rapids View Area Development Grant		Hudson Mills		(226,900)	-	-	-	(226,900)	
Grants	50821.221R - Picnic Area Development at Canoe Launch Grant		Hudson Mills		(192,700)	-	-	-	(192,700)	
Donations	50918.548R - Shelden Trail		Stony Creek		(110,582)	-	-	-	(110,582)	
Grants	50920.555R - Off Leash Dog Area Grant		Stony Creek		(50,000)	479	-	-	(49,521)	
Grants	51021.319R - Big Bend Shoreline Protection Grant		Willow		(250,000)	-	-	-	(250,000)	
Grants	51120.114R - Accessible Nature Trail Development Grant		Oakwoods		(124,000)	-	-	-	(124,000)	
Grants	51218.239R - Coastal Marsh Habitat & Trail Development		Lake Erie		(1,408,383)	91,518	-	-	(1,316,865)	
Grants	51220.241R - Kayak Launch Area Development Grant		Lake Erie		(122,500)	-	-	-	(122,500)	
					<u>17,410,215</u>	<u>5,993,183</u>	<u>10,140,861</u>	<u>3,707,473</u>	<u>3,900,885</u>	



To: Board of Commissioners  
From: Shedreka Miller, Chief of Finance  
Subject: Report – Monthly Major Maintenance Status Update  
Date: February 4, 2022

**Action Requested: Motion to Receive and File**

That the Board of Commissioners receive and file the Major Maintenance report as submitted by Chief of Finance Shedreka Miller and staff.

**Background:** The Metroparks track the costs associated with periodic or infrequent repairs or maintenance that do not meet the criteria for capitalization in a function of our chart of accounts known as major maintenance. We utilize a project accounting system to budget, record and report these costs. To provide the Board and the broader public with improved information surrounding major maintenance projects we have developed a monthly Major Maintenance status report.

The format includes the location, project title from the budget document, a brief description of the work, the original budget funding, the current amended budget, year-to-date transactions, life-to-date transactions, life-to-date encumbrance balance, the remaining budget and the project status.

Most major maintenance repairs are completed within one year. Occasionally projects require additional time to complete.

At the end of 2021, 33 out of 53 projects were completed. The remaining projects were carried over, rebudgeted or cancelled. During 2021, there was a lot of work contracted or completed and year-to-date expenses are 79.7 percent of the total budget.

**Attachment: December 2021 Major Maintenance Status Report**

**Major Maintenance Status Report**  
As of 12/31/21

Location	Project Title	Project Description	Original Budget Funding	Amended Budget	Year to Date Transactions	Life to Date Transactions	Life to Date Encumbrance	Remaining Budget	Project Status
Administrative Office	Window Replacement	Replace selected windows throughout the building to allow operable windows increasing external air flow into building.	115,000	130,148	130,148	130,148	0	0	Completed
Administrative Office	Interior/Exterior Door Replacement	Replace front doors to building entrance	-	15,908	0	0	15,908	0	Carry Over - In 2022 Budget
Lake St Clair	North/South Marina Dock Electrical	Replace electrical conductors that feed the power to the pedestals for boaters at the North Marina rental slips. Current electrical has been damaged due to high water levels	1,170	15,292	1,170	15,292	0	0	Carry Over - In 2022 Budget
Lake St Clair	Boardwalk Decking & Replacement	Replaces a section of boardwalk decking on the east section of boardwalk. More phases will be need in subsequent years	156,508	157,119	157,119	157,119	0	0	Completed
Lake St Clair	Park Office Boiler Replacement	Replaces the second of two boilers in the LSC office and food bar building. The first was replaced in a previous project.	65,000	25,803	25,803	25,803	0	0	Carry Over
Lake St Clair	ADA Accessibility Improvements	This will bring three additional shelters up to ADA standards including 12 ADA accessible tables and one large ADA grill per shelter	20,000	0	0	0	0	0	Project Cancelled
Lake St Clair	Spray Zone Pump Replacement	Facility utilizes two pumps for full pressure. One has currently failed and is planned for replacement	18,500	12,285	12,285	12,285	0	0	Completed
Lake St Clair	Fishing Pier Repairs	Two fishing piers located on the point have experienced ice damage to support. One is still useable with damage. This project will lift and replace support allowing both to be functional again.	12,000	0	0	0	0	0	Project Cancelled
Lake St Clair	Adventure Golf Carpet Replacement	Approximately 1,000 yards of carpet to cover all 18 holes at course.	33,000	27,613	27,613	27,613	0	(0)	Completed
Lake St Clair	Pickle Ball Court Conversion	Converts an existing tennis court to pickle ball courts.	12,000	11,727	2,827	2,827	0	8,900	Completed
Lake St Clair	Hike Bike Trail Reconstruction at Park Entrance	The existing paved surface is failing and in poor condition, this project will resurface the existing bike trail from the entrance to the Nature Center	243,600	213,158	199,597	199,597	0	13,561	Completed
Lake St Clair	Pool Slide Pump Conduit & Conductor Replacement	Replace pump on pool slide	-	154,723	154,723	154,723	0	0	Completed
Lake St Clair	Fishing Pier Replacements	Donation Funded project	-	5,977	5,977	5,977	0	0	Carry Over
Lake St Clair	Beach Soil/Containment Removal	In excess of 50,000 cubic yards of seaweed and other debris have accumulated from beach cleaning	50,000	50,000	0	0	50,000	0	Carry Over
Lake St Clair	Stormwater Drainage Repairs on Culverts	Replacement of deteriorated culverts throughout the park	45,000	0	0	0	0	0	Project Cancelled
Lake St Clair	Pool Slide Repair	This project will install a gel coating to cover the pool slides improving safety for park patrons	11,800	4,400	0	0	0	4,400	Park Completed
Lake St Clair	Sidewalk at North Marina Shore	This project has been incorporated with the bike trail entrance repairs, will will replace the failing sidewalk along the North Marina	20,000	20,000	0	0	0	20,000	Completed
Kensington	Splash Pad Programming & Hardware Updates	Replaces the existing controls and programming for the operation of the Splash-n-Blast at Kensington	22,100	26,630	26,019	26,630	0	0	Completed
Kensington	Dam Concrete Work	Fix concrete spalling	100,000	3,698	3,698	3,698	0	0	Carry Over - In 2022 Budget



**Major Maintenance Status Report  
As of 12/31/21**

Location	Project Title	Project Description	Original Budget Funding	Amended Budget	Year to Date Transactions	Life to Date Transactions	Life to Date Encumbrance	Remaining Budget	Project Status
Kensington	Maple Beach Irrigation Replacement	The project will install new irrigation lines and heads at Maple beach around the the restroom building	100,000	44,074	44,074	44,074	0	0	Completed
Kensington	Playground Mulch Installation	Annual mulch replenishment to meet safety requirements	-	13,134	13,134	13,134	0	0	Completed
Kensington	Historic Barn Roof Replacement	Replacing the deteriorated cedar shake roof.	21,000	17,705	17,705	17,705	0	0	Completed
Kensington	Hike Bike Trail Reconstruction-Nature Center to West Boat Launch	Replaces the existing failing asphalt surface on the bike trail	-	230,635	211,342	211,342	0	19,293	Completed
Kensington	Farm Septic Tank Repair Phase 2		-	52,555	52,555	52,555	0	0	Completed
Kensington	Boat Launch Building & Seawall Repairs	Repairs to the steel on the existing seawall	30,000	0	0	0	0	0	Rebudgeted for 2022
Kensington	Trail Improvements - Playfield top of hill (Maple towards Possum)	Replaces the existing failing asphalt surface on the bike trail. This project is combined with the Nature Center to West Boat Launch work	165,000	0	0	0	0	0	Completed
Kensington	Trail Improvements - Martindale North to Shore Fishing	Replaces the existing failing asphalt surface on the bike trail	427,000	0	0	0	0	0	Carry Over - In 2022 Budget
Lower Huron	Replacement of Starter Tub-Turtle Cove	Replacement of the starting tub for the Turtle Cove green tube slide. Located at the top of the slide tower, crane needed to assist in replacement.	17,392	17,614	222	222	17,392	0	Carry Over - In 2022 Budget
Lower Huron	Turtle Cove Slide Tower and Support Structure Painting	Body slide and tube slide tower structure at Turtle Cove. Necessary for integrity of structure to resist chemical damage and rust build up.	70,000	47,608	47,608	47,608	0	0	Completed
Lower Huron	Woods Creek Restroom Furnace	Add furncase to restroom near new playground	-	11,265	0	0	11,265	0	Carry Over
Lower Huron	Turtle Cove lazy river VFD panels Repairs	Awaiting DTE Power quality assessment to determine if repairs or replacements are needed. This is for the control boards for two lazy river turbine motors at Turtle Cove.	15,000	0	0	0	0	0	Rebudgeted for 2022
Lower Huron	Lower Huron Upgrade Pump at Tulip Tree Comfort Station	Grinder pump upgrade for the comfort station that services both Tulip Tree and Walnut Grove Campground comfort stations.	15,000	0	0	0	0	0	Completed by Park
Lower Huron	Lower Huron Replace Culvert on Bike Trail at LH South End	Replace culvert under the hike bike trail located near the south entrance of Lower Huron Metropark.	30,000	0	0	0	0	0	Combined with Trail work at Willow
Lower Huron	Washago Pond Dam Repairs	Diver assessment of dam reappear needed at Washago pond dam. Anticipating a short term repair and assessment for a more permanent long term repair.	15,000	0	0	0	0	0	Cancelled - turned into Capital Project for 2022
Lower Huron	ADA Cement Pad for Grills	Continuation of ADA upgrades at Lower Huron/Willow shelters. Cement pads extension of shelter cement pad for ADA grill.	20,000	0	0	0	0	0	Project Cancelled
Hudson Mills	Golf Starter Building Roof Replacement	Replacement of flat roof section	30,000	1,220	1,220	1,220	0	0	Rebudgeted for 2022
Hudson Mills	Golf Course Pump Station Upgrades	Replacement pumps	67,700	66,000	65,000	65,000	1,000	0	Completed
Hudson Mills	Hike Bike Trail Reconstruction	Reconstruction of a section of shared use trail	432,000	262,204	254,366	254,366	0	7,838	Completed

**Major Maintenance Status Report**  
As of 12/31/21

Location	Project Title	Project Description	Original Budget Funding	Amended Budget	Year to Date Transactions	Life to Date Transactions	Life to Date Encumbrance	Remaining Budget	Project Status
Stony Creek	ADA Accessibility Improvements	This will bring two additional shelters up to ADA standards including 12 ADA accessible tables and one large ADA grill per shelter	30,000	0	0	0	0	0	Project Cancelled
Stony Creek	Playground Mulch Installation	Annual mulch replenishment to meet safety requirements	-	14,328	14,328	14,328	0	0	Completed
Stony Creek	Golf Course Culvert Installs for Water Drainage	Cut cart path and install culvert to eliminate wet areas	20,000	27,250	0	0	27,250	0	Carry Over
Stony Creek	Large Well Controls		-	14,875	14,875	14,875	0	0	Completed
Stony Creek	Eastwood Beach Entrance Road Spot Repairs	Spot repairs to entrance drive	20,000	20,548	20,548	20,548	0	0	Completed
Stony Creek	Repaint Roadway & Hike Bike Paths	Address worst portions of trail and roadway	20,000	18,950	15,010	15,010	3,940	(0)	Completed
Stony Creek	Stormwater Drainage Repairs on Culverts	Replace existing deteriorated culverts	50,000	0	0	0	0	0	Rebudgeted for 2022
Willow	Hike Bike Trail Reconstruction-Oakwoods Connector to Chestnut Rd	Hike bike trail resurface and correct drainage issue between Oakwoods and Willow Metroparks.	151,000	157,331	134,909	134,909	18,485	3,937	Carry Over
Willow	Carpenter Shop Siding Replacement	Exterior siding replacement for the Carpenter shop building located at the Willow Maintenance Service yard.	20,000	21,450	21,450	21,450	0	0	Completed
Oakwoods	Oakwoods Drainage repair for Sky-Come-Down trail	Nature trail has been flooded due to unknown reasons. Assessment and work for drainage resolution to this area.	35,000	0	0	0	0	0	Cancelled
Willow	Willow Replace Culvert at Southside of Park - Washago to Pool Connector	Culvert repair/replacement located under the hike bike trail between the Willow pool and Washago Pond.	15,000	0	0	0	0	0	Completed - Part of Trail Project
Lake Erie	Replacement of Failing Culvert	Culvert repair/replacement located under the main park road between maintenance service drive and Cove Point area.	43,440	103,085	88,285	103,085	0	0	Completed
Lake Erie	Roof Replacements at 4 Various Buildings	Roof shingle replacement (and other roof repairs as required) for the Lake Erie Foodbar, Wet Shop/Bathhouse, Pool Mechanical and Tot Lot bathroom buildings.	139,960	278,364	199,589	267,664	0	10,700	Completed
Lake Erie	Marina Building Use Evaluation	Marina Building Use Evaluation	30,000	30,000	17,500	17,500	10,500	2,000	Carry Over
Lake Erie	Boat Launch Sanitary Updates	Boat Launch Sanitary Updates	-	102	102	102	0	0	Carry Over
Lake Erie	Marina Dredging	Dredging in the Marina	-	3,038	3,038	3,038	0	0	Carry Over - In 2022 Budget
Lake Erie	Marcite Repair at Shallow End of Wave Pool	Total replacement of the Wave pool shallow end marcite; roughly 12,500 sq ft.	188,000	388,918	67,067	67,067	321,852	(1)	Carry Over
Lake Erie	Wave Pool Plaza Cement Work	Various sections of cement around wave pool plaza; to include a section of the hike bike path behind pool mechanical building.	60,000	72,817	15,235	15,235	54,058	3,524	Carry Over
Lake Erie	Boat Launch Road Repairs	Main culverts under the road to boat launch replaced. Road surfacing to be completed at a later date.	60,000	27,617	24,291	24,291	0	3,326	Completed
Lake Erie	Golf Maintenance Building Repairs	Repair/replace a wall, window and exterior siding of the Lake Erie golf course maintenance building.	15,000	15,000	0	0	14,650	350	Carry Over
Lake Erie	Marina Boiler Vent Stack Repair	Marina Boiler Vent Stack Repair	-	23,906	15,000	15,000	8,906	0	Completed
Wolcott	Replacement of Existing Pasture Fence	Replacement of animal pen fencing	23,792	91,530	32,490	91,530	0	0	Completed

**Major Maintenance Status Report**  
As of 12/31/21

<b>Location</b>	<b>Project Title</b>	<b>Project Description</b>	<b>Original Budget Funding</b>	<b>Amended Budget</b>	<b>Year to Date Transactions</b>	<b>Life to Date Transactions</b>	<b>Life to Date Encumbrance</b>	<b>Remaining Budget</b>	<b>Project Status</b>
Wolcott	Historic Mill Sprinkler System	Evaluation and possible repair of existing fire suppression system.	12,486	12,486	12,486	12,486	0	0	Completed
Wolcott	Horse Barn Electrical Upgrades	Evaluation and repair of electrical system in horse barn	-	15,725	15,725	15,725	0	0	Completed
Wolcott	Fill in Raceway at Mill	Project to look at filling in the raceway beneath the Mill	80,000	0	0	0	0	0	Carry Over
Indian Springs	Dome Polishing & Seal Replacement	Polishing and resealing of the interior and exterior surface of the underwater dome	89,235	269,478	136,739	263,381	4,998	1,099	Carry Over
Indian Springs	Splash Pad Programming & Hardware Updates	Replacement and upgrades to the control software and hardware for the splash pad	21,900	23,333	23,333	23,333	0	0	Completed
Indian Springs	Steel Beam Repair at Golf Starter Building	Steel Beam Repair at Golf Starter Building	-	11,700	0	0	11,700	0	Carry Over - In 2022 Budget
Indian Springs	EDC Flooring/Painting of Dome Area	Replacement carpeting and painting of concrete in the underwater dome	20,000	0	0	0	0	0	Combined with 71520.029 project
Huron Meadows	Golf Starter Building Roof Replacement	Replacement of the existing shingle roof on the starter building	75,000	25,576	25,576	25,576	0	0	Carry Over - In 2022 Budget
			<b>\$ 3,600,582</b>	<b>\$ 3,305,901</b>	<b>\$ 2,351,781</b>	<b>\$ 2,635,070</b>	<b>\$ 571,904</b>	<b>\$ 98,927</b>	



To: Board of Commissioners  
From: Jay Bibby, Interim Chief of Planning and Development  
Project Title: Report – Kensington Metropark Updated Master Plan  
Date: February 4, 2022

**Action Requested: Motion to Approve**

That the Board of Commissioners approve the 2021 update to the Kensington Master Plan as recommended by Interim Chief of Planning and Development Jay Bibby and staff.

**Fiscal Impact:** Projects identified in each park master plan will affect the Metroparks budget over the planning horizon; however, there is no immediate fiscal impact with this update.

**Background:** The original Kensington Master Plan was developed over the course of six months in the fall of 2016 and winter of 2017. It was approved by the Board on Feb. 9, 2017 to guide the long range (10-year timeline) planning of developments for the park.

During the initial planning process, the intention to maintain these master plans as living documents was communicated.

This five-year update, therefore, focuses on the following:

1. Major changes to facilities, infrastructure, and programming
2. Updated needs and opportunities
3. Status of original action items
4. Any new actions identified to help meet goals and policies

Staff have also updated the following sections:

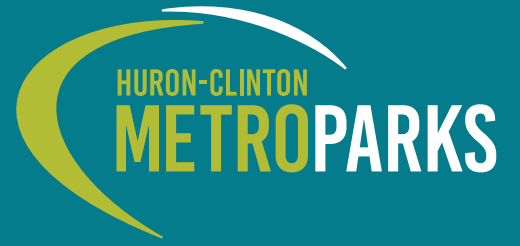
- Revenue
- Visitation
- Demographic/socioeconomic population data
- Community and supporting plan documents

Planning and Development staff invited representatives from each administrative department and Kensington park operations to form a steering committee to guide the update process. The public was invited to participate in a brief online survey, and staff also performed in-person outreach at one of the movie nights at Kensington over the summer.

Staff anticipates completing an entirely new Kensington master plan at its 10-year mark in 2027.

**Attachment: Updated Kensington Master Plan**

# KENSINGTON METROPARK MASTER PLAN

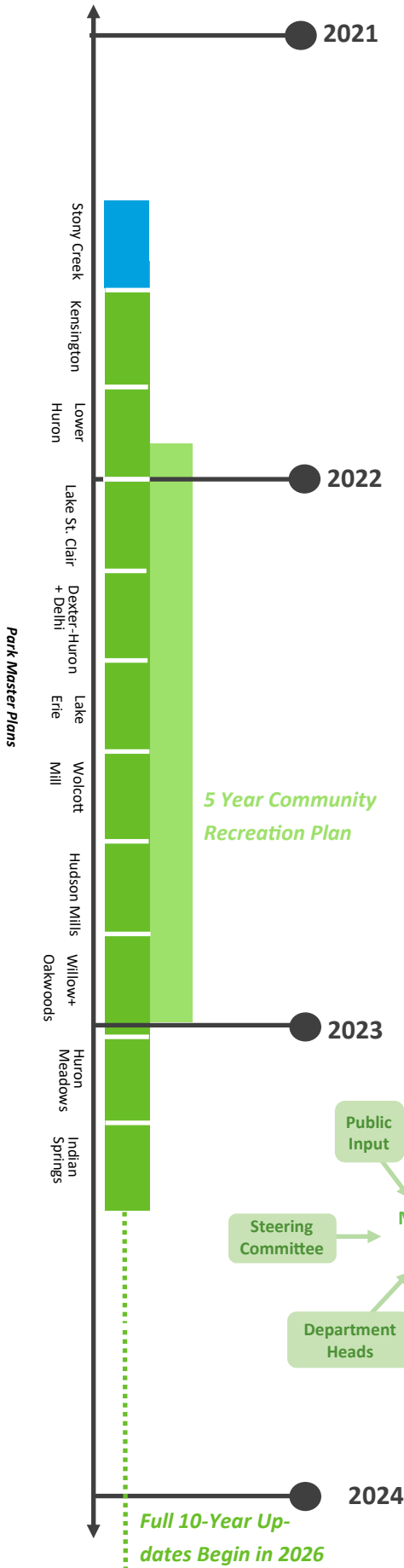


Five-Year Update to 2017 – 2027



# Introduction

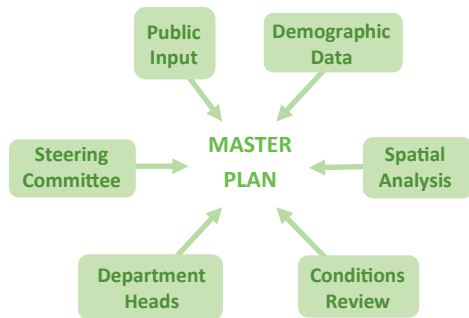
## Planning Process



The five-year update is an opportunity for each of the 13 Metroparks to review their master plan and make sure it is still relevant. This review includes 1) major changes to facilities, infrastructure and programming in the park; 2) updated needs and opportunities; 3) completed action items; and 4) any new actions necessary to implement the goals and policies for the park. One of the most important components is the public input collected through meetings, questionnaires, and online comments. This reveals the public’s hopes and expectations for the park and significantly influences plan recommendations. A master plan steering committee was formed to include park employees with exceptional knowledge of Kensington and surrounding community, who along with the experienced Metroparks department heads provide their professional opinions.

The Planning and Development Department also included updates to the demographic and spatial data to inform recommendations. Demographic data looks at the density, age, income, language, and other factors of the regional population. Spatial data, usually analyzed through Geographic Information Systems (GIS) software, looks at the physical location of the parks in relation to other recreation opportunities, transportation facilities, population centers, important natural resources, and more. Finally, the planning staff conducted a review of park conditions to identify areas needing improvement and areas experiencing success.

The master plans are intended to be living documents, modified as needed to reflect changing conditions in the parks. However, they focus on park developments over the following ten years, and will be updated every decade through a formal planning process similar to the current one.



The Steering Committee met on 10/05/2021

# Revenue Sources

## 2019-2020 Operations Revenue

Revenue Source	2019 Total	2020 Total*	% of 2020 Revenue
Tolling	2,518,683.56	3,336,085.73	62.39
Golf	1,117,245.85	1,115,429.83	20.86
Spray Zone	273,639.82	149,414.79	2.79
Boat Rental	232,819.00	283,294.73	5.29
Farm	220,579.16	90,562.10	1.69
Picnic Shelter	111,725.00	69,587.50	1.30
Disc Golf	74,541.73	102,396.13	1.91
Boat Storage	75,740.00	70,353.18	1.31
Special Events	6,370.40	3,250.00	0.06
Island Queen	54,408.00	100.00	0
Nature Center	45,785.05	7,127.52	0.13
Miscellaneous	47,364.74	81,419.61	1.52
Mobile Learning Center	30,146.00	4,687.50	0.09
Cross Country Ski	5,098.13	10,069.26	0.19
Group Camp	8,782.36	6,994.51	0.13
Mobile Stage	11,100.00	850.00	0.02
Beach	3,806.01	10,377.68	0.19
Parkways	15,955.39	5,207.56	0.09
	<b>4,853,790.20</b>	<b>5,347,207.63</b>	<b>100%</b>

\*2020 Operations Revenue was irregular due to the COVID pandemic. 2019 totals are included for comparison.

### NEEDS

Diversify sources of revenue

Offer new and exciting activities/ programs to visitors to both boost tolling and gather user fees

### OPPORTUNITIES

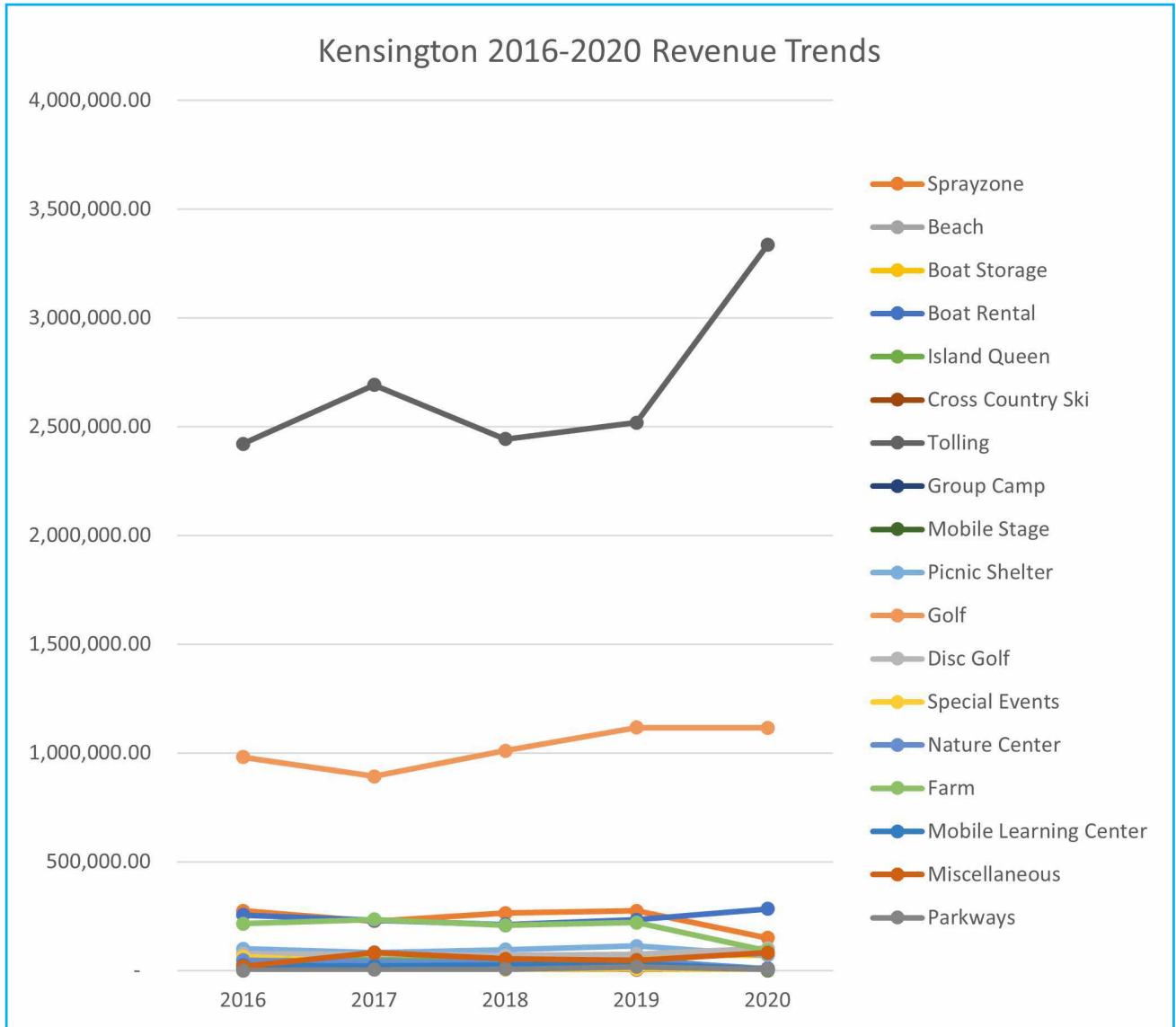
The Metroparks 2020 General Fund revenue equaled \$56,927,831, representing a nearly \$1.5M increase over 2019. At over \$5.3M in revenue in 2020, Kensington Metropark comprised nearly 9.4% 3% of all Metroparks revenue.

Kensington’s budgeted 2021 operations revenues were \$4,821,428, while estimated 2021 operations expenses were \$7,850.857. Property tax and other revenue is therefore estimated to subsidize 38% of the Kensington operating budget for the year.

As the chart illustrates, over 80% of operating revenue comes from park entrance tolling and golf.



# Revenue Sources



**REVENUES TRENDING UPWARD**

Golf, Tolling, Boat Rental, Miscellaneous

**REVENUES TRENDING DOWNWARD (COVID-related)**

Farm Center, Nature Center, Spray Zone, Special Events, Island Queen, Mobile Learning Center



# Revenue

## Visitors

Kensington Metropark is a regional park and can draw from the 3,566,644 people that live within a 30 mile radius (approximately a 45-minute drive) of the park. Certain events and activities may draw visitors from greater distances.

Vehicle entries to Kensington Metropark have averaged close to 803,529 since 2016. Record entries of 953,800 were recorded in 2020. Weather often plays a role in attendance to the park; activity areas greatly affected by weather are the trails, beaches, boat rental, disc golf course and golf course.

In 2019, the Metroparks season pass included a barcode that park staff could scan when visitors enter Kensington Metropark. The barcode was added so Metroparks staff could track which ZIP codes users are coming from to create better experiences, amenities and programming within the park system. Knowing where people are coming from also assists in identifying gaps in visitor characteristics so that the Metroparks can do a better job in sharing information about areas that may be underrepresented in terms of attendance.



Farm Center Spring Festival



Popular Martindale Beach

## NEEDS

Maintain and build upon high vehicle entry rates

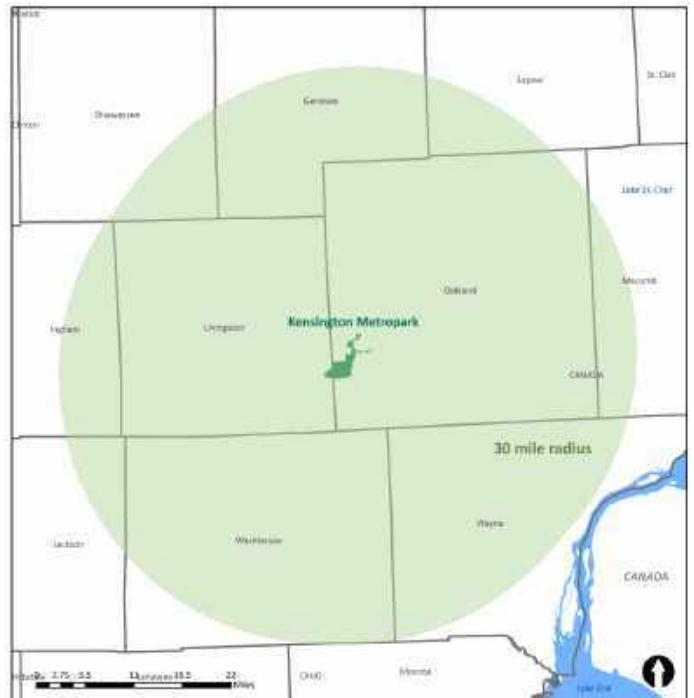
Take advantage of popularity to grow revenue and system awareness

## OPPORTUNITIES

VEHICLE ENTRIES 2013-2020



Kensington Metropark 30-Mile radius



# Programs & Events



Michigan Philharmonic



Down and Dirty Mud Run



Colonial Kensington

## NEEDS

Increase revenue and visitation

Build on enthusiasm of Kensington visitors with exciting, engaging programs and events

## OPPORTUNITIES

### 2021 Integrated Marketing Plan

Educational and public programs looked much different than “average” in 2020. Staff adjusted to ever-changing situations of the pandemic to continue serving visitors on multiple platforms using virtual and hybrid programs, as well as small-group, in person, outdoor programs. These new practices will carry over into 2021 and staff will continue working collaboratively to provide exciting new experiences for the Kensington communities in ways that are safe and engaging.

### 2020-2022 Recreation Programming Plan

In 2019, the Metroparks amended the 2018-2022 Community Recreation Plan to include a Recreation Programming Plan.

An important element of programming is accessibility and ensuring all programs, events, and services are compliant with the American Disability Act (ADA) requirements.

To achieve this, the Metroparks has begun self-evaluation of all programming and services offered by each department. Each program was categorized into groups of similar activities (e.g. programs, events, activities) and will then be analyzed each activity in terms of vision, hearing, and mobility barriers that may exist.



# COMMUNITY INFLUENCES

## Population

The population of the communities surrounding Kensington is aging rapidly and changing in mobility. The percentage of households without access to an automobile has been rising steadily over the last 10 years in Livingston County, even while falling somewhat in the immediate surrounding communities, Oakland County, and the 5-county region.

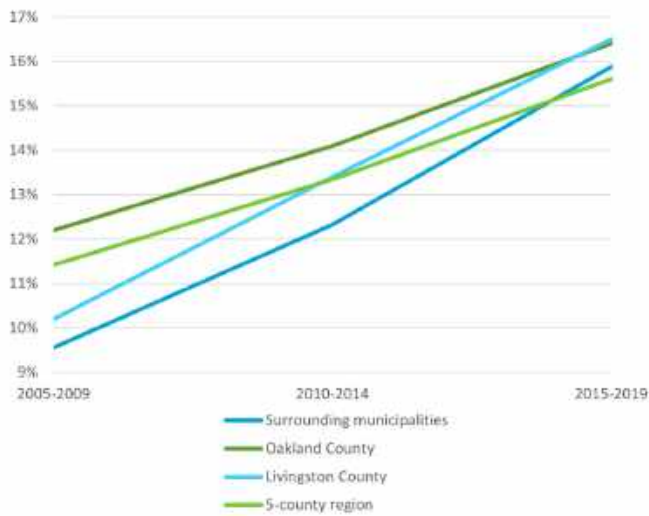
### NEEDS

Address changing needs of new population demographics

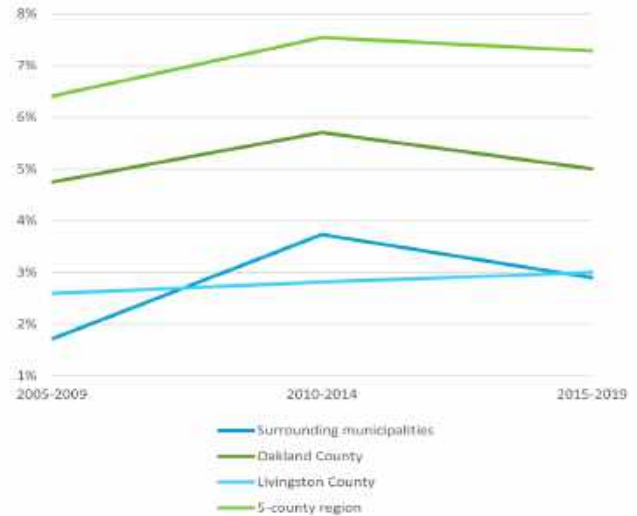
Draw new users with an accessible, welcoming park environment

### OPPORTUNITIES

The percentage of individuals over 65 years of age continues to rise quickly in the region, Oakland and Macomb counties, and communities surrounding the park. The steepest climb is occurring in Livingston County. Older adults have distinct needs, often requiring accommodations for mobility and accessibility of park features such as trails and buildings. This is important to keep in mind when planning the future of a park serving an older population.



CHANGE IN PERCENT OF POPULATION OVER 65 YEARS, FROM 2005-09 through 2015-2019 (Source: US Census American Community Survey)



CHANGE IN PERCENT OF HOUSEHOLDS WITH NO CARS AVAILABLE, FROM 2005-09 through 2015-2019 (Source: US Census American Community Survey)



# Community Influences

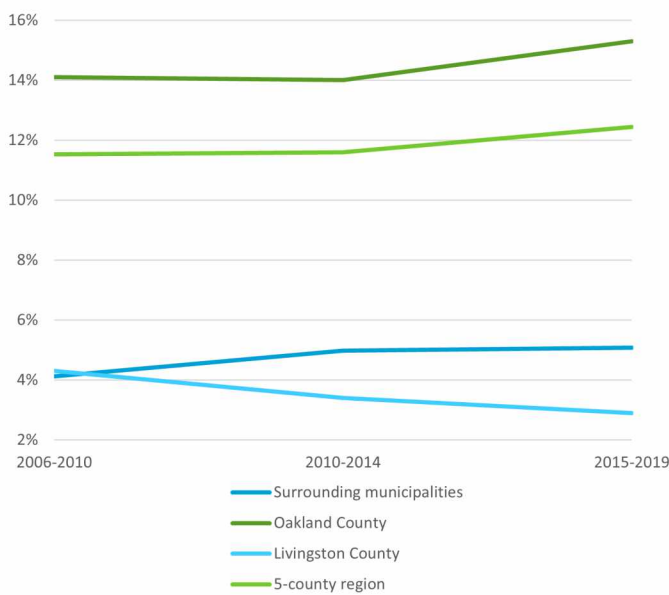
As shown below, Kensington is located past the western edge of the suburban ring around Detroit, largely in the midst of rural low-density areas with less than one thousand residents per square mile. It does touch slightly higher-density areas of Milford to the north and Lyon Township to the south. All this creates unique land use and park access challenges and opportunities.

Since 2014, the population density has increased across the board for the 5-county region, Livingston and Oakland counties, and the municipalities surrounding Kensington.

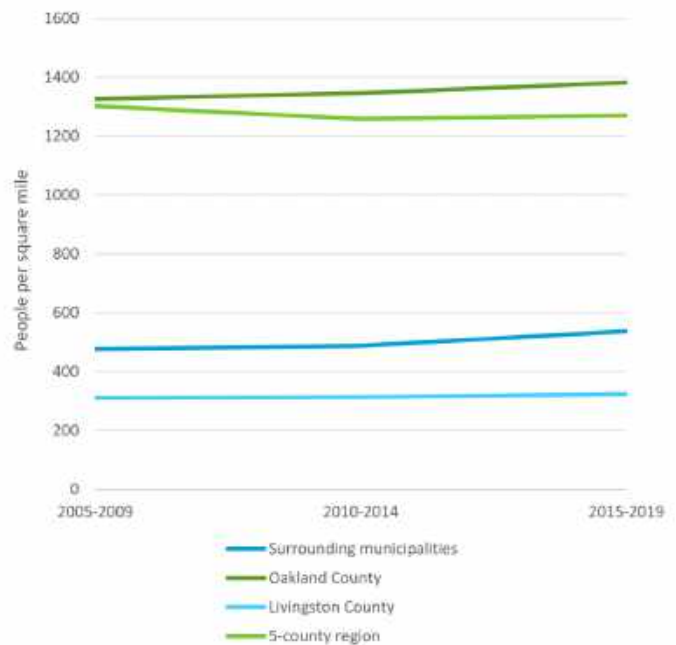
Although most households in the area still speak English as their first language, Oakland County and the 5-county region as a whole are seeing increases in the percentage of households that speak languages other than English at home. While there was a decrease in this metric in Livingston County over the last 10 years, the percentage of households in municipalities immediately surrounding Kensington that speak a language other than English has held steady over the last 5 years.



POPULATION DENSITY BY CENSUS TRACT, 2010-14



CHANGE IN PERCENT OF HOUSEHOLDS SPEAKING LANGUAGE BESIDES ENGLISH AT HOME, 2006-10 through 2015-2019  
(Source: US Census American Community Survey)



CHANGE IN AVERAGE POPULATION DENSITY, 2005-09 through 2015-2019  
(Source: US Census American Community Survey)

## NEEDS

Improve park connectivity with community

Create good working relationship with surrounding municipalities

## OPPORTUNITIES

### Milford Township (no update since 2017)

- Joint master plan with Village of Milford
- Planning for population increase, Smart Growth
- Gradual transition of urban to rural districts
- Metroparks included in master plan
- Interest in non-motorized collaboration

### Lyon Township

- Conservation of remaining open areas
- New zoning categories to accommodate development
- Need for senior housing options
- Interest in conservation easements and land trusts
- Interest in non-motorized collaboration
- Trail and trailhead investments (2020 Capital Improvement Plan)

### Brighton Township (master plan update 2020)

- As gravel sites in the eastern border of the Township reach the end of their useful life, they will be redeveloped consistent with surrounding land uses
- Plan to develop first active Township park on Kensington Road between Buno and Jacoby Roads

### Green Oak Township (no update since 2014)

- Balancing commercial development and open space
- Planning for cluster developments and service boundaries to preserve open space
- Created Path and Greenway Plan

### Huron River Watershed Council

- Improve climate resiliency of communities on the watershed
- Green infrastructure for local governments program
- Collaboration in stormwater management efforts
- RiverUp! program supporting placemaking in river towns
- Huron River Water Trail partner facilitation

## Projects/Initiatives

Understanding the goals and plans of municipalities bordering and/or containing Kensington is essential for a collaborative, comprehensive planning process. Planning staff researched the published master plans and recreation plans of surrounding municipalities, counties, and regional agencies. These provided a basic idea of the direction planned for each, especially regarding land use,

### Oakland County

- Green Infrastructure Vision linking Kensington to other open space and recreation

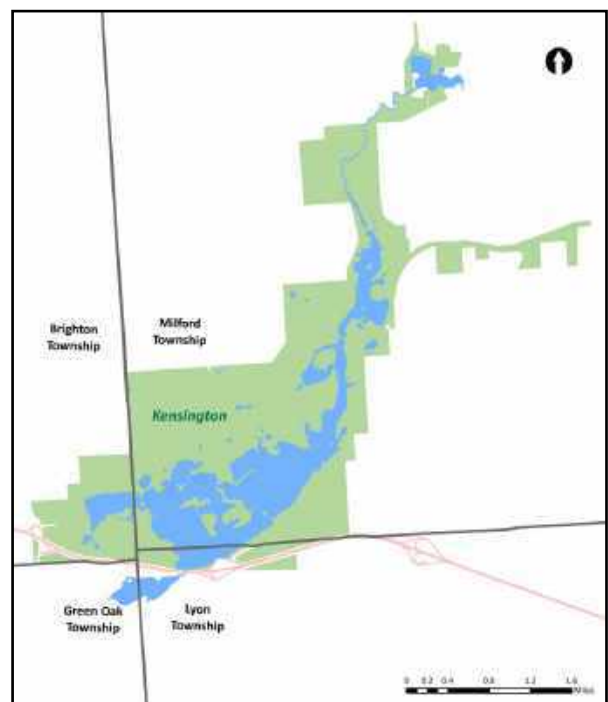
### Livingston County (master plan update 2018; countywide trails plan 2020)

- Work to connect recreation assets throughout the County in coordination with HCMA, MDNR, and other partners

### Southeastern Livingston County Recreation Authority Parks & Recreation Master Plan (no update since 2017)

- Work with regional recreation providers to expand opportunities and improve connectivity

MUNICIPALITY MAP



## Supporting Plans

### Community Recreation Plan

The Kensington Master Plan is aligned with the Metroparks Community Recreation Plan 2018-2022 that creates an inventory of existing facilities and resources, identifies community and recreation and open space needs and sets a plan of action for a 5-year period. To be eligible to apply for Land and Water Conservation Fund, Michigan Natural Resources Trust Fund, and Waterways grants, a community must have an approved 5-Year Plan on file with the Michigan Department of Natural Resources (DNR) by February 1 of the year they intend to apply.

### Marketing Plan

Realizing the importance of marketing and communication, the Kensington Master Plan will coincide with updates to the Marketing Plan 2021 Goals and Strategies, developed annually by the Marketing and Communications Department. Both are living documents that will closely follow both present and future marketing trends and work in collaboration amongst various departments.

### ADA Transition Plan

The Metroparks Board of Commissioners approved an updated Americans with Disabilities Act (ADA) Transition Plan in November 2019. Moving forward, top priority projects will be added into annual capital and major maintenance improvement projects and identified in the Five-Year Community Recreation Plan and 10-year master plan (five-year amended) developments.

### Stormwater Management Plan

The Stormwater Management Plan (SWMP), approved by the Board of Commissioners in 2019, provides a comprehensive review and analysis of the existing stormwater conveyance system for improvement and maintenance projects that prioritize reduction of impacts on water quality. It includes concepts and preliminary details for the design, construction, and operation and maintenance of the stormwater system for each Metropark (separated into individual chapters). Vetted by a committee of administrative departments and Kensington operations and maintenance staff, recommendations include green infrastructure development, shoreline and streambank restoration, and culvert and outfall cleanouts and replacements. Cost estimates were developed for each project, and calculation tables were included to help with budgeting (adjusting for inflation) in the future.



# Community Influences

## Relevant Planning Documents

### SEMCOG Bicycle and Pedestrian Mobility Plan for SE Michigan, 2020

*“In recent years, Southeast Michigan has made great progress toward a more comprehensive regional bicycle and pedestrian system. As walking and biking infrastructure continues to expand and connect, so have the plans, programs, and policies that support its use. Current conditions in the region provide a strong foundation for bicycle and pedestrian mobility, however,*

### Livingston County Master Plan, 2018

*“The intent of the Livingston County Master Plan is to provide a big-picture, county-wide approach to planning in Livingston County that focuses on the planning features that connect our twenty local units of government. Livingston County does not currently have a county-wide zoning ordinance, so the Livingston County Master Plan is intended to influence both the master*

### Milford Twp. Recreation Master Plan, 2019

*“Desired Complete Streets Improvement — Install a non-motorized segment along Hickory Ridge Trail south to Kensington Metropark.” pg. 46*

*“Work with HCMA and the MDNR and support the development of multi-use hike, bike, pedestrian, and equestrian trails between Kensington Metropark and Proud*

### Brighton Twp. Master Plan, 2020

*“Enhance the quality of life in Brighton Township by encouraging the conservation of prime natural amenities such as water bodies, floodplains, open space, wetlands, woodlots, aquifers, and*

### Livingston County Trails Plan, 2020

*“Based on past plans and stakeholder input, nine corridors were identified as potential near term trail connections for Livingston County. These focus corridors build off the Great Lake to Lake Trail and connect parks, trails and areas of higher*

### SEMCOG Parks & Recreation Plan for SE Michigan, 2019

*“SEMCOG has a variety of resources to support regional stakeholders in parks, trails, and recreation planning. This includes regional coordination, developing regional planning tools such as the ParkFinder and Trail Explorer, and providing guidance on grant applications, plan development, data analysis, or other parks and recreation*

### SEMCOG Green Infrastructure Vision for SE Michigan, 2014

*“The green infrastructure network should be approached as a system, regardless of ownership. Local, regional, state, federal, and private owners of the network should coordinate activities in order to provide an efficient, systems-*

Since the development and land use decisions of bordering communities and other governmental agencies directly impact the park, these neighbor master plans were reviewed and taken into account when creating this document. The opinions and ideas expressed by residents and leaders in these municipalities give Kensington a wider context and in many cases underscore the importance of the park’s resources to citizens.

Kensington is part of a broader system of recreation and green space that includes other Metroparks as well as local, county, and state parks and greenways. Due to this, recreation and green infrastructure plans were also considered in creating the Kensington Master Plan. Many communities are currently advancing their non-motorized networks, seeking grant funding to create greenways and paths, and cooperating to provide linked green and recreation spaces to their constituents.

Several other state, county, and local parks are located close to Kensington Metropark, leading to exciting opportunities for non-motorized connections and collaboration among agencies.



# PUBLIC INPUT

## ← Outreach Process



Over the duration of the Kensington Master Plan Update process, the Metroparks Planning and Development Department ensured a variety of opportunities for public input and feedback. The process could be followed at public outreach events with input on questionnaires, an online survey, and online comments based on the draft plan posted on the Huron-Clinton Metroparks Planning and Development Department Website.

### Online Public Survey– 8/20/21

An online survey was developed to gather general information about park visitors and their use of the park as well as recommendations for improving features and amenities offered at the park. The survey was made available for the duration of the planning process. A total of 32 responses to the survey was collected. The public could find the survey on hard copy questionnaires, social media blasts, metroparks website, and the QR-Code made available at the movie night event.

### Public Outreach Event Movie Night– 8/20/21

Located at Kensington Metropark, members of the public attending the movie night event had the opportunity to learn about the park and planning process for the Master Plan Update and provide input regarding their needs and opportunities and provide feedback on key projects identified along with suggesting further ideas.

### Steering Committee Meeting 1 - 10/05/21

This first meeting involved staff reviewing the master plan goals and action plans and participated in a brainstorming activity for updates to the needs and opportunities.

### Steering Committee Meeting #2– 11/23/21

The second meeting involved staff reviewing updates to the needs and opportunities, public input survey results, and draft action plan.

### Planning and Development Department Webpage– 11/29/21

The public had the opportunity to review the draft plan and provide comments for final public input and possible refinements prior to presentation to the Board of Commissioners October meeting.

### Board of Commissioners Meeting– 12/08/21

The Plan was recommended for Board approval with the public provided an opportunity to participate during the public commentary period.





# Results

The survey responses, both written and submitted online, offered more insight into the needs of park patrons. A strong desire for both viewing and protection of the wildlife and their habitat. Also, the need for trails to be continually maintained and groomed for year-round enjoyment. Sustainability was also a common theme with the public needs with strong support for recycling and electric vehicle (EV) charging stations. Opportunities suggested targeting seasonal employment for teenagers and young adults, expanded programs that offer free family events and interactive self-guided park and trail tours..

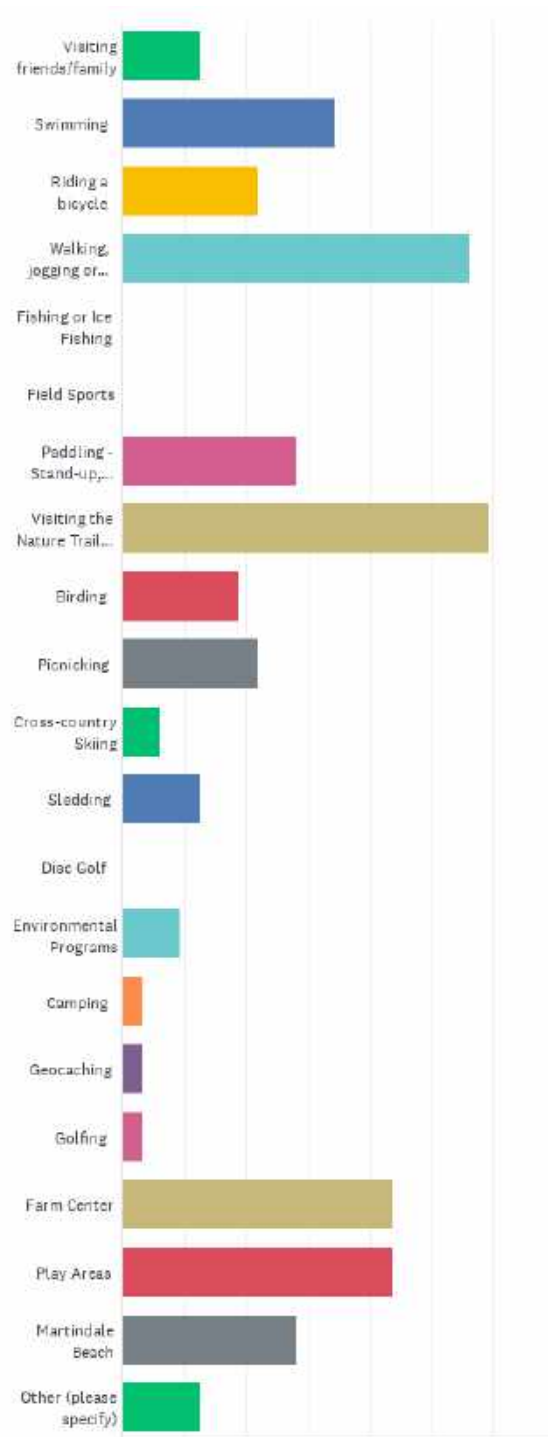
The most popular activity was hiking the nature trails and visiting the nature center followed by walking or jogging along hike-bike trails. Other popular activities included visiting the farm center, play areas, and swimming.

Local bicycle enthusiasts recently formed the "Hometown Bicycles advocacy group," comprised of folks in the Brighton area advocating for trails and bike facilities. They are interested in safe non-motorized connections across Livingston County.

**Red circles on the map show the survey responders favorite spots in the park**



## When you visit Kensington, what activities are you typically doing?



# Action Plan

## Needs & Opportunities

Based on the assessment of park conditions, demographic research and spatial analysis, public input, and staff input, the needs and opportunities listed throughout this document were developed. [5-year updates are in blue text](#)

### Needs

- Continue to draw diverse range of visitors to the park
- Define and protect areas with important biodiversity features
- Better educate about and preserve important cultural features
- Address aging and overbuilt infrastructure
- Identify areas of facility duplication
- Work with county to address park boundary issues
- Replace outdated, confusing, inconsistent signs
- Diversify sources of revenue
- Maintain and build upon high vehicle entry rates
- Increase revenue and visitation
- Address changing needs of new population demographics
- Improve park connectivity with community
- Incorporate variety of opinions and user groups into master plan



### Opportunities

- Build on current popularity to attract new users
- Create a resilient network of biodiverse areas in the park
- Draw new visitors with programming/education based on history of park
- Redevelop park areas to better serve visitors and environment
- Provide unique recreational facilities to draw visitors from across the region
- Create good working relationship with neighbors and partner organizations
- Create consistent, convenient wayfinding system to give visitors confidence
- Offer new and exciting activities/programs to visitors of the park to both boost tolling and gather user fees
- Take advantage of popularity to grow revenue and system awareness
- Build on enthusiasm of Kensington visitors with exciting, engaging programs and events
- Draw new users with an accessible, welcoming park environment
- Create good working relationship with surrounding municipalities
- Create vibrant park through robust, transparent public outreach



With these in mind, the following list of projects, plans, and studies was developed. Major and minor projects have been identified as priorities and assigned a timeline, and the accompanying studies have been listed. These pages should serve as a blueprint for the future of the park over the next ten years.

# Large Facilities

Description	Dept. Lead	Other Depts.	Other Partners	Cost Estimate	Short-Term (2017-2021)	Mid-Term (2022-2026)	Long-Term (10+ years)	Status
Implement Maple Beach redevelopment plan ( <a href="#">accessible parking, furnishings</a> )	Engineering	Planning, Operations	Contractors	\$500,000		x		Near completion
Nature Center interior/exterior building renovations	Engineering	Interpretive, Maintenance	Contractors	\$100,000		x		Phasing updates underway
Implement Nature Center parking and circulation plan	Engineering	Planning, Interpretive	Contractors	TBD		x		Conceptual plan completed
Martindale Beach: construct new picnic shelter and toilets at south end	Engineering	Planning, Operations	Contractors	\$100,000		x		Not started
Implement Farm Center selective redevelopment plan	Engineering	Interpretive, Planning, Operations, Maintenance	Contractors	TBD		x		Phasing updates underway
Implement Mitten Bay redevelopment plan	Engineering	Planning, Operations	Contractors	TBD		x		Not started



# Infrastructure / Small Facilities

Description	Dept. Lead	Other Depts.	Other Partners	Cost Estimate	Short-Term (2017-2021)	Mid-Term (2022-2026)	Long-Term (10+ years)	Status
Pavement projects (list developed annually, as needed)	Engineering	Planning, Operations	Contractors	various		x	x	Ongoing
Accessibility improvements, including interiors and walkways - parkwide	Engineering	Planning, Operations	Contractors	various		x	x	Ongoing
Fit Trail sign and equipment replacement	Planning	Engineering, Operations		\$50,000		x		Not started
EV stations in parking lots for electric vehicles	Engineering	Planning, Operations	Contractors	TBD		x		Not started
Hike-bike trail: wall replacement (east), decking repairs along I-96	Engineering	Planning, Operations	Contractors	\$320,000		x		Not started
Black Locust Disc Golf Course: install vault latrine	Engineering	Planning, Operations	Contractors	\$50,000		x		Not started
Implement Orchard Picnic Area selective redevelopment plan	Engineering	Planning, Operations	Contractors	TBD		x		Phasing underway
Implement Playfield Picnic Area selective redevelopment plan	Engineering	Planning, Operations	Contractors	TBD		x		Not started
Update play structures as needed	Engineering	Planning, Operations		TBD		x	x	Ongoing
Update site furnishings (benches, fencing, parking blocks, etc.) as needed	Engineering	Planning, Operations		TBD		x	x	Ongoing
Playfield pit toilet replacement	Engineering	Planning, Operations		\$125,000		x		Not started
Group Camp bridge deck rehabilitation and railing replacement	Engineering	Planning, Operations		TBD		x		Not started
Golf course vault latrine	Engineering	Planning, Operations	Contractors	\$50,000		X		Not started

# Natural Resources

Description	Dept. Lead	Other Depts.	Other Partners	Cost Estimate	Short-Term (2017-2021)	Mid-Term (2022-2026)	Long-Term (10+ years)	Status
Vegetation and Invasive Species Management (annual)	NR	Planning, Operations	Contractors	\$30,000		x	x	Ongoing
Landscape tree diversification (annual)	NR	Planning, Operations		\$3,500		x	x	Ongoing
Sustainability initiatives	NR	Planning, Engineering, Interpretive		\$3,500		x	x	Ongoing
Hazardous waste removal (annual)	NR					x	x	Ongoing
Early detection, rapid response. Invasive species surveys and control in high quality natural areas (annual)	NR	Interpretive	NGOs	\$10,000		x	x	Ongoing
Deer cull to maintain deer at roughly 15/square mile.	NR	Police		staff time		x	x	Ongoing
Geese and Mute Swan Management	NR	Operations, Interpretive		\$5,000		x	x	Ongoing
Lake Vegetation Monitoring and Treatments (annual)	NR		Contractors	\$37,000		x	x	Ongoing
Oak Barren/ Savanna/ Prairie Restoration (multiple sites, Group Camp, East Border, Spring Hill, Hickory)	NR		USFWS, TNC, MDNR, NGO's	\$150,000		x		Ongoing
Wastewater treatment facilities upgrade (lagoon, comfort stations)	Engineering	Operations, NR	MDEQ	TBD		x		Ongoing
Conduct Prescribed fire in adapted native communities	NR		Contractors	\$4,000		x	x	Ongoing
Oak wilt control and prevention	NR	Operations, Interpretive	MDNR	\$4,500		x	x	Ongoing
High quality fen and tamarack swamp restoration	NR		MDNR, NGO's	\$50,000		x	x	Ongoing
Storage Building Upgrades (chemical, fuel, and equipment)	NR	Operations		TBD		x		Ongoing
Phragmites Control	NR		Contractors	\$5,000		x	x	Ongoing



# Signage

Description	Dept. Lead	Other Depts.	Other Partners	Cost Estimate	Short-Term (2017-2021)	Mid-Term (2022-2026)	Long-Term (10+ years)	Status
Trail wayfinding and interpretive signage improvements - Nature Center	Planning	Maintenance, Interpretive, Operations		\$10,000		x		Ongoing
Wayfinding and interpretive signage improvements - Farm Center	Interpretive	Planning, Operations, Maintenance		\$15,000		x		Ongoing
Updates to trailheads	Planning	Maintenance, Interpretive, Operations		\$1,500 per structure		x	x	Ongoing
Improve road crossings	Engineering	Planning, Operations		TBD		x		Ongoing
Wayfinding signage improvements Spring Hill	Planning	Operations		TBD		x		Not started
Updated signage for entrance and facility signs	Marketing	Planning		TBD		X		Not started



## Area Plans/Studies/Initiatives

After identifying the need for changes or improvements based on user feedback and staff research, in-depth evaluation and planning must be carried out to gain a detailed understanding of problems and opportunities and determine the best strategies based on existing conditions and resources. Sometimes a process to formally monitor facility usage and gauge popularity is necessary. These studies often result in a scope of work, a work plan, and in some cases a site plan that give staff a roadmap for planned changes. Recommended studies are listed below:

Description	Dept. Lead	Other Depts.	Other Partners	Cost Estimate	Short-Term (2017-2021)	Mid-Term (2022-2026)	Long-Term (10+ years)	Status
Update trail maps to show opportunities for walking/hiking/trail running	Graphics	Planning		staff time	x			Completed
Oak wilt monitoring and prevention (annual)	NR	Operations	MDNR	staff time		x	x	Ongoing
Maple Beach redevelopment plan: demolish existing buildings, construct rental shelters and restrooms	Planning	Engineering, Operations, Maintenance		staff time	x			Completed
Farm Center selective redevelopment plan: improve connectivity and circulation, enhance user experiences	Planning	Interpretive, Engineering, Operations, Maintenance		staff time		x		Ongoing
Park Office building condition assessment	Engineering	Planning, Operations, Maintenance		staff time		x		Not started
Initiate studies for mountain bike trails, research site selection with respect to conflicting activities, flora and fauna and grant opportunities	Planning	Operations		staff time		x		Not started
Nature Center parking, circulation, and building plan: parking lot reconstruction, trail improvements for Wildwing and Deer Run, paved trail connectivity to West Boat Launch (overflow parking)	Planning	Engineering, Interpretive, Operations		staff time		x		Not started

## Area Plans/Studies/Initiatives (cont'd)

Description	Dept. Lead	Other Depts.	Other Partners	Cost Estimate	Short-Term (2017-2021)	Mid-Term (2022-2026)	Long-Term (10+ years)	Status
Mitten Bay structural monitoring	Engineering	Operations, Maintenance		staff time		x		Not started
Windfall Hill Picnic Area use monitoring to determine future	Planning	Engineering, Operations		staff time		x		Ongoing
Mitten Bay redevelopment plan	Planning	Engineering, Operations, Maintenance		staff time		x		Not started
Martindale Beach picnic shelter site plan	Planning	Engineering, Operations		staff time		x		Not started
Martindale Beach Splash 'n' Blast renovation plan: <a href="#">UV disinfectant added</a> and determine capacity of mechanical room for addition of features <a href="#">catering to wider age range of users</a>	Planning	Engineering, Operations		staff time		x		Not started
Orchard Picnic Area selective redevelopment plan: enhanced winter activities for year-round use	Planning	Engineering, Operations		staff time		x		Not started
Playfield Picnic Area selective redevelopment plan: replace Fit Trail signage (potential relocation), remove small play areas, add large playground	Planning	Engineering, Operations		staff time		x		Not started
Eastern massasauga rattlesnake population assessment	NR	Interpretive	Consultants	\$40,000		x		Ongoing
Fisheries Assessment and creel survey	NR		MDNR	\$25,000		x		Ongoing
Grassland Management Plan (biennial review)	NR	Operations, Interpretive		staff time		x	x	Ongoing



## Area Plans/Studies/Initiatives (cont'd)

Description	Dept. Lead	Other Depts.	Other Partners	Cost Estimate	Short-Term (2017-2021)	Mid-Term (2022-2026)	Long-Term (10+ years)	Status
East Boat Launch Circulation Study	Planning	Operations		staff time		x		Not started
Pilot transit study with LETS	Planning	Operations	LETS	Staff time		X		Not started
Establishment of a comprehensive Oak Wilt monitoring and treatment protocol	NR	Operations	MDNR	\$10,000		x		Done?
Deer program evaluation (vegetation study)	NR	Interpretive	Contractors	\$30,000		x	x	Ongoing
Establish Invasive Species Control Tracking Website	NR	IT	MNFI, MISIN	staff time		x		Ongoing
Comprehensive wildlife surveys and mapping (Birds, insects, freshwater mussels)	NR	Interpretive	Consultant, MNFI, NGOs	\$35,000		x	x	Ongoing
Reorganize maintenance area to consolidate operations and improve circulation	Engineering	Planning, Operations, Maintenance		TBD		x		Ongoing
Lake and River Access Evaluation: canoeing, kayaking, kiteboarding, windsurfing	Planning	Engineering, Operations	Huron River Watershed Council	TDB		x		Ongoing
Integrate/enhance concessions at various locations, potentially Boat Rental, Disc Golf course, and others	Operations	Planning, Engineering		TBD		x	x	Ongoing



# Action Plan

## Nature Center

2022-2026

The first nature center to open in the Metroparks system, this structure was built in 1956 with an addition in 1991. It has facilitated decades of discovery and education about the natural world. In order to continue that legacy into the future, the center will undergo interior and exterior repairs. Parking and connectivity to the building and trails will also be evaluated and improved.

### Needs:

- Improved connectivity
- Building maintenance

### Solutions:

- Redevelop parking and connector paths
- Carry out interior and exterior repairs
- Restrooms need accessible updates
- Deer Run and Wildwing accessible improvements



## Martindale Beach

2022-2026

This has long been a popular Kensington attraction, with the addition of major facilities in 2008 enhancing the visitor experience. Now, in order to maintain Martindale as a regional draw for water recreation, the splash pad will be renovated to include more exciting features for a greater variety of play features.

### Needs:

- Draw wider range of visitors

### Solutions:

- Add to Splash Pad features
- Replacing ballfield with a shelter
- Accessibility features and amenities



# Action Plan

## Park Office

2022-2026

The current park office, built in 1967, is deteriorating and lacks adequate space for staff. Next step would be a comprehensive building assessment and a comprehensive redevelopment plan.

### Needs:

- More space for meetings and storage
- Updated services and building elements

### Solutions:

- Building assessment
- Redevelopment vs new construction for park office
- Cost comparison of alternatives



## Mitten Bay

2022-2026

This boat docking facility was built in 1965 and provides access to sailing opportunities on beautiful Kent Lake. Due to the age and wear on this facility, structural monitoring will be ongoing in the next five years to ensure that the facility is sound. Based on the results of that monitoring, a redevelopment plan will be created for the area.

### Needs:

- Ensure structural soundness

### Solutions:

- Monitoring and redevelopment



# Key Projects

## Farm Center

2022-2026

The Farm Center has facilities dating from 1993 to 2005, and has long been providing visitors with valuable experiences of farm animals and agricultural practices. The connectivity and circulation of the site will be evaluated and more accessible facility. The hope is to refine the focus of the area and enhance the user experience.

### Needs:

- Improved connectivity
- Refined focus

### Solutions:

- [Green house](#)
- Assess paths and roads
- [Wayfinding signage](#)
- [Erosion and drainage improvements](#)



## Other Projects

- **Walkway and interior accessibility improvements**

Due to growing awareness that park facilities do not meet the needs of individuals with disabilities, increasing accessibility will be an ongoing focus. Buildings will be rebuilt and retrofitted to improve ease of access, and paved paths will be constructed to better connect parking with recreational activities.

- **Fit Trail sign and equipment replacement**

The current Fit Trail equipment and signage is out of date and worn. Clear, engaging signage will be added to complement new, modern fitness equipment.

- **Disc Golf vault latrine**

Disc Golf is a popular activity at Kensington, and the course has grown beyond the capacity of the current portable toilets. Permanent vault latrines will be constructed to better serve visitors.

- **Orchard and Playfield redevelopment**

Orchard picnic area will be redeveloped with an emphasis on dual summer-winter facilities. Playfield picnic areas will be redeveloped to better concentrate activities and add a large play structure.

- **Regional gap feasibility studies in non-motorized connectivity**

With growing momentum for safer non-motorized facilities in the region, gaps identified connecting Kensington Metropark with Huron Meadows Metropark, State parks, and other local community parks and greenways.







To: Board of Commissioners  
From: Mike Henkel, Chief of Engineering Services  
Project No: 510-17-311  
Project Title: Willow Park Office  
Project Type: Capital Improvement  
Date: February 4, 2022

**Action Requested: Motion to Approve**

That the Board of Commissioners approve a change order to the construction of the new Willow Park Office contract 510-17-311 in the amount of \$27,986.39 to cover additional construction costs as recommended by Chief of Engineering Services Mike Henkel and staff.

**Fiscal Impact:** The additional cost would be covered from Fund Balance and transferred to the project. The original contract for the park office was \$2,191,600.

**Background:** The following is a list of accumulated change orders, additions and deductions, to the current contract. If approved the installation of data cabling and associated work would be on forth coming pay request. The engineering and informational technology departments collaborated with moving forward with the implementation of the data conductors, connections and supporting hardware within the building. This scope of work would be completed under this contract in lieu of a separate contract after the completion of building. Per policy change order aggregate amounts greater than \$25,000.00 require action by the Board of Commissioners.

<u>Change order #</u>	<u>Add/Deduct</u>	<u>Description</u>
	\$36,369.71	Previous Board approved additions/deductions Oct. 14, 2021
CO# 13	\$6,470.46	Metal to wrap trusses at porches.
CO# 14	-\$2,817.85	Entry wall change from glass to drywall.
CO# 15	\$833.29	East and West entrances changes.
CO# 16	\$2,541.97	Quazite Box Extension
CO# 17	\$450.62	Plywood over x-bracing
CO# 18	<u>\$4,342.14</u>	Additional masonry work around columns for store front window support
	<b>\$11,820.63</b>	<b>Sub Total</b>
Extra Added	\$16,165.76	Installation of 71 Cat six data cabling, including 18 drops, seven floor receptacles, five TV connections, two time-clock locations, patch panel, cable tray and hardware, and four post equipment rack
	<b>\$27,986.39</b>	<b>Total - Change order and Extra work</b>



To: Board of Commissioners  
 From: Mike Henkel, Chief of Engineering Services  
 Project No: 508-21-222  
 Project Title: Golf Course Underground Storage Tank Removal  
 Project Type: Capital Improvement  
 Location: Hudson Mills Metropark  
 Date: February 4, 2022

**Action Requested: Motion to Approve**

That the Board of Commissioners award Contract No. 508-21-222 to the low responsive, responsible bidder, VIN-CON, Inc., in the amount of \$22,727.50 as recommended by Chief of Engineering Services Mike Henkel and staff.

**Fiscal Impact:** \$150,000 was allocated for replacing underground storage tanks with above-ground storage tanks in the 2022 Board-approved budget.

**Scope of Work:** The project includes the removal of the existing 1,000-gallon diesel tank, 2,500-gallon unleaded fuel tank, pumps, backfilling, and all associated work necessary to complete the work.

As part of required testing, in June 2021, results showed water and fuel in the interstitial space of the tanks. Upon further testing of the tanks, there appeared to be some failure with the inner tanks.

A suspected release was filed with the state, and staff in conjunction with our class A and B operator, decommissioned the tanks and hired a contractor to have geoprobing done around the tank to ascertain if there was any leak outside of the tanks.

The geoprobing did not show any suspected release. The park has been operating on temporary above-ground storage tanks. Phase 2 of this project will be to install above-ground tanks at this location.

<u>Contractor</u>	<u>City</u>	<u>Amount</u>
1. VIN-CON, Inc. DEI <input type="checkbox"/> Local <input checked="" type="checkbox"/> Wage <input type="checkbox"/>	Plymouth	\$ 22,727.50
2. Matzak Inc DEI <input type="checkbox"/> Local <input checked="" type="checkbox"/> Wage <input type="checkbox"/>	Ray	\$ 36,250.00
3. TSP Services, Inc. DEI <input type="checkbox"/> Local <input checked="" type="checkbox"/> Wage <input type="checkbox"/>	Redford	\$ 49,196.11
4. Phoenix Environmental DEI <input type="checkbox"/> Local <input checked="" type="checkbox"/> Wage <input type="checkbox"/>	Plymouth	\$ 56,685.57
Budget for Contract Services		\$150,000.00
Work Order Amount		
- Contract Amount VIN-CON, Inc.		\$ 22,727.50
- Contract Administration		\$ 3,000.00
- Total Proposed Work Order Amount		\$ 25,727.50



To: Board of Commissioners  
 From: Mike Henkel, Chief of Engineering Services  
 Project No: 504-20-1120  
 Project Title: Bids - West Boat Launch Site Redevelopment  
 Project Type: Capital Improvement  
 Location: Kensington Metropark  
 Date: February 4, 2022

Bids Received: January 25, 2022

**Action Requested: Motion to Approve**

That the Board of Commissioners award Contract No. 504-20-1120 to the low responsive, responsible bidder, Brock and Associates, Inc., in the amount of \$394,655.50 and transfer \$86,655.50 from fund balance to cover the cost of the project as recommended by Chief of Engineering Services Mike Henkel and Staff.

**Fiscal Impact:** The project is \$ 86,655.50 over budget. The project was budgeted at \$308,000 and will be reimbursed in the amount of \$154,000 from the Michigan Natural Resources Trust Fund.

**Scope of Work:** The project includes the installation of an accessible floating dock and launch, concrete walkways, accessible parking, soft kayak launch, and a vault latrine.

**Background:** In March 2019, the Board approved the grant resolution for the project on the National Huron River Water Trail, which involves the development of the West Boat Launch site for accessibility using universal design principles, including: (1) a new accessible floating canoe/kayak dock, launch, and gangway; (2) two new pea stone/sand launch areas; (3) parking lot restriping for van accessible spaces including two trailer spaces; (4) new barrier free parking area with additional van spaces; (5) accessible picnic tables and grills; (6) various amenities including accessible concrete walkways, signage, a pet waste station; and (7) an accessible vault latrine restroom.

Accessibility improvements are generally identified in the Kensington Metropark Master Plan adopted by the Board in February 2017 and in the system-wide Five-Year Community Recreation Plan adopted in September 2017.

<u>Contractor</u>	<u>City</u>	<u>Amount</u>
Brock & Associates, Inc. DEI <input type="checkbox"/> Local <input type="checkbox"/> Wage <input type="checkbox"/>	Novi	\$394,655.50
Oak Construction Corporation DEI <input type="checkbox"/> Local <input type="checkbox"/> Wage <input type="checkbox"/>	Swartz Creek	\$438,741.00
WCI Contractors, Inc. DEI <input type="checkbox"/> Local <input type="checkbox"/> Wage <input type="checkbox"/>	Detroit	\$442,128.80
Budget for Contract Services		\$308,000.00
Work Order Amount		
- Contract Amount Brock & Associates, Inc.		\$394,655.50
- Contract Administration		<u>\$ 30,000.00</u>
o Total Proposed Work Order Amount		\$424,656.00

**Existing Site**





**Proposed site**





To: Board of Commissioners  
From: Jay Bibby, Interim Chief of Planning and Development  
Project Title: Report – Summer Employment Survey  
Date: February 4, 2022

**Action Requested: Motion to Approve**

That the Board of Commissioners receive and file the Metroparks Summer Employment survey report as recommended by the Interim Chief of Planning and Development Jay Bibby and staff.

**Fiscal Impact:** The total cost of the project is estimated at \$4,000.

**Background:** ETC Institute is assisting Metroparks in conducting a youth summer employment survey. For this project, ETC Institute will provide the following services:

- Work with staff to develop the content of the survey.
- Hold meetings with the Board sub-committee and leadership staff to discuss the goals and objectives for the project.

A joint effort between the Planning and Development department and the Marketing department were responsible for administering the survey, along with ETC Institute assisting by emailing households in the targeted Detroit zip codes a link to the online survey. ETC Institute then processed and analyzed the surveys and submitted a report, which is attached for review.

**Attachment: Summer Employment Survey**



# 2022 Huron-Clinton Metroparks Summer Employment Survey

Presented to Huron-Clinton  
Metroparks,  
Michigan

February 2022





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# Huron-Clinton Metroparks Summer Employment Survey *Executive Summary*

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## Overview

Huron-Clinton Metroparks (HCMA) administered a summer employment survey to young residents in selected areas in the City of Detroit. The purpose of the survey was to better understand how young residents look for summer jobs and what is most important to them when considering summer employment. Most survey respondents were between the ages of 13 and 22 years old. ETC Institute assisted HCMA in designing the survey instrument and processed and analyzed the survey results.

This report contains the following:

- Charts showing the overall results of the survey (Section 1)
- Tabular data showing the overall results for all questions on the survey (Section 2)
- A copy of the survey instrument (Section 3)

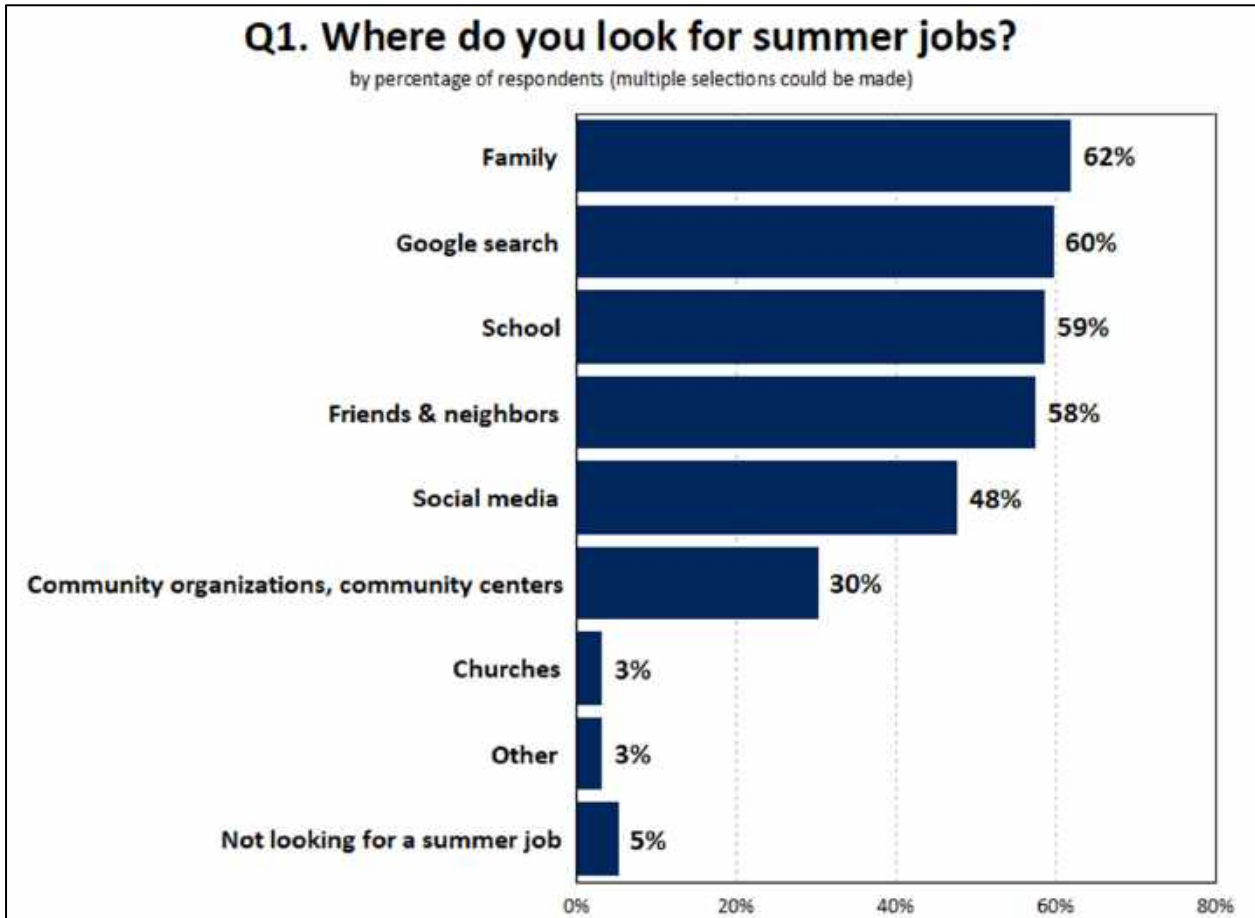
Key survey findings are provided on the following pages.



## Searching of Summer Jobs

The top sources that respondents use to find summer jobs are: family (62%), Google search (60%), school (59%), friends and neighbors (58%), and social media (48%).

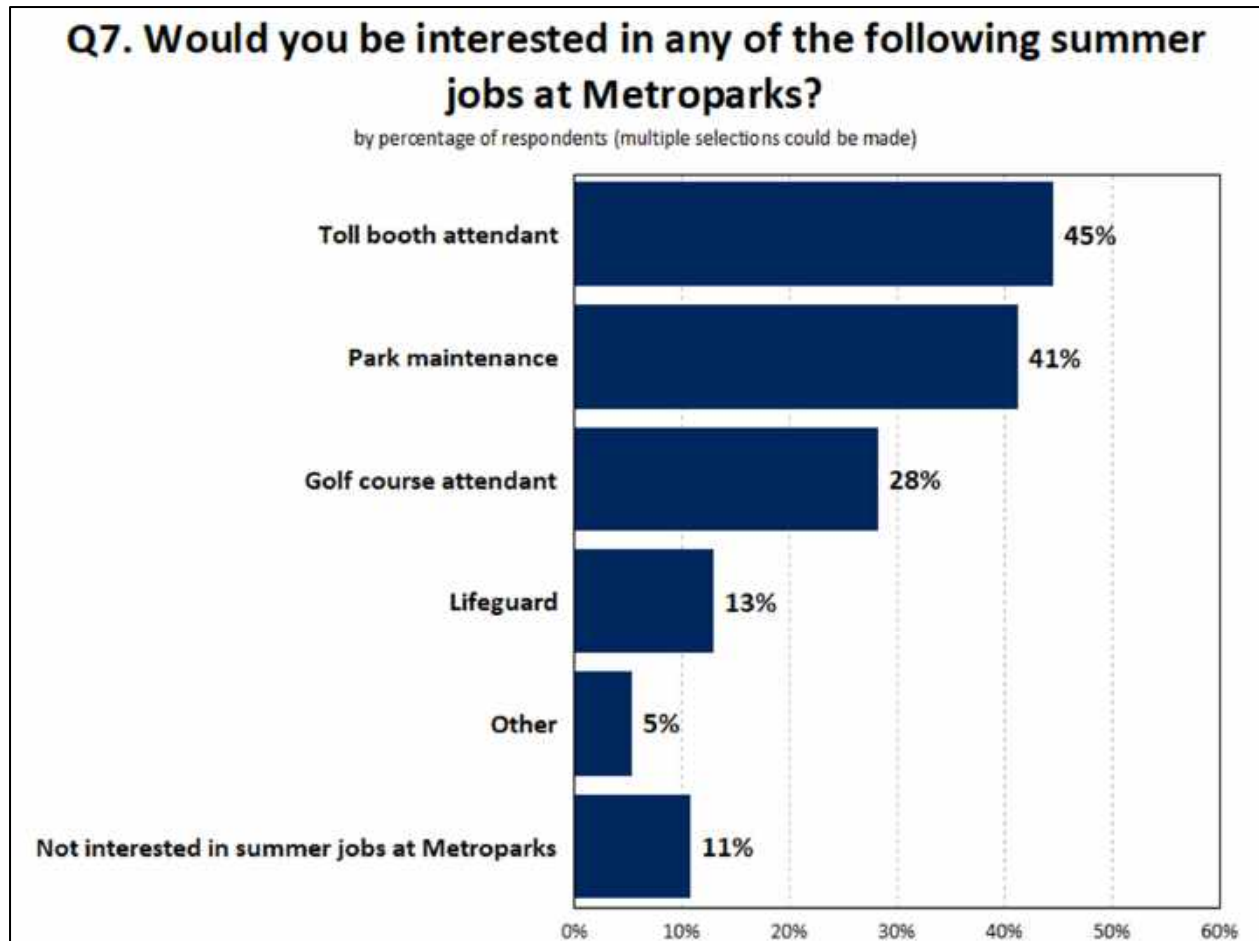
Most respondents (67%) prefer to apply for summer jobs online. The other ways respondents apply for jobs is in-person (18%), text/phone (12%) and email (3%).



## Types of Summer Jobs

About half of respondents (49%) don't have a preference whether they work indoors or outdoors; 29% prefer to work indoor, and 21% prefer to work outdoor.

Types of jobs at Metroparks that respondents would be interested in are: toll booth attendant (45%), park maintenance (41%), golf course attendant (28%), and lifeguard (13%). Only 11% of respondents are not interested in a summer job at Metroparks.

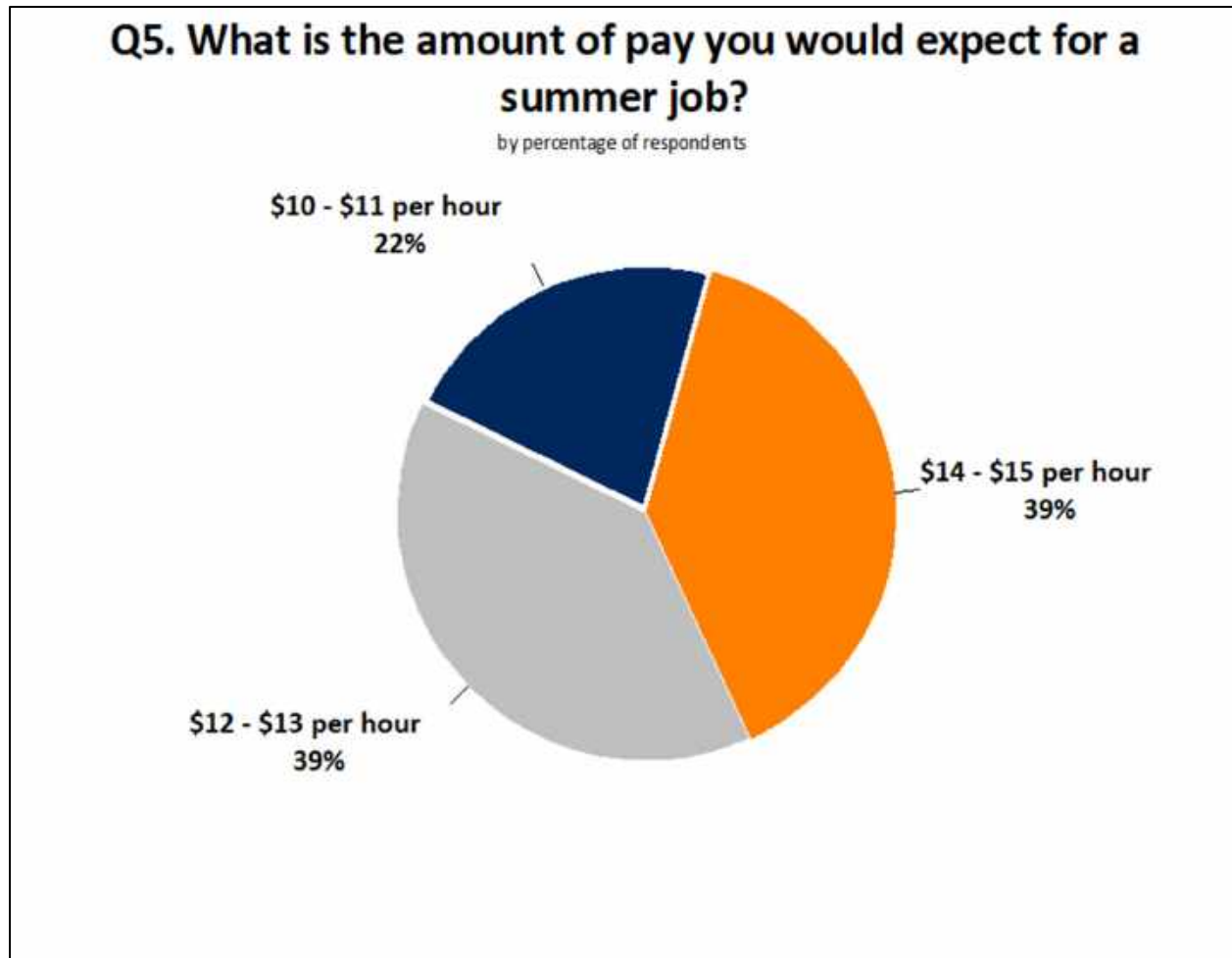




## Preferred Wages

Thirty-nine percent (39%) of respondents would expect a wage of \$14-\$15 per hour for a summer job. An additional 39% would expect a wage of \$12-\$13 per hour, and 22% would expect a wage of \$10-\$11 per hour.

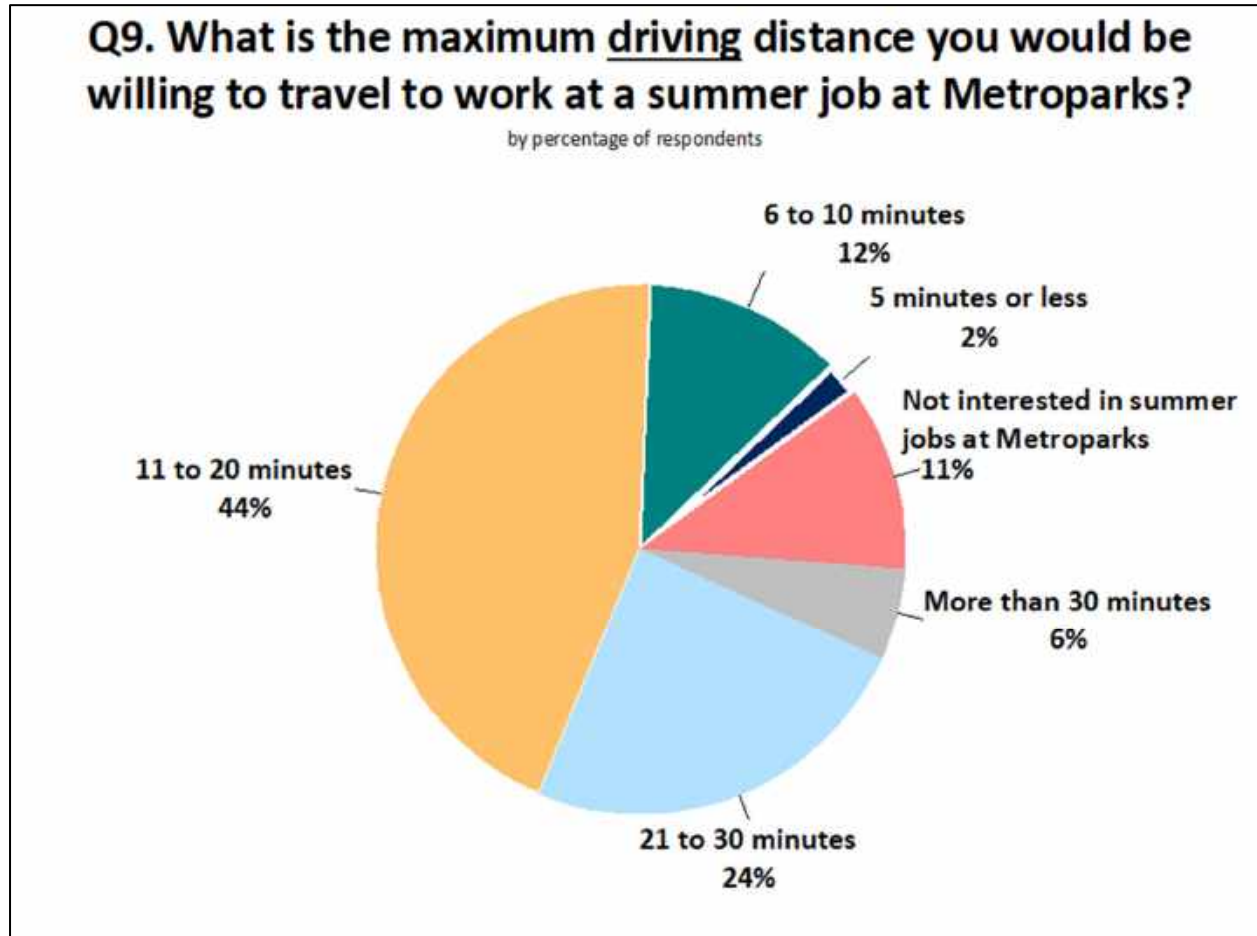
Nearly all respondents (95%) would be interested in a summer job if it had a bonus at the end of the summer.



## Transportation

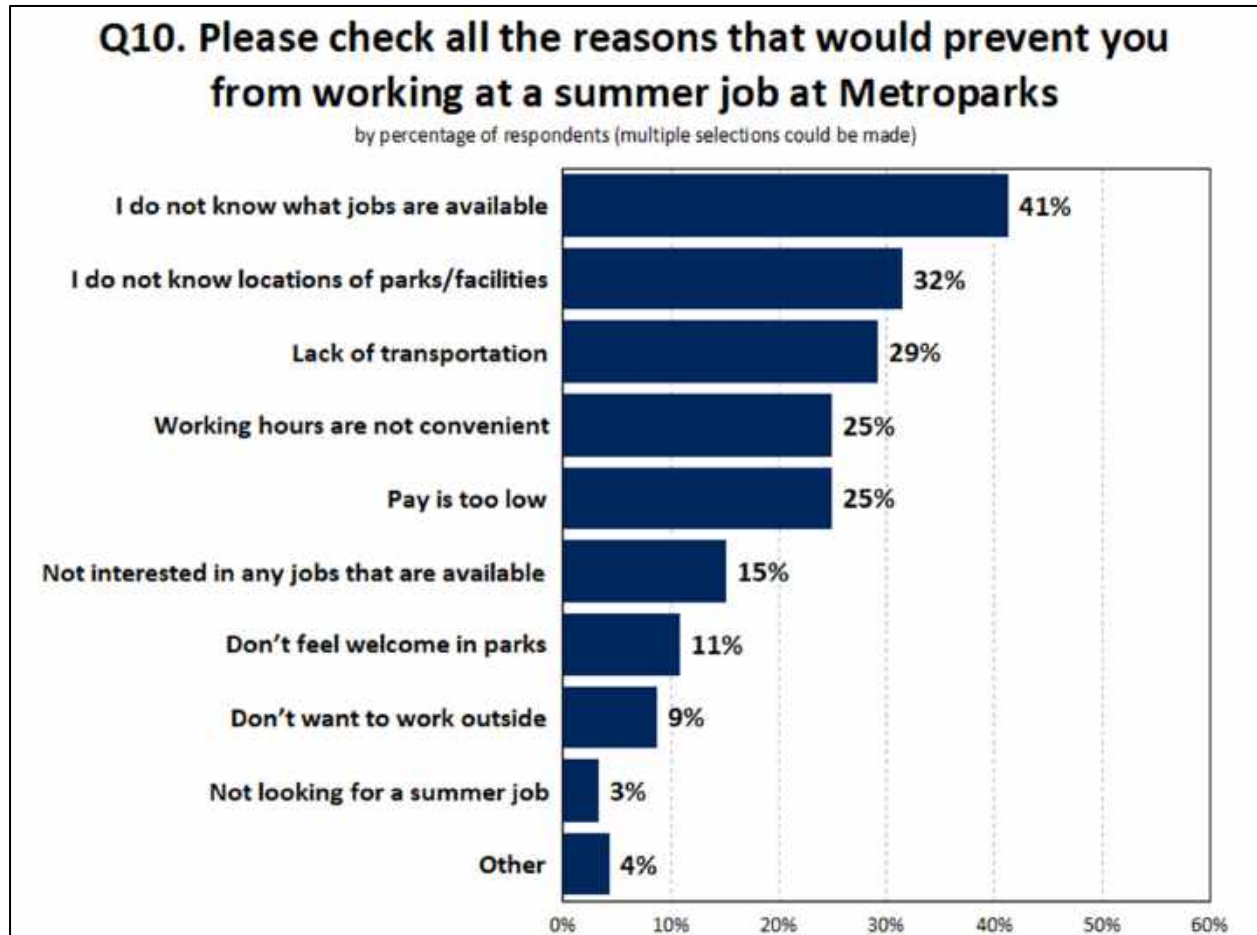
Most respondents rely on others to give them a ride to work. Sixty-four percent (64%) of respondents typically get to a ride to work. Thirty-two percent (32%) of respondents drive themselves to work, and 4% ride the bus.

Thirty percent (30%) of respondents would be willing to travel a driving distance of more than 20 minutes to work at a summer job at Metroparks. Forty-four percent (44%) would travel a driving distance of 11 to 20 minutes to work at a summer job at Metroparks.



## Barriers to Summer Jobs at Metroparks

The top reasons preventing respondents from working a summer job at Metroparks are: “I do not know what jobs are available” (41%), “I do not know locations of parks/facilities” (32%), “lack of transportation” (29%), “working hours are not convenient” (25%), and “pay is too low” (25%).



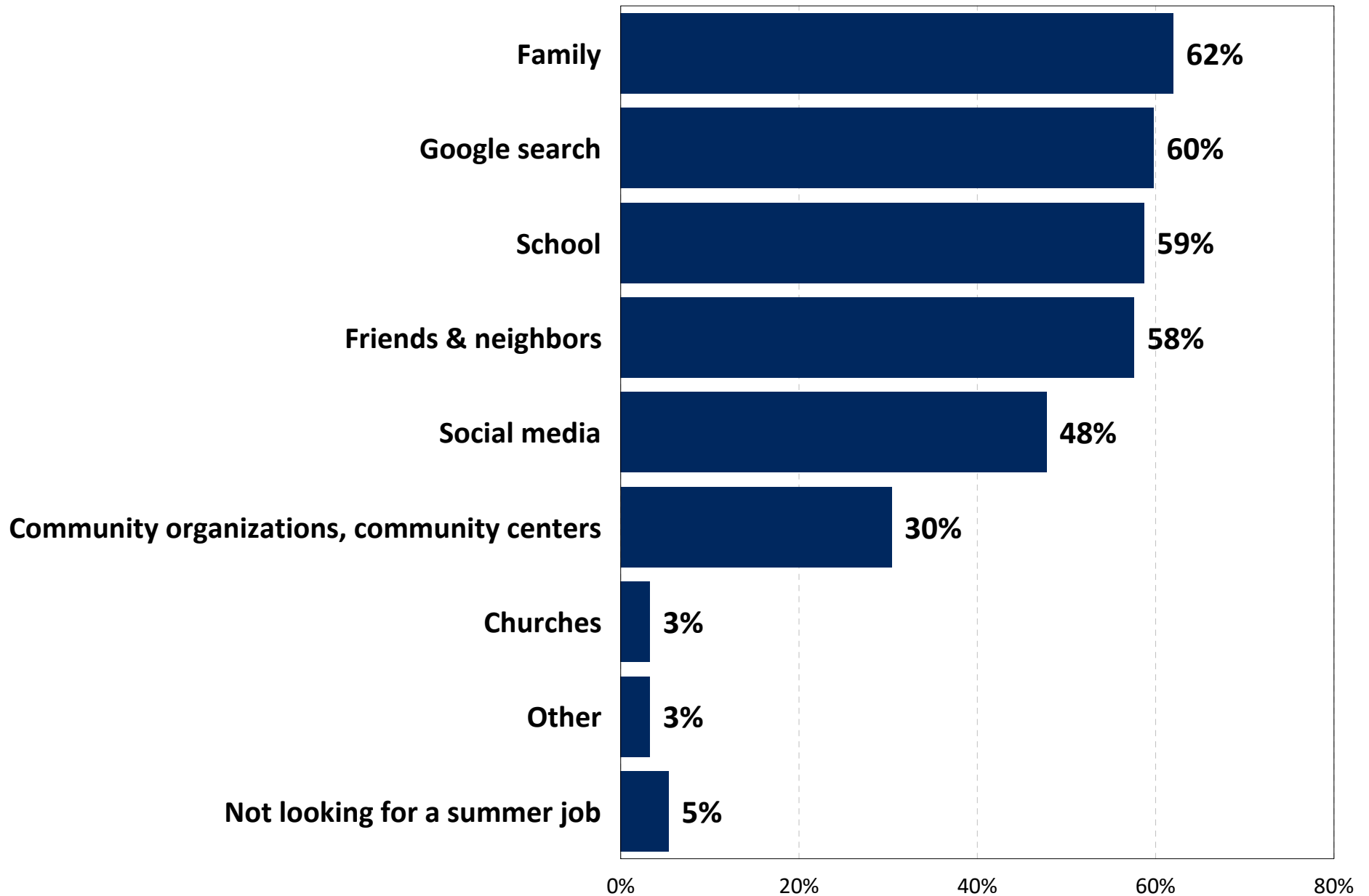
# **Section 1**

## ***Charts and Graphs***

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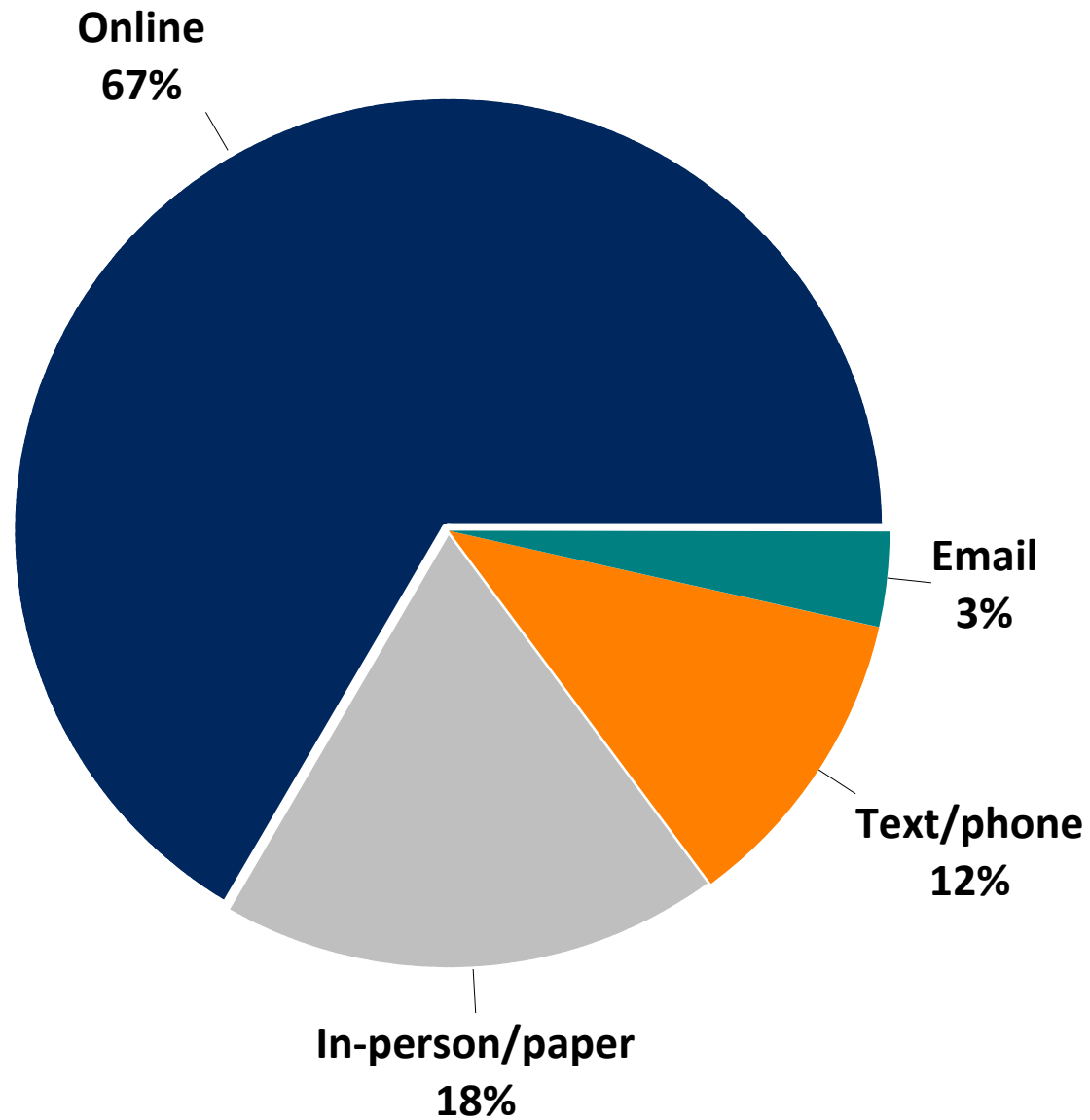
# Q1. Where do you look for summer jobs?

by percentage of respondents (multiple selections could be made)



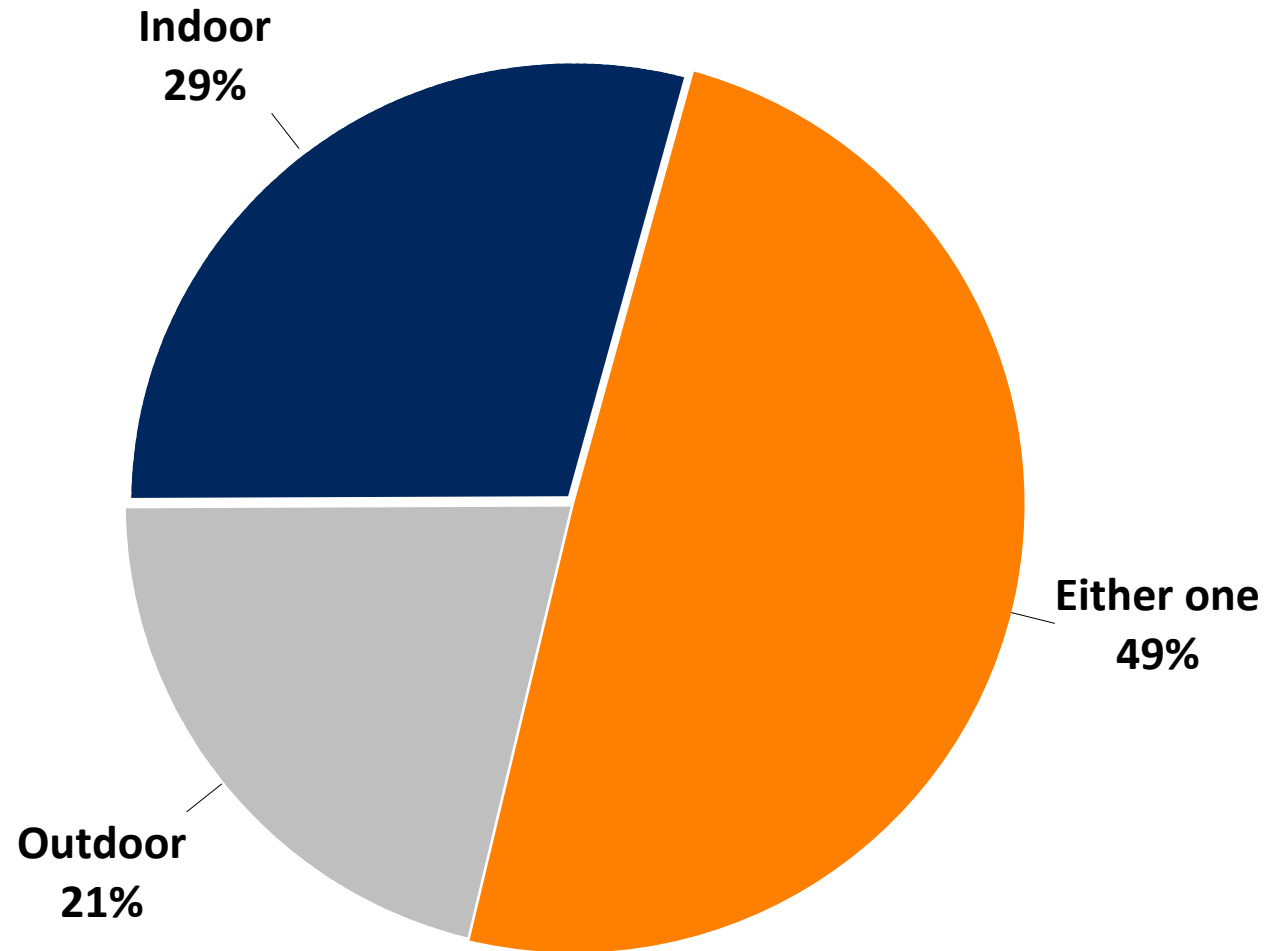
## Q2. What is the best way for you to apply for summer jobs?

by percentage of respondents



### Q3. What type of work do you prefer?

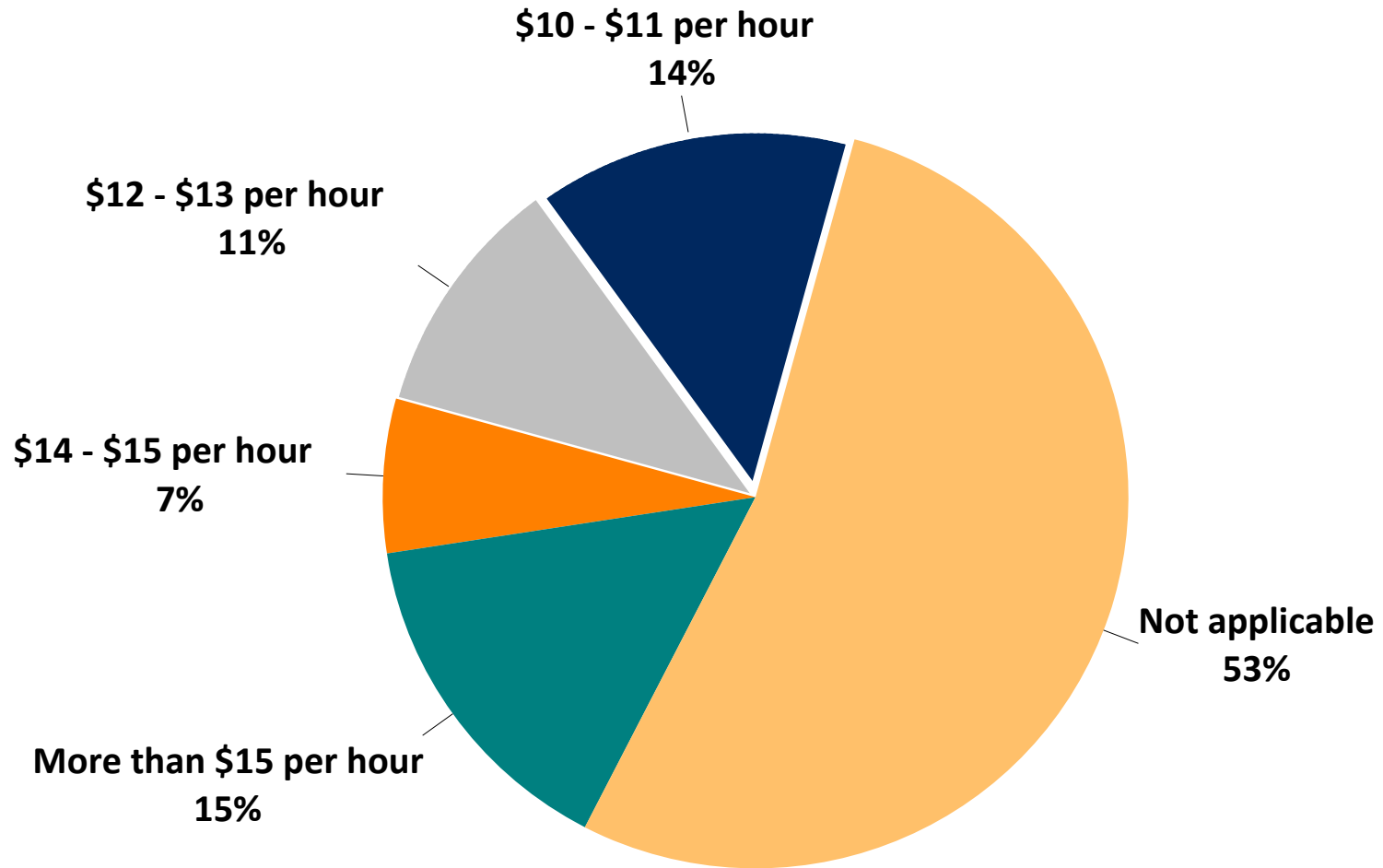
by percentage of respondents





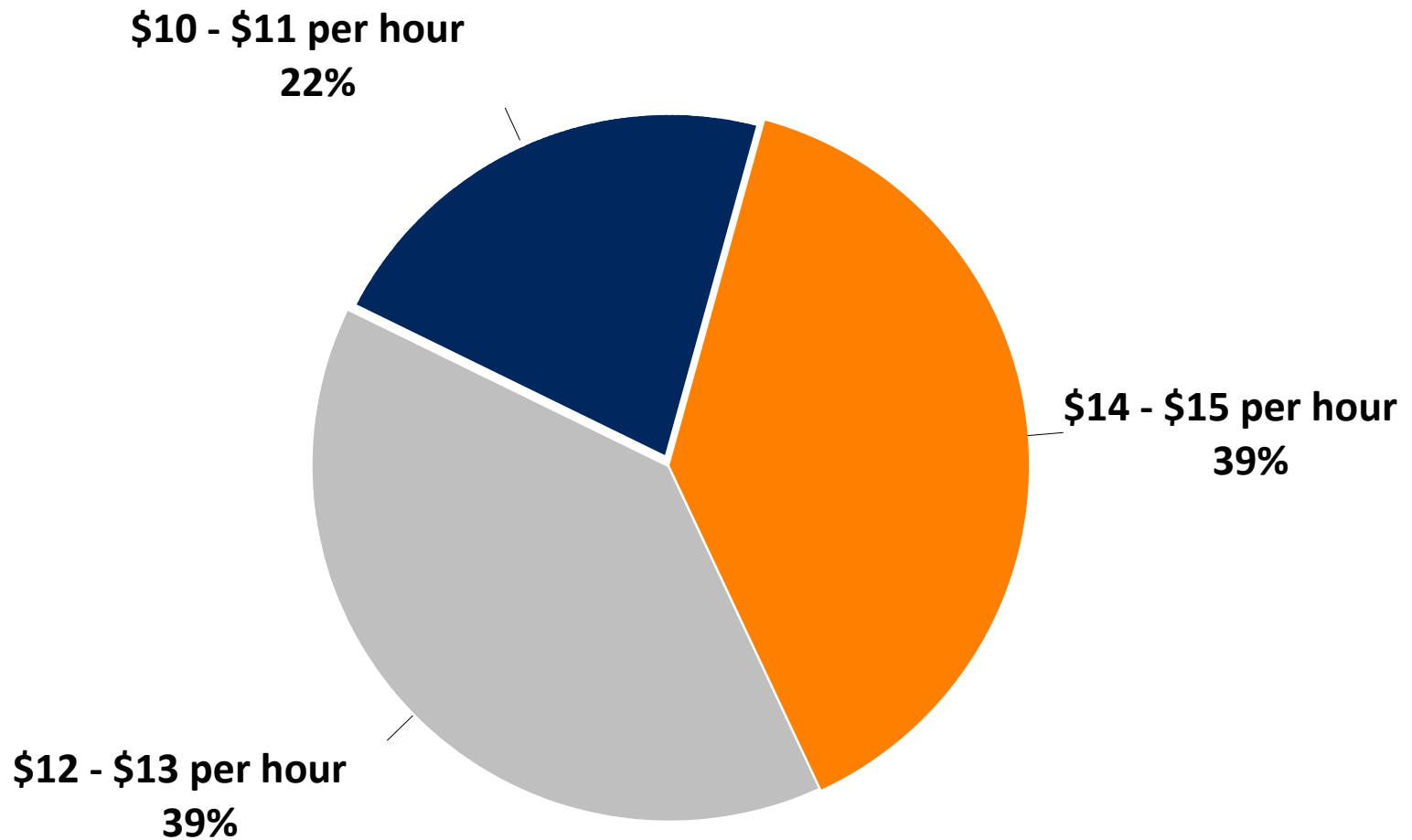
# Q4. How much are you paid at your current or most recent job?

by percentage of respondents



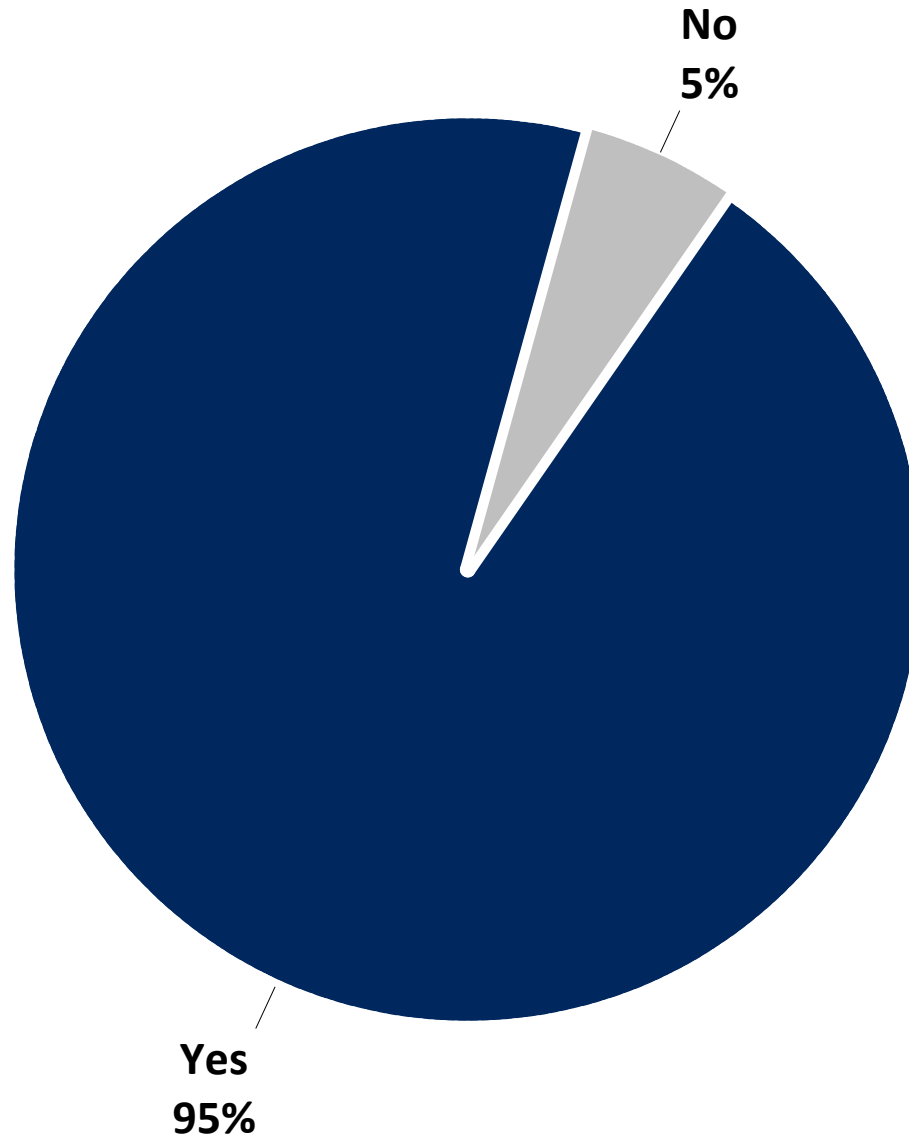
# Q5. What is the amount of pay you would expect for a summer job?

by percentage of respondents



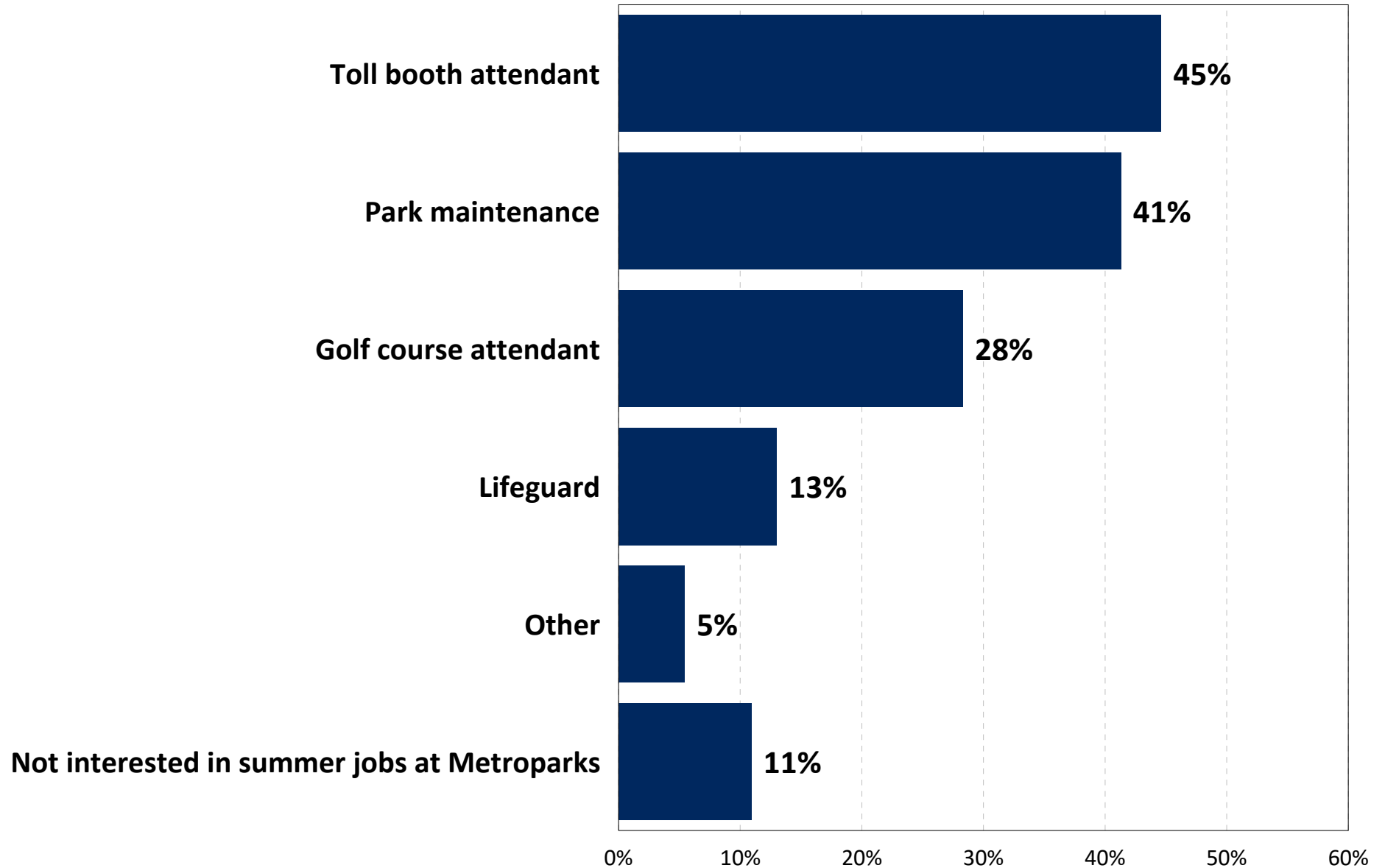
# Q6. Would you be more interested in a summer job if it had a bonus at the end of the summer?

by percentage of respondents



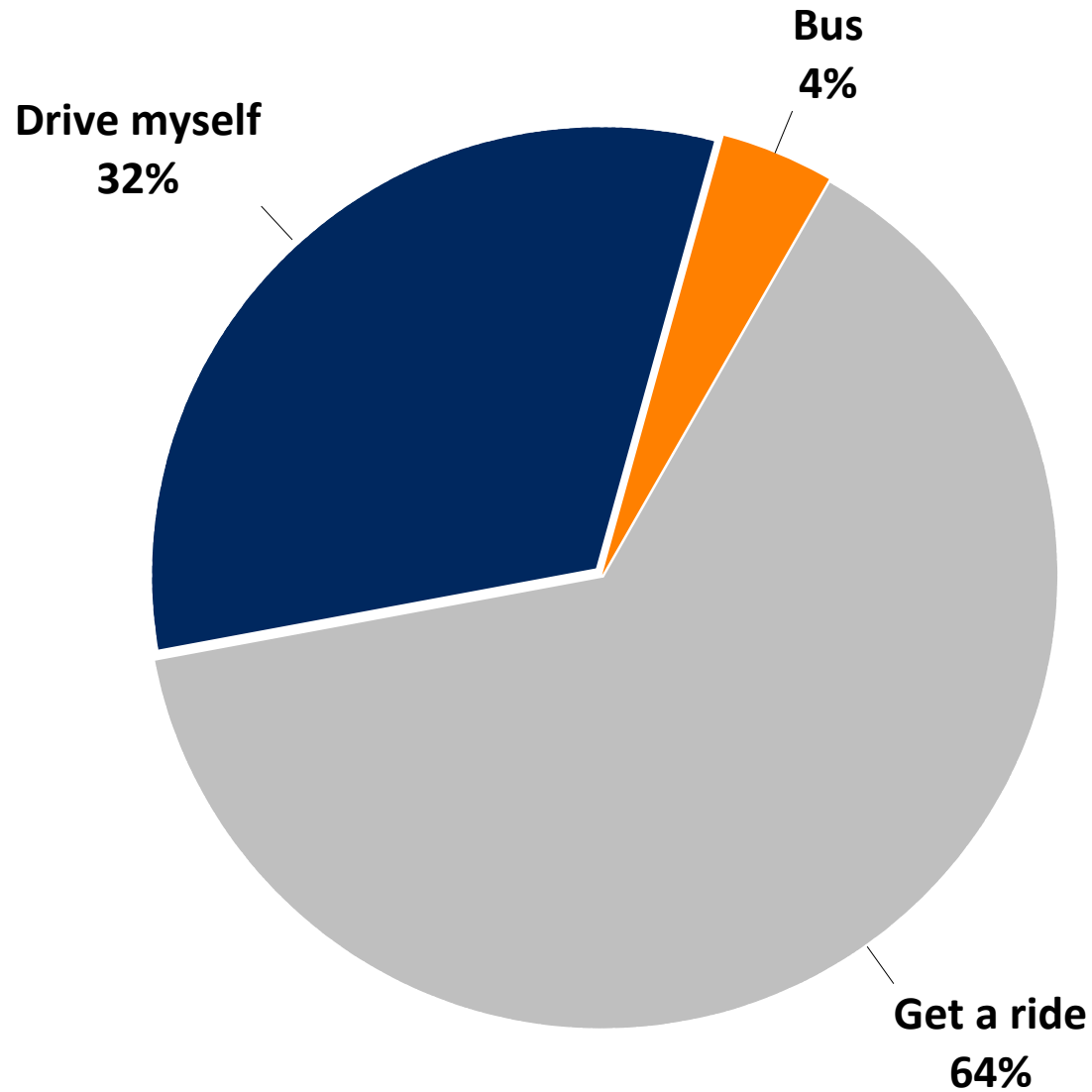
# Q7. Would you be interested in any of the following summer jobs at Metroparks?

by percentage of respondents (multiple selections could be made)



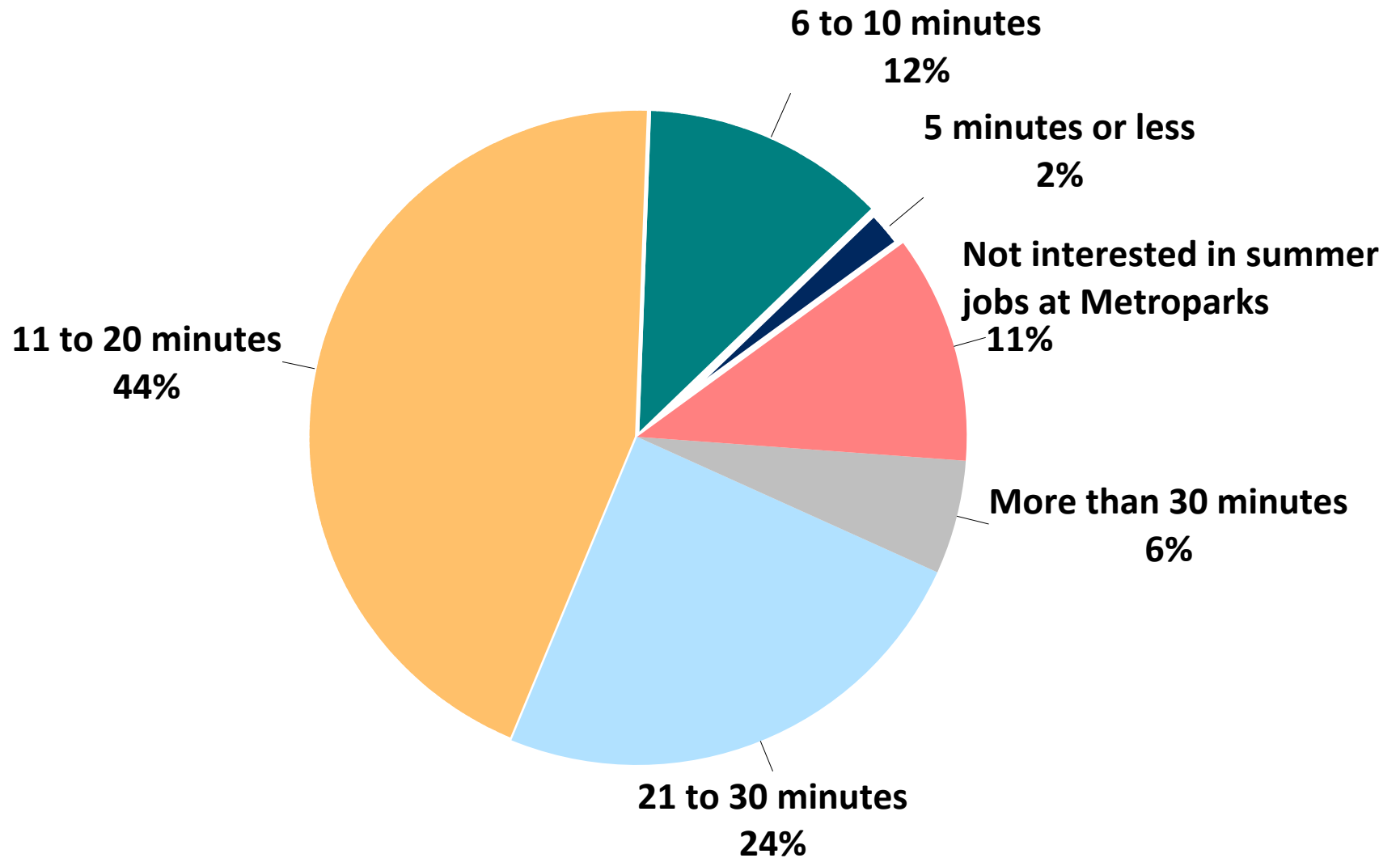
## Q8. How do you typically get to work?

by percentage of respondents



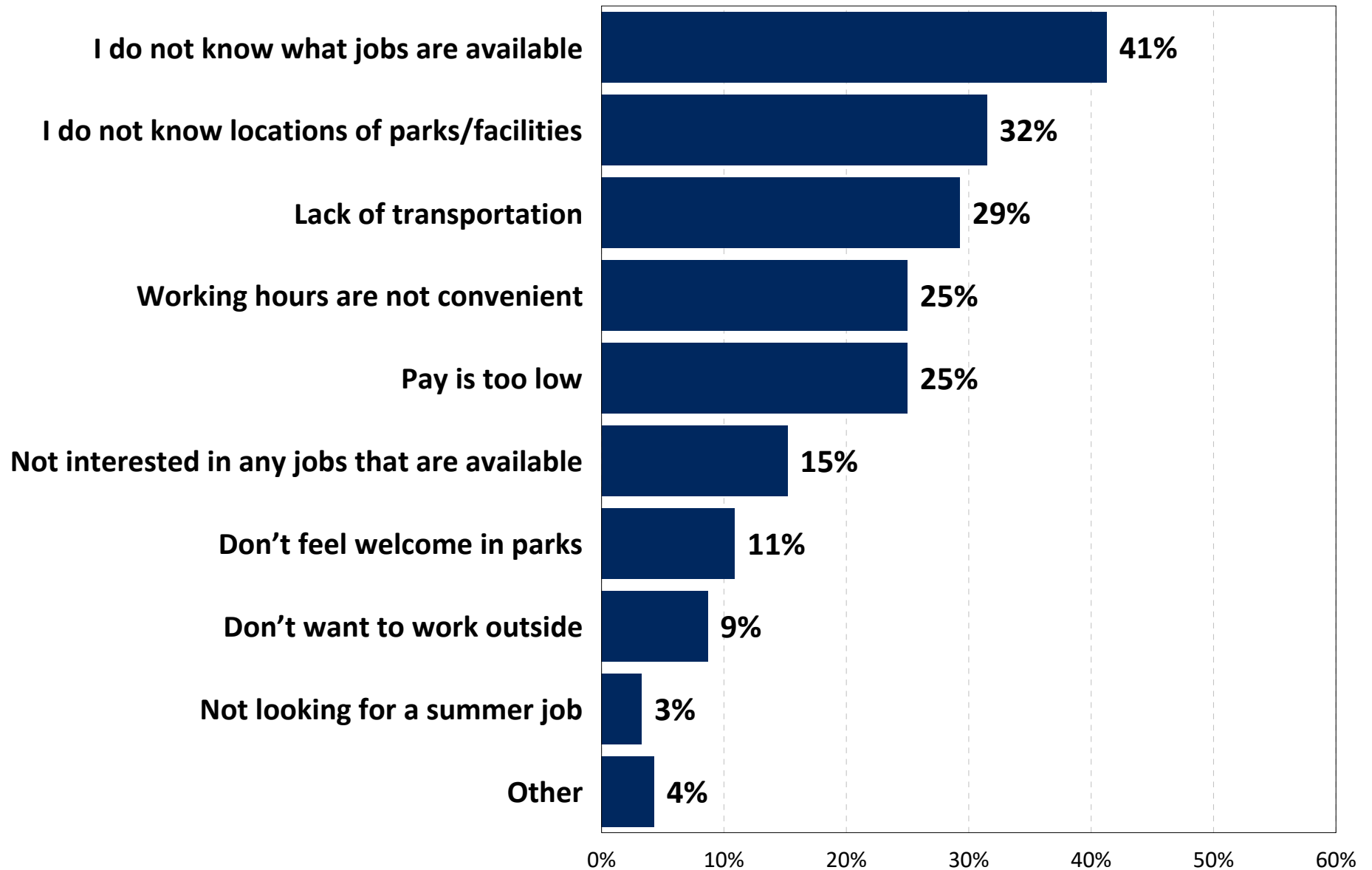
# Q9. What is the maximum driving distance you would be willing to travel to work at a summer job at Metroparks?

by percentage of respondents



# Q10. Please check all the reasons that would prevent you from working at a summer job at Metroparks

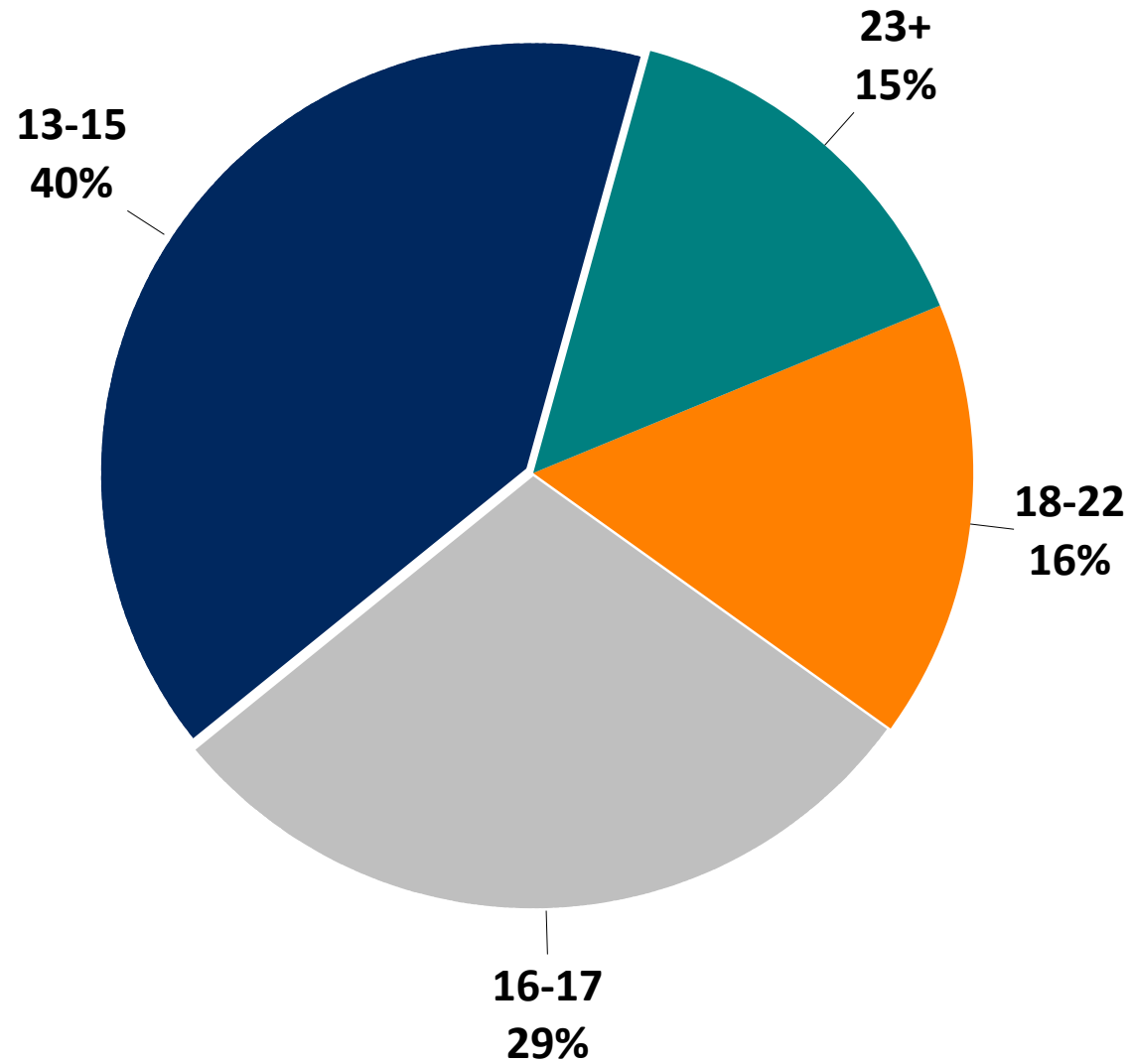
by percentage of respondents (multiple selections could be made)





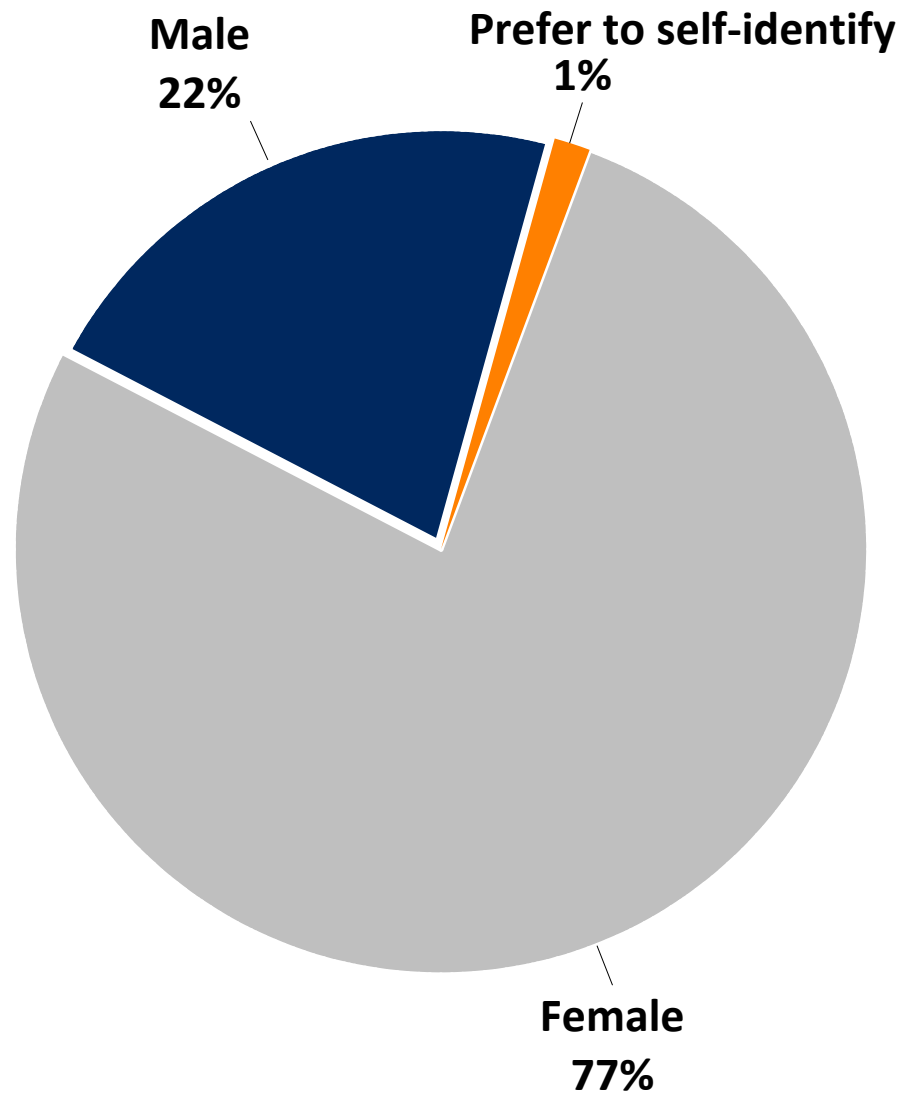
# Q11. Age of Respondent

by percentage of respondents



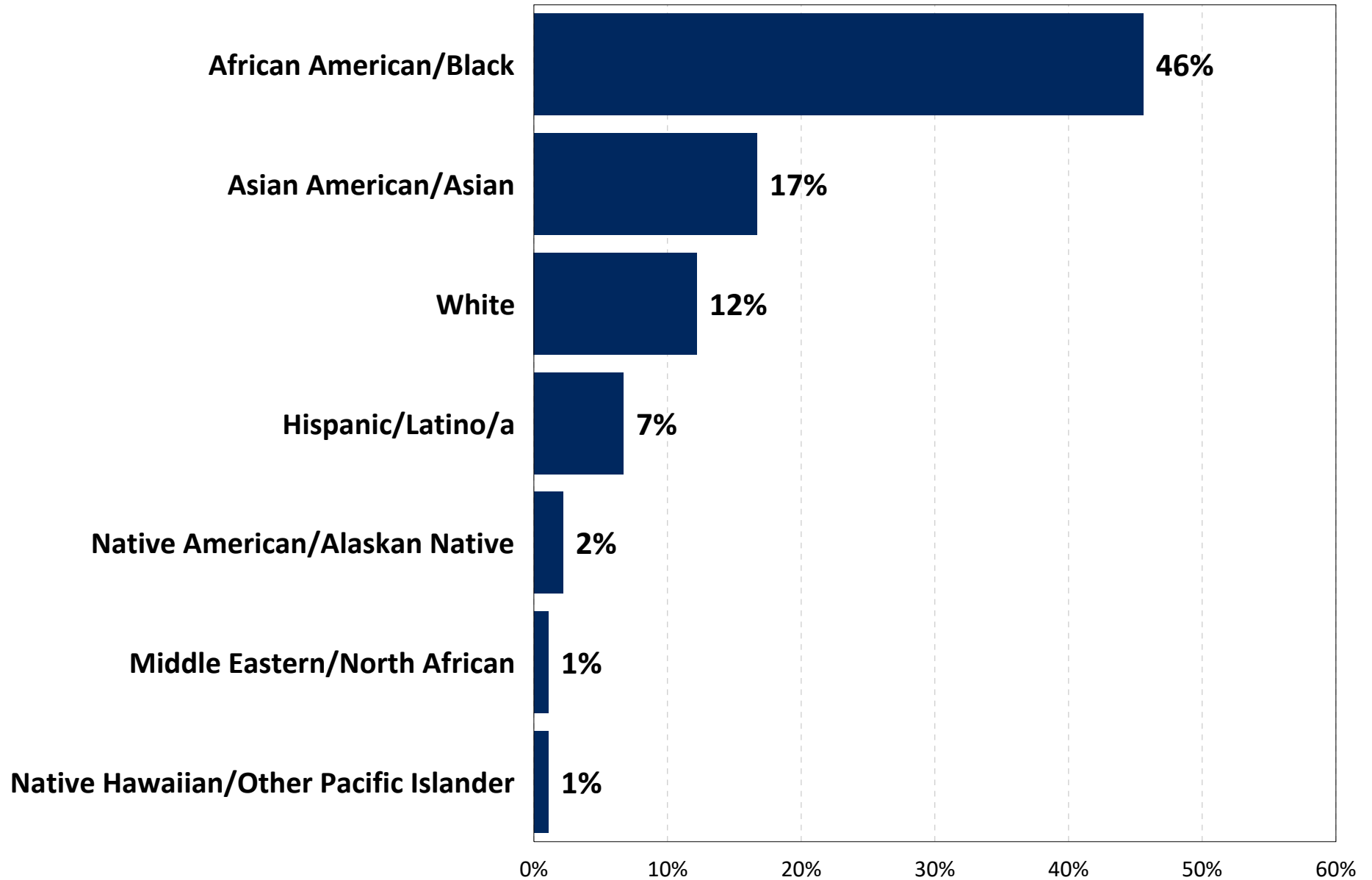
## Q12. Gender

by percentage of respondents



## Q13. Race/Ethnicity

by percentage of respondents (multiple selections could be made)



## **Section 2**

### ***Tabular Data***

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**Q1. Where do you look for summer jobs?**

<u>Q1. Where do you look for summer jobs</u>	<u>Number</u>	<u>Percent</u>
Family	57	62.0 %
Friends & neighbors	53	57.6 %
School	54	58.7 %
Google search	55	59.8 %
Social media	44	47.8 %
Community organizations, community centers	28	30.4 %
Churches	3	3.3 %
Other	3	3.3 %
<u>Not looking for a summer job</u>	<u>5</u>	<u>5.4 %</u>
Total	302	

**Q1-8. Other**

<u>Q1-8. Other</u>	<u>Number</u>	<u>Percent</u>
Indeed	1	33.3 %
Job finding cites such as indeed	1	33.3 %
<u>My neighborhood</u>	<u>1</u>	<u>33.3 %</u>
Total	3	100.0 %

**Q2. What is the best way for you to apply for summer jobs? (without "not provided")**

Q2. What is the best way for you to apply for summer jobs	Number	Percent
Online	58	66.7 %
In-person/paper	16	18.4 %
Text/phone	10	11.5 %
Email	3	3.4 %
Total	87	100.0 %

**Q3. What type of work do you prefer? (without "not provided")**

Q3. What type of work do you prefer	Number	Percent
Indoor	26	29.2 %
Outdoor	19	21.3 %
Either one	44	49.4 %
Total	89	100.0 %

**Q4. How much are you paid at your current or most recent job?**

Q4. How much are you paid at your current or most recent job	Number	Percent
\$10-\$11 per hour	13	14.1 %
\$12-\$13 per hour	10	10.9 %
\$14-\$15 per hour	6	6.5 %
\$15+ per hour	14	15.2 %
Not applicable	49	53.3 %
Total	92	100.0 %

**Q5. What is the amount of pay you would expect for a summer job? (without "not provided")**

Q5. What is the amount of pay you would expect for a summer job	Number	Percent
\$10-\$11 per hour	18	22.0 %
\$12-\$13 per hour	32	39.0 %
\$14-\$15 per hour	32	39.0 %
Total	82	100.0 %

**Q6. Would you be more interested in a summer job if it had a bonus at the end of the summer?**

Q6. Would you be more interested in a summer job if it had a bonus at end of summer	Number	Percent
Yes	87	94.6 %
No	5	5.4 %
Total	92	100.0 %

**Q7. Would you be interested in any of the following summer jobs at Metroparks?**

Q7. What following summer jobs at Metroparks

<u>would you be interested in</u>	<u>Number</u>	<u>Percent</u>
Park maintenance	38	41.3 %
Lifeguard	12	13.0 %
Golf course attendant	26	28.3 %
Toll booth attendant	41	44.6 %
Other	5	5.4 %
Not interested in summer jobs at Metroparks	10	10.9 %
Total	132	

**Q7-5. Other**

<u>Q7-5. Other</u>	<u>Number</u>	<u>Percent</u>
Assisting people on where to go or making sure everyone is okay	1	20.0 %
Guide	1	20.0 %
I can't swim so I can't be a lifeguard	1	20.0 %
I'd love a job that helped me move forward in my career goals	1	20.0 %
work at nature center or museums	1	20.0 %
Total	5	100.0 %



**Q8. How do you typically get to work?**

Q8. How do you typically get to work	Number	Percent
Drive myself	24	32.0 %
Get a ride	48	64.0 %
Bus	3	3.9 %
Total	75	100.0 %

**Q9. What is the maximum distance you would be willing to travel to work at a summer job at Metroparks?**

Q9. Maximum distance you would be willing to travel to work at a summer job	Number	Percent
5 minutes or less driving	2	2.2 %
6 to 10 minutes driving	11	12.2 %
11 to 20 minutes driving	40	44.4 %
21 to 30 minutes driving	22	24.4 %
30+ minutes driving	5	5.6 %
Not interested in a summer job at Metroparks	10	11.1 %
Total	90	100.0 %

**Q10. Please CHECK ALL the reasons that would prevent you from working at a summer job at Metroparks.**

Q10. What are the reasons that would prevent you from working at a summer job	Number	Percent
I do not know locations of parks/facilities	29	31.5 %
I do not know what jobs are available	38	41.3 %
Working hours are not convenient	23	25.0 %
Pay is too low	23	25.0 %
Lack of transportation	27	29.3 %
Not interested in any jobs that are available	14	15.2 %
Don't feel welcome in parks	10	10.9 %
Don't want to work outside	8	8.7 %
Not looking for a summer job	3	3.3 %
Other	4	4.3 %
Total	179	

**Q11. How old are you? (without "not provided")**

Q11. Your age	Number	Percent
13-15	30	40.0 %
16-17	22	29.3 %
18-22	12	16.0 %
23+	11	14.7 %
Total	75	100.0 %

**Q12. Your gender: (without "prefer not to answer")**

Q12. Your gender	Number	Percent
Male	16	21.6 %
Female	57	77.0 %
Prefer to self-identify	1	1.4 %
Total	74	100.0 %

**Q12-3. Self-identify your gender:**

Q12-3. Self-describe your gender	Number	Percent
Non-binary	1	100.0 %
Total	1	100.0 %

**Q13. Which of the following best describes your race? (without "choose not to respond")**

Q13. What best describes your race	Number	Percent
African American/Black	41	45.6 %
Asian American/Asian	15	16.7 %
Hispanic/Latino/a	6	6.7 %
Middle Eastern/North African	1	1.1 %
Native American/Alaskan Native	2	2.2 %
Native Hawaiian/Other Pacific Islander	1	1.1 %
White	11	12.2 %
Total	77	

## **Section 3**

# ***Survey Instrument***

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# Summer Jobs Survey

Please take a few minutes to complete this important survey for Huron-Clinton Metroparks about summer jobs.

**1. Where do you look for summer jobs? [Check all that apply.]**

- (1) Family
- (2) Friends and Neighbors
- (3) School
- (4) Google search
- (5) Social media
- (6) Community organizations, community centers
- (7) Churches
- (8) Other: \_\_\_\_\_
- (9) Not looking for a summer job

**2. What is the best way for you to apply for summer jobs? [Check One]**

- (1) Online
- (2) In-person/paper
- (3) Text/phone
- (4) Email

**3. What type of work do you prefer?**

- (1) Indoor
- (2) Outdoor
- (3) Either one

**4. How much are you paid at your current or most recent job?**

- (1) \$10 - \$11 per hour
- (2) \$12 - \$13 per hour
- (3) \$14 - \$15 per hour
- (4) More than \$15 per hour

**5. What is the amount of pay you would expect for a summer job?**

- (1) \$10 - \$11 per hour
- (2) \$12 - \$13 per hour
- (3) \$14 - \$15 per hour

**6. Would you be more interested in a summer job if it had a bonus at the end of the summer?**

- (1) Yes
- (2) No

**7. Would you be interested in any of the following summer jobs at Metroparks?**

- (1) Park maintenance
- (2) Lifeguard
- (3) Golf course attendant
- (4) Toll booth attendant
- (5) Other: \_\_\_\_\_
- (6) Not interested in summer jobs at Metroparks

**8. How do you typically get to work?**

- (1) Drive myself
- (2) Get a ride
- (3) Bus
- (4) Bike
- (5) Other: \_\_\_\_\_

**9. What is the maximum distance you would be willing to travel to work at a summer job at Metroparks?**

- (1) 5 minutes or less driving
- (2) 6 to 10 minutes driving
- (3) 11 to 20 minutes driving
- (4) 21 to 30 minutes driving
- (5) More than 30 minutes driving
- (6) Not interested in a summer job at Metroparks

**10. Please CHECK ALL the reasons that would prevent you from working at a summer job at Metroparks. [Check all that apply.]**

- (01) I do not know locations of parks/facilities
- (02) I do not know what jobs are available
- (03) Working hours are not convenient
- (04) Pay is too low
- (05) Lack of transportation
- (06) Not interested in any of the jobs that are available
- (07) Don't feel welcome in parks
- (08) Don't want to work outside
- (09) Not looking for a summer job
- (10) Other: \_\_\_\_\_

11. **How old are you?** \_\_\_\_\_ years old

12. **Your gender:**

\_\_\_\_(1) Male

\_\_\_\_(2) Female

\_\_\_\_(3) Prefer to self-identify: \_\_\_\_\_

\_\_\_\_(4) Prefer not to answer

13. **Which of the following best describes your race?** *[Check all that apply.]*

\_\_\_\_(1) African American/Black

\_\_\_\_(2) Asian American/Asian

\_\_\_\_(3) Hispanic/Latino/a

\_\_\_\_(4) Middle Eastern/North African

\_\_\_\_(5) Native American/Alaskan Native

\_\_\_\_(6) Native Hawaiian/Other Pacific Islander

\_\_\_\_(7) White

\_\_\_\_(8) Other: \_\_\_\_\_

\_\_\_\_(9) Choose not to respond

14. **What is your home zip code?** \_\_\_\_\_

**If you want to be entered to win a 2022 Metroparks Annual Pass and receive information about summer job opportunities, please provide your contact information below:**

Email: \_\_\_\_\_ Phone Number: \_\_\_\_\_

**This concludes the survey – Thank you for your time!**

**HURON-CLINTON METROPARKS MONTHLY STATISTICS**

**January, 2022**

PARK	MONTHLY VEHICLE ENTRIES				MONTHLY TOLL REVENUE			
	Current	Previous	Prev 3 Yr Avg	Change from Average	Current	Previous	Prev 3 Yr Avg	Change from Average
Lake St Clair	23,838	22,877	16,297	46%	\$ 137,963	\$ 112,287	\$ 69,790	98%
Wolcott Mill	2,168	2,572	1,681	29%	\$ 98	\$ 649	\$ 603	-84%
Stony Creek	21,196	32,638	21,183	0%	\$ 14,015	\$ 213,762	\$ 141,849	-90%
Indian Springs	2,966	4,584	3,078	-4%	\$ 17,997	\$ 28,164	\$ 17,486	3%
Kensington	38,237	53,195	39,722	-4%	\$ 187,773	\$ 301,540	\$ 187,628	0%
Huron Meadows	7,421	8,644	5,525	34%	\$ 25,458	\$ 23,264	\$ 14,940	70%
Hudson Mills	10,621	15,658	10,828	-2%	\$ 30,938	\$ 56,492	\$ 38,690	-20%
Lower Huron/Willow/Oakwoods	29,995	35,050	29,795	1%	\$ 44,973	\$ 56,602	\$ 40,795	10%
Lake Erie	9,498	10,249	7,384	29%	\$ 51,825	\$ 62,965	\$ 47,344	9%
<b>Monthly TOTALS</b>	<b>145,940</b>	<b>185,467</b>	<b>135,492</b>	<b>8%</b>	<b>\$ 511,040</b>	<b>\$ 855,725</b>	<b>\$ 559,125</b>	<b>-9%</b>

PARK	Y-T-D VEHICLE ENTRIES				Y-T-D TOLL REVENUE			
	Current	Previous	Prev 3 Yr Avg	Change from Average	Current	Previous	Prev 3 Yr Avg	Change from Average
Lake St Clair	23,838	22,877	20,933	14%	\$ 137,963	\$ 112,287	\$ 69,790	98%
Wolcott Mill	2,168	2,572	1,035	109%	\$ 98	\$ 649	\$ 603	-84%
Stony Creek	21,196	32,638	21,700	-2%	\$ 14,015	\$ 213,762	\$ 141,849	-90%
Indian Springs	2,966	4,584	2,441	22%	\$ 17,997	\$ 28,164	\$ 17,486	3%
Kensington	38,237	53,195	32,304	18%	\$ 187,773	\$ 301,540	\$ 187,628	0%
Huron Meadows	7,421	8,644	4,559	63%	\$ 25,458	\$ 23,264	\$ 14,940	70%
Hudson Mills	10,621	15,658	7,316	45%	\$ 30,938	\$ 56,492	\$ 38,690	-20%
Lower Huron/Willow/Oakwoods	29,995	35,050	25,262	19%	\$ 44,973	\$ 56,602	\$ 40,795	10%
Lake Erie	9,498	10,249	6,302	51%	\$ 51,825	\$ 62,965	\$ 47,344	9%
<b>Monthly TOTALS</b>	<b>145,940</b>	<b>185,467</b>	<b>121,852</b>	<b>20%</b>	<b>\$ 511,040</b>	<b>\$ 855,725</b>	<b>\$ 559,125</b>	<b>-9%</b>

PARK	MONTHLY PARK REVENUE				Y-T-D PARK REVENUE			
	Current	Previous	Prev 3 Yr Avg	Change from Average	Current	Previous	Prev 3 Yr Avg	Change from Average
Lake St Clair	\$ 145,630	\$ 252,340	\$ 165,677	-12%	\$ 145,630	\$ 252,340	\$ 165,677	-12%
Wolcott Mill	\$ 6,495	\$ 6,791	\$ 9,882	-34%	\$ 6,495	\$ 6,791	\$ 9,882	-34%
Stony Creek	\$ 168,830	\$ 251,034	\$ 167,540	1%	\$ 168,830	\$ 251,034	\$ 167,540	1%
Indian Springs	\$ 36,172	\$ 32,532	\$ 23,132	56%	\$ 36,172	\$ 32,532	\$ 23,132	56%
Kensington	\$ 205,248	\$ 318,939	\$ 208,212	-1%	\$ 205,248	\$ 318,939	\$ 208,212	-1%
Huron Meadows	\$ 58,160	\$ 47,261	\$ 27,911	108%	\$ 58,160	\$ 47,261	\$ 27,911	108%
Hudson Mills	\$ 36,174	\$ 60,029	\$ 42,835	-16%	\$ 36,174	\$ 60,029	\$ 42,835	-16%
Lower Huron/Willow/Oakwoods	\$ 51,641	\$ 60,313	\$ 50,440	2%	\$ 51,641	\$ 60,313	\$ 50,440	2%
Lake Erie	\$ 52,267	\$ 63,844	\$ 48,833	7%	\$ 52,267	\$ 63,844	\$ 48,833	7%
<b>Y-T-D TOTALS</b>	<b>\$ 760,617</b>	<b>\$ 1,093,083</b>	<b>\$ 744,461</b>	<b>2%</b>	<b>\$ 760,617</b>	<b>\$ 1,093,083</b>	<b>\$ 744,461</b>	<b>2%</b>

District	Y-T-D Vehicle Entries by Management Unit				Y-T-D Total Revenue by Management Unit			
	Current	Previous	Prev 3 Yr Avg	Change from Average	Current	Previous	Prev 3 Yr Avg	Change from Average
Eastern	47,202	58,087	43,668	8%	320,955	510,165	343,098	-6%
Western	59,245	82,081	46,620	27%	335,754	458,761	302,090	11%
Southern	39,493	45,299	31,564	25%	103,908	124,157	99,273	5%

HURON-CLINTON METROPARKS MONTHLY STATISTICS

January, 2022

GOLF THIS MONTH	MONTHLY ROUNDS				MONTHLY REVENUE			
	Current	Previous	Prev 3 Yr Avg	Change from Average	Current	Previous	Prev 3 Yr Avg	Change from Average
Stony Creek	0	0	0	-	\$ -	\$ -	\$ -	-
Indian Springs	0	0	0	-	\$ -	\$ -	\$ -	-
Kensington	0	0	0	-	\$ -	\$ -	\$ -	-
Huron Meadows	0	0	0	-	\$ -	\$ 701	\$ 234	-
Hudson Mills	0	0	0	-	\$ -	\$ 118	\$ 39	-
Willow	0	0	0	-	\$ -	\$ -	\$ -	-
Lake Erie	0	0	0	-	\$ -	\$ -	\$ -	-
Total Regulation	0	0	0	-	\$ -	\$ 819	\$ 273	-
LSC Par 3	0	0	0	-	\$ -	\$ -	\$ -	-
LSC Foot Golf	0	0	0	-	\$ -	\$ -	\$ -	-
<b>Total Golf</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>\$ -</b>	<b>\$ 819</b>	<b>\$ 273</b>	<b>-</b>

GOLF Y-T-D	GOLF ROUNDS Y-T-D				GOLF REVENUE Y-T-D			
	Current	Previous	Prev 3 Yr Avg	Change from Average	Current	Previous	Prev 3 Yr Avg	Change from Average
Stony Creek	0	0	0	-	\$ -	\$ -	\$ -	-
Indian Springs	0	0	0	-	\$ -	\$ -	\$ -	-
Kensington	0	0	0	-	\$ -	\$ -	\$ -	-
Huron Meadows	0	0	0	-	\$ -	\$ 701	\$ 234	-
Hudson Mills	0	0	0	-	\$ -	\$ 118	\$ 39	-
Willow	0	0	0	-	\$ -	\$ -	\$ -	-
Lake Erie	0	0	0	-	\$ -	\$ -	\$ -	-
Total Regulation	0	0	0	-	\$ -	\$ 819	\$ 273	-
LSC Par 3	0	0	0	-	\$ -	\$ -	\$ -	-
LSC Foot Golf	0	0	0	-	\$ -	\$ -	\$ -	-
<b>Total Golf</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>\$ -</b>	<b>\$ 819</b>	<b>\$ 273</b>	<b>-</b>

AQUATICS THIS MONTH	PATRONS THIS MONTH				MONTHLY REVENUE			
	Current	Previous	Prev 3 Yr Avg	Change from Average	Current	Previous	Prev 3 Yr Avg	Change from Average
Lake St. Clair	0	0	0	-	\$ -	\$ -	\$ -	-
Stony Creek Rip Slide	0	0	0	-	\$ -	\$ -	\$ -	-
KMP Splash	0	0	0	-	\$ -	\$ -	\$ 67	-
Lower Huron	0	0	0	-	\$ -	\$ -	\$ -	-
Willow	0	0	0	-	\$ -	\$ -	\$ -	-
Lake Erie	0	0	0	-	\$ -	\$ -	\$ -	-
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 67</b>	<b>-</b>

AQUATICS Y-T-D	PATRONS Y-T-D				REVENUE Y-T-D			
	Current	Previous	Prev 3 Yr Avg	Change from Average	Current	Previous	Prev 3 Yr Avg	Change from Average
Lake St. Clair	0	0	0	-	\$ -	\$ -	\$ -	-
Stony Creek Rip Slide	0	0	0	-	\$ -	\$ -	\$ -	-
KMP Splash	0	0	0	-	\$ -	\$ -	\$ 67	-
Lower Huron	0	0	0	-	\$ -	\$ -	\$ -	-
Willow	0	0	0	-	\$ -	\$ -	\$ -	-
Lake Erie	0	0	0	-	\$ -	\$ -	\$ -	-
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 67</b>	<b>-</b>



HURON-CLINTON METROPARKS MONTHLY STATISTICS

January, 2022

PARK	Seasonal Activities this Month				Monthly Revenue			
	Current	Previous	Prev 3 Yr Avg	Change from Average	Current	Previous	Prev 3 Yr Avg	Change from Average
<b>Lake St. Clair</b>								
Welsh Center	1	5	6	-84%	\$ 3,400	\$ 14,550	\$ 9,392	-64%
Shelters	10	8	13	-25%	\$ 2,500	\$ 2,725	\$ 3,725	-33%
Boat Launches	0	22	7	-	\$ -	\$ -	\$ -	-
Marina	0	0	0	-	\$ -	\$ -	\$ -	-
Mini-Golf	0	0	0	-	\$ -	\$ -	\$ -	-
<b>Wolcott</b>								
Activity Center	4	0	3	50%	\$ 2,000	\$ 500	\$ 1,833	9%
<b>Stony Creek</b>								
Disc Golf Daily	0	5	2	-	\$ -	\$ 17	\$ 11	-
Disc Golf Annual	6	2	9	-33%	\$ 360	\$ 120	\$ 440	-18%
Total Disc Golf	6	7	11	-45%	\$ 360	\$ 137	\$ 451	-20%
Shelters	27	13	17	59%	\$ 6,225	\$ 3,075	\$ 3,875	61%
Boat Rental	0	0	0	-	\$ -	\$ -	\$ -	-
Boat Launches	31	29	14	127%	\$ -	\$ -	\$ -	-
<b>Indian Springs</b>								
Shelters	3	1	2	80%	\$ 600	\$ 200	\$ 358	67%
Event Room	6	2	3	125%	\$ 17,450	\$ 4,100	\$ 5,133	240%
<b>Kensington</b>								
Disc Golf Daily	0	442	149	-	\$ -	\$ 1,326	\$ 447	-
Disc Golf Annual	4	46	26	-85%	\$ 240	\$ 2,740	\$ 1,527	-84%
Total Disc Golf	4	488	175	-98%	\$ 240	\$ 4,066	\$ 1,974	-88%
Shelters	26	19	26	1%	\$ 5,875	\$ 4,050	\$ 5,700	3%
Boat Rental	0	0	0	-	\$ -	\$ -	\$ -	-
<b>Huron Meadows</b>								
Shelters	2	0	3	-33%	\$ 400	\$ -	\$ 600	-33%
<b>Hudson Mills</b>								
Disc Golf Daily	107	310	167	-36%	\$ 321	\$ 930	\$ 500	-36%
Disc Golf Annual	13	21	24	-46%	\$ 740	\$ 1,220	\$ 1,387	-47%
Total Disc Golf	120	331	191	-37%	\$ 1,061	\$ 2,150	\$ 1,887	-44%
Shelters	8	1	3	200%	\$ 1,400	\$ 200	\$ 533	163%
Canoe Rental	0	0	0	-	\$ -	\$ -	\$ -	-
<b>Lower Huron / Willow / Oakwoods</b>								
Disc Golf Daily	11	94	67	-84%	\$ 333	\$ 282	\$ 202	65%
Disc Golf Annual	3	3	3	13%	\$ 740	\$ 1,220	\$ 1,387	-47%
Total Disc Golf	14	97	70	-80%	\$ 1,073	\$ 1,502	\$ 1,589	-32%
Shelters	26	7	19	34%	\$ 5,575	\$ 1,800	\$ 4,250	31%
<b>Lake Erie</b>								
Shelters	0	1	4	-	\$ -	\$ 200	\$ 1,000	-
Boat Launches	0	174	151	-	\$ -	\$ -	\$ -	-
Marina	0	0	0	-	\$ -	\$ -	\$ -	-

HURON-CLINTON METROPARKS MONTHLY STATISTICS

January, 2022

PARK	Seasonal Activities Y-T-D				Seasonal Revenue Y-T-D			
	Current	Previous	Prev 3 Yr Avg	Change from Average	Current	Previous	Prev 3 Yr Avg	Change from Average
<b>Lake St. Clair</b>								
Welsh Center	1	5	6	-84%	\$ 3,400	\$ 14,550	\$ 9,392	-64%
Shelters	10	8	13	-25%	\$ 2,500	\$ 2,725	\$ 3,725	-33%
Boat Launches	0	22	7	-	\$ -	\$ -	\$ -	-
Marina	0	0	0	-	\$ -	\$ -	\$ -	-
Mini-Golf	0	0	0	-	\$ -	\$ -	\$ -	-
<b>Wolcott Mill</b>								
Activity Center	4	0	3	50%	\$ 2,000	\$ 500	\$ 1,833	9%
<b>Stony Creek</b>								
Disc Golf Daily	0	5	2	-	\$ -	\$ 17	\$ 11	-
Disc Annual	6	2	9	-33%	\$ 360	\$ 120	\$ 440	-18%
Total Disc Golf	6	7	11	-45%	\$ 360	\$ 137	\$ 451	-20%
Shelters	27	13	17	59%	\$ 6,225	\$ 3,075	\$ 3,875	61%
Boat Rental	0	0	0	-	\$ -	\$ -	\$ -	-
Boat Launches	31	29	14	127%	\$ -	\$ -	\$ -	-
<b>Indian Springs</b>								
Shelters	3	1	2	80%	\$ 600	\$ 200	\$ 358	67%
Event Room	6	2	3	125%	\$ 17,450	\$ 4,100	\$ 5,133	240%
<b>Kensington</b>								
Disc Golf Daily	0	442	149	-	\$ -	\$ 1,326	\$ 447	-
Disc Annual	4	46	26	-85%	\$ 240	\$ 2,740	\$ 1,527	-84%
Total Disc Golf	4	488	175	-98%	\$ 240	\$ 4,066	\$ 1,974	-88%
Shelters	26	19	26	1%	\$ 5,875	\$ 4,050	\$ 5,700	3%
Boat Rental	0	0	0	-	\$ -	\$ -	\$ -	-
<b>Huron Meadows</b>								
Shelters	2	0	3	-33%	\$ 400	\$ -	\$ 600	-33%
<b>Hudson Mills</b>								
Disc Golf Daily	107	310	167	-36%	\$ 321	\$ 930	\$ 500	-36%
Disc Annual	13	21	24	-46%	\$ 740	\$ 1,220	\$ 1,387	-47%
Total Disc Golf	120	331	191	-37%	\$ 1,061	\$ 2,150	\$ 1,887	-44%
Shelters	8	1	3	200%	\$ 1,400	\$ 200	\$ 533	163%
Canoe Rental	0	0	0	-	\$ -	\$ -	\$ -	-
<b>Lower Huron / Willow / Oakwoods</b>								
Disc Golf Daily	11	94	67	-84%	\$ 333	\$ 282	\$ 202	65%
Disc Annual	3	3	3	13%	\$ 160	\$ 180	\$ 160	0%
Total Disc Golf	14	97	70	-80%	\$ 493	\$ 462	\$ 362	36%
Shelters	26	7	19	34%	\$ 5,575	\$ 1,800	\$ 4,250	31%
<b>Lake Erie</b>								
Shelters	0	1	4	-	\$ -	\$ 200	\$ 1,000	-
Boat Launches	0	174	151	-	\$ -	\$ -	\$ -	-
Marina	0	0	0	-	\$ -	\$ -	\$ -	-

PARK	Cross Country Ski Rental this Month				Cross Country Ski Rental Y-T-D			
	Current	Previous	Prev 3 Yr Avg	Change from Average	Current	Previous	Prev 3 Yr Avg	Change from Average
Stony Creek	\$ 2,184	\$ 2,400	\$ 1,283	70%	\$ 2,184	\$ 2,400	\$ 1,283	70%
Kensington	\$ 5,822	\$ 2,430	\$ 2,207	164%	\$ 5,822	\$ 2,430	\$ 2,207	164%
Huron Meadows	\$ 30,857	\$ 23,997	\$ 12,400	149%	\$ 30,857	\$ 23,997	\$ 12,400	149%
Hudson Mills	\$ -	\$ -	\$ 632	-	\$ -	\$ -	\$ 632	-

PARK	Winter Sports this Month				Winter Sports Y-T-D			
	Current	Previous	Prev 3 Yr Avg	Change from Average	Current	Previous	Prev 3 Yr Avg	Change from Average
<b>Lake St. Clair</b>								
XC Skiers	4	0	0	-	4	0	0	-
Ice Skaters	240	94	40	505%	240	94	40	505%
Sledders	615	128	63	881%	615	128	63	881%
Ice Fishermen	3,450	243	191	1703%	3,450	243	191	1703%
<b>Stony Creek</b>								
XC Skiers	306	588	302	1%	306	588	302	1%
Ice Skaters	24	60	22	9%	24	60	22	9%
Sledders	249	1,010	570	-56%	249	1,010	570	-56%
Ice Fishermen	153	130	85	79%	153	130	85	79%
<b>Indian Springs</b>								
XC Skiers	40	86	48	-16%	40	86	48	-16%
Sledders	332	361	181	83%	332	361	181	83%
<b>Kensington</b>								
XC Skiers	594	583	415	43%	594	583	415	43%
Ice Skaters	64	8	3	2300%	64	8	3	2300%
Sledders	1,788	3,040	1,288	39%	1,788	3,040	1,288	39%
Ice Fishermen	141	74	28	410%	141	74	28	410%
<b>Huron Meadows</b>								
XC Skiers	3,641	3,155	1,912	90%	3,641	3,155	1,912	90%
Ice Fishermen	0	0	0	-	0	0	0	-
<b>Hudson Mills</b>								
XC Skiers	150	90	222	-32%	150	90	222	-32%
<b>Willow</b>								
XC Skiers	19	2	6	200%	19	2	6	200%
Sledders	240	122	140	71%	240	122	140	71%
<b>Lake Erie</b>								
XC Skiers	25	0	4	477%	25	0	4	477%
Sledders	153	0	7	1986%	153	0	7	1986%
Ice Fishing	2,294	82	111	1973%	2,294	82	111	1973%

INTERPRETIVE FACILITIES

PARK	Monthly Patrons Served				YTD Patrons Served			
	(total program participants and non-program visitors)				(total program participants and non-program visitors)			
	Current	Previous	Prev 3 Yr Avg	Change from Average	Current	Previous	Prev 3 Yr Avg	Change from Average
Lake St Clair	5,020	4,866	5,138	-2%	5,020	4,866	5,138	-2%
Wolcott Mill	1,153	3,240	1,898	-39%	1,153	3,240	1,898	-39%
Wolcott Farm	915	1,665	1,174	-22%	915	1,665	1,174	-22%
Stony Creek	8,582	10,241	9,947	-14%	8,582	10,241	9,947	-14%
Eastern Mobile Center	29	107	183	-84%	29	107	183	-84%
Indian Springs	1,985	1,857	2,240	-11%	1,985	1,857	2,240	-11%
Kens NC	21,286	29,868	22,004	-3%	21,286	29,868	22,004	-3%
Kens Farm	10,261	10,744	9,272	11%	10,261	10,744	9,272	11%
Western Mobile Center	141	222	373	-62%	141	222	373	-62%
Hudson Mills	2,510	2,563	2,526	-1%	2,510	2,563	2,526	-1%
Oakwoods	10,093	11,427	9,860	2%	10,093	11,427	9,860	2%
Lake Erie	13,974	14,498	12,238	14%	13,974	14,498	12,238	14%
Southern Mobile Center	555	415	562	-1%	555	415	562	-1%
Totals	76,504	91,713	77,415	-1%	76,504	91,713	77,415	-1%

PARK	Monthly Revenue				YTD Revenue			
	Current	Previous	Prev 3 Yr Avg	Change from Average	Current	Previous	Prev 3 Yr Avg	Change from Average
Lake St Clair	\$ 241	\$ 57	\$ 2,034	-88%	\$ 241	\$ 57	\$ 2,034	-88%
Wolcott Mill	\$ -	\$ -	\$ 7	-	\$ -	\$ -	\$ 7	-
Wolcott Farm	\$ 82	\$ -	\$ 73	12%	\$ 82	\$ -	\$ 73	12%
Wagon Rides	\$ -	\$ -	\$ -	-	\$ -	\$ -	\$ -	-
Livestock/Produce	\$ 3,128	\$ 4,128	\$ 4,739	-34%	\$ 3,128	\$ 4,128	\$ 4,739	-34%
<b>FARM TOTAL</b>	<b>\$ 3,210</b>	<b>\$ 4,128</b>	<b>\$ 4,812</b>	<b>-33%</b>	<b>\$ 3,210</b>	<b>\$ 4,128</b>	<b>\$ 4,812</b>	<b>-33%</b>
Stony Creek	\$ 579	\$ 33	\$ 720	-20%	\$ 579	\$ 33	\$ 720	-20%
Eastern Mobile Center	\$ 500	\$ -	\$ 513	-2%	\$ 500	\$ -	\$ 513	-2%
Indian Springs	\$ 125	\$ 68	\$ 154	-19%	\$ 125	\$ 68	\$ 154	-19%
Kens NC	\$ 548	\$ 765	\$ 1,461	-62%	\$ 548	\$ 765	\$ 1,461	-62%
Kens Farm	\$ 607	\$ 223	\$ 686	-12%	\$ 607	\$ 223	\$ 686	-12%
Wagon Rides	\$ 582	\$ 50	\$ 331	76%	\$ 582	\$ 50	\$ 331	76%
Livestock/Produce	\$ -	\$ -	\$ 71	-	\$ -	\$ -	\$ 71	-
<b>FARM TOTAL</b>	<b>\$ 1,189</b>	<b>\$ 273</b>	<b>\$ 1,087</b>	<b>9%</b>	<b>\$ 1,189</b>	<b>\$ 273</b>	<b>\$ 1,087</b>	<b>9%</b>
Western Mobile Center	\$ 575	\$ -	\$ 1,254	-54%	\$ 575	\$ -	\$ 1,254	-54%
Hudson Mills	\$ 1,149	\$ 301	\$ 118	874%	\$ 1,149	\$ 301	\$ 118	874%
Oakwoods	\$ 331	\$ 702	\$ 495	-33%	\$ 331	\$ 702	\$ 495	-33%
Lake Erie	\$ 442	\$ 679	\$ 462	-4%	\$ 442	\$ 679	\$ 462	-4%
Southern Mobile Center	\$ -	\$ -	\$ 1,143	-	\$ -	\$ -	\$ 1,143	-
Totals	\$ 8,889	\$ 7,006	\$ 14,261	-38%	\$ 8,889	\$ 7,006	\$ 14,261	-38%

BREAKDOWN OF ATTENDANCE	ON-SITE Programs and Attendance				OFF-SITE Programs and Attendance			
	CURRENT YEAR		PREVIOUS YEAR		CURRENT YEAR		PREVIOUS YEAR	
	Programs	Attendance	Programs	Attendance	Programs	Attendance	Programs	Attendance
Lake St Clair	8	70	4	66	-	-	-	-
Wolcott Mill	-	-	-	-	-	-	-	-
Wolcott Farm	-	-	-	-	-	-	-	-
Stony Creek	8	82	121	341	-	-	-	-
Eastern Mobile Center					-	-	5	107
Indian Springs	5	176	-	-	-	-	-	-
Kens NC	8	140	45	760	8	86	1	35
Kens Farm	27	166	7	238	-	-	-	-
Western Mobile Center					6	141	16	222
Hudson Mills	1	10	7	63	-	-	-	-
Oakwoods	7	81	15	197	1	26	-	-
Lake Erie	9	104	11	137	-	-	1	16
Southern Mobile Center					9	555	7	415
<b>Totals</b>	<b>73</b>	<b>829</b>	<b>210</b>	<b>1,802</b>	<b>24</b>	<b>808</b>	<b>30</b>	<b>795</b>

BREAKDOWN OF ATTENDANCE	OTHER VISITORS (Non-programs)	
	Current	Previous
Lake St Clair	4,950	4,800
Wolcott Mill	1,153	3,240
Wolcott Farm	915	1,665
Stony Creek	8,500	9,900
Indian Springs	1,809	1,857
Kens NC	21,060	29,073
Kens Farm	10,095	10,506
Hudson Mills	2,500	2,500
Oakwoods	9,986	11,230
Lake Erie	13,870	14,345
<b>Totals</b>	<b>74,838</b>	<b>89,116</b>

"ON-SITE" - Statistics includes both programs offered to the public and programs offered to school and scout groups.

"OFF-SITE" - Statistics includes outreach programs at schools, special events such as local fairs, or outdoor related trade shows.

"OTHER VISITORS" - Represents patrons to interpretive centers who visit to view exhibits, walk trails, and generally just enjoy the outdoors.