

HENNEPIN COUNTY

MINNESOTA

FINAL COMMITTEE AGENDA

ADMINISTRATION, OPERATIONS AND BUDGET COMMITTEE

TUESDAY, NOVEMBER 12, 2024
1:30 PM

Chair: Debbie Goettel, District 5
ViceChair: Heather Edelson, District 6
Members: Jeff Lunde, District 1
Irene Fernando, District 2
Marion Greene, District 3
Angela Conley, District 4
Kevin Anderson, District 7

1. Presentation

- 1.A. Race Equity Advisory Council annual report presentation - Catherine Bouie, Chair and Josephine Thao, Vice-Chair

Attachments: [REAC report 23](#)

- 1.B. 2025 Hennepin Healthcare System, Inc. Financial Plan - Jennifer DeCubellis, Chief Executive Officer and Lisa Kjenvet Anderson, Chief Financial Officer

- 1.C. Review and approval of the 2025 Three Rivers Park District budget - Boe Carlson, Superintendent and Howard Koolick, Chief Financial Officer

2. Minutes from Previous Meeting

- 2.A. October 8, 2024 Minutes

Attachments: [AdminOpsBudget-COMMITTEE.MINUTES-08-Oct-2024](#)

3. New Business

Routine Items

- 3.A. [24-0432](#)

Ratification of permits, leases, lease amendments, and related property agreements approved by the County Administrator, 07/01/24 - 09/30/24, total NTE \$15,000

Attachments: [Real Estate Documents Executed by Administrator Third Quarter 2024](#)

- 3.B. [24-0433](#)

Delegation of authority to acquire tax-forfeited land through public auction

3.C. [24-0434](#)

Authorize Investment Officer to use additional statutory investment authority relating to repurchase agreement and reverse repurchase agreements through 2025 within statutory and board-authorized limits

Attachments: [Exhibit I-Annual Investment Authority for 2025](#)
[Exhibit II-Annual Investment Authority for 2025](#)
[Exhibit III-Investment Operating Funds as of 09302024](#)

3.D. [24-0435](#)

Work Order PR00005374 CO1 under Principal Cooperative Agreement A188951 with the University of Minnesota for an increase in joint funding of the Hennepin-University Partnership program, 01/01/24-12/31/25, NTE \$35,000

3.E. [24-0436](#)

Amd 2 to Agmt PR00000724 with Lutheran Social Service of Minnesota for the provision of financial counseling and classes to Hennepin County employees and their family members, ext end date to 12/31/25, incr NTE by \$70,941

3.F. [24-0438](#)

Amd 6 to Agmt A102247 with WLF Consulting, LLC for IT mainframe support services, ext end date to 12/31/25 with an additional one-year extension option through 12/31/26, incr NTE by \$277,000

Items for Discussion and Action

3.G. [24-0439](#)

Set 2025 special levies for Shingle Creek Watershed at \$1,299,113; Bassett Creek Watershed at \$2,303,500; West Mississippi Watershed at \$106,050; and Elm Creek Watershed at \$477,225

3.H. [24-0440](#)

Approval of the 2025 Hennepin Healthcare System, Inc. Financial Plan as submitted by the Hennepin Healthcare System, Inc. Board of Directors

3.I. [24-0441](#)

Approval of slate of candidates for three-year terms on the HHS Board of Directors

Attachments: [2025 Board Roster for Hennepin County Board Approval](#)

Addendum

3.J. [24-0480](#)

Review and approval of Three Rivers Park District 2025 Budget

Attachments: [Three Rivers 2025 General Fund Budget Book](#)

3.K. [24-0481](#)

Agmt with American Indian OIC, Inc. for the provision of employment and training services to individuals on public benefits prioritizing American Indian residents within Hennepin County, 07/01/24-12/31/27, NTE \$250,000

HENNEPIN COUNTY

300 South Sixth Street
Minneapolis, MN
55487-0240

MINNESOTA

Board Action Request

TMP-1540

Item Description:

Race Equity Advisory Council annual report presentation - Catherine Bouie, Chair and Josephine Thao, Vice-Chair

HENNEPIN COUNTY
MINNESOTA

Race Equity Advisory Council
Annual Report
2022-2023

Hennepin County Race Equity Advisory Council
reac@hennepin.us



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Introduction and Membership

Introduction

The mission of the Race Equity Advisory Council is to strengthen the county's goal of disparity reduction and to advise the county board and county administration on the county's vision and strategy focused on reducing racial disparities and advancing racial equity throughout Hennepin County.

Membership

Member	District	Commissioner Appointed / At-Large
Blakey, Joan	5	At-Large
Ehrmantraut, Paola	2	At-Large
Fall, Mame "Samba"	7	At-Large
Jarabek, Raquel	5	At-Large
Kane, Bocar	6	Commissioner Appointed
McPherson, Susan	7	At-Large
Mistry, Jigar	6	At-Large
Mwangi, Esther	4	At-Large
Oresanya, Olufunso "Olu"	4	At-Large
Reindorf, Roberta	1	Commissioner Appointed
Rogers, Yolonda	7	At-Large
Salchert, April	4	At-Large
Tipping, William "Bill"	2	At-Large
Yehle, Ralph	3	Commissioner Appointed

Executive Summary

Based on the Hennepin County Board of Commissioners' feedback on the 2022 REAC Report, our council focused on two main areas for 2023: income inequality and youth mental health. The committees for these topic areas are chaired by Raquel Jarebek, Bocar Kane, and Paola Ehrmantraut, respectively.

Additionally, this year we made some organizational changes:

- We established the Progress and Review committee. This committee was formed to help REAC track the impact and effectiveness of our recommendations and provide direction and strategy in how we collect information for future reports. This committee is chaired by Olufunso Oresanya.
- We created two administrative forms: A request form for internal requests for information and a request form for external speakers and presenters. Both forms help streamline how the council gathers information.

We believe the steps we have taken this year will provide REAC with the structure necessary to ensure REAC members can effectively request and manage the information necessary to produce future reports. Both request forms can be found in the Appendix.

Summary of REAC work and findings

We agree with Valerie Wilson, labor economist and director of the Program on Race, Ethnicity, and the Economy (PREE) at the Economic Policy Institute (EPI), when she says that, while “we are in this together” became a rallying cry during the pandemic, “evidence to date suggests that Black and Hispanic workers face much more economic and health insecurity from COVID-19 than white workers.” (from [Inequities exposed: How COVID-19 widened racial inequities in education, health, and the workforce](#))

Beyond the disparity that exists across the nation, Minnesota has its own unresolved history of racial disparities, placing the state third in the racial wealth gap and income gap according to the [2023's States with the Biggest and Smallest Wealth Gaps by Race/Ethnicity](#).

Overall Rank*	State	Total Score	Biggest Median Household Income Gap (most disadvantaged group)	Biggest Homeownership Rate Gap (most disadvantaged group)	Biggest Poverty Rate Gap** (most disadvantaged group)
1	District of Columbia	75.49	66.49% (Black People)	33.92% (Hispanics)	303.33% (Black People)
2	Wisconsin	68.70	50.27% (Black People)	66.54% (Black People)	249.43% (Black People)
3	Minnesota	63.63	46.60% (Black People)	66.73% (Black People)	271.83% (Black People)
4	North Dakota	61.34	42.59% (Black People)	87.50% (Black People)	229.27% (Black People)

Source [States with the Biggest and Smallest Wealth Gaps by Race/Ethnicity in 2023 \(wallethub.com\)](https://www.wallethub.com)

For these reasons, our report emphasizes the importance of maintaining or extending funding for the Pandemic Recovery Projects, which are key in lessening the economic negative effects of the pandemic on people of color. REAC also points out to the need to gather, analyze, and assess data on programs designed to address economic disparities. The results of this data gathering should be used to identify specific areas where program improvements and enhancements can be made and funding increased or reallocated from initiatives that are no longer working. These programs include Pathways, Basic Income Pilot Program, efforts toward Housing Reparations, and expansion of Higher Education in Correctional Facilities.

At the intersection of education and health, our committee on youth mental health worked to understand the magnitude of the epidemic of mental health. Not addressing the severity of this issue could have lasting and even irreversible consequences for the future of our youth of color. Additionally, there could be an increase of disparities in multiple domains if our youth do not receive the support they need. Youth may drop out of school, be incarcerated, or not be able to reach their full potential, denying our community of their valuable and unique

contributions. This would be nothing short of tragic. In our recommendations, we encourage Hennepin County to focus on mental health professional development, and that policies and initiatives pay close attention to intersectionality of race and gender identity and sexual orientation. Lastly, as new resources may be made available to screen for mental health at school, we recommend those funds be allocated with the goal of disparity reduction in this area, in particular for Black, Hispanic and Native American youth seeking support for their mental health.

The Progress and Review committee encourages Hennepin County to devote significant attention to the civic engagement domain, especially considering the upcoming voting season. This would support a positive sense of belonging and participation, key to healthy communities.

Closing statement

As we finish this year's report, we are grateful for the space and hospitality we have found at North Point Conference Center and for the countless hours of support and collaboration that Hennepin County staff has provided to REAC members. We would also like to extend our gratitude to Commissioner Fernando, County Attorney Mary Moriarty, Sheriff Witt, Office of Workforce Development Director Nola Slagter, and Jen Albrecht for their generosity with their time and expertise. They took the time to present their work through the lens of racial disparity reduction. We would also like to thank the commissioners who designated REAC members and to the many Hennepin County staff members who met with us and helped us better understand our areas of focus.

Throughout the last 12 months, REAC has approached the issue of racial disparities from different perspectives, but we are unified in the belief that we can and must eliminate them. This change will happen when we address the structural components that shape and maintain racial disparities. These structural components often naturalize racial disparities, making them part of "business as usual." In our meetings, conversations, interviews and presentations, it was clear again and again that the traumatizing effects of the COVID-19 pandemic and police brutality and violence have left a lasting mark in our community. REAC acknowledges that County Administration is still working on funding priorities, however that REAC is asking the County Board to consider continued funding of successful priorities, programs and services enacted during the pandemic. The residents of Hennepin County and our youth especially still need support and initiatives that will help us move forward and realize our professed values. You have the power to bring political action to make the necessary changes happen. We hope that our efforts will be supportive in guiding your next steps.

Recommendations

Income Committee

A. Pandemic recovery projects

A1. Pandemic recovery project – Employment and training services for people exiting homelessness

The purpose of the employment and training services for people exiting homelessness pilot program is to provide employment and training services and support to single adults experiencing or recently exiting homelessness with the goal of providing employment opportunities that will support stable permanent housing.

A2. Pandemic recovery project – Workforce development roster program

The workforce development roster program is an innovative approach to partnering with community-based organizations – that include a strong partnership with businesses – to provide workforce development services to residents impacted by the pandemic.

A3. Pandemic recovery project – Workforce Leadership Council

The Workforce Leadership Council is the platform the county will use to convene regional employers as well as education and non-profit partners for cross-sector share of ideas, promising practices, and resources. The goal is to build strong partnerships to examine post-pandemic trends to help inform and prepare the current and future workforce.

The problem

These programs show promise; however, the funding for these projects is ending. Continuation of the pandemic recovery projects will allow more variability in how funds are used, allow for creativity and improved uses of funds, and enable more adaptability to modify programs that are ineffective.

Recommendations

- REAC requests that the programs provide data and results of progress as they continue.

- Extend funding for the pandemic recovery projects to provide continued support these projects offer, lessening the negative effects of the pandemic on people of color.
- Gather, analyze, and assess data of these programs. Use the results of this data to identify specific areas where program improvements and enhancements can be made and funding increased or reallocated from initiatives that are no longer working.

B. Hennepin Pathways Program

Current program description

Through the Hennepin Pathways Program, employers may develop diverse pools of high potential applicants. It is a unique collaboration between regional employers, educators, community partners, and Hennepin County.

Program graduates have multiple paths to choose from and are employed countywide in office administration, human services, and building operations. These pathways are meeting county hiring needs while also connecting job seekers with meaningful work, livable wages, benefits, and career growth. Since 2014, Hennepin County has hired more than 350 graduates from Pathways programs. This program serves as a talent pipeline for Hennepin County and other employers.

Hennepin County is an active partner in establishing the prerequisites for participant enrollment, curriculum, training, and job classifications approved for each program. Each program has specific requirements that participants must meet prior to admittance into the training. Participants interview to be accepted into the program and are evaluated at different stages. They must meet certain standards in order to graduate and be recommended for hire. Pathways programs are designed to train people in needed fields and provide training, work experience, and support.

Current programs include: building operations technician, human resources representative, office specialist, and operator apprenticeship. The building operations technician opportunity includes a partnership with Project in Pride for Living and Minneapolis College where participants are prepared for careers in facilities engineering, operations, and maintenance. The human services representative opportunity includes training for a position with Hennepin County and is offered in partnership with Project for Pride in Living and Normandale Community College. The office specialist opportunity includes training through a partnership with Project for Pride in Living focusing on developing existing customer service and administrative skills. The operator apprenticeship is with Hennepin Energy Recovery Center (HERC) and includes a nine-month apprenticeship program, offered in partnership with

Project for Pride in Living and Heavy Metal Academy. Operator apprenticeship graduates are prepared for careers in heavy equipment operation, facilities, and maintenance. Two new opportunities are in the process of being added to include positions related to appraiser and medical examiner.

Pathways data from 2023



367 Hired



111 Promoted

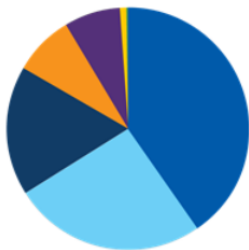


92% Retained for 1 year

Pathways hires come from diverse backgrounds

Hires come from a wide range of ages and backgrounds, including recent immigrants, multilingual, LGBTQIA, and veterans.

Racial demographics of Pathways hires



- 40.38% Black or African American
- 25.82% White
- 17.31% Asian
- 7.97% did not specify
- 7.42% Hispanic/Latino
- 0.82% American Indian/Alaska Native
- 0.27% Native Hawaiian/Other Pacific Islander

Community impact

Data below is provided by the community partners facilitating the pathway programs. It represents the total number of participants enrolled in programs and the total number of graduates. It is organized by year and includes ethnic demographics.

	Participants				Graduates			
	Total	% People of Color	% White	% Not Specified	Total	% People of Color	% White	% Not Specified
2014	30	53%	33%	13%	20	45%	35%	20%
2015	78	63%	31%	6%	68	64%	34%	2%
2016	188	63%	34%	3%	127	58%	39%	4%
2017	217	79%	20%	1%	189	77%	22%	1%
2018	199	73%	27%	0%	176	73%	28%	0%
2019	117	76%	23%	1%	89	88%	12%	0%
2020	80	79%	21%	0%	65	74%	26%	0%
2021	29	66%	34 %	0%	25	68%	32%	0%
2022	64	78.12%	18.75%	3.12%	30	76.66%	20%	3.33%
TOTALS	1,002	Participants enrolled in pathway programs			789	Graduates of pathway programs		

Recommendations

The Pathways Program has worked to hire people of color and provide training, professional development, and full-time employment placement. In the past, Pathways included more options for careers, leading to more hiring and employment placement. We recommend the Pathways Program be expanded to include more opportunities for training and employment. Specifically, we recommend Pathways offer more training options and full-time employment opportunities for applicants.

The Pathways Program has great potential to have a meaningful impact on the community, yet this impact can only increase through robust and strategic engagement activities. REAC suggests that engagement increases on two fronts: communities these programs aim to serve and local organizations that can become new partners with Hennepin County.

Additionally, REAC proposes more robust ongoing review and data analysis of the existing programs to assess what is working well and what could be improved. We believe this is the best way forward in successfully expanding the Pathways Program. Such data analysis and evaluation would provide Hennepin County with critical insight into how the current funding dollars can be best applied moving forward and guarantee these programs have the most meaningful impact possible on the communities that need it most. For example, in 2018, participant involvement was at its highest with 199 participants and 88% of participants graduating. While the graduation rates hovered between 76% and 86%, the number of participants was drastically reduced in 2021 with a slight increase in 2022. What accounts for this drastic decrease? At the same time, the graduation rate also dropped from 86% to 46%. What accounts for these changes?

Specific recommendations:

- Gather, analyze, and assess data on:
 - **Program engagement** to provide Hennepin County with insight into the success and needs for improvement in engagement activities. Use the data gathered to aggressively communicate and educate the community of the benefits of the program.
 - **Program funding:** Evaluate the various funding streams for Pathways, including the amounts of funding and how these dollars are utilized across the different programs. Use this evaluation to identify specific areas where funding may need to be rerouted or increased.
 - **Pathway's impact on specific communities** and use this data analysis to determine success and needs for improvement when addressing racial disparities.

- Implement strategic engagement initiatives that could increase participation. For example:
 - **Aggressively advertise and market to the communities in need**, highlighting Pathways as a program that supports, educates, trains, hires, and employs more people of color.
 - **Increase and expand partnerships with Pathways**, including with vocational and educational organizations.

C. Benefits Cliff and Guaranteed Basic Income pilot programs

Income inequality, along with the unequal distribution of income, is the result of social and economic forces. As a direct result of income inequality, certain communities are required to reach for public assistance to meet the required expenses to support access to everyday needs and services. This leads to the very real consideration of a benefits cliff, where there is a disincentive to achieve a higher income due to a possible denial of access to public assistance resulting in a net loss, even at a higher rate of income (Richardson & Blizard, 2022).

[Richardson, C., & Blizard, Z. (2022). Benefits cliffs, disincentive deserts, and economic mobility. *Journal of Poverty*, 26(1), 1-22.]

Hennepin County has recently launched two pilot programs:

1. Guaranteed Basic Income Pilot launched in July of 2023
2. Benefits Cliff Pilot including data gathering which addresses solutions to the problem of a benefits cliff

Recommendations

- As both of these pilot programs are in their early stages and data is being gathered to inform future direction and success, REAC recommends that the data gathering be robust in focus and in scope. It is important that the data answers the following questions:
 - Which specific communities are being engaged with this program and how are each of those communities benefitting or being challenged by this program?
 - What barriers keep a participant from fully benefiting from the program offerings?
- Collect, analyze, and assess data on how specific communities are engaged and the benefits or challenges these communities face with these pilot programs. Data collection should be robust and ongoing in focus and in scope to specifically identify the community of people being addressed.

D. Housing reparations

Housing racial covenants, redlining, and predatory lending practices in Hennepin County created and expanded racial disparities for communities of color. These practices limited opportunities for home ownership, decreased resources in employment, health, education, and transportation for people of color, thereby expanding the racial wealth gap. It is estimated that 1.239 quintillion dollars are owed to Black people stemming from housing discriminatory practices (Kim, 2019).

Discriminatory housing practices with racial covenants in Hennepin County were researched and documented by the Mapping Prejudice Project. With this research and documentation, work can begin to restore and repair the damage caused by these practices.

Recommendations

REAC recommends the implementation of county housing reparations for people of color and groups who have been harmed by discriminatory housing practices. These practices have decreased wealth in those groups and increased wealth for white people. Housing reparations are a vital step toward rectifying the deeply ingrained injustices stemming from discriminatory housing practices. Redlining systematically denied access to housing and economic opportunities for minority communities, perpetuating racial disparities for generations. County housing reparations can serve as a powerful tool for addressing this historical wrongdoing by providing financial and housing support to those who have been disproportionately affected. By allocating resources to assist marginalized communities in accessing quality housing, these reparations can promote economic stability, equalize opportunities, build generational wealth, and contribute to the broader goal of achieving social justice and equity. It is not just a moral imperative but also a practical necessity to undo the enduring harm caused by discriminatory housing practices and move toward a more equitable future. According to Kenneth T. Jackson, "no agency of the United States government has had a more pervasive and powerful impact on the American people over the past half-century than the Federal Housing Administration" (Kim, 2019, p. 155). [Kim, J. (2019). Black reparations for twentieth century federal housing discrimination: the construction of white wealth and the effects of denied black homeownership. *Boston University Public Interest Law Journal*, 29(1), 135-168.]

- According to Kim (2019), "reparations could come in the form of both money and new policies that target the detrimental effects of the original harm" (p. 166). Hennepin County should implement county housing reparations for people of color and groups who have been harmed by discriminatory housing practices. These reparation programs should include:

- Interventions that support homeownership for people of color through down payment grants
- Housing revitalization grants
- Access to government subsidized mortgages with very low interest rates and low or no down payment
- Formal apologies and acknowledgement to the community of historical injustice and its current results

E. Correctional facility higher education expansion

Many Hennepin County residents are housed at correctional facilities outside of the county in neighboring counties, yet many of these individuals, once released, will return to Hennepin County to seek jobs where they lived previously (James, 2015). [James, N. (January 12, 2015). Offender Reentry: Correctional Statistics, Reintegration into the Community, and Recidivism. Congressional Research Service. <https://sgp.fas.org/crs/misc/RL34287.pdf>] Gaining an education while incarcerated leads to decreased recidivism and increased income potential. A study found that individuals who participated in educational programs while in jail were up to 43% less likely to reoffend and return to prison (James, 2023). [James, D. (May 2, 2023). MN program providing incarcerated students chance to earn diplomas graduates newest class. CBS News Minnesota. <https://www.cbsnews.com/minnesota/news/mn-program-providing-incarcerated-students-chance-to-earn-diplomas-graduates-newest-class/>]

Currently, college education programs are offered to *some* incarcerated individuals at Lino Lakes, Stillwater, and Faribault Correctional Facilities. Of these locations, there are more than 200 full time students. Together, these three correctional facilities have a capacity of more than 3,800 men. Additionally, there are other correctional facilities nearby where this program could expand.

The Transformation and Reentry through Education and Community (TREC) program offers courses through a collaboration of Minneapolis College, Metropolitan State University, and the University of Minnesota. Expanding college education within correctional facilities is a transformative and forward-thinking policy recommendation. Providing access to higher education for incarcerated individuals offers a unique opportunity for rehabilitation and reintegration into society. By offering college courses in correctional facilities, individuals are empowered with the knowledge and skills they need to break the cycle of incarceration, recidivism rates are reduced, and safer communities are possible. Education fosters personal growth, critical thinking, and a sense of purpose, which are essential for people to rebuild their lives upon release. Education is also a cost-effective approach, as the investment in education pales in comparison to the expenses associated with repeated incarceration.

Expanding college education in correctional facilities not only benefits people seeking a second chance, but also society as a whole by fostering a more inclusive and productive group of citizens.

The TREC program is doing well and graduating students. More growth is possible with more funding. Funding currently is provided to this program from multiple sources including: Ascendium, Jobs for Future, Minneapolis College Foundation, U.S. Department of Education's Second Chance Pell, and Minnesota Department of Employment and Economic Development (DEED). A recent DEED grant is expanding the services offered for reentry. An investment from Hennepin County ensures we care about the safety of our citizens and chooses to better the lives of people who live and work in our county currently and in the future. Many people leaving incarceration in Minnesota return to Hennepin County to be near family and/or to seek out increased job opportunities in the metropolitan area. There is room for more expansion in Minnesota's correctional facilities as more than 80% of people incarcerated meet the criteria to join TREC.

Recommendations

Expand the TREC program with increased funding from Hennepin County.

- Increase funding for services related to reentry to better support students as they transition to continue college outside of the correctional facility. This funding will allow for education and living expenses to help with housing and basic needs, employment, and support services, such as a reentry coordinator, to assist with transition.
- Expand the higher education programs at Lino Lakes, Stillwater, and Faribault Correctional Facilities to include additional classes for more eligible students.
- Add a program in the Red Wing Correctional Facility, which is also near Hennepin County.

REAC mental health

A number of official data sets and journalistic reports have presented significant evidence of a youth mental health crisis. For example:

- High school students with depression are more than 2x more likely to drop out than their peers
- 59.3% of Minnesotans age 12–17 who have depression did not receive any care in the last year ([Nami Report](#))

Compared with adult services, mental health services for youth are less centralized.

Frances Matthews report that “Even without a centralized clinic, youth in Hennepin County have a system to support them, which is especially important to have after the events of the COVID-19 pandemic” ([Hennepin County helps teens struggling with mental health](#)). This is particularly true for youth of color, who experienced the trauma of the murder of George Floyd and the loss and anxiety that came with the COVID-19 pandemic. These events disproportionately affected communities of color, adding to the realities of discrimination and violence that come with racialization.

The COVID-19 pandemic may have ended, but it is important we consider the lasting effects the pandemic had on youth mental health. In discussing the latest Minnesota Student Survey, Minnesota Education Commissioner Heather Mueller underscored that “this year’s survey reveals a clear picture of the continuing need to support student mental and behavioral health. The Department of Education is dedicated to working together with other educators, agencies, and our school communities to better meet the academic, mental health and behavioral health needs of our students so they can be successful in school and beyond.” ([2022 Student Survey Results, Official Press Release](#)).

It is equally important that steps are taken to help dismantle the systems that have created and naturalized racial disparities in the area of mental health for our youth of color.

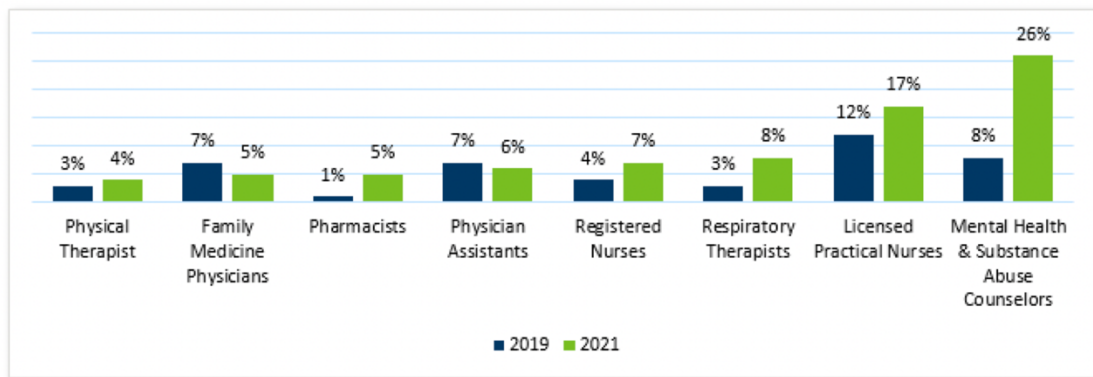
We propose recommendations in professional development with attention to intersectionality and devoting resources to the specific needs of youth of color.

A. Mental health professionals

The latest report on Minnesota’s Health Care Workforce ([Minnesota’s Health care Workforce: Pandemic-provoked workforce exits, burnout, and shortages](#)) warns that while the number of health professionals licensed to practice in Minnesota has seen modest increases, this number

may, in fact, conceal “a great deal of turbulence under the surface.” Vacancies in the health profession have continued their upward trend: “Perhaps most alarming is the sharp rise in vacancies for mental health and substance abuse counselors: for every 100 jobs in this profession, 26 are currently open. This increase is perhaps reflective of the so-called ‘second wave’ or ‘second pandemic’ — the mental health pandemic resulting from anxiety, stress, depression, and other disorders brought about by the COVID-19 pandemic.” The first and main recommendation of that report is to move forward concrete measures to improve labor conditions: “Health care workers need more than appreciation; employers must do more to address burnout. Jobs should be as safe, flexible, lucrative, and family-friendly as possible.” We agree with this recommendation.

Figure 1. Job vacancy rates in select health care occupations, 2019 and 2021



Data source: Department of Employment and Economic Development Job Vacancy Survey; second quarter 2019 and second quarter 2021 vacancy rates.

Recommendations

To ensure that jobs in mental health are as safe, flexible, lucrative, and family-friendly as possible. Create a culture of care around mental health professionals.

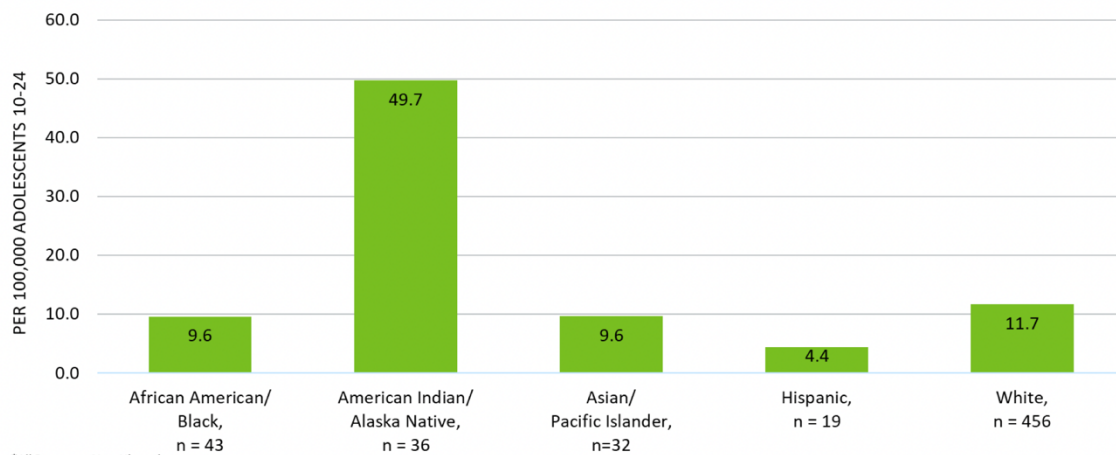
It is important to be intentional in developing mental health professionals who are culturally proficient and can address racial trauma. It is also important to develop professionals who are aware of different models beyond westernized medicine and are able to articulate culturally-appropriate messaging around mental health resources.

To continue to develop data collection strategies that will ensure continuity in the mental health professionals’ pipeline. This is especially important to keep track of the reasons for resignation, and where departing staff are taking their talents and expertise.

B. Racial disparities and their intersectionality with gender

Racial disparities are evident and structural when it comes to addressing mental health needs in racialized youth. For example, at the national level, 7 in 10 youth in the juvenile justice system have a mental health condition. In Minnesota, youth of color are disproportionately represented in the juvenile justice system: 12.3% are Black, 1.6% are American Indian and 9.2% are Hispanic, while the same groups represent 6.5%, 0.8%, and 5.6% in the total of Minnesota population, respectively. Adolescent suicide, which is preventable and increasing in Minnesota, is also not experienced equally across racial and ethnic lines. There are large disparities that should inform decisions taken to address and eliminate adolescent suicide.

Figure 2. Suicide Rate by Race/Ethnicity among Minnesota Adolescents (10-24 years old), 2015-2019



Source: Minnesota Resident Final Death File and US Census, American Community Survey Population Estimates

Consideration should be given to the intersection of compounding factors such as gender (the suicide rate of males is four times that of females between the ages of 15-19) and sexual orientation, with LGBTQ+ youth reporting higher rates of suicidal ideation and suicide attempts than heterosexual and cisgender youth according to the 2021 Division of Child and Family Health Minnesota Department of Health report [“Adolescent Suicide” MN Department of Health](#).

The importance of gender identity and the compounding effects this dimension can bring to our youth of color cannot be understated. The pandemic may be over, but the effects on youth are still measurable, palpable and troublesome. The report, [“Key Findings- Brooklyn Bridge Alliance – Youth to Youth 2022 Survey](#), found that “a little over half (52%) of youth reported that they still felt the impacts of the COVID-19 pandemic. The top ways that they felt

the impact were falling behind academically during online schooling, their social relationships were not back to normal, poor mental health, and difficulty re-adjusting to school in-person. The disaggregated data shows that some groups of youth (female, older, LGBTQ+) have been affected by the COVID-19 pandemic more than others.”

We believe that the [See Mental Health](#) initiative and [Reimagine Black Youth Mental Health](#) represent steps in the right direction and are examples of positive partnerships for Hennepin County in this area.

Christa Mims, Director of Hennepin County’s Education Support Services, also added to our understanding of the issues by reminding us of the experience of social isolation and loneliness that youth of color are facing. Christa Mims, Director of Hennepin County’s Education Support Services, also added to our understanding of the issues by reminding us of the experience of social isolation and loneliness that youth of color are facing. This is captured by the above-mentioned report, “Key Findings- Brooklyn Bridge Alliance – Youth to Youth 2022 Survey, where youth of color express greater challenges in feeling a sense of belonging and acceptance within their own communities.

Recommendations

To ensure that gender identity and sexual orientation are considered in decisions related to the mental health of our younger community members, especially for youth who experience the intersection of being racialized and members of a minoritized gender identity group.

To develop communications that address mental health and connect youth to services containing intentional and positive representations of trans and queer youth of color.

To further research and develop programs that will effectively address social isolation and loneliness of BIPOC youth, which are risk factors for mental health needs. This research and development should also take into account how racialized identities intersect with gender.

C. Strategic use of resources to combat racial disparities

We consider it a positive development that educators will potentially receive more resources during this legislative cycle to screen for mental health needs in K-12 students. In [Minnesota](#), pending legislation would require mental health screening for students and provide revenue to school districts and charter schools to hire student mental health support staff ([Report of the National Conference of State Legislatures](#)). This could be a step forward to develop screening services tied to education and to bring much needed services to a larger percentage of youth. These efforts must be made with a constant and strategic prioritization of resources that will effectively address the historically-constructed and structurally-

neglected needs of youth of color, who are suffering disproportionality from incarceration, the impact of the pandemic, and community trauma.

Recommendation

To ensure that racial disparity reduction comes front and center as schools receive more resources to screen and address mental health needs.

Progress and review

The REAC Report for **2021** made recommendations to improve Hennepin County's racial equity for all of its residents within the domains of education, employment, income, health, housing, transportation and justice. The REAC Report for **2022** re-emphasized recommendations within three of the previously identified domains of health, housing and justice.

In **2023**, as part of its ongoing obligation and commitment to identify recommendations addressing racial inequities throughout Hennepin County, REAC approved the formation of the Progress and Review Subcommittee. The purpose of this subcommittee is to review prior recommendations made by REAC and report on progress, especially as it relates to addressing racial inequity in Hennepin County. This subcommittee will also provide direction and strategic focus for REAC and Hennepin County staff and leadership as it changes from year-to-year. Overall, it will serve to improve accountability and consistency for the work done by successors. The **2024** annual REAC Report will highlight the committee's first round of progress and review.

In light of the upcoming voting season, the Progress and Review Subcommittee does recommend that significant attention is given to the civic engagement domain. The subcommittee highly recommends that Hennepin County commissioners provide funding for initiatives to support voter education, registration, and engagement. It is our recommendation that these initiatives are carried out in partnership with community organizations, specifically those that reflect the racial composition of stakeholders. Community organizations may include but are not limited to: League of Women Voters MN; Catholic Charities; Lutheran Social Services; Islamic Civic Society; Center for Leadership in Neighborhoods; and well as others referenced in the Hennepin County Annual Report – Pandemic Response Projects July 2022-June 2023, Voter Participation Project. Additionally, we recommend that initiatives are targeted to “communities who have historically faced the highest barriers to voting,” particularly focused on:

- A. Incentives for voter engagement training and information sessions

- B. Accessibility and understanding of absentee ballots
- C. Registration accessibility and support for homeless and highly mobile youth and adults, as well as those in out of home placements (i.e., foster care, residential treatment centers, juvenile detention centers, medical facilities, rehabilitation facilities)
- D. Expedited registration for newly eligible voters (i.e., those convicted of a felony who are now eligible voters)
- E. Transportation services to and from voting sites
- F. Opportunities for childcare services at voting sites

Appendixes and Resources



HENNEPIN COUNTY

300 South Sixth Street
Minneapolis, MN
55487-0240

MINNESOTA

Board Action Request

TMP-1561

Item Description:

2025 Hennepin Healthcare System, Inc. Financial Plan - Jennifer DeCubellis, Chief Executive Officer and Lisa Kjentvet Anderson, Chief Financial Officer

HENNEPIN COUNTY

300 South Sixth Street
Minneapolis, MN
55487-0240

MINNESOTA

Board Action Request

TMP-1562

Item Description:

Review and approval of the 2025 Three Rivers Park District budget - Boe Carlson, Superintendent and Howard Koolick, Chief Financial Officer

HENNEPIN COUNTY

300 South Sixth Street
Minneapolis, MN
55487-0240

MINNESOTA

Board Action Request

TMP-1552

Item Description:

October 8, 2024 Minutes

HENNEPIN COUNTY

MINNESOTA

COMMITTEE MINUTES

ADMINISTRATION, OPERATIONS AND BUDGET COMMITTEE

TUESDAY, OCTOBER 8, 2024
1:30 PM

Chair: Debbie Goettel, District 5
ViceChair: Heather Edelson, District 6
Members: Jeff Lunde, District 1
Irene Fernando, District 2
Marion Greene, District 3
Angela Conley, District 4
Kevin Anderson, District 7

Commissioner Debbie Goettel, Chair, called the meeting of the Administration, Operations and Budget Committee for Tuesday, October 8, 2024 to order 1:38 p.m.

Present: Commissioner Debbie Goettel, Jeff Lunde, Irene Fernando, Marion Greene, Angela Conley, Kevin Anderson and Heather Edelson

1. Minutes from Previous Meeting

1.A. September 24, 2024 AOB Minutes

APPROVE

Commissioner Jeff Lunde moved, seconded by Commissioner Angela Conley, to approve the Minutes.

Aye: Commissioner Goettel, Commissioner Lunde, Commissioner Fernando, Commissioner Greene, Commissioner Conley, Commissioner Anderson and Commissioner Edelson

2. New Business

Routine Items

2.A. [24-0403](#)

Neg Amd 2 to Lease Agmt A040146 with RV & PD Investments, LLC, for rental space at 9325 Upland Lane North, Maple Grove, extend end date to 05/31/30 (\$302,075 first year rent and operating costs)

CONSENT

Commissioner Irene Fernando moved, seconded by Commissioner Kevin Anderson, to approve the Resolution.

Aye: Commissioner Goettel, Commissioner Lunde, Commissioner Fernando, Commissioner Greene, Commissioner Conley, Commissioner Anderson and Commissioner Edelson

2.B. [24-0404](#)

Neg Amd 4 to Lease Agmt A2110797 with American Indian Community Development Corporation for rental space at 1800 Chicago Avenue in Mpls, ext end date to 12/31/26 with no change to contract amt

CONSENT

Commissioner Irene Fernando moved, seconded by Commissioner Kevin Anderson, to approve the Resolution.

Aye: Commissioner Goettel, Commissioner Lunde, Commissioner Fernando, Commissioner Greene, Commissioner Conley, Commissioner Anderson and Commissioner Edelson

2.C. [24-0405](#)

Receive \$400,000 from Thrivent Financial for Lutherans for the 625 Building

CONSENT

Commissioner Debbie Goettel moved, seconded by Commissioner Marion Greene, to approve the Resolution.

Aye: Commissioner Goettel, Commissioner Lunde, Commissioner Fernando, Commissioner Greene, Commissioner Conley, Commissioner Anderson and Commissioner Edelson

2.D. [24-0406](#)

Amd 5 to Agmt PR00003112 with Hive Blaine, LLC for the provision of academic tutoring services, ext end date to 12/31/25 and incr NTE by \$742,000

CONSENT

Commissioner Angela Conley moved, seconded by Commissioner Debbie Goettel, to approve the Resolution.

Aye: Commissioner Goettel, Commissioner Lunde, Commissioner Fernando, Commissioner Greene, Commissioner Conley, Commissioner Anderson and Commissioner Edelson

2.E. [24-0407](#)

Amd 3 to Agmt A101667 with OneNeck IT Solutions LLC for colocation data center services and managed services, ext end date to 10/31/29, incr NTE by \$4,042,800

CONSENT

Commissioner Angela Conley moved, seconded by Commissioner Debbie Goettel, to approve the Resolution.

Aye: Commissioner Goettel, Commissioner Lunde, Commissioner Fernando, Commissioner Greene, Commissioner Conley, Commissioner Anderson and Commissioner Edelson

Items for Discussion and Action

2.F. [24-0426](#)

County Board affirms the mission of Hennepin Healthcare System, Inc. (HHS) and its governance model; directs County Administrator; requests HHS Board - offered by Commissioner Fernando

NON-CONSENT

Commissioner Irene Fernando moved the item, seconded by Commissioner Debbie Goettel. Commissioner Marion Greene moved to divide the question, seconded by Commissioner Kevin Anderson and approved. Commissioner Heather Edelson brought forward an amendment. After discussion, Commissioner Edelson withdrew her amendment. A vote was taken on the first part of the question and approved - 4 Yeas/3 Nays (Edelson, Anderson, Greene). A vote was taken on the second part of the question and approved - 7 Yeas. Commissioner Irene Fernando moved, seconded by Commissioner Debbie Goettel, to approve the Resolution.

Aye: Commissioner Goettel, Commissioner Lunde, Commissioner Fernando and Commissioner Conley

Nay: Commissioner Greene, Commissioner Anderson and Commissioner Edelson

There being no further business, the Administration, Operations and Budget Committee for Tuesday, October 8, 2024 was declared adjourned at 2:29 p.m.

Maria Rose
Clerk to the County Board

Board Action Request

24-0432

Item Description:

Ratification of permits, leases, lease amendments, and related property agreements approved by the County Administrator, 07/01/24 - 09/30/24, total NTE \$15,000

Resolution:

BE IT RESOLVED, that the agreements listed on the report entitled "Quarterly Summary of Real Estate Documents Executed by Administrator, Third Quarter 2024: 7/1/24 - 9/30/24, dated September 30, 2024" Minneapolis be ratified.

Background:

Resolution 97-04-238, dated April 29, 1997, authorized the County Administrator to sign temporary permits, licenses, leases, lease amendments, and related property agreements, provided that the resulting expenditure does not exceed \$15,000 per year. Resolution 11-0339, dated August 16, 2011, delegated to the County Administrator the responsibility for the management and administration of all leases within the building located at 701 4th Avenue South, Minneapolis. All agreements executed by the County Administrator pursuant to these resolutions are presented to the County Board for ratification on a quarterly basis.

Current Request:

Approval of ratification of those agreements signed by the County Administrator for the period July 1, 2024, through September 30, 2024, as identified on the report entitled, "Quarterly Summary of Real Estate Documents Executed by Administrator, Third Quarter 2024: 7/1/24 - 9/30/24, dated September 30, 2024."

Recommendation from County Administrator: Recommend Approval

**Quarterly Summary of Real Estate Documents Executed by Administrator,
Third Quarter 2024: 7/01/24-9/30/24
Dated 9/30/24**

Contracting Party	Subject Matter and Property	Date Approved	Authorizing Resolution
Rainbow Health Minnesota	License A2412549 between Hennepin County and Rainbow Health Minnesota for temporary use of 17,146 sq. ft. of space on the 15th floor of Hennepin County's 701 Building located at 701 Fourth Avenue South, Minneapolis, effective September 1, 2024, through October 31, 2024. Rent: \$2,000.00	9/13/24	11-0339
Rainbow Health Minnesota	Amendment 1 to Lease Agreement A2311794 between Hennepin County and Rainbow Health Minnesota to terminate the Lease Agreement for 17,146 sq. ft. of space on the 15 th floor of Hennepin County's 701 Building located at 701 Fourth Avenue South, Minneapolis, with an effective termination date of August 31, 2024.	9/13/24	11-0339
2 Dope Chicks LLC	Amendment 1 to Lease Agreement A2211357 between Hennepin County and 2 Dope Chicks LLC to terminate the Lease Agreement for 5,979 sq. ft. of space on the lower level of Hennepin County's Government Center located at 300 Sixth Street South, Minneapolis, with an effective termination date of September 30, 2024.	9/30/24	97-4-238

MINNESOTA

Board Action Request

24-0433

Item Description:

Delegation of authority to acquire tax-forfeited land through public auction

Resolution:

BE IT RESOLVED, that the County Administrator or their designee be delegated authority to acquire tax-forfeited land being sold through public auction by the Hennepin County Auditor; and

BE IT FURTHER RESOLVED, that this delegation includes, but is not limited to, the authority to bid on tax-forfeited land being sold through public auction, to make payment for winning bids and applicable transfer fees and related costs, to execute deeds and other agreements related to the conveyance of property, and any other acts that may be reasonably necessary to acquire tax-forfeited land through public action; and

BE IT FURTHER RESOLVED, that this delegation shall apply only to the acquisition of tax-forfeited land located in Hennepin County that has been identified for use by a county program, project, or initiative for which the funding has been approved by the County Board and where such funding will be sufficient for the acquisition; and

BE IT FURTHER RESOLVED, that this delegation is effective beginning January 1, 2025.

Background:

Recent state legislation has resulted in changes to the property tax forfeiture process in Minnesota. Under prior law, counties had several options for disposition of tax-forfeited property, including sale at auction, sale through a private broker, or conveyance to other public entities. As a result of the recent legislative changes, properties that become tax-forfeited in 2024 or in subsequent years must first be offered for sale at a public auction. As a result, public entities, including the county, must participate in tax forfeiture auctions in order to acquire property being sold through the tax-forfeiture process if they want to secure these properties. Authority to administer public auctions of tax-forfeited land pursuant to the new state law was delegated to the County Auditor by Resolution 24-0359.

The county has authority to acquire real estate (Minn. Stat. § 373.01). The County Administrator may perform duties delegated to the office of the administrator by the board (Minn. Stat. § 383B.101). Delegation of authority to acquire tax-forfeited land through public auction will allow the county to acquire tax-forfeited land in compliance with the new state law. Delegation will allow the county to continue to acquire tax-forfeited properties that are good candidates for rehabilitation, redevelopment, climate resiliency projects, other county purposes. All property acquired and agreements executed under this proposed delegation of authority will be reported to the County Board on a quarterly basis.

Impact/Outcomes:

This request will allow Hennepin County to acquire tax-forfeited land through public auction in compliance with recent changes to state legislation.

Recommendation from County Administrator: Recommend Approval

Board Action Request

24-0434

Item Description:

Authorize Investment Officer to use additional statutory investment authority relating to repurchase agreement and reverse repurchase agreements through 2025 within statutory and board-authorized limits

Resolution:

BE IT RESOLVED, that the Investment Officer of Hennepin County be authorized to utilize the additional investment authority set forth in Minnesota Statute 118A.07, relating to repurchase agreements and reverse repurchase agreements, through December 31, 2025, within statutory limits and in conformance with the written policies and procedures of the Office of Budget and Finance, and that the Investment Officer submit a report to the Board in 2025 on the findings of the oversight process; and

BE IT FURTHER RESOLVED, that the limit on the amount of investments owned, with maturity dates greater than 12 months, is set at 120 percent of the prior year's average daily invested assets.

Background:

This Board Action Request seeks the continuation of the additional investment authority described in Minnesota Statute 118A.07 which the Investment Officer uses in the safekeeping, management and investment of county deposits and funds. It requires annual authorization by the local governing body as well as the maintenance of policies and procedures and an oversight process which are documented below and in the attachments.

For more than three decades, the county's treasury practices have incorporated the use of Treasury bonds, bonds issued by government agencies, municipal bonds, collateralized deposits, repurchase agreements and reverse repurchase agreements, and high-quality bank commercial paper when useful and appropriate to the safe management of county funds.

The requested authority specifically allows the Investment Officer to enter into reverse repurchase agreements for periods beyond the 90-day term allowed without the additional authority through 2025.

Similar to past years, the requested authority follows an internal limit on amount of investments owned at 120% of the prior year's average invested assets; this is 10% below the statutory limit of 130%. This limit restricts the size of the county's investment portfolio. It recognizes that OBF also uses the board-authorized Hennepin County commercial paper issuance program as an added cash management tool. Finally, the limit signals to financial markets that OBF manages use of available financing conservatively.

The Office of Budget and Finance has policies and procedures that define its management of county deposits and investments. They address: (1) collateralization requirements on bank deposits; (2) maturities of investments; (3) use of investments such as repurchase and reverse repurchase agreements, floating rate securities, callable and puttable securities, and interest rate swap agreements; (4) the weighted duration of the portfolio; and (5) monitoring of the credit quality of counterparties with whom OBF transacts.

OBF staff discusses markets and investment strategies with its Investment Policy Advisory Committee, a

group of volunteer members from the professional community with government and financial markets experience who offer insights on risks and opportunities. At its September 23, 2024 meeting, after hearing staff presentation and holding discussion, the committee approved continuation of the county's investment strategies, as presented.

Documentation of policies and procedures is maintained by the Office of Budget and Finance. There are control and oversight procedures to monitor investment transactions and strategy, and portfolio performance. They include internal and external auditing, credit rating agency reviews, Investment Policy Advisory Committee review, internal controls on the execution and recording of investment transactions, and monthly reporting by general accounting staff of the previously discussed limit on amounts invested.

The attachments comprise the oversight report referenced in the prior year's resolution (23-0407). They provide details regarding the use of the additional investment authority. Exhibit I documents the proposed usage of the additional authority. Exhibit II is a report of oversight practices. Further, the Investment Officer shall report to the board in 2025 on the findings of the oversight process. Exhibit III is a summary of the current investment portfolio as of September 30, 2024 with comparisons to the prior year.

In addition to its own funds, the county's investment portfolio includes funds of the Regional Rail Authority, Housing and Redevelopment Authority, Hennepin Healthcare System, Hennepin Health Foundation, Three Rivers Park District, and Minnesota Ballpark Authority.

Recommendation from County Administrator: Recommend Approval

**SUMMARY OF STATUTORY INVESTMENT AUTHORITY
REQUIRING ANNUAL APPROVAL
AND
PROPOSED USE OF ADDITIONAL INVESTMENT AUTHORITY UNDER STATUTE**

Investment Instrument	Statutory Investment Authority		OBF Guidelines and Practice and Proposed Use
	General Authority under Minn. Stat. Chap. 118A	Additional Authority under Minn. Stat. 118A.07	
Repurchase agreements (RPs)	Permitted.	Permitted. Statute authorizes the acceptance of collateral in an RP in the form of “high risk” mortgage-backed securities as defined by regulatory tests. Collateral in these transactions must be provided at 101% or higher.	Staff does not utilize this additional investment authority for RPs. It accepts whole pool agency mortgage-backed securities as collateral for RPs at 102% but not “high risk” ones referenced in statute, (also known as collateralized mortgage obligations.)
Reverse repurchase agreements (RRPs)	Permitted for periods of 90 days or less and only to meet short-term cash flow needs.	Permitted with no term limit. RRP’s are used to meet cash flow needs, and to generate cash for investments, provided that total operating portfolio shall not exceed 130% of the average daily investable assets of the prior year, excluding investments with maturities of 1 year or less.	Staff could utilize this additional investment authority for RRP’s, limiting the total operating portfolio (excluding those with maturities of 1 year or less) to only 120% of the average daily investable assets of the prior year.
Options contracts	Not permitted.	Permitted on securities owned by the county.	Staff does not intend to use options contracts.
Futures contracts	Not permitted.	Permitted.	Staff does not intend use futures contracts.

**Report to the Hennepin County Board of Commissioners
Regarding Investment Oversight Processes
4th Quarter 2024**

General oversight

The Hennepin County investment function is managed by the Treasury and Investment Officer and designated staff, which includes regular consultation with the Chief Financial Officer. The investment function follows the practices described in the Office of Budget and Finance (OBF) Investment Policy which is maintained by OBF and revised with concurrence of the Investment Policy Advisory Committee.

The Investment Policy Advisory Committee is an ad hoc group of volunteer members from the professional community having experience and expertise that provides investment staff with both insights on financial markets and feedback on the investment strategies of the County. Input from this Committee is limited to policy and overall strategy but does not include day-to-day oversight of or direction on any individual transactions.

At its September 23, 2024 meeting, after hearing and discussing the staff presentation, the committee approved the continuation of the county's investment practices, as presented, to position the county's investment portfolio strategically as a response to the inverted nature of interest rates, increasing short-term positions and limiting short-term borrowing.

In addition to the Investment Policy Advisory Committee, there are several other oversight processes in place to monitor the investment activity of the County. These additional oversight processes are completed by a variety of entities. These entities are both internal and external and are listed below.

Internal monitoring

The Accounting Division of OBF tracks investment activity on a daily basis by receiving broker confirmations and reconciling with bank statements. With this process, it monitors the invested amount and ascertains that the size of the investment portfolio does not exceed the amounts defined within state law and internal investment policy guidelines. The most recent report on investment limit, dated September 30, 2024, verified the amount of investments with maturities greater than 1 year at 41.1 percent of the prior year's average daily invested assets. The prior year was 50.51 percent. The decrease from the prior year follows the current year strategy to lengthen duration to fix earnings over a longer period in an environment of expected lower interest rates.

Audit, Compliance and Investigation Services periodically reviews the investment process in the normal course of its audit activities and receives the review of banking and investment activities in the annual audit schedule by the external auditor. It also assists reviews made by the State Auditor's Office on the legal compliance of the investment program.

The Accounting Division also provides monthly reports on investment activities including transaction volumes, earnings, monthly yields, benchmarks, and investment balances to the Director of Budget & Finance, the Director of ACIS, the Controller and investment staff.

External audit and credit reviews

The County's external auditors review the County's investment practices during the annual audit and preparation of the financial statement. They review investment balances and legal compliance, compliance with applicable accounting standards, and they test internal controls. Review of the investment activity is a part of the audit, but it is not handled as a separate audit specific to investment activity. Therefore, the external auditors express no opinion related to the investment function or strategy but would note any significant exceptions in the management letter. In the last completed external audit for fiscal year 2023, no exceptions related to investment activities were noted.

The County's investment activity is also reviewed by the credit rating services. When the County issues bonds, the rating services review the County's investment practices. Currently, the County prices the market value of the portfolio monthly as compared to the book value of the portfolio and makes that available to rating agencies during ratings discussions. In conjunction with the County's commercial paper issuance program, the County also complies with monthly liquidity reporting procedures required by certain credit rating agencies. This reporting allows investors to judge the County's ability to repay its short-term liabilities. Once a year, S&P Global Ratings liquidity review group reviews and affirms the county's short-term rating on its commercial paper certificates which has been at the highest rating, A-1+, since inception of the commercial paper program. Fitch Ratings also has given its highest short-term rating, F1+, to the county's commercial paper certificates. These highest ratings from both agencies were confirmed recently as part of credit reviews for bonds and commercial paper issued in 2024.

In addition, our continuing disclosure agreements now require that any events of a material nature be disclosed to interested parties. This disclosure is conducted through a public portal of the Municipal Securities Rulemaking Board called Electronic Municipal Market Access. Additionally, as defined by Securities and Exchange Commission rules, the OBF has adopted the RFP process to comply with Municipal Advisor rules for the investment of bond proceeds. The information is posted on the county website.

**HENNEPIN COUNTY
INVESTED OPERATING FUNDS**

	9/30/2023	12/31/2023	9/30/2024
Earnings yield - YTD	2.06%	2.30%	2.56%
Total return (Earnings + market value change)	3.19%	4.66%	5.13%
Weighted average maturity - years	1.81	1.68	1.73
Weighted duration	1.75	1.60	1.92
<i>Yield comparisons</i>			
90-day Treasury yield - YTD	5.20%	5.28%	5.38%
1-year Treasury yield - YTD	5.03%	5.08%	4.83%
Highest govt money market fund - YTD	5.01%	5.12%	5.39%

PORTFOLIO ALLOCATIONS - in millions

	9/30/2023		9/30/2024	
<u>By issuer</u>	<u>Amount</u>	<u>%</u>	<u>Amount</u>	<u>%</u>
Federal Home Loan Bank	801.7	45.6%	634.2	38.4%
Farm Credit Bureau/Farmer Mac	270.2	15.4%	328.7	19.9%
Freddie Mac	316.1	18.0%	248.2	15.0%
United States Treasury / guaranteed	160.0	9.1%	160.0	9.7%
Fannie Mae	50.0	2.8%	138.4	8.4%
General collateral repurchase agreements	140.0	8.0%	108.0	6.5%
Cash on deposit	14.1	0.8%	35.3	2.1%
Municipals	6.2	0.4%	-	0.0%
US Bank NA CP A-1+/F1+	-	0.0%	-	0.0%
	<u>1,758.2</u>	<u>100.0%</u>	<u>1,652.7</u>	<u>100.0%</u>
<u>By structure</u>				
Agency - Callable - Fixed Rate	1,324.3	75.3%	1,012.1	61.2%
US Treasury Bills and Notes >3 m	160.0	9.1%	160.0	9.7%
Agency - Callable - Step/Floating rate	88.6	5.0%	158.6	9.6%
Cash -Repo-Bills-Disc notes-CP <3 m	154.1	8.8%	143.3	8.7%
Agency MBS - Comm/Res	-	0.0%	103.7	6.3%
Agency - Bullet - Floating rate	25.0	1.4%	75.0	4.5%
Agency - Bullet -Fixed rate	-	0.0%	-	0.0%
Municipal - Taxable- Exempt - Variable	6.2	0.4%	-	0.0%
	<u>1,758.2</u>	<u>100.0%</u>	<u>1,652.7</u>	<u>100.0%</u>
<u>By maturity</u>		<u>%</u>		
0 to 6 months	335.2	19.1%	354.9	21.5%
6 months to 1 year	199.2	11.3%	296.0	17.9%
1 - 2 years	497.7	28.3%	563.4	34.1%
2 - 5 years	716.8	40.8%	399.3	24.2%
Greater than 5 years	9.3	0.5%	39.1	2.4%
	<u>1,758.2</u>	<u>100.0%</u>	<u>1,652.7</u>	<u>100.0%</u>

Board Action Request

24-0435

Item Description:

Work Order PR00005374 CO1 under Principal Cooperative Agreement A188951 with the University of Minnesota for an increase in joint funding of the HennepinUniversity Partnership program, 01/01/2412/31/25, NTE \$35,000

Resolution:

BE IT RESOLVED, that Work Order PR00005374 CO1 under the Principal Cooperative Agreement A188951 between Hennepin County and the University of Minnesota for joint funding of the HennepinUniversity Partnership program from January 1, 2024 through December 31, 2025 of an additional \$35,000 be approved; that the Chair of the Board be authorized to sign the Work Order on behalf of the County; and that the Controller be authorized to disburse funds as directed.

Background:

Hennepin County and the University of Minnesota launched the HennepinUniversity Partnership (HUP) in 2005 to catalyze and support innovative County-University collaborations. Since then, county departments have engaged in hundreds of collaborations including research on key policy questions, sharing of faculty and practitioner expertise, and employment of students on short-term projects.

HUP is a program of the University's Center of Urban and Regional Affairs (CURA) and is staffed by 2.25 FTEs. The HUP director reports to both the CURA director and Hennepin County administration. HUP also works closely with Hennepin County's Strategic Planning and Initiatives Department to ensure strategic alignment. The University and the County share HUP office costs. The budget is done on a biannual basis and includes funding for staff and events. The requested increase in funding will cover two years of increased salary costs due to staffing changes.

This item is before the board as there are additional Work Orders under the Principal Cooperative Agreement with the University of Minnesota that exceed \$100,000.

Recommendation from County Administrator: Recommend Approval

MINNESOTA

Board Action Request

24-0436

Item Description:

Amd 2 to Agmt PR00000724 with Lutheran Social Service of Minnesota for the provision of financial counseling and classes to Hennepin County employees and their family members, ext end date to 12/31/25, incr NTE by \$70,941

Resolution:

BE IT RESOLVED, that Amendment 2 to Agreement PR00000724 with Lutheran Social Service of Minnesota for the provision of financial counseling and financial wellness educational services to Hennepin County employees and their family members, extending the contract end date to December 31, 2025 and increasing the not to exceed amount by \$70,941 for a new total not to exceed amount of \$431,000 be approved; that the Chair of the Board be authorized to sign the Amendment on behalf of the County; and that the Controller be authorized to disburse funds as directed.

Background:

Lutheran Social Service (LSS) of Minnesota's certified financial counselors provide:

- up to six financial and/or student loan repayment counseling sessions per year for each Hennepin County employee and/or family member, at no cost to the employee or family member, covering budget counseling, credit report review, housing counseling, or checking account management skills.
- Up to 24 financial wellness educational workshops per year
- Debt management plans for employees to enroll in
- On-call counselor services for brief financial questions
- Direct phone number for Hennepin County employees

This item supports disparity reduction efforts by providing personalized financial literacy training and education including broader perspectives about wealth and the psychology of money. Financial well-being is part of the county's Total Rewards strategy.

In 2023, LSS provided financial counseling sessions to 174 individuals and educational sessions to 367 participants. During the first two quarters of 2024, 114 individuals participated in a financial counseling session and 617 attended a financial presentation. Feedback received has been positive.

Recommendation from County Administrator: Recommend Approval

Board Action Request

24-0438

Item Description:

Amd 6 to Agmt A102247 with WLF Consulting, LLC for IT mainframe support services, ext end date to 12/31/25 with an additional one-year extension option through 12/31/26, incr NTE by \$277,000

Resolution:

BE IT RESOLVED, that Amendment 6 to Agreement A102247 with WLF Consulting, LLC for IT mainframe support services, extending the contract period through December 31, 2025 with the option to extend for an additional one year period through December 31, 2026, and increasing the contract amount by \$277,000 to a new not to exceed total of \$1,400,800 be approved; that the Chair of the Board be authorized to sign the Amendment on behalf of the county; and that the Controller be authorized to disburse funds as directed.

Background:

WLF Consulting (Bill Feeney) provides essential services for the operation, maintenance, and optimization of the county's IBM mainframe platform, which is foundational to property tax calculations, distributions to taxing entities, property divisions, payments, refunds, adjustments, and supports property-related applications across the county. WLF Consulting is a crucial resource when developers encounter challenges, ensuring secure resident data and consistent support.

Mainframe support services provided by WLF Consulting include:

- Technical reviews for upgrades, system optimization and automation efficiencies.
- Quality Assurance consisting of technical planning, assessing, testing, troubleshooting and diagnosing complex issues.
- Planning and coordination of hardware and software upgrades so business impacts are negligible.
- Mainframe system documentation, SOP's, technical specifications, system and security analysis reporting, archiving and training.
- Coordination of county business need requests and managed services technical resources based on institutional knowledge, policies, and procedures.

Hennepin County has been utilizing WLF Consulting's recognized expertise in IT mainframe infrastructure support and planning since 2009. Extending the agreement with WLF Consulting will continue to provide critical mainframe support to the county.

This request has been reviewed and approved by the office of the Hennepin County CIO.

Recommendation from County Administrator: Recommend Approval

Board Action Request

24-0439

Item Description:

Set 2025 special levies for Shingle Creek Watershed at \$1,299,113; Bassett Creek Watershed at \$2,303,500; West Mississippi Watershed at \$106,050; and Elm Creek Watershed at \$477,225

Resolution:

BE IT RESOLVED, that the 2025 special levy for the Shingle Creek Watershed Management Commission be set at \$1,299,113 to support five priorities in the commission's watershed management plan, including two water quality cost share programs, a maintenance fund, as well as the Minneapolis Shingle Creek Regional Park Restoration in the city of Minneapolis and the Brookdale Park Natural Channel Phase 1 Project in the city of Brooklyn Park; that the levy be certified to the County Auditor; and that the levy be placed on all taxable property under the jurisdiction of the Shingle Creek Watershed Management Commission; and

BE IT FURTHER RESOLVED, that the 2025 special levy for the Bassett Creek Watershed Management Commission be set at \$2,303,500 to support the Cost Share Purchase of a High-efficiency Street Sweeper Project in the city of Golden Valley, the Bassett Creek Main Stem Restoration Project in the city of Golden Valley, the Sochacki Park Water Quality Improvement project in the cities of Robbinsdale and Golden Valley, and the Plymouth Creek Restoration Project in the city of Plymouth; that the levy be certified to the County Auditor; and that the levy be placed on all taxable property under the jurisdiction of the Bassett Creek Watershed Management Commission; and

BE IT FURTHER RESOLVED, that the 2025 special levy for the West Mississippi Watershed Management Commission be set at \$106,050 to support one water quality cost share program; that the levy be certified to the County Auditor; and that the levy be placed on all taxable property under the jurisdiction of the West Mississippi Watershed Management Commission; and

BE IT FURTHER RESOLVED, that the 2025 special levy for the Elm Creek Watershed Management Commission be set at \$477,225 to support one water quality cost share program as well as the Rush Creek Stream Restoration - Rush Hollow Project in the city of Maple Grove; that the levy be certified to the County Auditor; and that the levy be placed on all taxable property under the jurisdiction of the Elm Creek Watershed Management Commission.

Background:

The Shingle Creek Watershed Management Commission has requested a special levy of \$1,299,113 to support five priorities in the commission's watershed management plan, including two water quality cost share programs, a maintenance fund, and two water quality projects. Earlier this year, the county board established the maximum levy to fund these same priorities at \$1,299,113 (Resolution 24-0315).

The Bassett Creek Watershed Management Commission has requested a special levy of \$2,303,500 for four water quality projects. Earlier this year, the county board established the maximum levy for these same projects at \$2,303,500 (Resolution 24-0316).

The West Mississippi Watershed Management Commission has requested a special levy of \$106,050 to

support one water quality cost share program. Earlier this year, the county board established the maximum levy to fund two cost cost-share programs at \$159,075 (Resolution 24-0315). A city (public property) water quality cost share program was included in the maximum levy request but removed from the final levy request due to the program having sufficient fund balance to meet anticipated needs in 2025.

The Elm Creek Watershed Management Commission has requested a special levy of \$477,225 for one water quality cost share program and one water quality project. Earlier this year, the county board established the maximum levy at \$583,275 for this program and project, plus one additional water quality cost share program (Resolution 24-0317). A partnership (private lands) water quality cost share program was included in the maximum levy request but removed from the final levy request due to the program having sufficient fund balance to meet anticipated needs in 2025.

The projects proposed by the watersheds will be paid for by a special levy authorized pursuant to Minnesota Statutes § 103B.251 and such levies are exempt from any statutory limitation on taxes. A county levying a tax under Minnesota Statutes § 103B.251 shall not include that tax in the county's general levy but shall separately certify that amount to the County Auditor. The County Auditor shall extend that levy as a special taxing district.

Current Request:

This request is to set the Shingle Creek Watershed Management Commission 2025 special levy at \$1,299,113, the Bassett Creek Watershed Management Commission 2025 special levy at \$2,303,500, the West Mississippi Watershed Management Commission 2025 special levy at \$106,050, and the Elm Creek Watershed Management Commission 2025 special levy at \$477,225 for projects that improve water quality. This request also establishes that levies for each commission be certified by the County Auditor and each levy to be placed on taxable properties under the jurisdiction of each respective commission.

Impact/Outcomes:

The special levies will fund projects that will facilitate the improved water quality and habitat of a wide variety of water resources throughout the county. Projects in this request will improve water quality and aquatic habitat throughout the Shingle Creek, Bassett Creek, West Mississippi, and Elm Creek watershed areas. Many of these projects will occur in areas or benefit water bodies identified by the Minnesota Pollution Control Agency in areas of environmental justice concern.

These projects will also contribute to make Hennepin County more resilient to climate change by creating streambanks that are better able to withstand high flows associated with increasing precipitation patterns, and by improving water quality in advance of wetter and warmer mid-century conditions.

This action supports the county's disparity reduction efforts by enhancing stormwater management systems and mitigating the flooding risks that climate change poses to residents, infrastructure, and natural areas most vulnerable to climate change.

Recommendation from County Administrator: Recommend Approval

Board Action Request

24-0440

Item Description:

Approval of the 2025 Hennepin Healthcare System, Inc. Financial Plan as submitted by the Hennepin Healthcare System, Inc. Board of Directors

Resolution:

BE IT RESOLVED, that the Hennepin County Board of Commissioners approves the 2025 Hennepin Healthcare System, Inc., Financial Plan, including operational and capital budget, as submitted by the Hennepin Healthcare System, Inc. Board of Directors.

Background:

Under Minnesota Statutes § 383B.908, the Hennepin County Board of Commissioners has certain reserved powers over Hennepin Healthcare System, Inc. (HHS), one of which is the power to approve the corporation's annual budget. On October 23, 2024, the 2025 HHS operating and capital budget was approved by the HHS Board of Directors and is now recommended by the HHS Board for approval by the Hennepin County Board of Commissioners.

HHS's 2025 budget includes Hennepin Healthcare, Hennepin Healthcare Research Institute, and Hennepin Healthcare Foundation.

The organization is focused on aligning resources to mission, vision, and values as well as assuring quality of and access to care. To achieve this, focus will be on the expansion of campus safety, staffing stabilization, elimination of health disparities, increased patient access and throughput in the operating, therapy and inpatient areas.

The HHS 2025 budget anticipates providing approximately 132,000 days of hospitalized care to 17,600 patients discharged from inpatient care. Additionally, patients will seek care through 882,000 outpatient services. This includes approximately 13,000 patients treated in HHS operating rooms.

The 2025 budget contains margin improvement initiatives, including revenue cycle enhancements, patient growth and throughput, alignment of staffing to volumes, premium pay, and non-staffing expense savings.

The 2025 budget anticipates spending \$1.57 billion and generating almost \$1.59 billion in revenues, resulting in a \$16.7 million operating margin. With the addition of County funded capital, the budgeted cash flow margin is \$98 million. This margin will primarily fund Capital expenditures and debt repayment. This includes \$24M of routine capital expenditures, \$25M of asset preservation, and \$20M of space improvements.

The final portion of the HHS Budget is the projected revenue HHS receives from the County pursuant to the Uncompensated Care Formula. It is projected that this formula will produce \$38 million in payments during 2025.

Recommendation from County Administrator: Recommend Approval

Board Action Request

24-0441

Item Description:

Approval of slate of candidates for three-year terms on the HHS Board of Directors

Resolution:

BE IT RESOLVED, that the Hennepin County Board of Commissioners approves the nominations to the Hennepin Healthcare System, Inc., Board of Directors of Fatima Said, G. Bryan Fleming, Mauricio Montes de Oca, Thomas Adams and Tykia Hess to fill three-year terms beginning on January 1, 2025 and ending on December 31, 2027.

Background:

HHS published public notice on May 1, 2024 that a vacancy of the Board would occur in 2025. In addition, the HHS Board continuously looks for interest from people who appear to have the personal skills, experience and background to be contributing members of the HHS Board of Directors. As a result, a number of candidates were solicited and considered. A slate of five proposed members, Fatima Said, G. Bryan Fleming, Mauricio Montes de Oca, Thomas Adams and Tykia Hess was moved and approved at the HHS Board meeting on October 23, 2024, for recommendation to the Hennepin County Board.


This Board slate adds team member representation to the Board in addition to our current physician representation ensuring broader team member experience at the Board level. This slate also moves the HHS Board from approximately 30% representation by people of color to 60% drawing the HHS Board into closer alignment with the HHS patient demographics of 70% people of color.

Pursuant to Section 4.11 of the Ninth Amended HHS Bylaws, the HHS Board shall forward its recommended slate of candidates on to the County Board to accept or reject the entire proposed slate of candidates.

Recommendation from County Administrator: Recommend Approval

2025 Board Roster • Hennepin Health System, Inc. • Winter/Spring 2025

	<p>Mohamed Omar (Board Chair) Chief Administrative Officer Washburn Center for Children</p>	<ul style="list-style-type: none"> • Appointed Jan 2022
	<p>Thomas Adams Executive Vice President, Housing and Services CommonBond Communities</p>	<ul style="list-style-type: none"> • Appointment Pending County Board Approval • Start date: January 2025
	<p>Jennell Bilek Partner, Carlson Caspers Adjunct Assistant Professor, U of M College of Pharmacy</p>	<ul style="list-style-type: none"> • Appointed January 2024
	<p>Mitchell Davis President Mdavis Consulting, LLC</p>	<ul style="list-style-type: none"> • Appointed January 2024
	<p>Jennifer DeCubellis Chief Executive Officer Hennepin Healthcare</p>	<ul style="list-style-type: none"> • Ex Officio, started 2/17/2020
	<p>Connie Delaney Dean University of Minnesota, School of Nursing</p>	<ul style="list-style-type: none"> • Appointed January 2024
	<p>Irene Fernando District 2, Hennepin County Board of Commissioners</p>	<ul style="list-style-type: none"> • Appointed annually by County Board

	<p>G. Bryan Fleming President & CEO Groves Learning Organization</p>	<ul style="list-style-type: none"> • Appointment Pending County Board Approval • Start date: January 2025
	<p>Marion Greene District 3, Chair, Hennepin County Board of</p>	<ul style="list-style-type: none"> • Appointed annually by County Board
	<p>Tykia Hess Staff Nurse Hennepin Healthcare</p>	<ul style="list-style-type: none"> • Appointment Pending County Board Approval • Start date: January 2025
	<p>Tom Klemond, MD VP Medical Affairs, President of the Medical Staff Hennepin Healthcare</p>	<ul style="list-style-type: none"> • Ex Officio, started June 2024
	<p>Kyle Makarios Owner JKM Consulting</p>	<ul style="list-style-type: none"> • Appointed January 2024
	<p>Mauricio Montes de Oca President and Founder Montes de Oca Solutions Group</p>	<ul style="list-style-type: none"> • Appointment Pending County Board Approval • Start date: January 2025
	<p>Arti Prasad Chief Strategic Development Officer, Hennepin Healthcare Professor of Medicine, University of Minnesota</p>	<ul style="list-style-type: none"> • Appointed August 2020
<p>Picture pending</p>	<p>Fatima Said Interpreter Hennepin Healthcare</p>	<ul style="list-style-type: none"> • Appointment Pending County Board Approval • Start date: January 2025

Board Action Request

24-0480

Item Description:

Review and approval of Three Rivers Park District 2025 Budget

Resolution:

BE IT RESOLVED, Under M.S. 383B.73 subdivision 1, the Hennepin County Board of Commissioners has fifteen days to comment after the Park Board submits its budget to the county. The county received the Three Rivers Park District budget on November 12, 2024. The County Board has no recommended changes to the budget.

Background:

As proposed by the superintendent the 2025 General Fund Operating Budget is \$53,256,649, an increase of \$2,414,987 or 4.34% from the 2024 amended budget. The operating levy is going up by \$2M or 4.85%. The debt service levy is decreasing \$42,095 or 0.5%. The total budgeted property tax levy including debt service is \$51,281,543, \$1,957,905 or 3.97% more than the 2024 levy. A summary of the budget is attached. Staff recommends no changes to the budget.

Recommendation from County Administrator: Recommend Approval



Three Rivers

PARK DISTRICT



2025 General Fund Operating Budget



Three Rivers

PARK DISTRICT

2025 GENERAL FUND OPERATING BUDGET

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Introduction

An annual budget is often viewed as a set of numbers showing what resources are available and how an organization is planning to use them. However, the real value of a budget comes from understanding the organization's goals, priorities and planned actions that helped determine the budget amounts. The Park District's 2025 General Fund Operating Budget is centered around its mission and System Plan and provides a road map for 2025 operations and how the Park District will manage the challenges it faces.

Three Rivers Park District was created in 1957 and is responsible for managing approximately 27,000 acres of parkland and hundreds of miles of trails in the suburbs of Minneapolis. The Park District's mission is to "promote environmental stewardship through recreation and education in a natural resource-based park system." This mission requires the Park District to consider how best to manage and preserve natural resources while providing unique recreational and educational opportunities. Inclusion of these two core values in the mission statement is meant to ensure the Park District considers both issues financially and philosophically as decisions are made. The 2025 General Fund Budget provides an outline of how the Park District intends to meet these often-conflicting goals.

Priorities of the 2025 General Fund Operating Budget

The Park District's 2025 General Fund Operating Budget totals \$53,256,649 and provides funding for the goals and priorities identified below through a combination of property taxes, Metropolitan Council grants, park guest fees, and other revenue sources.

Continue to provide high quality facilities, programs, and recreational opportunities.

The 2025 General Fund Operating Budget continues to provide the public with the high-quality facilities, programs, and recreational opportunities for which the Park District is known and respected. The Park District's facilities, including visitor centers, nature centers, play areas, picnic shelters and trails, provide users with unique opportunities to learn about and interact with their surroundings. Educational programs led by highly skilled naturalists and recreation staff provide wonderful opportunities to recreate and/or learn about the natural world. And, through a variety of casual recreation opportunities, including picnicking surrounded by nature, biking, and hiking on more than 162 miles of regional trails, swimming in a lake or a chlorinated swim pond, and cross-country skiing just to name a few, the Park District is dedicated to meeting the desires of its users.

Priority for funding in 2025 was given to those budget initiatives that maintain and support the level of service provided in past years including increased funding for regular staff wages and benefits and funding for increased costs of goods and services.

Continue to manage natural resources, be a leader in natural resource management issues and educate the public on natural resource management issues.

Management of open space and natural resources and the education of natural resources issues continues to grow in importance. Invasive species, both aquatic and land based, continue to impact natural resources and the Park District maintains its leadership role and works closely with state and local partners in managing and controlling these threats. The 2025 General Fund Operating Budget will continue to provide the resources necessary for water quality testing and studies, wildlife study and management, forest and prairie restoration and maintenance of landscaped areas by funding the hiring and retention of highly qualified staff, many of whom are viewed as experts in their fields and providing them with the funding needed to efficiently and effectively do their jobs.

Continue implementation of the System Plan by providing a wide range of services to Park District users both within existing park locations and in resident's local communities.

The Park District's System Plan calls for Park District facilities and programs to be welcoming, provide a variety of activities throughout the recreation spectrum and reach out to underrepresented communities and groups. The Park District continues to invest in programs and partnerships to increase our presence in many communities through visits to community festivals and parks, collaborative educational programming at a variety of sites outside of our parks, programs as part of school curriculums and collaborating with other partners to reach targeted populations. The 2025 budget funds these efforts through staff dedicated to offering these services and reaching out to new groups as they are identified.

Use non-property tax revenue to fund needed budget increases.

After a decade of little to no property tax increases, the Park District finds itself in a period of increasing total property tax levies. The Park District believes the total property tax increase, which includes both the operating and debt service levy, is what should be measured since this is the impact the property owner sees. The Park District is committed to using grants and user fees to maintain a low annual property tax increase while still funding increasing operating costs.

The 2025 budget uses \$454,987 in increases from Metropolitan Council grants and park user revenue to fund approximately twenty percent of the total budget increase.

Prepare the Park District for the Opening of Mississippi Gateway Regional Park

Mississippi Gateway Regional Park, located in Brooklyn Park along the Mississippi River, is the Park District's newest facility. A complete rebuild of the old Coon Rapids Dam Regional Park, this park incorporates the City of Brooklyn Park's environmental area that is adjacent to the Park and upgrades all facilities as well as adding new amenities and better access to the Mississippi River. Construction has been underway since 2023 and should wrap up in 2025, although parts of the park will open as early as spring of 2025.

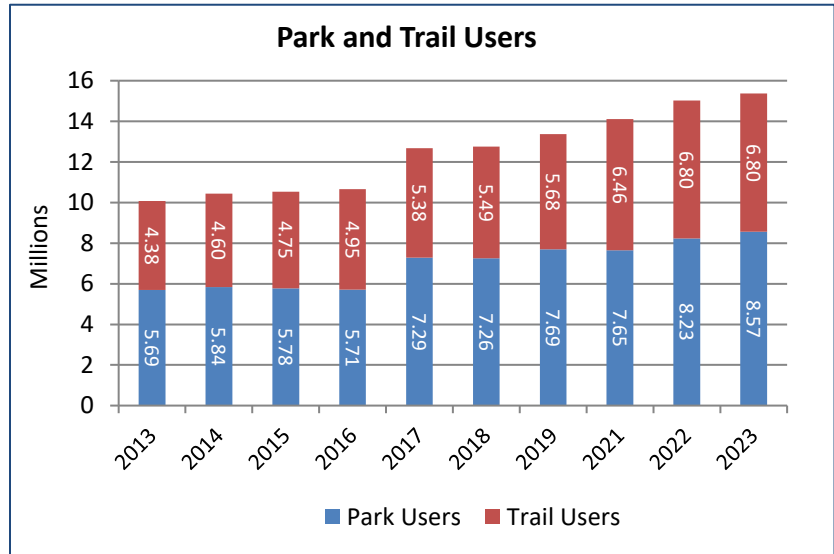
The 2025 budget includes \$481,377 in new funding for three additional full-time staff, seasonal staff and a variety of supplies and other costs to allow the park to meet the public's needs.

Challenges Facing the Park District in 2025 and Beyond

Increased Park Visitation

Park users continue to enjoy the District's parks and trails in record numbers. Visitation increased to more than 15.3 million in 2023 as the popularity of parks and trails continues to grow. The Park District anticipates annual visitation will continue to increase for the foreseeable future.

The Park District is one of ten park agencies that make up the Metropolitan Regional Park System (the "System"), which is monitored and partially funded by the Metropolitan Council. The Park District historically accounts for more than 20% of the System's total visitation and both the Park District's and System's usage saw a very slight increase (1.3% for the Park District and 0.55% for the System) in 2023.



Increased visitation, combined with the high quality of service the District provides, will continue to impact the costs of operating and maintaining both parks and trails. Increased visitation requires more maintenance costs, increased cleaning costs and ultimately, additional staff to meet park user's needs.

Wages and Benefits

Park staff and the services they provide play an important part in attracting and retaining park users. For that reason, the hiring and retaining of highly qualified, creative, and dedicated staff is an annual priority. Wages and benefits account for 79% of the General Fund Budget. Increases in wages and benefits are influenced by internal factors (such as contracts, insurance premiums etc.) and external factors (labor market, wages offered by others, etc.) making it an annual challenge to stay competitive in the labor market. Changes to compensation and benefits during the past couple of years has helped the Park District recruit and retain staff, but the District needs to continue to review and change budget parameters to remain competitive. The 2025 Budget includes an increase in both union and non-union employee's compensation designed to keep the District competitive within the local economy.

Natural Resources Management

Natural resource management is a principal element of the District's mission. The District needs to be proactive in protecting natural resources from aquatic, forest, and prairie invasive species in order to meet its mission and provide high quality natural resources experiences for park visitors. Meeting this need requires the ability to identify potential invasives, to control their spread, effectively treat the invasive and replace the invasive with native materials. In addition, since management practices within Park District properties and throughout the area can impact natural resources, working with and educating the public and cooperating with other interested groups is absolutely necessary to be successful in managing natural resources. The 2025 budget includes more than \$4.47 million dedicated to the management of natural resources. Future budgets will need to continue to include these efforts and the costs associated with them.

Property Taxes

The Park District's largest revenue stream comes from the property tax levied against all property in suburban Hennepin County. The property tax levy has two components; an operating levy and a debt service levy. The operating levy is used to fund daily operations

and the Board of Commissioners has the responsibility for setting the operating levy each year. The operating levy is limited by state statute to .03224% of taxable market value. The Park District monitors its levy compared to this limit annually, but has always been well below the limit. The levy limit for 2025 is \$58.5 million while the actual operating levy is \$43.2 million. The second component, the debt service levy, must be used to pay the principal and interest on debt issued for park acquisition and improvements. This amount can be decreased if adequate funds are on hand to help pay principal and interest costs.

Property Tax Levy History		
Year	Levy Amount (in millions)	Percent Change
2015	41.21	2.30%
2016	41.47	0.63%
2017	41.46	--
2018	41.44	--
2019	41.43	--
2020	42.63	2.90%
2021	43.74	2.60%
2022	45.47	3.96%
2023	47.66	4.82%
2024	49.32	3.48%
2025	51.28	3.97%

The combined impact of the two components of the tax levy are what the taxpayer sees and hence, the overall tax levy is the amount the Park District has worked to control. As the table to the left shows, the Park District has avoided large annual tax increases over the past decade. During the same period, the District has continued to provide core services while adding trails and new services. Decreases to the debt service levy in 2016 through 2020 resulted in minimal overall increases as the Park District was able to balance the decreases in the debt service levy to changes in the operating levy. Over the last five years the Park District has used a combination of increases in property taxes and other revenues to hold down the annual property tax increase. In fact, between 2015 and 2025, the annual tax levy increase has averaged \$1,007,000 or 2.44%. The 2025 property tax levy increase is 3.97% and results in a \$2.61 per year increase in the taxes for a homeowner in

suburban Hennepin County with a home valued at \$419,000 (the median residential value for suburban Hennepin County).

In an effort to plan for the future, the Park District has used a model which projects potential property tax increases five years into the future. The model, which allows for operational growth and anticipated future debt service costs, projects property tax increases for the next 5 years to be between 3% and 5% each year. This model provides a starting point for future budgets and the actual tax levy increase will be determined annually based on priorities and the District's ability to use other strategies to balance the budget including reallocating resources to higher priority activities and increasing user fees.

Park District System Plan

The Park District System Plan identifies the Park District's vision and goals for the future and will guide decision making and budget priorities. The vision of the 2040 System Plan is to make nature easily accessible for all people to experience and appreciate on a regular basis, foster connections to nature through high quality education programs and recreational offerings and inspire curiosity, promote stewardship, and improve the quality of life while preserving natural resources for future generations.

Achieving this vision will require the Park District to continue looking at how and where recreational services are provided and will need to include searching for partners to help provide services. The design of Mississippi Gateway Regional Park, which is expected to open in 2025, was inspired by the goals of the system plan and will be the future home of the Park District's outdoor education outreach program which strives to partner with cities, school districts and other organizations to provide recreational and educational services. The System plan anticipates continuing to grow partner relations in order to meet user's and taxpayer's

recreational and educational needs and desires while facing increasing costs driven by market conditions and continued increase in the number of park visits and requested services.

Funding for the 2025 General Fund Operating Budget

Funding for the 2025 General Fund Operating Budget is provided by property taxes, user fees, intergovernmental revenues, and other miscellaneous revenues. The following table summarizes the sources of funding over the last 4 years:

Source of Revenue	2022 Actual	2023 Actual	2024 Budget	2025 Budget	2025 Budget Over/(Under) 2024 Budget	
					Dollars	%
Property Taxes	\$38,036,512	\$39,587,310	\$40,540,536	\$42,500,536	\$1,960,000	4.83%
Park Use	7,529,268	7,742,633	7,370,622	7,812,609	441,987	6.00%
Grants-Met Council	1,168,043	2,769,332	2,271,470	2,291,470	20,000	0.88%
Grants-Other	317,742	371,700	120,000	120,000	---	---
Interfund Transfers	65,420	56,503	76,732	76,732	---	---
Interest Income	-677,044	696,835	200,000	200,000	---	---
Other Revenue	292,719	425,394	262,302	255,302	-7,000	(2.74%)
Total Revenue	\$46,732,660	\$51,649,707	\$50,841,662	\$53,256,649	\$2,414,987	4.34%

The increase in property tax revenue is due to the 3.97% property tax levy increase discussed above. The percentage shown is different than the 3.97% increase since the information in the above table only includes the operating portion of the levy, which accounts for 84.1% of the total levy.

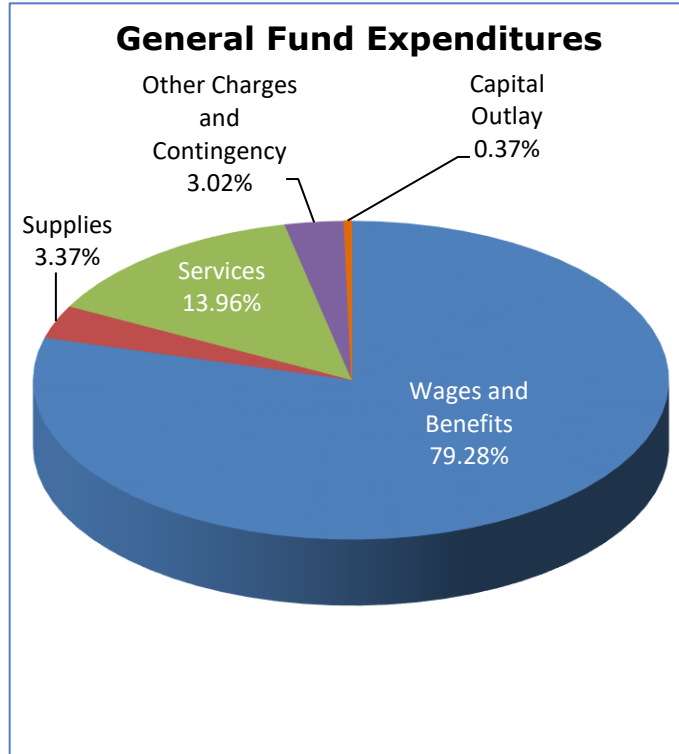
The budget for park use revenue is increasing due to changes in the revenue estimates for a variety of park locations and revenue sources and fee increases in some passes, camping and some winter recreation fees. Part of the revenue estimate increases relate to amenities at Mississippi Gateway Regional Park. Revenue from these amenities has been estimated conservatively since the exact availability of these amenities is dependent on construction progress.

A more detailed listing of revenues in the 2025 budget can be found on the Revenue Summary by Source table included on page 7.

Expenses included in the 2025 General Fund Operating Budget

Expenses contained in the 2025 General Fund Operating Budget are related to the costs for wages and benefits, supplies, services, and other charges required to conduct the Park District’s day to day operations. Major changes from 2024 include the following:

- Increased wage costs due to 2025 salary adjustments including a 2% general wage increase, changes required by union contracts, and the continuation of performance and step-based pay systems (\$1,676,851).
- Increased health, life and dental insurance premiums that are shared between the Park District and its employees (\$392,534).
- Increased contribution from the General Fund to manage the costs of operating and maintaining the District's fleet of vehicles and equipment (\$29,911).
- Increased utility and contractual costs whose increases are based on rising prices and are beyond the District's control (\$223,545)
- Increases in a variety of operating costs including interpretive services, chemicals for snowmaking and swim pond water quality and a public safety social worker intervention aide (\$30,098).
- Increased operational costs relating to the opening of Mississippi Gateway Regional Park including three full-time positions, seasonal staffing (11,257 hours) and a variety of supplies and services to serve the public. (\$481,377)
- Reallocation of four vacant full-time positions and salary savings from two other vacancies to offset a portion of the increases in other areas. (reduction of \$426,971)
- Increase the contingency in the budget to provide funds for unforeseen issues that may arise during 2025 (\$7,642).



**2025 GENERAL FUND OPERATING BUDGET
REVENUE SUMMARY BY SOURCE**

Source of Revenue	2022 Actual	2023 Actual	2024 Amended Budget	2025 Budget	2025 Budget Over/(Under) 2024 Budget	
					Dollars	%
Property Taxes						
Current	\$38,019,809	\$39,770,452	\$40,422,888	\$42,382,888	\$1,960,000	4.85%
Delinquent	16,703	(183,142)	117,648	117,648	--	--
Total Property Taxes	38,036,512	39,587,310	40,540,536	42,500,536	1,960,000	4.84%
Park Use						
Special Use Fees	1,123,700	1,342,255	1,341,324	1,365,374	24,050	1.79%
Public Programming	873,713	872,937	699,722	824,722	125,000	17.86%
Group Education	393,725	476,779	391,993	442,993	51,000	13.01%
Reservations	256,563	257,956	208,263	253,700	45,437	21.82%
Equipment Rental	404,189	429,015	461,477	477,177	15,700	3.40%
Camping	689,696	696,507	596,698	634,000	37,302	6.25%
Tubing	630,474	522,766	628,403	635,000	6,597	1.05%
Cross Country Ski Fees	888,648	798,846	827,052	827,052	--	--
Facility Use Fees	726,302	782,915	724,103	808,853	84,750	11.70%
Concessions	657,696	697,837	633,198	664,698	31,500	4.97%
Other	884,562	864,820	858,389	879,040	20,651	2.41%
Total Park Use	7,529,268	7,742,633	7,370,622	7,812,609	441,987	6.00%
Intergovernmental						
State - Oper. & Maint	689,953	689,953	671,470	691,470	20,000	2.98%
State - Public Safety	120,869	130,399	120,000	120,000	--	--
State - Lottery In Lieu of	478,090	2,079,379	1,200,000	1,200,000	--	--
Other Grants	196,873	241,301	400,000	400,000	--	--
Total Intergovernmental	1,485,785	3,141,032	2,391,470	2,411,470	20,000	.84%
Transfers						
Operating Transfers From:						
Noerenberg Trust Fund	65,420	56,503	42,936	42,936	--	--
Donations Fund	--	--	33,796	33,796	--	--
Park Maintenance Fund	--	--	--	--	--	--
Total Transfers	65,420	56,503	76,732	76,732	--	--
Other						
Interest Income	171,743	359,842	200,000	200,000	--	--
Unrealized Gain/(Loss) on Investments	(848,787)	336,993	--	--	--	--
Charges for Services	127,311	137,412	106,836	106,836	--	--
Fines and Forfeitures	30,960	62,428	30,000	30,000	--	--
Miscellaneous Revenue	134,448	225,554	125,466	118,466	(7,000)	(5.58%)
Total Other	(384,325)	1,122,229	462,302	455,302	(7,000)	(1.51%)
Total Revenue	\$46,732,660	\$51,649,707	\$50,841,662	\$53,256,649	\$2,414,987	4.75%

**2025 GENERAL FUND OPERATING BUDGET
EXPENDITURE SUMMARY BY TYPE**

Type of Expenditure	2022 Actual	2023 Actual	2024 Amended Budget	2025 Budget	2025 Budget Over (Under) 2024 Budget	
					Dollars	Percent
Personal Services	\$ 35,291,815	\$ 37,738,210	\$ 40,238,292	\$ 42,223,683	\$ 1,985,391	4.93%
Commodities and Supplies	1,831,272	2,042,178	1,737,875	1,793,495	55,620	3.20%
Contracted Services	6,685,831	7,021,508	7,203,251	7,434,585	231,334	3.21%
Other Charges	1,301,958	1,368,828	1,401,739	1,536,739	135,000	9.63%
Capital Outlay	289,715	488,513	196,600	196,600	--	--
Contingency	--	--	32,500	40,142	7,642	23.51%
Transfers to Other Funds	<u>30,412</u>	<u>29,547</u>	<u>31,405</u>	<u>31,405</u>	<u>--</u>	<u>--</u>
TOTAL	<u>\$ 45,431,003</u>	<u>\$ 48,688,784</u>	<u>\$ 50,841,662</u>	<u>\$ 53,256,649</u>	<u>\$ 2,414,987</u>	<u>4.75%</u>

**2025 GENERAL FUND OPERATING BUDGET
EXPENDITURE SUMMARY BY FUNCTION**

	2022 Actual	2023 Actual	2024		2025 Budget Over/(Under)	
			Amended Budget	2025 Budget	2024 Budget	
					Dollars	Percent
Park Maintenance						
Park and Trail Maintenance	\$10,875,762	\$11,600,656	\$ 12,095,225	\$ 12,811,191	\$ 715,966	5.92%
Park Maintenance Management	406,443	419,990	478,488	495,793	17,305	3.62%
Carpentry	780,801	780,149	865,867	895,980	30,113	3.48%
Central Services	819,596	871,033	920,596	1,009,374	88,778	9.64%
	<u>12,882,602</u>	<u>13,671,828</u>	<u>14,360,176</u>	<u>15,212,338</u>	<u>852,162</u>	<u>5.93%</u>
Public Safety	2,089,191	2,259,640	2,412,526	2,747,546	335,020	13.89%
Recreation, Education and Natural Resources						
Park Facility Services	3,529,820	3,912,192	4,383,468	4,597,237	213,769	4.88%
Park Facility Management	767,592	754,464	917,591	783,176	(134,415)	(14.65%)
Nature and Outdoor Education	7,106,784	7,620,964	8,033,728	8,637,380	603,652	7.51%
Outdoor Education Management	340,432	422,133	475,296	500,014	24,718	5.20%
Recreation Programming	827,320	961,693	988,127	1,011,050	22,923	2.32%
Forestry and Horticulture	2,215,126	2,394,712	2,415,658	2,437,747	22,089	0.91%
Wildlife	810,699	861,075	937,701	950,977	13,276	1.42%
Water Resources	595,262	635,966	741,021	770,150	29,129	3.93%
Natural Resources Management	254,456	272,458	291,043	315,182	24,139	8.29%
Division Administration	597,797	612,956	660,218	683,323	23,105	3.50%
Total Recreation, Education and Natural Resources	<u>17,045,288</u>	<u>18,448,613</u>	<u>19,843,851</u>	<u>20,686,236</u>	<u>842,385</u>	<u>4.25%</u>
Park Design, Planning and Technology						
Design/Development	833,565	898,387	715,475	760,037	44,562	6.23%
Planning	783,186		856,344	899,010	42,666	4.98%
Research	288,529	326,762	370,757	383,932	13,175	3.55%
Technology	2,404,432	2,562,010	2,684,487	2,832,305	147,818	5.51%
Division Administration	330,029	263,280	248,549	260,830	12,281	4.94%
Total Park Design and Planning	<u>4,639,741</u>	<u>4,050,439</u>	<u>4,875,612</u>	<u>5,136,114</u>	<u>260,502</u>	<u>5.34%</u>

**2025 GENERAL FUND OPERATING BUDGET
EXPENDITURE SUMMARY BY FUNCTION**

	2022 Actual	2023 Actual	2024 Amended Budget	2025 Budget	2025 Budget Over/(Under) 2024 Budget	
					Dollars	Percent
Administration						
Board of Commissioners	192,390	147,709	156,142	157,510	1,368	0.88%
Office of the Superintendent	881,940	822,357	1,105,675	836,305	(269,370)	(24.36%)
Total Administration	1,074,330	970,066	1,261,817	993,815	(268,002)	(21.24%)
General Government Functions						
Finance	2,356,036	2,457,600	1,839,474	2,055,303	215,829	11.73%
Communications Community Engagement/Outreach	1,071,426	1,121,976	1,403,866	1,421,851	17,985	1.28%
Guest Relations	859,119	886,800	991,041	1,098,401	107,360	10.83%
Human Resources	873,304	992,539	997,594	1,033,640	36,046	3.61%
Administration	1,758,698	1,970,548	2,229,518	2,220,648	(8,870)	(0.40%)
Total General Government Functions	461,141	516,807	365,682	382,610	16,928	4.63%
Capital Outlay	289,715	488,513	196,600	196,600	--	--
Operating Transfers	30,412	29,547	31,405	31,405	--	--
Contingency	--	--	32,500	40,142	7,642	23.51%
TOTAL EXPENDITURES	\$ 45,431,003	\$48,688,784	\$50,841,662	\$53,256,649	\$2,414,987	4.75%

THREE RIVERS PARK DISTRICT COMPARISON OF ACTUAL 2024 AND 2025 PRELIMINARY PROPERTY TAX LEVY

	OPERATING BUDGET		DEBT SERVICE		TOTAL	
	2024	2025	2024	2025	2024	2025
Gross amount required from Property Tax	\$40,422,888	\$42,382,888	\$8,075,793	\$8,033,698	\$48,498,681	\$50,416,586
Divided by collection rate of 98.0% (Operating Budget only)	98%	98%	N/A	N/A	N/A	N/A
Amount required from Property Tax Levy	\$41,247,845	\$43,247,845	\$8,075,793	\$8,033,698	\$49,323,638	\$51,281,543
Percent Increase						3.97%
Less: Fiscal Disparities	(2,716,751)	(2,920,218)	(531,905)	(542,458)	(3,248,656)	(3,462,676)
LOCAL LEVY NEEDED	\$38,531,094	\$40,327,627	\$7,543,888	\$7,491,240	\$46,074,982	\$47,818,867
Value used for levy rate	\$1,921,407,800	\$1,935,894,815	\$1,921,407,800	\$1,935,894,815	\$1,921,407,800	\$1,935,894,815
(x) Net Tax Capacity Rate	0.02006	0.02083	0.00393	0.00387	0.02399	0.02470
LEVY BY HENNEPIN COUNTY	\$38,543,440	\$40,324,689	\$7,551,133	\$7,491,913	\$46,094,573	\$47,816,602

Tax Levy for Operations Limit	
Total Market Value	\$181,466,786,639
Percentage	0.03224%
	58,504,892
2025 Property Tax Levy	43,247,845
Unused Tax Levy Authority	\$15,257,047

**THREE RIVERS PARK DISTRICT
COMPARISON OF 2024 AND 2025 PROPERTY TAX AMOUNTS
FOR SELECTED RESIDENTIAL PROPERTIES**

	OPERATING BUDGET		DEBT SERVICE		TOTAL	
	2024	2025	2024	2025	2024	2025
If market value = \$300,000 in 2024	\$300,000	\$305,400	\$300,000	\$305,400	\$300,000	\$305,400
Market Value Exclusion	\$10,240	\$19,064	\$10,240	\$19,064	\$10,240	\$19,064
Tax Capacity @ 1.00%	\$2,898	\$2,864	\$2,898	\$2,864	\$2,898	\$2,864
(x) Net Tax Capacity Rate (decimal)	0.02006	0.02083	0.00393	0.00387	0.02399	0.02470
Three Rivers Park District Tax	\$58.13	\$59.66	\$11.39	\$11.08	\$69.52	\$70.74
If market value = \$400,000 in 2024	\$400,000	\$407,200	\$400,000	\$407,200	\$400,000	\$407,200
Market Value Exclusion	\$1,240	\$9,902	\$1,240	\$9,902	\$1,240	\$9,902
Tax Capacity @ 1.00%	\$3,988	\$3,973	\$3,988	\$3,973	\$3,988	\$3,973
(x) Net Tax Capacity Rate (decimal)	0.02006	0.02083	0.00393	0.00387	0.02399	0.02470
Three Rivers Park District Tax	\$80.00	\$82.76	\$15.67	\$15.38	\$95.67	\$98.14
If market value = \$500,000 in 2024	\$500,000	\$509,000	\$500,000	\$509,000	\$500,000	\$509,000
Market Value Exclusion	\$0	\$740	\$0	\$740	\$0	\$740
Tax Capacity @ 1.00%	\$5,000	\$5,083	\$5,000	\$5,083	\$5,000	\$5,083
(x) Net Tax Capacity Rate (decimal)	0.02006	0.02083	0.00393	0.00387	0.02399	0.02470
Three Rivers Park District Tax	\$100.30	\$105.88	\$19.65	\$19.67	\$119.95	\$125.55

For each example, it is assumed that the market value of the property from 2024 to 2025 will increase by 1.8% which is the increase in valuation for the Park District as a whole.

The Market Value Exclusion is a method used by the state to subsidize residential property taxes by decreasing their taxable value. It is a graduated system providing greater relief for lower valued properties. It is calculated as 40% of a homes value if the home is valued under \$95,000. For properties over \$95,000, the exclusion is \$38,000 minus 9% of the value over \$95,000.

2025 GENERAL FUND OPERATING BUDGET FULL TIME EQUIVALENT POSITIONS

PARK AND TRAIL MAINTENANCE		
Positions	Full-Time Equivalents	
	2024	2025
Director of Maintenance (1)	0.50	0.50
Senior Manager of Parks and Trails Maintenance (1)	1.00	1.00
Park Maintenance Supervisor (6)	6.00	6.00
Golf Maintenance Supervisor (1)	0.20	0.20
Crew Chief (13)	13.00	13.00
Park Technician (20)	17.35	17.35
Park Keeper (14)	13.00	14.00
Park Worker (13)	13.00	13.00
Dam Operations Specialist (1)	1.00	1.00
Farm Operations Specialist (1)	1.00	1.00
Golf Specialist (1)	0.20	0.20
Ski Area Specialist - (1)	1.00	1.00
Senior Project Technician (1)	1.00	1.00
Custodian (14)	13.50	13.50
Administrative Specialist (1)	1.00	1.00
Central Services Coordinator (1)	1.00	1.00
Electric/Building Supervisor (1)	1.00	1.00
Electrician (1)	1.00	1.00
HVAC Specialist - (1)	1.00	1.00
Construction Services Supervisor (1)	1.00	1.00
Carpenter (6)	5.70	5.70
Total – Regular Full Time Equivalent Positions	93.45	94.45
Total – Temporary/Intermittent Hours	62,645	64,468

PUBLIC SAFETY		
Positions	Full-Time Equivalents	
	2024	2025
Director of Public Safety (1)	1.00	1.00
Administrative Assistant (1)	1.00	1.00
Sergeant (2)	2.00	2.00
Police Officers (18)	12.50	12.50
Total – Regular Full Time Equivalent Positions	16.50	16.50
Total – Temporary/Intermittent Hours	0	0

Note: Positions shown are for the General Fund Operating Budget Only. Some positions may be split between the General Fund Operating Budget and other budgets.

**2025 GENERAL FUND OPERATING BUDGET
FULL TIME EQUIVALENT POSITIONS**

DIVISION OF RECREATION, EDUCATION AND NATURAL RESOURCES		
Positions	Full-Time Equivalents	
	2024	2025
Associate Superintendent for Recreation, Education and Natural Resources (1)	1.00	1.00
Golf Operations Supervisor (1)	0.25	0.25
Program and Facility Coordinator (1)	1.00	1.00
Director of Facility Services (1)	1.00	1.00
Park Operations Supervisor (5)	5.00	5.00
Alpine Patrol Supervisor (1)	0.10	0.10
Golf Operations Supervisor (1)	0.20	0.20
Facility Supervisor (6)	5.75	5.75
Shift Leader (3)	1.55	1.55
Lead Facility Attendant (4)	2.30	2.30
Facility Attendant (2)	1.07	1.07
Facility Coordinator (4)	4.00	4.00
Ski School Supervisor (1)	1.00	1.00
Golf Program Supervisor (1)	0.20	0.20
Food Service Supervisor (1)	0.70	0.70
Public Service Supervisor (1)	1.00	1.00
Park Service Assistant (9)	8.30	8.30
Park Security Supervisor (1)	1.00	1.00
Division Office Assistants (3)	3.00	3.00
Recreation Supervisor (1)	1.00	1.00
Recreation Program Specialist (5)	3.90	3.90
Outdoor Recreation Educator (2)	1.30	1.30
Recreation Program Instructor (1)	0.15	0.15
Office Support Assistant (1)	1.00	1.00
Director of Natural Resources Management (1)	1.00	1.00
Senior Manager of Forestry (1)	1.00	1.00
Horticulture Operations Supervisor (1)	1.00	1.00
Garden Operations Specialist (1)	1.00	1.00
Landscape Specialist (1)	1.00	1.00
Nursery Operations Manager (1)	1.00	1.00
Natural Resources Supervisor – Forestry (1)	1.00	1.00
Forestry Operations Specialist (1)	1.00	1.00
Nursery Operations Specialist (1)	1.00	1.00
Propagation Specialist (1)	1.00	1.00
Technicians (4)	4.00	4.00
Forestry Keepers (3)	3.00	3.00
Senior Manager of Wildlife (1)	1.00	1.00
Natural Resources Supervisor – Wildlife (1)	1.00	1.00
Invasive Species Coordinator (1)	1.00	1.00
Wildlife Specialist (3)	3.00	3.00
Senior Manager of Water Resources (1)	1.00	1.00
Water Resources Supervisor (1)	1.00	1.00
Water Resources Specialist (2)	2.00	2.00
Water Resources Technician (1)	1.00	1.00
Office Support Assistant (1)	1.00	1.00

Note: Positions shown are for the General Fund Operating Budget Only.

**2025 GENERAL FUND OPERATING BUDGET
FULL TIME EQUIVALENT POSITIONS**

DIVISION OF RECREATION, EDUCATION AND NATURAL RESOURCES (Continued)		
Positions	Full-Time Equivalents	
	2024	2025
Director of Outdoor Education (1)	1.00	1.00
Program and Facility Coordinator (1)	1.00	1.00
Outdoor Education Supervisor (5)	5.00	5.00
Education Coordinator (1)	1.00	1.00
Interpretive Naturalist (28)	25.25	25.25
Naturalist Programmer (6)	2.10	2.10
Environmental Educator (2)	1.70	1.70
Historical Interpreter (4)	2.70	2.70
Recreation Specialist (1)	1.00	1.00
Office Support Assistant (12)	7.40	7.40
Administrative Assistant (1)	1.00	1.00
Facility Supervisor (1)	0.00	1.00
Park Service Assistant	0.00	1.00
Receptionist (2)	0.60	0.60
Food Service Supervisor (1)	0.60	0.60
Silverwood Park Supervisor (1)	1.00	1.00
Facility Supervisor (1)	1.00	1.00
Café Supervisor (1)	0.60	0.60
Lead Barista (5)	3.00	3.00
Art Program Coordinator (1)	1.00	1.00
Art Educator (6)	4.50	4.50
Interpretive Naturalist (2)	1.50	1.50
Event Host (1)	0.60	0.60
Office Support Assistant (1)	1.00	1.00
Gale Woods Farm Supervisor (1)	1.00	1.00
Farm Program Coordinator (1)	1.00	1.00
Farm Educator (9)	5.45	5.45
Historical Interpreter (1)	1.00	1.00
Garden Operations Coordinator (1)	0.80	0.80
Office Support Assistant (4)	1.95	1.95
Total - Regular Full Time Equivalent Positions	150.52	152.52
Total - Temporary/Intermittent Hours	159,553	164,203

Division of Administration		
Positions	Full-Time Equivalents	
	2024	2025
Commissioners (7)		
Superintendent (1)	1.00	1.00
Executive Assistant (1)	1.00	1.00
Legal Counsel (1)	0.75	0.75
Vacant Position on Hold		
Administrative Assistant-Planning, Design and IT	1.00	0.00
Organizational Developmet Coordinator	1.00	0.00
Total - Regular Full Time Equivalent Positions	4.75	2.75
Total - Temporary/Intermittent Hours	0.00	0.00

**2025 GENERAL FUND OPERATING BUDGET
FULL TIME EQUIVALENT POSITIONS**

DIVISION OF PARK DESIGN AND PLANNING		
Positions	Full-Time Equivalents	
	2024	2025
Associate Superintendent for Design, Planning and IT (1)	1.00	1.00
Director of Design (1)	1.00	1.00
Senior Manager of Engineering (1)	1.00	1.00
Project Manager (2)	2.00	2.00
Senior Engineering Technician (1)	1.00	1.00
Director of Planning (1)	1.00	1.00
Principal Planner (1)	1.00	1.00
Associate Planner (1)	0.50	0.50
Landscape Architect (1)	1.00	1.00
Senior Manager of Regional Trails (1)	1.00	1.00
Senior Manager of Research (1)	1.00	1.00
Research and Evaluation Analyst (1)	1.00	1.00
Planning and Research Coordinator (1)	1.00	1.00
Director of Information Technology (1)	1.00	1.00
Senior Manager of Technology Infrastructure (1)	1.00	1.00
IT Network Administrator (1)	1.00	1.00
Senior Manager of GIS/ Business Applications (1)	1.00	1.00
GIS Technician (2)	2.60	2.60
Enterprise Applications Administrator (2)	2.00	2.00
IT Support Analyst (2)	2.00	2.00
IT Support Technician (2)	2.00	2.00
Office Support Assistant (1)	0.50	0.50
Total – Regular Full Time Equivalent Positions	26.60	26.60
Total – Temporary/Intermittent Hours	3,812	3,812
GENERAL GOVERNMENT FUNCTIONS		
Positions	Full-Time Equivalents	
	2024	2025
Chief Financial Officer (1)	1.00	1.00
Senior Finance Manager (1)	1.00	1.00
Accountant II (1)	1.00	1.00
Accountant I (2)	2.00	2.00
Treasury Manager (1)	1.00	1.00
Accountant III (1)	1.00	1.00
Accountant II (1)	1.00	1.00
Accountant I (1)	1.00	1.00
Accountant I - Insurance (1)	1.00	1.00
Records Management Technician (1)	1.00	1.00

Note: Positions shown are for the General Fund Operating Budget Only. Some positions may be split between the General Fund Operating Budget and other budgets.

2025 GENERAL FUND OPERATING BUDGET FULL TIME EQUIVALENT POSITIONS

GENERAL GOVERNMENT FUNCTIONS - Continued		
Positions	Full-Time Equivalents	
	2024	2025
Director of Marketing and Community Engagement (1)	1.00	1.00
Media and Intergovernmental Relations Specialist (1)	1.00	1.00
Communications Manager (1)	1.00	1.00
Marketing Coordinator (1)	1.00	1.00
Senior Graphic Designer (2)	2.00	2.00
Photo/Video Media Specialist (1)	1.00	1.00
Marketing Specialist (1)	1.00	1.00
Web Coordinator (1)	1.00	1.00
Digital Marketing Coordinator (1)	1.00	1.00
Media Relations Specialist (1)	1.00	1.00
Community Engagement Supervisor (1)	1.00	1.00
Community Engagement Coordinator (3)	3.00	3.00
Community and Cultural Liaison (4)	1.25	1.25
Community Engagement Programmer (1)	0.70	0.70
Volunteer and Donor Relations Supervisor (1)	1.00	1.00
Volunteer Resources Coordinator (2)	2.00	2.00
Office Support Assistant (2)	2.00	2.00
Guest Services/Events Manager (1)	1.00	1.00
Guest Services Sales and Event Specialist (1)	1.00	1.00
Guest Services Representative (5)	3.80	3.80
Event and Sponsorship Coordinator (1)	1.00	1.00
Event Specialist (2)	2.00	2.00
Office Support Assistant (1)	1.00	1.00
Director of Human Resources (1)	1.00	1.00
Human Resources Manager (1)	1.00	1.00
Human Resources Generalist (1)	1.00	1.00
Human Resources Partner (3)	3.00	3.00
Payroll and Benefits Coordinator (1)	1.00	1.00
Organizational Development Manager (1)	1.00	1.00
Total - Regular Full Time Equivalent Positions	50.75	50.75
Total - Temporary/Intermittent Hours	1,798	1,798

TOTAL GENERAL FUND 2024 OPERATING BUDGET		
Positions	Full-Time Equivalents	
	2024	2025
Total - Regular Full Time Equivalent Positions	342.57	343.57
Total - Temporary/Intermittent Hours	227,808	234,280



Three Rivers
PARK DISTRICT

Board Action Request

24-0481

Item Description:

Agmt with American Indian OIC, Inc. for the provision of employment and training services to individuals on public benefits prioritizing American Indian residents within Hennepin County, 07/01/24-12/31/27, NTE \$250,000

Resolution:

BE IT RESOLVED, that Agreement HS00001928 with American Indian OIC, Inc. to provide education, training, credentialing, or other employment assistance that will result in positive outcomes for Eligible Persons, leading to economic self-sufficiency during the period January 1, 2025, through December 31, 2025 in the not to exceed amount of \$250,000, be approved; and that the Chair of the Board be authorized to sign the Agreement on behalf of the county; and the Controller be authorized to disburse funds as directed; and

BE IT FURTHER RESOLVED that the acceptance of grant funding for this program by Hennepin County Board of Commissioners does not imply a continued funding commitment by Hennepin County for this program when grant funds are no longer available

Background:

Hennepin County's north star is serving residents with a disparity reduction lens and this work helps deepen our commitment to ensuring residents and communities are fully supported to be safe, healthy and thriving.

Under recently enacted legislation from the State of Minnesota, Hennepin County is required to cooperate with tribal governments to meet the special needs of individuals living on Indian reservations. Hennepin County is partnering with American Indian OIC, Inc. to implement a program that prioritizes residents, removes barriers, engages residents meaningfully, and reduce multi-faceted disparities through flexible, innovative, and strategic supports.

American Indian OIC will provide employment and training services to individuals on public benefits prioritizing American Indian residents within Hennepin County. This effort will empower residents to continue to lead as the experts in their own lives by engaging in services such as career pathways, internships, education and training activities.

The agreements include programmatic services such as:

Career Services Outreach - job search and placement assistance, comprehensive assessments, development of individual employment plans, counseling and career planning, labor market information available to all job seekers.

Education & Training Services Links - for customers to job opportunities in their communities, including both occupational training and training in basic skills.

Supportive Services - transportation, childcare, dependent care; housing and needs-related payments are provided under certain circumstances to allow an individual to participate in the program.

24-0481

Recommendation from County Administrator: Recommend Approval