Introduction – Aaron

Facilitate discussion – great big group!

What we do: we meet monthly, 3rd Friday of every month at 10am. COVID we did virtual, we will try to do more in person meetings as we are able to. Great to have everyone at the conference meeting.

This year, new situational analysis as part of the meeting. September – shared picnic shelter reservation this week Mark will share a situation and then we can discuss about his response and what happened.

SCENARIO:

MARK: Every summer before school gets out, even is called Wheels bike event. All bikes returned lost and found or recovered throughout the year are stored in the police station and silted auctioned off, super casual. UP until this last summer no issues, gets a little harry. This past summer, came down to one bike at the end, there was a man with his daughter, a woman also bidding, came down to last second the guy was holding onto the pencil. Ended up someone did bid wrong, crowd started to gather. Mark tried to deescalate the situation. Bike police were there, an officer came over to help, eventually I said what do you want to pay, $90, Cop said for you to figure it out. Only conflict we had on it.

What would you do?

* Rock paper scissors
* Why didn’t they want to do a verbal auction?
	+ They went back to the
* Apps available but they do take a cut.
* Perhaps put some rules posted in the future.
* Used good condition not necessarily high value bike.
* Have families come saying, oh that’s my bike?
	+ Yes, a few. Then police can help out with that situation.

WARMING HOUSES:

Planning on opening? What are you planning?

* Egan is going to go as normal. Staffing has been a problem, pay ranges for warming houses want to know more, please share these. Planning on opening the Saturday before the Holiday. Lacelle mentioned opening on a Monday because full time staff are around to help out with issues.
* Cottage Grove runs 8 buildings and 13/14 outdoor rinks. Planning for normal, probably continue COVID cleaning as a normal part of operation. Staffing issues in general hard to get staff, 2 years ago got rid of staffing each house, but they all have cameras with signs say ing under survalence. Hired supervisors, 2 per night who use city vehicle to check buildings and clean up. Offered $15/hour, hire less employees 5-6 vs 8-10, getting higher quality employees and end up saving money on labor in the end. A lot of returners wanting to come back.
* Maple Grove similar, traveling warming house attendant. 20 minutes each hour at a different location.
	+ Age limits? 16 with license, aim for older applicants due to responsibilities but if high quality candidate at 16 would consider.
	+ Other cities let them drive their own car, if you do that do you reimburse mileage? MG reimburses mileage.
	+ Do you require proof of insurance? Not that we know of.
* How do you do staff training – planning virtual or in person? DO you create it for them or let them pick dates that work?
	+ Cottage grove – in person training, they driver separately and went to one and went through processes of each part of the job. From a scheduling standpoint ask them what they want and if days off needed it’s on the staff to find their own sub.
* Anybody who has shifts that aren’t covered or do you as a supervisor cover a shift? We have closed warming houses in the past, signage saying no staff.
	+ Cottage grove, don’t close but will cover the shift as a supervisor.
* What are your hours and does your attendant do any activities with the kids?
	+ Eagan – generally 4-9pm Monday – Friday, weekends 10 am – 8pm. If we can get staff. Traditionally staff hired aren’t skilled to lead activities. Staff also work tubing hill, they did tickets through rectrac last year for COVID. The rinks are always open, the warming house just might not be.
	+ Cottage Grove similar – rinks are always open, not warming houses. Generally, 4-10pm are hours of warming house. DO track attendance to know busy times/days. Last lap of parks workers, the buildings get opened by FT staff so PT don’t have to rush around to each one, so by 4pm all warming houses are open maybe not staffed. Over holidays hours change, open day after Christmas. On non-school days will have someone come work 10am – 4 to cover daytime. Events/programming only done at the end of the year. For closing hours know times not busy, will close buildings early if no demand.
	+ Woodbury – similar to CG go school days vs. non-school days. 4-9pm, vs 11am – 9pm. Rotating staff last year. What they do, utilize them to stuff eggs for egg hunts or tasks to do when sitting around.
	+ Saint Paul – warming houses are open regular building hours but cut back on number of rinks due to usage decline. 3 refrigerated ice rinks to get more ice time. IF a building is open will rent it or use it for a class. Try to use staffing/building as much as we can. Center staff are the ones doing rinks, not separate staff. Some rinks lights are on timers, also have park security. Have had vandalism for the copper. In the summer use them as rollerblade rink to use space the most.

Winter Programs:

* Saint Paul – battle creek park 2022 Ramsey County is going to come make snow. Do a winter lock out to get people to use the trails. Lots of outdoor activities and some indoors. 202-0 done on NYE day and had a lot of families. All for free to get interest in outdoor activities. Have equipment, some needs replacing but do rent out skis, no skates.

Brochures – has anyone shortened their time between brochures getting into hands and registration opens.

* Saint Peter opens registration before it gets into hands because they can look online.
* Eagan: Live on the web, brochure out much ahead of time, not enough they forget about 3 weeks.
* Woodbury 1 week before registration it’s in hands. Wednesday online only, Friday open up to in person over the phone. Advertised on brochure about two registration starts. If issues on internet over the phone – On rectrac households go inactive so it can be an issue and will take registration over the phone.
* New Hope – have some leeway before registrations.
* Concern is competitive programs where people want in before brochure goes out.
	+ Eagan was becoming an equity issue with high density housing not getting brochures. Find it goes best on Tuesday or Thursday to make registration live at 9am. Some people will show up for in person registration when it opens especially for senior programming. Used to have phone, online, in person and it was frustrating, this is best scenario so far.

Winter Programs – Anyone doing ice fishing

* Egan – works with water quality department and a staff person does the fishing clinics. Offered for free and very popular. A lot of new ice fishers. She will come out to camps.
* Chanhassen – use a fishing guide. City gets 10%, put it on contract. Charge close to $200/person. -
* Eden Prairie: Let’s go fishing – good resource. Last year goal to get equipment in hands for outdoor rec. Families could show up on weekends to try different things, kick sledding, cross country skiing, a variety of things just instructional. Free program this year will put in a small fee. Ice Fishing portion was hosted by Let’s Go Fishing program.
* In Fisherman is another volunteer group that helps.
* Washington County Trout Classroom and Trout Unlimited have been use.

Anyone doing trips during winter?

* MG senior programs – bus trips are back this month. 3 trips/month, down from 4 in the past. 1 so far and it went well. Had to do 2 busses for a trip so popular as they were in the past. But last-minute cancellations are happening. When we have waitlists, it is nice to pull from. Bussing is through Richfield – coach busses.
* Owatonna - bus trips. Many theaters will require proof of vaccination or negative test within 3 days. When we've told people, they are backing out. Now dealing with refund policy if the theater changes the policy. Trips are filling like crazy. As a city they are not asking or tracking vaccination, the theater is responsible when we arrive. Good idea to check a week in advance if theater policy change. Also bring a box of masks in case making policy changes at the locations.
* New Brighton - Love going to Chanhassen dinner theater. But their new rule is no bandana or gator, must be well fitted snug facemask. Make sure to let people know policy changes of the locations and know for sure numbers before payment is made to location. They have been great to work with but the mask issue is a concern for some.

Spring/Summer Programming:

* Fridley: Staffing - bare bones last summer for getting staff. What are plans to help recruit staff. What are you preparing?
	+ Crystal - look at pay, more $ is more quality. took positions up to $14 starting.
	+ Duluth - same thing raised to $15hour, fall winter didn't get as many applicants but high quality, a little older and more experience.
	+ Elk River - moved to a focus on having activities at big events but make it activities that staff don't have to be at each one like replace carnival games with minigolf. Things cut were not missed as much as we saved with staff time to stand there. Wasn't crucial to attendance.
* Crystal did more passive things such as storybook trail.
* MG storybook walks - get copyright permission and move them around once a month.
* Bloomington - partnered with MN author. Book about getting out, mentions a lot of our parks. Braemar was mentioned. Nancy Carlson was the author. Promotes literacy and getting active without having to be close to people. Through a grant - COVID relief - Hennepin County save the summer.
* Elk River used SHIP funding for their storybook trail.

Get us your email if you want to get included on the email list! Join us. Friday November 19, location TBD.

Jenna Smith- MRPA Racial Equity Advisory Committee - here for resources for equity and inclusion in your agencies. Ways to get more information or find out how others handle situations like yours we can facilitate those conversations. Educational workshop ideas or things you need more info about let us know what you want. Looking for people interested in helping with Racial Equity Advisory Committee in the future, contact Michelle or any committee members. We are here, we exist and want to help you and your organization!

Add to email list: Megan Lidd mlidd@duluthmn.gov