

**METROPOLITAN PARK DISTRICT  
OF TACOMA**



**AGENDA**

**June 13, 2022**

**6:00 P.M.**

**Metro Parks Headquarters  
4702 S 19<sup>th</sup> St.  
Tacoma, WA 98405**

Or

Join Remotely

Via Telephone: 1-253-215-8782

Enter Meeting ID: 838 1215 6428

Participant ID: no ID needed just press #

Join Zoom Meeting

<https://us06web.zoom.us/j/83812156428>

MEETINGS ARE RECORDED  
AND MAY BE HEARD UPON REQUEST

**COMMISSIONERS**

**ANDREA SMITH, PRESIDENT**

**AARON POINTER, CLERK**

**TIM REID**

**ROSIE AYALA**

**MICHAEL LIANG**

5:30 P.M. **STUDY SESSION** SEATAC WILDLIFE TRAFFICKING EXHIBIT – ALAN VARSIK

6:00 P.M. **CALL TO ORDER**

**ROLL CALL**

**FLAG SALUTE**

**SPECIAL PRESENTATIONS** JUNETEENTH PROCLAMATION

**PRESIDENT'S REPORT**

**STANDING COMMITTEE & COMMISSION REPORTS**

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"Park District meeting sites are accessible to people who require special accommodations, please contact 305-1091 48 hours prior to the meeting time."



**EXECUTIVE DIRECTOR’S REPORT**

**REGULAR MEETING**

**COMMUNITY COMMENTS**

Community comment is encouraged to be submitted in advance of the meeting in written form. Please submit written comments to the Board by p.m. on June 13, 2022 by e-mailing them to Jennifer Bowman at [jenniferb@tacomaparks.com](mailto:jenniferb@tacomaparks.com). Comments will be compiled and sent to Board members in advance of the meeting. Comments may also be left on voicemail at 253-305-1091 by p.m. on June 13, 2022. Verbal comments will also be allowed during the meeting both in-person and remotely. To request to speak during community comments, please press the Raise Hand button near the bottom of your Zoom window or \*9 on your phone. All speakers will have up to three minutes to speak.

**MINUTES**

- (5-10) MINUTES OF THE MAY 23, 2022 REGULAR BOARD MEETING

**CONSENT AGENDA**

- (11-12) **RESOLUTION NO. C38-22:** APPROVAL OF WARRANTS CLAIM FUND FOR MAY 2022  
(Contact: Debbie Russell, Director of Business Administration & Planning)
- (13-14) **RESOLUTION NO. C39-22:** OWEN BEACH IMPROVEMENTS PROJECT NO. J2020-15 FINAL ACCEPTANCE TO COLVOS CONSTRUCTION  
(Contact: Debbie Russell, Director of Business Administration & Planning)
- (15-18) **RESOLUTION NO. C40-22:** AUTHORIZING SURPLUS AND DISPOSAL OF PERSONAL PROPERTY  
(Contact: Mark Knowlden, Interim Director of Parks & Recreation)

**REGULAR AGENDA**

**PURCHASING RESOLUTIONS**

*(Requiring one reading for adoption)*

- (19-22) **RESOLUTION NO. P41-22:** AUTHORIZING PURCHASE OF GOODS AND SERVICES FOR METRO PARKS TACOMA
1. COLOR GRAPHICS FOR EMPLOYEE UNIFORMS AND PROGRAM SUPPLIES IN THE AMOUNT OF \$120,000  
(Contact, Mark Knowlden, Interim Director of Parks & Recreation)

**PUBLIC WORKS PURCHASING RESOLUTIONS**

*(Requiring one reading for adoption)*

**SINGLE READING RESOLUTIONS**

*(Requiring one reading for adoption)*

(23-26)        **RESOLUTION NO. R42-22:** APPROVING AN ADDENDUM TO THE AGREEMENT WITH THE NORTHWEST TREK FOUNDATION  
(Contact: Alan Varsik, Director of Zoological & Environmental Education)

(27-30)        **RESOLUTION NO. R43-22:** EXTENDING THE AGREEMENT TO FUND A JOINT STAFF POSITION AT THE TACOMA/PIERCE COUNTY HEALTH DEPARTMENT, FOCUSED ON JOINT MATTERS RELATED TO PUBLIC HEALTH AND PUBLIC PARKS AND RECREATION  
(Contact: Hunter George, Policy & Government Relations Officer)

**SECOND READING RESOLUTIONS**

*(Requiring two readings for adoption)*

**FIRST READINGS:**

*(Requiring two readings for adoption)*

(31-46)        **RESOLUTION NO. RR44-22:** ACCEPTING THE ZEED STRATEGIC PLAN  
(Contact: Alan Varsik, Director of Zoological & Environmental Education)

**UNFINISHED BUSINESS**

**NEW BUSINESS**

**BOARD COMMENTS**

**ADJOURNMENT**

**UPCOMING BOARD MEETINGS**

June 15, 2022	Capital Improvement Committee	5:00 PM	Park Headquarters
June 27, 2022	Regular Park Board Meeting	6:00 PM	Park Headquarters
June 29, 2022	Capital Improvement Committee	5:00 PM	Park Headquarters

\*Remote Option meeting details can be found on the Metro Parks Website [www.metroparkstacoma.org](http://www.metroparkstacoma.org)

\*Committee Meetings are subject to change - please check the Metro Parks Website, [www.metroparkstacoma.org](http://www.metroparkstacoma.org) for the most up to date meeting schedules.





**MINUTES OF REGULAR MEETING  
BOARD OF PARK COMMISSIONERS  
MAY 23, 2022**

**PRESENT:** Andrea Smith, President  
Aaron Pointer, Clerk  
Tim Reid  
Rosie Ayala  
Michael Liang

**IN THE CHAIR:** Andrea Smith

**PLACE:** MPT Headquarters, 4702 S 19th St. Tacoma WA

**REGULAR MEETING**

The regular meeting of the Metropolitan Park District Board of Park Commissioners was called to order by President Smith at 6:00 p.m.

**SPECIAL PRESENTATIONS ASIAN AMERICAN & PACIFIC ISLANDER HERITAGE  
MONTH RECOGNITION & PROCLAMATION**

Debbie Russell reminded the Board that the APCC has agreed to serve as the operating partner at Portland Ave. Community Building once the fire remediation is complete. She noted that the District is working on the agreement to transition programs and services temporarily to the Eastside while their new cultural center building is constructed. Ms. Russell further commented that the District is excited that their temporary relocation will enable them to continue providing rich cultural programs, while at the same time activating the space in a way that provides opportunities for partners from the Eastside to share use of spaces with APCC as they work together to serve community needs.

The Board was informed that the District has begun sharing this information with both South and Eastside communities. Ms. Russell commented that staff are excited by the early reaction of eastside community members who were enthusiastic about the news that APCC will operate the new building and are interested in collaborating with others.

Debbie Russell then introduced Lua Pritchard, Executive Director of the Asia Pacific Cultural Center. Dancers and drummers from the Asia Pacific Cultural Center performed.

A proclamation celebrating Asian American and Pacific Islander community and their contributions to Tacoma's social, economic, physical and cultural well-being was read by Commissioner Liang. Commissioner Liang commented on his personal family history as a Chinese American, and the impact parks played in his life.

President Smith thanked the APCC, Lua Pritchard, dancers and drummers for their contributions to Tacoma. She commented that the District is grateful for the long-standing partnership.

**PRESIDENTS REPORT**

President Smith commented the decision to close the Outer Loop of Five Mile Drive to vehicles was not made lightly. She noted that the Board knows how deeply the community cares about this tranquil, forested space and the Board shares the sense of loss in no longer having motorized access to this portion of the park. President Smith continued by stating that upon review and evaluation of the recent geo-tech report, the District ultimately determined the ongoing erosion of the bluff, encroaching on the road's edge, poses a concern about continued vehicular access on the existing roadway. She continued by stating the District's commitment to public safety and environmental protection of this rare urban treasure necessitated this difficult decision in direct response to the acceleration of erosion caused by multiple forces of nature.

President Smith stated that an announcement was made on Tuesday at 10 AM and immediately was a social media hot topic. She stated that staff worked diligently with media and on social platforms to help generate community awareness as quickly as possible prior to the closure which took effective on May 20<sup>th</sup>.

President Smith stated that with the closure now in effect, the District is exploring possibilities for re-establishing a route for motorized access by using an existing service road on the peninsula. This road is currently closed to the public and bisects the tip of the peninsula. It will require less modification, impacting fewer trees and associated habitat. She noted that staff are also assessing ways to develop an accessible connection between the new upper Owen Beach parking area and the non-motorized Outer Loop experience to provide access for those with limited mobility.

President Smith concluded her remarks by stating that Metro Parks is committed to accessibility and inclusivity for all, while keeping people safe in the parks in balance with stewardship of the park's rare urban ecosystem. She continued by stating that MPT wants to create a route with nearby parking for those with mobility issues to gain safe, user-friendly access for a non-motorized experience on the Outer Loop.

**STANDING COMMITTEE AND COUNCIL REPORTS**

Nature & Environment Advisory Council

Commissioner Ayala noted that this council is planning to rotate their upcoming meeting to different parks, as they are learning how the public is using these spaces.

Business & Responsive Agency Advisory Council

Commissioner Reid commented that the council met on May 10<sup>th</sup>. At that meeting staff gave a presentation on the proposed ZEED strategic plan. The council also discussed perspective new members.

Commissioner Reid read a letter into the record from the council to staff acknowledging staff's work through the pandemic.

Joint Municipal Action Committee

President Smith commented that JMAC met on May 13<sup>th</sup>. Meeting agenda items included a discussion about equitable access to affordable childcare.

President Smith officially appointed Commissioner Liang to serve on the Arts & Heritage Advisory Council.

Joint Advisory Council Meeting

Commissioner Liang commented that he attended the joint meeting on May 18<sup>th</sup> where members of all councils were able to meet one another and engage in mutual topics of interest and their commitment to Metro Parks.

**EXECUTIVE DIRECTOR’S REPORT**

Executive Director, Shon Sylvia commented on the following:

- May 25, 2022 CIC meeting is canceled
- Owen Beach re-opening is scheduled for June 4<sup>th</sup> at 11am

**COMMUNITY COMMENTS**

Brian Davern representing the All Points Pickleball Club submitted a written comment to the Board requesting that the District consider adding more outdoor pickleball markings to the current tennis court resurfacing project at Brown’s Point Playfield.

Jackie Jones-Hook, Executive Director of the Buffalo Soldiers Museum requested use of Heidelberg Field for activities she is planning in partnership with JBLM, to host a Labor Day Festival for honoring the community’s Military Labor Force.

**MINUTES OF THE MAY 23, 2022 REGULAR BOARD MEETING**

Commissioner Pointer moved to adopt the minutes as presented; seconded by Commissioner Ayala and passed on a vote of 5-0.

**CONSENT AGENDA**

**RESOLUTION NO. C33-22: APPOINTING AND REAPPOINTING MEMBERS TO THE BUSINESS & RESPONSIVE ADVISORY COUNCIL**

Commissioner Pointer moved to adopt the consent agenda as presented; seconded by Commissioner Ayala and passed on a vote of 5-0.

**PURCHASING RESOLUTIONS** NONE

**PUBLIC WORKS PURCHASING RESOLUTIONS**

**RESOLUTION NO. PW34-22: NORTHWEST TREK ANIMAL OPERATIONS AREA IMPROVEMENTS CONTRACT AWARD TO BCRA DESIGN**

Commissioner Pointer moved adoption of the resolution; seconded by Commissioner Ayala.

Debbie Russell commented that this project includes work for a new commissary, new hay barn and upgraded fencing. Project Manager Fred Ramey reviewed a site map of Trek to familiarize the Board with the location of the projects.

Commissioner Pointer inquired about leftover contingency funds at the end of the project. Mr. Ramey noted that any contingency not used will go back into the NW Trek operating funds.

Being no additional comments, the question was called in the resolution passed on a vote of 5 to 0.

**RESOLUTION NO. PW35-22: POINT DEFIANCE MARINA COMPLEX PIER IMPROVEMENTS, AMERICAN CONSTRUCTION CO. INC. – CHANGE ORDER #3**

Commissioner Pointer moved adoption of the resolution; seconded by Commissioner Liang.

Debbie Russell stated that this contract was awarded back in September 2021. She stated that through the course of construction there have been two other change orders. This third change order for \$16,478.25 is needed to take care of piling caps and below deck structural members.

President Smith then commented that she has heard from some users and renters at the boathouse that construction may impact their usage.

Ms. Russell stated that this change order is for in-water work and should have no impact on facility users. She commented the other work that will commence on the second contract, passed by the Board at their last meeting is related to building improvements. Ms. Russell noted that staff is currently negotiating with the contractor on the sequencing and timing of that work. Staff is continuing to communicate with users as the schedule is firmed up.

Being no additional comments, the question was called in the resolution passed on a vote of 5 to 0.

**SINGLE READING RESOLUTIONS**

**RESOLUTION NO. R36-22: GRANTING MAINTENANCE COVENANT AND EASEMENT ACCESS FROM METRO PARKS TACOMA TO CITY OF TACOMA FOR STORM SEWER IMPROVEMENTS IN SWAN CREEK PARK**

Commissioner Pointer moved adoption of the resolution; seconded by Commissioner Ayala.

Debbie Russell commented that this agreement grants the City, its employees, independent contractors and designees, a nonexclusive easement for ingress and egress over, across and under the property from time to time at the City's sole discretion to inspect, sample, and



monitor components of the stormwater system and discharges. She further stated that these efforts are to ensure that the stormwater system is being maintained and operated in accordance with the O&M Manual and applicable stormwater regulations and guidelines.

Being no additional comments, the question was called in the resolution passed on a vote of 5 to 0

**RESOLUTION NO. R37-22: APPROVING A PARTNERSHIP AGREEMENT WITH THE TACOMA PUBLIC SCHOOLS FOR EXTENDED SCHOOL YEAR AND SUMMER PROGRAMMING**

Commissioner Pointer moved adoption of the resolution; seconded by Commissioner Liang.

Mark Knowlden explained this resolution authorizes up to \$250,000 for afterschool and summer learning for the Special Education Program.

Julian McGilvery commented that this program serves about 180 students.

Being no additional comments, the question was called in the resolution passed on a vote of 5 to 0.

**SECOND READINGS RESOLUTIONS** None

**FIRST READING RESOLUTIONS** None

**UNFINISHED BUSINESS** None

**NEW BUSINESS** None

**BOARD COMMENTS**

Commissioner Liang acknowledged the grief and sadness of the community over the closure of Five Mile Drive but noted he trusts the District to come up with solutions for continued access.

President Smith commented on the tremendous community turnout for the re-opening of the conservatory.

**ADJOURN**

Being no further business, the meeting was adjourned at 6:55 p.m.

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\_\_\_\_\_

President

Clerk

Submitted by: Jennifer Bowman, Board Secretary

**METROPOLITAN PARK DISTRICT OF TACOMA**

**RESOLUTION NO. C38-22**

**APPROVAL OF WARRANTS CLAIM FUND FOR MAY 2022**

WHEREAS, the Board of Park Commissioners approved, appropriated and adopted the 2021-2022 Biennial Budget in Resolution No. RR56-20, dated December 14, 2020, to meet public expenses, bond retirement, interest and operational expenses for the biennium ending December 31, 2022: and

WHEREAS, the Board of Park Commissioners has authorized the Executive Director to establish procedures to meet the fiscal year public debt, to maintain accountable records of all transactions, and to provide certification that labor and debt claims have been met; now, therefore, be it.

RESOLVED by the Board of Park Commissioners of the Metropolitan Park District of Tacoma that the warrants issued to meet obligations in the Warrants Claim Fund and the Disbursements by Funds in the amounts and for the period indicated on Attachment "A" have been audited and certified by the auditing officer as required by RCW.42.24.080 and those expense reimbursement claims certified as required by RCW 42.24.090, be approved for payment.

The foregoing resolution was adopted by the Board of Park Commissioners of the Metropolitan Park District of Tacoma at a regular meeting held on \_\_\_\_\_, 2022.

ATTEST:

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

\_\_\_\_\_  
Clerk

BLANKET CERTIFICATION AND WARRANT APPROVAL FORM

AUDITOR'S CERTIFICATION

I, the undersigned, do hereby certify under penalty of perjury, that the materials have been furnished, the services rendered, or the labor performed as described herein, and that the claim is a just, due and unpaid obligation against the Metropolitan Park District of Tacoma, and that I am authorized to authenticate and certify to said claim.

FOR THE PERIOD STARTING MAY 1, 2021 AND ENDING MAY 31, 2022.

WARRANTS CLAIM FUND

ACCOUNTS PAYABLE CLAIMS FUND:

Warrant Serial Numbers <u>336897</u> to <u>337149</u>	AMOUNT:	<u>\$5,003,370.46</u>
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PAYROLL CLAIMS FUND:

Warrant Serial Numbers <u>054848</u> to <u>055006</u>	AMOUNT:	<u>\$78,880.07</u>
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(Most employees receive payment through direct deposit advice, which are paid to the bank through the Accounts Payable Claims Fund.)

TOTAL	<u>\$5,082,250.53</u>
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Finance and Accounting Auditing Officer  
Metropolitan Park District of Tacoma

- Warrant summary reports are available with the board secretary.
- Detail reports and claim vouchers are available in the Finance and Administrative Services Office.



**MEMORANDUM**

TO: Board of Park Commissioners  
THROUGH: Shon Sylvia, Executive Director  
FROM: Debbie Russell, Director of Business, Administration and Planning  
**SUBJECT: Owen Beach Improvements, Project No. J2020-15  
Final Acceptance to Colvos Construction**  
DATE: June 8, 2022

**EXECUTIVE SUMMARY:** This resolution authorizes final acceptance for Owen Beach Improvements to Colvos Construction.

**BACKGROUND:** The scope of work for Owen Beach Improvements provided the following components:

- Demolition and clearing
- New Restrooms
- Renovated picnic shelter
- Playground
- ADA accessible pathways
- Non-motorized boat hand launch
- Renovated Kayak space (old bath house)
- New promenade
- Interpretive and wayfinding signage
- Site Mitigation
- Plaza space
- Landscaping/ lawn space
- Reconfigured parking and 20 new stalls
- Site furnishings
- Utilities

The project was inspected by staff and was completed as specified. Final contract amount was \$5,004,313.01 with sales tax.

**FISCAL IMPACT:** The project funding includes:

<b>Funding:</b>	
2014 UTGO Bond Fund	\$ 2,382,206
Planning Operations Fund	\$ 700,000
RCO/Water Access Grant	\$ 2,250,000
Tacoma School District	\$ 1,050,000
1% For Art To District Art Fund	\$ (43,000)
<b>Total</b>	<b>\$ 6,339,206</b>

<b>Budget:</b>	
Planning & Design	\$ 1,190,437
Construction (includes tax)	\$ 5,004,313
Other costs	\$ 105,310
Contingency (Remaining)	\$ 39,146
<b>Total</b>	<b>\$ 6,339,206</b>

**ADDITIONAL INFORMATION:** For additional information, please contact Debbie Russell, Director of Business, Administration and Planning at 253-305-1086 or [Debbie.Russell@tacomaparks.com](mailto:Debbie.Russell@tacomaparks.com)

**METROPOLITAN PARK DISTRICT OF TACOMA**

**RESOLUTION NO. C39-22**

**OWEN BEACH IMPROVEMENTS  
PROJECT NO. J2020-15 FINAL ACCEPTANCE TO COLVOS CONSTRUCTION**

WHEREAS, the Board of Park Commissioners of the Metropolitan Park District of Tacoma desired to make improvements to Owen Beach in Point Defiance Park; and

WHEREAS, at the meeting of January 25, 2021, the Board of Park Commissioners approved the contract with Colvos Construction; and

WHEREAS, Colvos Construction has completed the project as specified and inspected by staff; Now, therefore, be it

RESOLVED by the Board of Park Commissioners of the Metropolitan Park District of Tacoma that: Acceptance of the Owen Beach Improvements Project no. J2020-15.

The foregoing resolution was adopted by the Board of Park Commissioners of the Metropolitan Park District of Tacoma at a regular meeting held on \_\_\_\_\_2022.

\_\_\_\_\_  
President

ATTEST:

\_\_\_\_\_  
Secretary

\_\_\_\_\_  
Clerk



**MEMORANDUM**

TO: Board of Park Commissioners  
THROUGH: Shon Sylvia, Executive Director  
FROM: Mark Knowlden, Interim Director of Parks & Recreation  
SUBJECT: **Authorizing Surplus and Disposal of Personal Property**  
DATE: June 7, 2022

**EXECUTIVE SUMMARY:** This resolution authorizes the surplus and disposal of personal property no longer in service or required for future operations from the Department of Parks and Recreation.

**BACKGROUND:** Section V. RCW 35.61.132 authorizes Metro Parks Tacoma to sell, exchange or dispose of any personal property acquired for park purposes when such property is no longer suitable for park or other recreational purposes. The items requested to be surplused are no longer in usable condition or required for operations. Staff routinely evaluates equipment to determine on-going operating and maintenance costs as compared to the cost of replacement. Replacement equipment is evaluated for cost efficiency, environmental standards, and durability. The trash compactor is no longer in use, and due to deterioration, the City of Tacoma refuse department will no longer allow it to remain in service. Meadow Park’s current fleet of carts has begun to outlive its expected lifespan. By surplusing the fleet and replacing it with more efficient cart models, the golf course can recoup as much resale value as possible while moving the business forward at the same time. Staff is requesting that the following items be listed as surplus:

<b>ASSET</b>	<b>DESCRIPTION</b>	<b>SERIAL/PARCEL</b>	<b>DATE ACQ</b>	<b>MODEL</b>
002404	2016 E-Z-GO GOLF CART #1	3206368	05/27/16	TXTE
002405	2016 E-Z-GO GOLF CART #2	3206406	05/27/16	TXTE
002406	2016 E-Z-GO GOLF CART #3	3206335	05/27/16	TXTE
002407	2016 E-Z-GO GOLF CART #4	3206334	05/27/16	TXTE
002408	2016 E-Z-GO GOLF CART #5	3206356	05/27/16	TXTE
002409	2016 E-Z-GO GOLF CART #6	3206407	05/27/16	TXTE
002410	2016 E-Z-GO GOLF CART #7	3206369	05/27/16	TXTE
002411	2016 E-Z-GO GOLF CART #8	3206410	05/27/16	TXTE
002412	2016 E-Z-GO GOLF CART #9	3206370	05/27/16	TXTE
002413	2016 E-Z-GO GOLF CART #10	3206366	05/27/16	TXTE
002414	2016 E-Z-GO GOLF CART #11	3206340	05/27/16	TXTE
002415	2016 E-Z-GO GOLF CART #12	3206409	05/27/16	TXTE
002416	2016 E-Z-GO GOLF CART #13	3206364	05/27/16	TXTE
002417	2016 E-Z-GO GOLF CART #14	3206372	05/27/16	TXTE
002418	2016 E-Z-GO GOLF CART #15	3206357	05/27/16	TXTE
002419	2016 E-Z-GO GOLF CART #16	3206312	05/27/16	TXTE
002420	2016 E-Z-GO GOLF CART #17	3206338	05/27/16	TXTE
002421	2016 E-Z-GO GOLF CART #18	3206314	05/27/16	TXTE

002422	2016 E-Z-GO GOLF CART #19	3206337	05/27/16	TXTE
002423	2016 E-Z-GO GOLF CART #20	3206325	05/27/16	TXTE
002424	2016 E-Z-GO GOLF CART #21	3206353	05/27/16	TXTE
002425	2016 E-Z-GO GOLF CART #22	3206359	05/27/16	TXTE
002426	2016 E-Z-GO GOLF CART #23	3206362	05/27/16	TXTE
002427	2016 E-Z-GO GOLF CART #24	3206354	05/27/16	TXTE
002428	2016 E-Z-GO GOLF CART #25	3206320	05/27/16	TXTE
002429	2016 E-Z-GO GOLF CART #26	3206322	05/27/16	TXTE
002430	2016 E-Z-GO GOLF CART #27	3206328	05/27/16	TXTE
002431	2016 E-Z-GO GOLF CART #28	3206310	05/27/16	TXTE
002432	2016 E-Z-GO GOLF CART #29	3206329	05/27/16	TXTE
002433	2016 E-Z-GO GOLF CART #30	3206352	05/27/16	TXTE
002434	2016 E-Z-GO GOLF CART #31	3206323	05/27/16	TXTE
002435	2016 E-Z-GO GOLF CART #32	3206317	05/27/16	TXTE
002436	2016 E-Z-GO GOLF CART #33	3206309	05/27/16	TXTE
002437	2016 E-Z-GO GOLF CART #34	3206360	05/27/16	TXTE
002438	2016 E-Z-GO GOLF CART #35	3206351	05/27/16	TXTE
002439	2016 E-Z-GO GOLF CART #36	3206326	05/27/16	TXTE
002440	2016 E-Z-GO GOLF CART #37	3206348	05/27/16	TXTE
002441	2016 E-Z-GO GOLF CART #38	3206347	05/27/16	TXTE
002442	2016 E-Z-GO GOLF CART #39	3206341	05/27/16	TXTE
002571	2018 E-Z-GO GOLF CART #6	3355562	06/15/18	TXT ELITE
002572	2018 E-Z-GO GOLF CART #7	3355564	06/15/18	TXT ELITE
002573	2018 E-Z-GO GOLF CART #8	3355565	06/15/18	TXT ELITE
002574	2018 E-Z-GO GOLF CART #9	3355555	06/15/18	TXT ELITE
002575	2018 E-Z-GO GOLF CART #10	3355561	06/15/18	TXT ELITE
002576	2018 E-Z-GO GOLF CART #11	3355559	06/15/18	TXT ELITE
	COMMERCIAL TRASH			MARATHON
	COMPACTOR-NORPOINT	400477	2000	RJ88SC

**FISCAL IMPACT:** Per District policy, 000.003 Disposal of Real Property, Section I, Property may be traded, sold or conveyed when the Board reasonably believes such trade, sale or conveyance is in the best interest of Metro Parks Tacoma.

**ADDITIONAL INFORMATION:** For additional information, please contact Mark Knowlden, at 253-255-2487 or [Mark.knowlden@tacomaparks.com](mailto:Mark.knowlden@tacomaparks.com)

# METROPOLITAN PARK DISTRICT OF TACOMA

## RESOLUTION NO. C40-22

### AUTHORIZING SURPLUS AND DISPOSAL OF PERSONAL PROPERTY

WHEREAS, the Metropolitan Park District of Tacoma wishes to surplus and dispose of personal property which is no longer in service, having been replaced with new units or due to age and condition are no longer required for operations; therefore be it

RESOLVED by the Board of Park Commissioners of the Metropolitan Park District of Tacoma that the following real property items be declared surplus:

<b>ASSET</b>	<b>DESCRIPTION</b>	<b>SERIAL/PARCEL</b>	<b>DATE ACQ</b>	<b>MODEL</b>
002404	2016 E-Z-GO GOLF CART #1	3206368	05/27/16	TXTE
002405	2016 E-Z-GO GOLF CART #2	3206406	05/27/16	TXTE
002406	2016 E-Z-GO GOLF CART #3	3206335	05/27/16	TXTE
002407	2016 E-Z-GO GOLF CART #4	3206334	05/27/16	TXTE
002408	2016 E-Z-GO GOLF CART #5	3206356	05/27/16	TXTE
002409	2016 E-Z-GO GOLF CART #6	3206407	05/27/16	TXTE
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002411	2016 E-Z-GO GOLF CART #8	3206410	05/27/16	TXTE
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002413	2016 E-Z-GO GOLF CART #10	3206366	05/27/16	TXTE
002414	2016 E-Z-GO GOLF CART #11	3206340	05/27/16	TXTE
002415	2016 E-Z-GO GOLF CART #12	3206409	05/27/16	TXTE
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002417	2016 E-Z-GO GOLF CART #14	3206372	05/27/16	TXTE
002418	2016 E-Z-GO GOLF CART #15	3206357	05/27/16	TXTE
002419	2016 E-Z-GO GOLF CART #16	3206312	05/27/16	TXTE
002420	2016 E-Z-GO GOLF CART #17	3206338	05/27/16	TXTE
002421	2016 E-Z-GO GOLF CART #18	3206314	05/27/16	TXTE
002422	2016 E-Z-GO GOLF CART #19	3206337	05/27/16	TXTE
002423	2016 E-Z-GO GOLF CART #20	3206325	05/27/16	TXTE
002424	2016 E-Z-GO GOLF CART #21	3206353	05/27/16	TXTE
002425	2016 E-Z-GO GOLF CART #22	3206359	05/27/16	TXTE
002426	2016 E-Z-GO GOLF CART #23	3206362	05/27/16	TXTE
002427	2016 E-Z-GO GOLF CART #24	3206354	05/27/16	TXTE
002428	2016 E-Z-GO GOLF CART #25	3206320	05/27/16	TXTE
002429	2016 E-Z-GO GOLF CART #26	3206322	05/27/16	TXTE
002430	2016 E-Z-GO GOLF CART #27	3206328	05/27/16	TXTE
002431	2016 E-Z-GO GOLF CART #28	3206310	05/27/16	TXTE
002432	2016 E-Z-GO GOLF CART #29	3206329	05/27/16	TXTE
002433	2016 E-Z-GO GOLF CART #30	3206352	05/27/16	TXTE
002434	2016 E-Z-GO GOLF CART #31	3206323	05/27/16	TXTE
002435	2016 E-Z-GO GOLF CART #32	3206317	05/27/16	TXTE
002436	2016 E-Z-GO GOLF CART #33	3206309	05/27/16	TXTE
002437	2016 E-Z-GO GOLF CART #34	3206360	05/27/16	TXTE
002438	2016 E-Z-GO GOLF CART #35	3206351	05/27/16	TXTE
002439	2016 E-Z-GO GOLF CART #36	3206326	05/27/16	TXTE
002440	2016 E-Z-GO GOLF CART #37	3206348	05/27/16	TXTE



<b>002441</b>	2016 E-Z-GO GOLF CART #38	3206347	05/27/16	TXTE
<b>002442</b>	2016 E-Z-GO GOLF CART #39	3206341	05/27/16	TXTE
<b>002571</b>	2018 E-Z-GO GOLF CART #6	3355562	06/15/18	TXT ELITE
<b>002572</b>	2018 E-Z-GO GOLF CART #7	3355564	06/15/18	TXT ELITE
<b>002573</b>	2018 E-Z-GO GOLF CART #8	3355565	06/15/18	TXT ELITE
<b>002574</b>	2018 E-Z-GO GOLF CART #9	3355555	06/15/18	TXT ELITE
<b>002575</b>	2018 E-Z-GO GOLF CART #10	3355561	06/15/18	TXT ELITE
<b>002576</b>	2018 E-Z-GO GOLF CART #11	3355559	06/15/18	TXT ELITE
	COMMERCIAL TRASH			MARATHON
	COMPACTOR-NORPOINT	400477	2000	RJ88SC

The foregoing resolution was adopted by the Board of Commissioners of the Metropolitan Park District of Tacoma at a regular meeting held on \_\_\_\_\_, 2022.

\_\_\_\_\_  
President

**ATTEST:**

\_\_\_\_\_  
Secretary

\_\_\_\_\_  
Clerk





**MEMORANDUM**

TO: Board of Park Commissioners

THROUGH: Shon Sylvia, Executive Director

FROM: Mark Knowlden, Interim Director of Parks and Recreation Department

SUBJECT: Purchasing Resolution

DATE: June 7, 2022

**EXECUTIVE SUMMARY:** This resolution authorizes the Executive Director to enter into the necessary agreements for the purchase and acquisition of the goods and services detailed in Exhibit A to the Resolution and in the supporting information below.

Proposed goods and services for purchase and/or acquisition:

Item No. 1

<b>VENDOR</b>	Color Graphics
<b>GOODS OR SERVICES</b>	Employee Uniforms/Program Supplies
<b>PRICE</b>	\$120,000.00 including tax
<b>SOURCE OF FUNDING</b>	Parks and Recreation Department Operating Budget
<b>CONTACT</b>	Mark Knowlden (253)305-1067

**BACKGROUND:** Color Graphics supplies embroidered and screen-printed clothing- uniforms for employees, program T-shirts for youth athletics and youth camp T-shirts. When purchasing both uniforms and program shirts we acquire quotes and Color Graphics has regularly offered the lowest price. They can offer the products at a reasonable price, and are able accommodate the tight deadlines that are sometimes necessary for youth programs.

**FISCAL IMPACT:** Funding for this purchase is from the 2022 Parks & Recreation Operating Budget.

**ADDITIONAL INFORMATION:** For additional information, please contact Mark Knowlden at (253) 305-1067 or [Mark.knowlden@tacomaparks.com](mailto:Mark.knowlden@tacomaparks.com)

**METROPOLITAN PARK DISTRICT OF TACOMA**

**PURCHASING RESOLUTION NO. P41-22**

**AUTHORIZING PURCHASE OF  
GOODS AND SERVICES FOR METRO PARKS TACOMA**

WHEREAS, the Board of Park Commissioners have established polices governing the purchase of goods and services for Metro Parks Tacoma through the adoption of Resolution No. RR21-15, Authorizing Amendment of Purchasing Policy for Metropolitan Parks District of Tacoma; and

WHEREAS, the Board of Park Commissioners through the adoption of Resolution No. R51-02, Adopting Board Policies and Procedures, authorized the use of a Purchasing Resolution for consolidation of all purchases seeking approval by the Board of Park Commissioners; and

WHEREAS, Metro Parks staff recommends the Board of Park Commissioners authorize the purchase of goods and services detailed below; now, therefore, be it

RESOLVED by the Board of Park Commissioners of the Metropolitan Park District of Tacoma to authorize the Executive Director to enter into the necessary agreements to purchase or acquire the following goods and services as detailed in Exhibit A to this resolution.

The foregoing resolution was adopted by the Board of Commissioners of the Metropolitan Park District of Tacoma at a regular meeting held on \_\_\_\_\_, 2022.

ATTEST:

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

\_\_\_\_\_  
Clerk

**Exhibit A**  
**to**  
**Purchasing Resolution No. P41-22**

- **VENDOR** Color Graphics
- **GOODS OR SERVICE** Employee Uniforms/Program Supplies
- **PRICE** \$120,000.00 including tax
- **SOURCE OF FUNDING** 2022 Parks and Recreation Department Operating Budget
- **CONTACT** Mark Knowlden- (253) 305-1067





## **MEMORANDUM**

TO: Board of Park Commissioners

THROUGH: Shon Sylvia Executive Director

FROM: Alan Varsik, Director of ZEED

**SUBJECT: Addendum to MOU with the Northwest Trek Foundation**

Date: June 6, 2022

**EXECUTIVE SUMMARY:** Staff is requesting that the Board of Park Commissioners approve the addendum to our MOU with the Northwest Trek Foundation.

**BACKGROUND:** The Northwest Trek Foundation has had a long-term relationship with the Metropolitan Park District of Tacoma and provides support toward the capital, programming and conservation mission of Northwest Trek Wildlife Park.

A new MOU agreement with the Northwest Trek Foundation was established on April 22, 2022 for the period of July 1, 2022 – December 31<sup>st</sup>, 2022. This addendum, Exhibit A, to that agreement includes these essential components:

- A. The Northwest Trek Foundation will provide:
  - a. Essential fundraising/development functions (major gifts, grants, endowment, development events) on behalf of the Northwest Trek Wildlife Park.
  - b. Financially support the commissary/hay barn capital project in the amount of \$250,000 (paid in three bimonthly payments in July, September, and November 2022)
- B. Metro Parks Tacoma will provide:
  - a. Financial support at the rate \$12,500 per month, paid on a bi-monthly basis.
  - b. Office Space and associated utilities; use of office equipment and limited storage space at Northwest Trek.

**FISCAL IMPACT:** The agreement provides an estimated \$250,000 in annual funding for the benefit of Northwest Trek Wildlife Park and \$75,000 of funding to the Northwest Trek Foundation, for development services, including major gifts, grants, capital projects and endowment.

**ADDITIONAL INFORMATION:** For additional information, please contact Alan Varsik, Director of Zoological & Environmental Education at 253-404-3634 or [Alan.varsik@pdza.org](mailto:Alan.varsik@pdza.org)

**METROPOLITAN PARK DISTRICT OF TACOMA**

**RESOLUTION NO. R42-22**

**APPROVING AN ADDENDUM TO THE AGREEMENT WITH  
THE NORTHWEST TREK FOUNDATION**

WHEREAS, the Northwest Trek Foundation is committed to providing on-going support of the capital, conservation and program needs of Northwest Trek Wildlife Park; and

WHEREAS, the Board of Park Commissioners of the Metropolitan Park District of Tacoma has a formal operating agreement with the Northwest Trek Foundation; and

WHEREAS, the current agreement was for the period of January 1, 2021 through December 31, 2021; and

WHEREAS, the Northwest Trek Foundation Board reviewed the new operating agreement; now, therefore, be it

RESOLVED by the Board of Park Commissioners of the Metropolitan Park District of Tacoma to approve the addendum to the operating agreement with the Northwest Trek Foundation for the period of July 1, 2022 and ending on December 31, 2022.

The foregoing resolution was adopted at a regular meeting of the Board of Park Commissioners of the Metropolitan Park District of Tacoma held on \_\_\_\_\_, 2022.

\_\_\_\_\_  
President

ATTEST:

\_\_\_\_\_  
Secretary

\_\_\_\_\_  
Clerk



**EXHIBIT (A) TO OPERATING AGREEMENT  
FINANCIAL AGREEMENTS 2022**

1. Payments or monetized support METRO PARKS TACOMA will make to the NORTHWEST TREK FOUNDATION:

Professional fund raising and operational staff support with an approximate value of \$75,000.

2. Subject to the limitations of the Operating Agreement, payments the NORTHWEST TREK FOUNDATION will make to the METRO PARKS TACOMA:

- \$250,000 supporting the commissary/hay barn capital project

Total estimated value of \$250,000 minimum support

IN WITNESS WHEREOF, the parties hereto have executed this document as of the \_\_\_\_ day of \_\_\_\_\_ 2022.

NORTHWEST TREK FOUNDATION

METROPOLITAN PARK DISTRICT OF  
TACOMA

By: \_\_\_\_\_  
[print name]

By: \_\_\_\_\_  
[print name]

\_\_\_\_\_  
Signature  
Its President  
Dated: \_\_\_\_\_

\_\_\_\_\_  
Signature  
Its Executive Director  
Dated: \_\_\_\_\_

And

By: \_\_\_\_\_  
[print name]

\_\_\_\_\_  
Signature  
Its Board President  
Dated: \_\_\_\_\_





## **MEMORANDUM**

TO: Board of Park Commissioners

THROUGH: Shon Sylvia, Executive Director

FROM: Hunter George, Policy & Government Relations Officer

**SUBJECT: Amending the Interlocal Agreement with the Tacoma/Pierce County Health Department**

DATE: June 3, 2022

**EXECUTIVE SUMMARY:** Staff is requesting that the Board of Park Commissioners extend the Interlocal Agreement with the Tacoma/Pierce County Health Department through 2025 for the shared staffing position that focuses on public health policy and matters related to joint partnership opportunities between the two agencies, including a financial amendment of \$112,363.00 total.

**BACKGROUND:** Under Resolution No. R41-20, the Board of Park Commissioners approved a \$25,000.00 contract between Metro Parks Tacoma (MPT) and the Tacoma/Pierce County Health Department (TPCHD) for a shared staffing position that focuses on public health policy and matters related to joint partnership opportunities between the two agencies.

MPT and TPCHD share many goals related to the social, economic and environmental conditions that support health. Both organizations are committed to healthy and safe opportunities for healthy and engaged communities; green spaces; access to nutritional food; and improved social connections for our community. Furthermore, both agencies recognize that continuing to work collaboratively on health policies and system changes to accomplish these goals is efficient and cost effective. This collaboration has helped to introduce and sustain changes that benefit the health and wellbeing of residents of Tacoma.

Metro Parks Tacoma and the Tacoma Pierce County Health Department agreed that the most efficient pathway to achieving goals associated with health policy and community health was to formally dedicate staff to the effort. As such, a Community Health Coordinator position, housed at the health department has been shared by both TPCHD and MPT (75 / 25 percent, respectively). It was anticipated that the District would contribute \$25,000 per year for a contract for service to assist with review of MPT policies, sharing health department data on underserved populations, and aligning each agency's work on antiracism policies and procedures via the TPCHD Antiracism Incident Command Center established to address racial inequities.

Staff is recommending continuing the shared resource. This Resolution approves an extension through 2025 and a cost increase of \$112,363.00 that is subject to the approval of the 2023-2024 and 2025-2026 biennial budgets.

The Pierce County Board of Health on December 1<sup>st</sup>, 2021, had authorized the Health Director to amend or extend the agreement.

**FISCAL IMPACT:** The original agreement was approved by the Pierce County Board of Health and was valid through December 31<sup>st</sup>, 2021. The total issued in 2020 and 2021 was \$53,745.00 and we are amending the amount by \$112,363.00 (subject of approved funding) for a total of \$166,108.00.

**ADDITIONAL INFORMATION:** If you have any questions, please contact Hunter George, Policy & Governmental Relations Officer at (253) 305-1065 or [Huntermg@tacomaparks.com](mailto:Huntermg@tacomaparks.com)

**METROPOLITAN PARK DISTRICT OF TACOMA**

**RESOLUTION NO. R43-22**

**EXTENDING THE AGREEMENT TO FUND A JOINT STAFF POSITION AT THE  
TACOMA/PIERCE COUNTY HEALTH DEPARTMENT,  
FOCUSED ON JOINT MATTERS RELATED TO  
PUBLIC HEALTH AND PUBLIC PARKS AND RECREATION**

WHEREAS, pursuant to Chapter 39.34 RCW (the Interlocal Cooperation Act), two or more public entities may contract with one another to perform government services that each is by law authorized to perform; and

WHEREAS, Metro Parks Tacoma and the Tacoma/Pierce County Health Department find it mutually beneficial and in the public interest to continue to pursue a cross-jurisdictional sharing arrangement for public health and administrative services approved by the Pierce County Board of Health on December 1<sup>st</sup>, 2021; and

WHEREAS, Metro Parks Tacoma and the Tacoma/Pierce County Health Department desire to work towards an integrated public health policy model that enables alignment of similar public health and parks and recreation initiatives through the leveraging of shared subject matter expertise; and

WHEREAS, Metro Parks Tacoma and the Tacoma/Pierce County Health Department find it mutually beneficial and in the public interest to continue the shared services agreement through 2025 subject to continued approval of funding;

NOW THEREFORE BE IT RESOLVED by the Board of Park Commissioners of the Metropolitan Park District of Tacoma that they hereby authorize the Executive Director to amend the shared staffing agreement with the Tacoma/Pierce County Health Department for an additional \$112,363.00 and extend the contract through 2025.

The foregoing resolution was adopted at a regular meeting of the Board of Park Commissioners of the Metropolitan Park District of Tacoma held on \_\_\_\_\_, 2022.

\_\_\_\_\_  
President

ATTEST:  
  
\_\_\_\_\_

Secretary

\_\_\_\_\_  
Clerk





**MEMORANDUM**

TO: Board of Park Commissioners

THROUGH: Shon Sylvia, Executive Director

FROM: Alan Varsik, Director of Zoological & Environmental Education

**SUBJECT: Acceptance of the ZEED Strategic Plan**

DATE: June 7, 2022

**EXECUTIVE SUMMARY:** Staff requests that the Board of Park Commissioners accept the ZEED Strategic Plan.

**BACKGROUND:** On December 14, 2020, the Park Board of Commissioners authorized staff to enter into a contract with Zoo Advisors for the facilitation of a strategic planning process for Point Defiance Zoo & Aquarium and Northwest Trek Wildlife Park. Unlike previous planning, the largest challenge facing Point Defiance Zoo & Aquarium and Northwest Trek today is the creation of a sustainable business model that influences our community on environmental sustainability while providing much needed recreation and connection with animals. Over the course of the past 18 months Zoo Advisors worked with staff and community partners to develop the mission, vision and goals for ZEED. The Park Board was last updated on the planning efforts at the March 21, 2022 Committee of the Whole Meeting. Attached is summary of the plan.

**FISCAL IMPACT:** The contract was approved for \$98,275.00 and was funded through the ZEED operating budget.

**ADDITIONAL INFORMATION:** For additional information, please contact Alan Varsik, Director of Zoological & Environmental Education at 253-404-3634 or [Alan.varsik@pdza.org](mailto:Alan.varsik@pdza.org)

**METROPOLITAN PARK DISTRICT OF TACOMA**

**RESOLUTION NO. RR44-22**

**ACCEPTING THE ZEED STRATEGIC PLAN**

WHEREAS, Metro Parks utilizes outside expertise for developing strategic plans;

WHEREAS, on December 14, 2020 the Park Board of Commissioners approved Zoo Advisors to work with ZEED staff on the development of the mission, vision and goals; and

WHEREAS, over the past eighteen months Zoo Advisors has worked with staff, Metro Parks leadership and community partners to develop a comprehensive Strategic Plan; now, therefore, be it

RESOLVED by the Board of Park Commissioners of the Metropolitan Park District of Tacoma to accept the Strategic Plan for ZEED.

The foregoing resolution was adopted by the Board of Park Commissioners of the Metropolitan Park District of Tacoma at a regular meeting held on \_\_\_\_\_ 2022.

ATTEST:

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

\_\_\_\_\_  
Clerk



# ZEED STRATEGIC PLAN

2022-2027



# INTRODUCTION

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In a time of massive global transformation, Point Defiance Zoo & Aquarium and Northwest Trek Wildlife Park (together, ZEED), are well-positioned to build upon their previous successes and re-emerge as a powerful player in the Puget Sound conservation community. ZEED benefits from the support of MetroParks Tacoma. With two facilities – one in Point Defiance Park in Tacoma and the other providing immersive wildlife experiences in Eatonville, Washington – ZEED has a particularly unique power to motivate the people of the Pacific Northwest towards conservation action and appreciation.

Conversations throughout our time together centered on interdependence – the harmonious and mutually beneficial co-existence of people and wildlife, within ecosystems, and between the ZEED facilities. This spirit of interdependence permeates the entire document as ZEED staff resonated with a desire to create opportunities that encourage audiences to understand the myriad ways in which they are connected to animals, plants, and natural landscapes. Furthermore, the two ZEED facilities – separated by close to 40 miles – strive to find more effective and integrated ways of collaborating and functioning. This represents the first strategic plan that represents both facilities working toward common goals.

In early 2020, with new leadership and reinvigorated hopes for the future of the Zoo and Trek, ZEED embarked on a strategic planning process facilitated by Zoo Advisors LLC. The result is a united roadmap for the two facilities for the next five years—one that marries the strengths of both organizations and charts a future that both can boldly move toward. Our goals for the project included:

- Position ZEED as a destination and valued community asset
- Think boldly about the modern zoological facility
- Engage staff, board, stakeholders, and community members throughout the process.

Work concluded in March 2022 with the ZEED team and stakeholders fully engaged throughout the process which included a total of six virtual and on-site workshops and numerous smaller meetings

# ZEED PLANNING TEAM

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Conducting this process during these global pandemic and social unrest necessitated a flexibility and sense of innovation that is now reflected in the strategic plan. This team contributed countless hours to participating in workshops and conference calls to ensure that the process was on track and fully represented the desired direction of ZEED.

Alan Varsik - Director

Rick Dietz - Deputy Director

Sarah Oliver - Deputy Director

Donna Powell - Business Manager

Whitney DalBalcon - Marketing & Communications Manager

Marina Becker - Parks Director

Fred Ramey - Operations Manager

Jessica Moore - Education Curator

Marc Heinzman - Zoological Curator

Wendy Spaulding - Conservation Engagement Curator

Karen Goodrowe - General Curator

Debbie Terwilliger - MetroParks Tacoma Director of Business & Planning

Ruthann Howell - Zoo Society Executive Director

Dana Brown - Visitor Services Supervisor

Denette Cowan - Marketing & Communications Supervisor

John Mattox - Database Administrator/IT

Dr. Allison Case - Veterinary Medicine

Malia Sommerville - Zoological Curator

Jesse Schossow - Budget Supervisor

Craig Standridge - Conservation Engagement Coordinator, later Education Curator

Heather Parkinson - Zoo Society Board member

Cathy Torgerson - Northwest Trek Board Chair

Melissa Malott - Communities for a Healthy Bay Executive Director

This work also benefitted tremendously from the input and perspectives of MPT staff and board members, as well as individuals from the Tacoma and South Sound communities who participated in listening sessions, interviews, and other discussions throughout the process.

## MISSION

An organization's mission is its reason for being, its core purpose—a statement of “why it exists.” A zoo's mission reflects its focus on bringing people together—its community, guests, stakeholders, staff, and volunteers—and recognizes its unique strengths in caring for animals and using conservation science to combat extinction.

ZEED took a bold step in creating a mission that recognizes the diverse relationships that their audiences already have with the natural world, the facilities' roots in Pacific Northwest, and their understanding of the interdependence that exists within ecosystems and includes plants, humans, and other animals.

### *Our Mission*

Awakening a connection to Wild Life with everyone in the Pacific Northwest.

Each word of this new mission was intentionally selected for its meaning:

- “Awakening” recognizes that a latent relationship with nature exists within all of us.
- “A connection” recognizes the different ways in which these relationships can develop.
- “Wild Life” calls out not only animals, but all living creatures in an ecosystem.
- “Everyone” reflects ZEED's commitment to inclusion and accessibility.
- “In the Pacific Northwest” centers ZEED's work in a community and sense of place.

## VISION

In contrast to an organizational mission, a vision statement is aspirational. It's a courageous idea of a desired future. ZEED's vision is inclusive and ambitious—a commitment to an ideal, and a challenge to its communities to participate in the important work of stewardship and conservation. Like the mission statement, this vision statement also represents a new articulation of ZEED's purpose and direction.

### *Our Vision*

We envision a future where all people in our communities are engaged in the care and protection of nature.

The use of “connection” in the mission and “care and protection” in the vision statement reflects a spectrum of engagement and recognizes both the emotional and behavioral elements in zoos and aquariums must consider in creating change. The vision statement also specifically references “all people” as a reflection of ZEED's JEDAI commitment and “our communities” as a recognition that the ZEED community is not monolithic.

# OUR CORE VALUES

Core values are the soul of an organization—those qualities that reflect how the organization treats its entire “family” and community; words that express who they are and what they represent. Core values are traits that the team will commit to living throughout their work life.

We generated these core values through an iterative set of exercises including input from 82 staff and 14 volunteers across the Zoo and Trek, as well as the planning team. Initial data collection was centered on three prompts:

- What are the characteristics of the ideal ZEED ambassador?
- If you could create three working rules for everyone in ZEED to follow, what would they be?
- What would you like to say about the people who work at ZEED in five years?

## *Passion*

We care deeply about changing the world and inspiring hope. We believe in the positive impact we have on our planet and our communities, and we share that passion with others.

## *Courage*

We are constantly learning, growing, adapting, and innovating. We take strategic risks, acknowledge our mistakes, and celebrate our successes.

## *Belonging*

You belong. We welcome, respect, and actively include the perspectives, cultures, and values of our communities.

## *Compassion*

We approach each other, our animals, our environment, and our communities with empathy and kindness.

## *Trust*

We hold ourselves to a high standard. We honor the trust placed in us by our team, community and partners through integrity, honesty, and expertise.

## *Collaboration*

Together we are stronger. We are part of an interdependent community of animals, plants, and people that is able to achieve more together than alone.

# STRATEGIC GOALS/OBJECTIVES/ACTIONS

Our initial efforts to generate strategic pillars resulted in nine potential goal areas ranging from animal care, conservation, to science and research, to the guest experience and education. Over time, we were able to prioritize four core strategic areas through careful conversation and thematic arranging of ideas. These four areas – One Team, Community, Environmental Footprint, and Wild Life Sustainability – represent a diverse range of areas wherein each person and department in ZEED can have an impact.

For each strategic pillar area, we crafted a goal statement to reflect the motivation for working in this area. Each strategic pillar then has objectives that represent the impacts that ZEED wants to see because of their work. From here, we have started the process of building action steps to achieve each of these outcomes, though we recognize the need for ongoing community dialogue to further identify and refine these action steps over the next five years. The following goals and objectives promise an ambitious and exciting future for ZEED – rooted in a new mission and vision and responsive to the defining trends in our industry.







# ONE TEAM

## Goal

*Achieving our ZEEED mission is dependent upon building a strong team and positive, trusting relationships. We commit to investing in each other by developing the team, attracting diverse talent, supporting kindness and compassion, fostering open and safe communication, and cultivating our shared values to encourage the journey and inspire hope.*

Objective 1: Collaborate across work units, departments, and campuses to create One Team within ZEEED and integrate our mission into all aspects of our culture, and physical and psychological safety.

Objective 2: Implement a process to integrate and embed the strategic plan across ZEEED that recognizes and addresses the challenges of change.

Objective 3: Focus ZEEED's justice, equity, diversity, access, and inclusion (JEDAI) work to enhance a sense of belonging for the ZEEED team and guests.



# COMMUNITY

## Goal

*We prioritize relationships with all communities by growing our partnerships, creating meaningful connections, and actively reducing barriers to access.*

Objective 1: Enhance relationships and support community needs.

Objective 2: Improve access to our facilities and experiences across identified target communities.

Objective 3: Further awaken connections with nature by actively engaging local communities in protecting Wild Life and promoting environmental sustainability.

Objective 4: Develop and enhance community pipelines for Zoo/Trek careers.

Objective 5: Expand and deepen partnerships within community convening points (e.g. schools, libraries, community centers).

Objective 6: Build empathy and action for Wild Life internally and externally.





# ENVIRONMENTAL FOOTPRINT

## Goal

*We aim to continually recognize our environmental impact and the ways in which we are interdependent with the environment and our communities. We inspire our community to do the same, understanding that our combined efforts have the greatest potential for success.*

Objective 1: Fully integrate environmental sustainability into our decision-making and organizational culture.

Objective 2: Inspire guests, audiences, and community members to care about and act for environmental sustainability and reduction in fossil fuel use.

Objective 3: Collaborate and engage with relevant partners, our staff, and our audiences to strategically advocate for Wild Life and more specifically address reduction in greenhouse gas emissions.



# WILD LIFE SUSTAINABILITY

## Goal

*We engage people in the care and protection of nature by taking a collaborative approach to identifying and addressing the challenges facing Wild Life and their ecosystems, both in expert human care and the wild.*

Objective 1: Create a strategically focused and integrated approach to conservation that builds a **conservation culture** amongst ZEED staff, volunteers, partners, and vendors.

Objective 2: Develop a continuous improvement model for **wellness** practices for animals in our care so that ZEED emerges as a leader for setting industry standards.

Objective 3: **Enhance viability** of animal populations for species in our care.

Objective 4: Develop innovative exhibitry and an associated messaging plan that **tells the story** of ZEED's care for species - health, wellness, and conservation.

Objective 5: Develop specific actions our communities can take to enhance ZEED's in situ and ex situ programs.



# WILD LIFE SUSTAINABILITY

## In-situ Examples

- Rockfish surveys in Puget Sound
- Fisher restoration in Washington
- Bat white-nose syndrome treatment pilot program
- Advocating for grizzly bear restoration in Washington

## Ex-situ Examples

- Oregon spotted frog and Northern leopard frog head start programs
- Red wolf propagation and release
- Sumatran tiger GSMP

# NEXT STEPS & CONCLUSION

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Moving forward, ZEED's primary efforts should be in how to best execute the various parts of the plan, and to ensure that the entire team feels that the plan is "theirs." Though we began the process of generating action steps with ZEED staff, these are not necessarily final; instead, they are well-informed suggestions or ideas on how to move forward. To codify and strengthen these action steps, ZEED staff should embark on intentional community engagement and discussion with relevant collaborators and partners.

ZEED staff within and across departments and facilities may find it useful to take stock of their current work and projects to determine how these efforts intersect with the new strategic plan. We also encourage ZEED staff to create a plan for tracking and measuring progress towards achieving different parts of the plan, and of course, celebrating their successes along the way!

This strategic plan represents a tremendous amount of work, care, and dedication on the parts of ZEED staff. The result is a carefully crafted map to guide the next five years of ZEED's development. ZEED staff's pride in their work is reflected in this plan, as is the optimism and confidence they have in their ability to positively impact the world and the Pacific Northwest. Both aspirational and grounded in ZEED's strengths, Point Defiance Zoo & Aquarium and Northwest Trek have laid a promising foundation for their future, one that is more collaborative, integrated, and inclusive than ever.

# ***ZEED Strategic Plan***

## ***2022-2027***



### **MISSION**

Awakening a connection to Wild Life with everyone in the Pacific Northwest.

### **VISION**

We envision a future where all people in our communities are engaged in the care and protection of nature.

### **VALUES**

Passion  
Courage  
Belonging  
Compassion  
Trust  
Collaboration

### **COMMUNITY**

We prioritize relationships with all communities by growing our partnerships, creating meaningful connections and actively reducing barriers to access.

### **WILD LIFE SUSTAINABILITY**

We engage people in the care and protection of nature by taking a collaborative approach to identifying and addressing the challenges facing Wild Life and their ecosystems, both in expert human care and the wild.

### **ONE TEAM**

Achieving our ZEED mission is dependent upon building a strong team and positive, trusting relationships. We commit to investing in each other by developing the team, attracting diverse talent, supporting kindness and compassion, fostering open and safe communication, and cultivating our shared values to encourage the journey and inspire hope.

### **ENVIRONMENTAL FOOTPRINT**

We aim to continually recognize our environmental impact and the ways in which we are interdependent with the environment and our communities. We inspire our community to do the same, understanding that our combined efforts have the greatest potential for success.



**Northwest Trek**  
Wildlife Park  

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METRO PARKS TACOMA

**ZOO**  
ADVISORS