4.1 MPT WORKFORCE DIVERSITY

Through the values of equity and accountability, MPT has institutionalized the importance that if the agency truly desires to deliver programs and services to our community in an equitable manner, our workforce must mirror our community to the greatest extent possible. By adopting this performance measure, MPT commits itself to utilizing all tools and techniques available to drive the District’s workforce towards equalization in the areas of gender and ethnicity. **MPT Goal = Attain workforce diversity in gender and ethnic composition that are within 5% of the District community by 2023.**

**Figure 2. Degree of Gender Similarity between the MPT Workforce and the Tacoma Community**

**Figure 3. Degree of Ethnic Similarity between the MPT Workforce and the Tacoma Community**
4.2 RESIDENTS COVERED BY THE 10-MINUTE WALK LEVEL OF SERVICE STANDARD

Stemming from the MPT Park Classification System, MPT has had a baseline service radius target for the geographic distribution of park facilities for over 10 years. Historically, this level of service (LOS) standard has stated that MPT needed to strive to provide each of the types of park classifications to all residents, regardless of geographic location (i.e. to have a Neighborhood Park within a 3/4 mile of every residence, etc). This approach offers a valuable strategy to ensure that all residents have equitable access and should be further refined as MPT continues to plan for its future park system. That being said, consistent scientific survey data shows that residents want and need access to park space (regardless of classification) closer to their homes than is currently offered. In addition, the Trust for Public Land (TPL) reports that one in three Americans do not have a park or green space within a 10-minute walk of home. Through the adoption of this plan, MPT has refined its top-level LOS goal to ensure that all District residents, regardless of location, have access to a park or open space within a 10 minute walk from their residence.

In October 2017, the City of Tacoma officially endorsed the 10-minute walk standard that is promoted by the Trust for Public Land, NRPA and the Urban Land Institute. This directive provides a clear understanding of a key strategic direction for the District. Currently, the District has approximately 47% coverage to meet this initiative. However, adding in the School District K-12 properties within the MPT boundary reduces the 10-minute walk gap to 26%. MPT Goal = Achieve 90% 10 minute walk LOS coverage by the year 2023.

![Figure 4. Existing Coverage for 10-Minute Walk Standard](image1)

![Figure 5. Existing Coverage for 10-Minute Walk Standard When Adding School District](image2)
4.3 MISSION LED COMPREHENSIVE PROGRAM PLAN (MLCPP) IMPLEMENTATION

The MPT Mission Led Comprehensive Program Plan (MLCPP) is a major planning document that guides the need for MPT’s recreation and community programming operations to change and adapt to constituent needs. In short, this plan provides MPT staff the roadmap to ensuring that MPT is tailoring its program offering mix in the areas where customers demand is highest. This overall effort ensures that MPT remains on the cutting edge and always offers new and exciting programs to the public.

Although simplistic, this performance measure solidifies the strategic connection between the efficiency and efficacy of MPT’s overall operations to the need for the District’s program staff to remain innovative and entrepreneurial. This performance measure gauges MPT’s biennial level of attention and effort to the execution of the MPT MLCPP Plan. MPT Goal = Achieve 100% completion of all biennial goals outlined in the MLCPP in the 2017/18, 2019/2020 & 2021/22 biennia¹.

¹ The current MLCPP was adopted in 2016 and has an action plan that covers the 2017/18, 2019/20 & 2021/22 biennia. As such, this performance measure will be updated at the conclusion of each biennial year.

4.4 MPT ENVIRONMENTAL SUSTAINABILITY PLAN IMPLEMENTATION

As discussed in detail above, the MPT Districtwide Environmental Sustainability (ES) Plan is a key component of MPT’s efforts in its Conservation Pillar, and was developed in late 2015. Similar to the other planning documents in the MPT strategic planning framework, the MPT ES Plan has a six year action schedule that governs how and where MPT will work to advance environmental sustainability in Tacoma.

Although simplistic, this performance measure solidifies the importance that the MPT Board of Park Commissioners and District leadership has placed on these important issues. This performance measure gauges MPT’s level of attention and effort to the execution of the MPT ES Plan. MPT Goal: Accomplish 100% of all actions annually identified in the MPT Environmental Sustainability Plan.

![Figure 6. Environmental Sustainability Plan Actions Completed Actions by Year](image)
4.5 PERCENTAGE OF THE MPT BUDGET DEFINED AS “NON-TAX” OR EARNED

After the close of the finances and accounting for each previous calendar year (usually near the close of the first quarter), MPT will calculate the percentage of non-tax revenue generated as part of that year’s budget. This performance measure is a general and high level snapshot of MPT’s level of effort and success at generating revenue extend the operating reach of the District. In calculating this measure, MPT uses data from the previous five (5) years to develop goals for future budget years. **MPT Goal = Grow the average “non-tax” or earned revenue component of the overall MPT operational budget by 0.5% per year.**

![Percentage of the Annual MPT Operating Budget Defined as "Non-Tax" or "Earned"](image)

**Figure 7. Percentage of the Annual MPT Operating Budget Defined as “Non-Tax” or “Earned”**
The provision of recreation program offerings to citizens is a core mechanism by which MPT fulfills its Mission. As a basic rule of business, MPT is committed to ensure that all of its programs are efficiently produced, well attended and recover their costs at predetermined levels. In doing so, MPT uses registration capacity criteria as one of several ways to judge the effectiveness of any program. It is important to note that is highly unlikely that all programs offered would reach the 75% registration capacity threshold outlined in this performance measure—new programs and classes are often used to test markets and audiences and often do not garner immediate success. That being said, MPT strives to have as many of its programs possible meet this criteria. In calculating this performance measure, MPT annually pulls data from the three (3) previous calendar years and uses the resulting trend to set goals for future years. **MPT Goal = Maintain at least 35% of classes run in 2018 above 75%, 40% in 2019, and 40% in 2020.**

![Figure 8. Annual Average District-Wide Program Offering Capacity](image-url)