



## PARKS AND RECREATION

Our workforce is unique in that we help connect people and places across generations as they seek to engage with us for outdoor recreation. We are in the business of hospitality, customer service and making memories. Parks are critical to strengthening public health, employee retention and community attractiveness.

### WHAT HAPPENS IF WE CAN'T DO OUR JOB...

#### WELL-BEING



Decreased access to parks affects quality of life. Outdoor recreation is essential to ND citizens' physical, mental and spiritual health and well-being.

#### NATURAL RESOURCES



The scenic beauty of the state will not be protected and preserved for future generations due to increased erosion and deterioration through overuse and neglect.

#### ECONOMIC IMPACT



Outdoor recreation is an important driver of tourism. State park visitation contributed \$154 million to the state's economy in 2020 and supported 1,850 jobs.

### CURRENT AGENCY TEAM MEMBER STATS

#### FULL-TIME EQUIVALENT

57.75

FTE team members

3

Number of vacancies

\$67k

Average annual salary

11

Average years of service

5

Retirement-eligible

#### YEAR-ROUND TEMP

21

YRT members

1

Number of vacancies

\$43.5k

Average annual salary

1.5

Average years of service

30%

Approx. yearly turnover

#### SUMMER SEASON (2022)

244

Summer seasonal team members

40

Number of vacancies

\$15-18/hr

Average pay

161

ND residents

43

Out of state

# PARKS AND RECREATION WORKFORCE

## HOW WE COMPARE – LAST 10 YEARS

STAFFING

Industry has grown  
**37.5%**

We have only grown  
**4.5%**

SALARY

Industry has increased  
**42%**

We have only increased  
**15.5%**

FUNDING

Industry has grown  
**8.6%**

We have only grown  
**-5.4%**

## COST OF TURNOVER

**\$100.5K**  
per team member

Figured with 150% of annual salary.

Parks and Recreation's cost of turnover is high due to the unique training and skill set needed, specifically among park managers and rangers. Resources are dedicated for them to attend and graduate from the Law Enforcement Training Academy and a considerable amount of work and training is invested over 3-5 years so employees can provide high quality customer service.

Turnover has averaged 9.32% over the last seven years. 2021 saw turnover at 18.52% and this year is at 10.4%. 40% are leaving for other employment, 22.5% are resigning and 35% are retiring.

## WORKFORCE COMPETITION



### Government

Other government entities are paying more than the state. Additionally, staff are able to work in less isolated locations.



### Law Enforcement

Law enforcement agencies pay more than parks and recreation and offer better schedules and time off away from the job.



### Private Industry

Private industries offer much higher pay, specifically in the energy sector, consulting firms and customer service.



### Summer Seasonal Competition

We hire approximately 240 summer employees and compete with industries that pay more and are closer to home for many potential employees.

**INDUSTRY OUTLOOK:** The growing interest and shift in demand for more recreational opportunities paired with smart, efficient technology are trends we anticipate in 2023 and beyond. The outdoor recreation sector is \$1.4 billion in value to the state economy. North Dakota state parks experienced the highest visitation numbers over the past three years. These visitors are asking for more options for their outdoor experiences. These options range from year-round facilities to improved and increased infrastructure to support the demands of their larger camping units.