



## **Resolution 2023-246**

### **RESOLUTION SETTING THE SALARY FOR PARK BOARD SUPERINTENDENT AL BANGOURA EFFECTIVE JANUARY 1, 2024 AND AMENDING HIS CONTRACT**

Whereas, The current contract between Superintendent Al Bangoura and the Minneapolis Park and Recreation Board (MPRB) called for a market-based compensation study to be performed on the position of Superintendent prior to December 31, 2023;

Whereas, The MPRB's Human Resources Department completed a compensation study that compares the position of Minneapolis Park and Recreation Board Superintendent to similarly situated positions in this region, state, and country and also compares the Superintendent position to comparable City of Minneapolis department leaders;

Whereas, The Minnesota State Legislature repealed the local government salary cap in its entirety effective in 2023;

Whereas, Historically the salary cap has caused wage compression throughout the MPRB organization including the position of Superintendent;

Whereas, For appointed positions except for the Superintendent, the MPRB uses pay scale ranges known as proficiency levels, which include five levels with a 4% increase for each level and it is customary for employees who have not yet reached level five to move up a level periodically in addition to receiving organization-wide annual wage adjustments;

Whereas, For certified positions, the MPRB uses pay scale ranges which typically includes five steps with a 4% increase for each step and it is customary for employees who have not yet reached step five to move up a level annually in addition to receiving organization-wide annual wage adjustments;

Whereas, The Superintendent's salary is set at the discretion of the Board and does not have defined levels, salary range, or midpoint;

Whereas, The compensation study found that a salary range of \$192,946 to \$227,895 for the Superintendent would be appropriate, reasonable, and fair for 2024 given the market analysis and the duties and responsibilities of the Minneapolis Park and Recreation Board Superintendent;

Whereas, Comparing the findings of the compensation study to the MPRB compensation methodology for all other staff, the Superintendent's range and midpoint would be \$192,946 - \$227,895.00, and \$210,702.00 respectively;



Whereas, The Superintendent's current salary is below the lowest range value determined by the compensation study/market analysis;

Whereas, The Superintendent has been in his role for five years and during that time, has not been given the equivalent of a level increase nor has a market study been done on the position of Superintendent;

Whereas, And while a contract amendment is not a job performance evaluation, Superintendent Bangoura has shown strong leadership of the organization, received positive performance evaluations, and has effectively carried out the goals of the Strategic Directions set by the Board;

Now, Therefore Be It Resolved, based on all of the above stated factors, the salary for the contract of Al Bangoura, Superintendent of the Minneapolis Park and Recreation Board, will be set at two-hundred ten thousand seven hundred and two dollars (\$210,702.00) as of January 1, 2024, to reflect a market rate adjustment and the 2024 average annual increase of all work units within the organization;

Now, Therefore Be It Resolved, that during the remainder of the contract and prior to the end of each fiscal year, the Superintendent may request that the board approve a salary increase that is equivalent to an in-range level increase beginning in contract year 2025; and

Be It Further Resolved, the Minneapolis Park and Recreation Board President and Attorney are directed to execute an amendment to Superintendent Al Bangoura's current contract to reflect these changes accordingly.



TO: Minneapolis Park and Recreation Board

FROM: Jennifer Ringold, Deputy Superintendent

DATE: December 6, 2023

SUBJECT: RESOLUTION SETTING THE SALARY FOR PARK BOARD SUPERINTENDENT AL BANGOURA EFFECTIVE JANUARY 1, 2024 AND AMENDING HIS CONTRACT

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## BACKGROUND

This resolution considers setting a new salary for the Superintendent as of January 1, 2024 and amending his employment contract accordingly. The existing contract (*Attachment A*) required a market-based compensation study be completed by the end of 2023. This was completed and the results are available in *Attachment B*. The recommended salary was negotiated by the Board President Meg Forney.

## PREVIOUS BOARD ACTIONS

December 7, 2022	Resolution 2022- 344: RESOLUTION APPROVING A NEW CONTRACT WITH SUPERINTENDENT ALFRED BANGOURA NEGOTIATED BY THE PRESIDENT
November 2, 2022	Resolution 2022-314: RESOLUTION AUTHORIZING THE PRESIDENT TO NEGOTIATE A NEW CONTRACT WITH SUPERINTENDENT AL BANGOURA
December 19, 2018	Resolution 2018-349: Approving the Employment Agreement with Al Bangoura, Superintendent of the Minneapolis Park and Recreation Board

## RECOMMENDATION

Resolution submitted on behalf of the Board President Meg Forney.

This action is supported by the following goals and strategies in Parks for All, the MPRB Comprehensive Plan 2021-2036.

**Goal:**

**Strategy:**



08. Cultivate a thriving workforce 8.18: Invest in elected and senior leadership with an emphasis on continued enrichment & development, inclusion, ethics, technical credentials, and succession planning.

**Attachments:**

Attachment A – Superintendent Employment Contract 2022

Attachment B – Salary Comparison Data Superintendent

*Jbr 12.6.2023.*