

Reclassify Jobs in Parks & Rec details

Mayor and Council,

There exists currently only one level of Park Maintenance Technician in our Job Classifications and Pay Plan. A Parks Technician will stay in that single pay grade until they reach the maximum pay of that grade. There is not room to move up into a more senior position that recognizes their years of experience and knowledge, or their job-related certifications. They also do not have incentive to strive for a promotion or obtaining a new certification, because there is not a career ladder that recognizes and rewards these.

We have Parks Maintenance Technicians who have worked 9 or 10 years for us and plan to work many more, who between their time with us and their work with previous employers in the same field, have accumulated about 20 years of experience and reached the top of the pay scale and have “topped out” on receiving annual merit increases.

We propose to create two more grades of Maintenance Technician that will incentivize Techs to obtain additional certifications, as well as recognize their accumulated knowledge and experience. If approved, this will provide them with a “career ladder” to climb, and they will be able to continue to be eligible for annual merit increases for a few years longer in their career with us.

Currently there are two Parks Maintenance Technicians that will be eligible to move to the new Senior position based on both years of experience and multiple professional certifications, but none currently eligible to move to the middle Tech II position. We expect a couple more to achieve the middle position in the coming years and hope they will all continue to achieve and move up the ladder over the years.

Specifics:

| | Grade | Min | Mid | Max |
|--|--------------|------------|------------|------------|
| (Current) Parks Maintenance Technician | 13 | \$32,944 | \$41,180 | \$49,416 |
| (new) Parks Maintenance Technician II | 14 | \$34,591 | \$43,239 | \$51,887 |
| (new) Sr. Parks Maintenance Technician | 15 | \$36,320 | \$45,400 | \$54,480 |

Matches similar pay grades to equivalent Maintenance Technician positions in Public Works

Fiscal Impact:

If approved to be reclassified 7/1, next fiscal year will increase pay by a total of \$3705.00 for the two eligible to be reclassified:

\$3705.00 in additional salary plus a slight increase in benefits (retirement contributions). If two more people move up from I to II in the following year, another \$3000 increase in salaries.