

Parks, Recreation, and Forestry Department

To: Finance Committee Members

From: Kristine Butteris, Parks, Recreation, and Forestry Director

Date: 01/23/2026

Subject: Hiring of Parks Project Supervisor

Background

Ryan has consistently demonstrated a strong work ethic, sound judgment, and a natural ability to lead both crews and projects effectively. His leadership style is hands-on and collaborative, earning the respect of staff while maintaining productivity, safety, and quality standards in the field. These qualities align well with the Park Projects Supervisor position, which is a working, hands-on supervisory role.

In this expanded role, Ryan will continue to hold the responsibilities of City Forester while also overseeing park improvement projects. He has proven his ability to balance fieldwork with administrative responsibilities, including completing required paperwork, maintaining accurate records, and effectively utilizing inventory and asset management software. His attention to detail and organizational skills ensure that projects are tracked accurately and completed efficiently. With this expanded role, as an exempt employee, we would like to place this position at a Grade 155/Step C/\$40.07, and the review the role as Parks Project Supervisor/City Forester for the 2027 budget season.

Ryan's familiarity with City operations, park infrastructure, and forestry practices provides continuity and added value to the department. His experience allows him to anticipate project needs, coordinate resources, and guide crews through both routine and complex tasks with confidence.

Based on his demonstrated leadership, technical knowledge, and ability to manage both people and processes, Ryan Thurow is well qualified to assume the Park Projects Supervisor role while continuing his duties as City Forester. This appointment will strengthen project oversight, enhance operational efficiency, and support the continued success of the Parks, Recreation, and Forestry Department.

Budget Goal

1. Create a community where all can feel safe and strive for economic success.
2. Maintain indoor and outdoor recreational facilities to enhance safety, overall health, and quality of life.

3. Serve co-workers and members of the public in a kind and friendly manner to promote employee retention and citizen trust.

Financial Impact

This position has been budgeted for and there is no additional impact.

Recommendation

To approve Ryan Thurow as Parks Project Supervisor Grade 155/Step C/\$40.07.