

# APPROVED

SEP 18 2019

## BOARD OF RECREATION AND PARK COMMISSIONERS

BOARD REPORT

NO. 19-186

DATE September 18, 2019

C.D. All

### BOARD OF RECREATION AND PARK COMMISSIONERS

SUBJECT: AMENDMENT TO PERSONNEL RESOLUTION NO. 10547 – SECTION 1D (SUBSTITUTE POSITIONS) AND SECTION 1E (IN-LIEU POSITIONS)

AP Diaz		S. Piña-Cortez	_____
*H. Fujita	_____	C. Santo Domingo	_____
V. Israel	_____	N. Williams	_____

  
 \_\_\_\_\_  
 General Manager

Approved     X                          Disapproved \_\_\_\_\_                      Withdrawn \_\_\_\_\_

### RECOMMENDATION

Amend Personnel Resolution No. 10547 effective immediately as follows:

#### Section 1D – Substitute Positions

Add

<u>No.</u>	<u>Code</u>	<u>Classification &amp; Location</u>
1	2424	Principal Park Services Attendant – Cabrillo Aquarium

#### Section 1E – In-Lieu Positions

Add

<u>No.</u>	<u>Code</u>	<u>Classification &amp; Location</u>
1	3345	Senior Carpenter – Metro Region

### SUMMARY

The Department of Recreation and Parks (RAP) staff recommends the Board of Recreation and Park Commissioners (Board) establishes a substitute position of Principal Park Services Attendant, Code 2424, and an in-lieu position of Senior Carpenter, Code 3345, in RAP.

Management at the Cabrillo Marine Aquarium (CMA) has identified the need for a Principal Park Services Attendant position there. Management of the Construction Division wishes to hire a Senior Carpenter in lieu of a Carpenter Supervisor. Upon approval by the Board, staff will request the Personnel Department to review the duties of the proposed Principal Park Services

## BOARD REPORT

PG. 2 NO. 19-186

Attendant position to determine if the duties can be appropriately allocated to the Principal Park Services Attendant classification.

This report has been reviewed by the Office of the City Administrative Officer.

### FISCAL IMPACT STATEMENT

The top annual salary of a Principal Park Services Attendant is currently Eighty-One Thousand, Seven Hundred Three Dollars and Forty-Four Cents (\$81,703.44). If approved, management at the CMA will more than offset the direct cost of this substitute position by holding a regular authority Marine Aquarium Administrator, Code 2404, position vacant – the top annual salary of which is currently One Hundred Twenty-Seven Thousand, One Hundred Eighty Dollars and Eight Cents (\$127,180.08).

The top annual salary of a Senior Carpenter is currently Ninety-Four Thousand, Eight Hundred Eighty-Nine Dollars and Sixteen Cents (\$94,889.16). If approved, management will offset the direct cost of this in-lieu position by holding a regular authority Carpenter Supervisor, Code 3346, position vacant – the top annual salary of which is currently Ninety-Nine Thousand, One Hundred Fifty-Nine Dollars and Twelve Cents (\$99,159.12).

Approval of this Board Report will positively impact RAP's General Fund inasmuch as it will generate salary savings.

### STRATEGIC PLAN IMPACT STATEMENT

Approval of this Board Report will have no impact on RAP's Strategic Plan as there will be no net increase in the number of full-time regular authority positions:

Goal No. 7: "Maintain a Diverse and Dynamic Workforce"

Outcome No. 2: development and retention of a workforce that meets the park system's public service and management needs

Key Metric: number of full-time regular authority positions

Target: 1,720 by 2022

Result: the current number of full-time regular authority positions (1,537) will not change

This Report was prepared by Harold T. Fujita, Director, Human Resources Division.