



REPORT TO COUNCIL

City of Sacramento

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CONSENT
August 11, 2009

**Honorable Mayor
and Members of the City Council**

Title: *Parks and Recreation Safety Implementation Plan: Position Reclassification Requests for the Park Safety Ranger Program (19001526)*

Location/Council District: Citywide

Recommendation: Adopt a **Resolution:** 1) approving proposed reclassification of 1.0 FTE Program Supervisor to Park Safety Ranger Supervisor in the Department of Parks and Recreation; 2) approving the proposed reclassification of .50 FTE Program Leader to Park Safety Ranger in the Department of Parks and Recreation and 3) approving reclassification requests subject to the approval of the Department of Human Resources.

Contact: Jonathan Rewers, Parks and Recreation Analyst, 808-7590

Presenters: Not Applicable

Department: Parks and Recreation, Human Resources, Finance

Division: Office of the Director

Organization No: 19001411

Description/Analysis

Issue: On April 10, 2008, the City Council adopted the *Parks and Recreation Safety Implementation Plan (PSIP)*. Section 3 of PSIP (the "Implementation Plan") recommended a tiered approach to improvements. Tier I was in most cases immediate improvements to resolve on-site situations identified in *Park Safety Audits*. Tier II was largely long-range planning to change the "perception" of the nine priority parks and to increase recreational use and community ownership. The City Council also approved as part of PSIP various Best Management Practices for Park Safety Services within the City of Sacramento. BMP 2.1 was to develop a classification series for Park Safety Rangers, integrate a Senior/Supervising position, career and non-career positions.

Reclassifications are typically done during the annual budget process or during the mid-year budget review. As part of the FY 2009/10 budget, two of the positions associated with the Park Safety Ranger Program that should have been included in the Schedule 8 reclassification request were inadvertently not included. In order to move forward with the PSIP as approved by Council, staff is requesting City Council approval of these reclassification requests subject to the approval of the Department of Human Resources. This will ensure that all Park Safety Ranger positions are reviewed simultaneously.

Policy Considerations: Providing Parks and Recreation facilities is consistent with the City's strategic plan to achieve sustainability and livability throughout the City.

Staff recommendation is consistent with the recommendations and action plans in the adopted *PSIP* (Resolution 2008-217) and the City Council adopted *2005-2010 Parks and Recreation Master Plan* associated with physical safety, community outreach, park use and addition of park lighting (Policy 1.6, 2.3, 3.3, 13.22, 13.26, 13.32 and 13.37).

Committee/Commission Action: The Parks and Recreation Commission supported the adoption of PSIP and the BMP recommendations at its March 6, 2008 meeting.

Environmental Considerations:

California Environmental Quality Act (CEQA): Staff's recommendation concerns administrative activities that will not have any significant effect on the environment and that do not constitute a "project," as defined by the California Environmental Quality Act (CEQA) [CEQA Guidelines Sections 15061(b)(3); 15378(b)(2)].

Sustainability Considerations: Not Applicable.

Rationale for Recommendation: Ensuring that the City's park and recreation system creates a positive, clean, vibrant and safe environment requires a comprehensive strategy that needs to be targeted at the individual facility/neighborhood level. With the adoption of the PSIP, the City Council approved action plans for nine City parks to implement capital improvements and operational enhancements to make these parks positive sources of recreation and safe environments for park users.

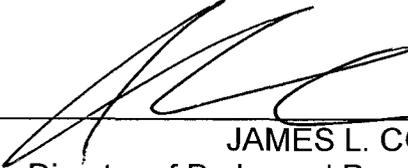
Currently, the majority of Park Safety Rangers are classified as Program Coordinators. The Program Coordinator classification is a general classification used for the oversight and operation of recreation programs. The Department of Parks and Recreation is requesting, with the support of the Department of Human Resources that all positions associated with the Park Safety Ranger program be studied with either the appropriate classification being identified or a new classification series being developed to properly reflect the work that the Park Safety Rangers perform.

Consistent with PSIP and the BMP's adopted by the City Council; staff is recommending that a Program Supervisor be studied to be the lead ranger in the field. This will add another ranger position to the overall program and is consistent with the direction given to staff by the City Council.

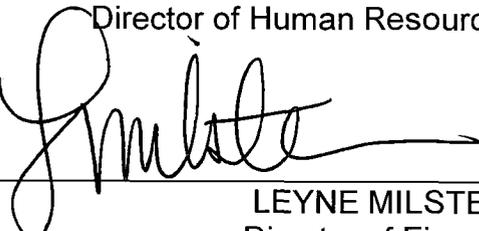
Both the Program Supervisor position, intended for a lead ranger and the Program Leader, previously used as a Park Safety Ranger were missing from Schedule 8, and therefore we not approved for reclassification as part of the FY 2009/10 budget process. Staff is therefore requesting that the City Council approve these requests at this time.

Financial Considerations: The total budgeted cost for the Program Supervisor and Program Leader positions in FY 2009/10 are \$104,042. Increased labor costs may result at the end of the reclassification process, if there is a need for an alternate or new classification. Currently, the Park Safety Ranger program is largely offset by fees generated through the use of park facilities.

Emerging Small Business Development (ESBD): Not applicable. There are no ESBD considerations with this report.

Respectfully Submitted by: 
JAMES L. COMBS
Director of Parks and Recreation

Respectfully Submitted by: 
GERI HAMBY
Director of Human Resources

Respectfully Submitted by: 
LEYNE MILSTEIN
Director of Finance

Recommendation Approved:


RAY KERRIDGE
for City Manager

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ATTACHMENT 1**Background:**

Ensuring that the City's park and recreation system creates a positive, clean, vibrant and safe environment requires a comprehensive strategy that needs to be targeted at the individual facility/neighborhood level.

On April 10, 2008, the City Council adopted the *Parks and Recreation Safety Implementation Plan* (PSIP). Section 3 of PSIP (the "Implementation Plan") recommended a tiered approach to capital improvements. Tier I was in most cases immediate improvements to resolve on-site situations identified in Park Safety Audits. Tier II was largely long-range planning to change the "perception" of the nine priority parks and to increase recreational use and community ownership. In addition, the City Council as part of the Implementation Plan approved various Best Management Practices (BMP's). BMP 2.1 was to develop a classification series for Park Safety Rangers, integrate a Senior/Supervising position, career and non-career positions.

Currently, the majority of Park Safety Rangers are classified as Program Coordinators. The Program Coordinator classification is a general classification used for the oversight and operation of recreation programs. The Department of Parks and Recreation is requesting, with the support of the Department of Human Resources that all positions associated with the Park Safety Ranger program be studied with either the appropriate classification being identified or a new classification series being developed to properly reflect the work that the Park Safety Rangers perform.

Reclassifications are typically done during the annual budget process or during the mid-year budget review. As part of the FY 2009/10 budget, two of the positions that are associated with the Park Safety Ranger program that should have been included in the Schedule 8 reclassification request were inadvertently not included: a Program Supervisor position, intended for a lead ranger and Program Leader used as a Park Safety Ranger. These positions were therefore not approved for a reclassification study as part of the FY 2009/10 budget process.

In order to move forward with the PSIP as approved by Council, staff is requesting City Council approval of these reclassification requests subject to the approval of the Department of Human Resources. This will ensure that all Park Safety Ranger positions are all reviewed simultaneously.

RESOLUTION NO. 2009-

Adopted by the Sacramento City Council

August 11, 2009

**PARKS AND RECREATION SAFETY IMPLEMENTATION PLAN
POSITION RECLASSIFICATION REQUESTS FOR THE
PARK SAFETY RANGER PROGRAM (19001526)**

BACKGROUND

- A. On April 10, 2008, the City Council adopted the *Parks and Recreation Safety Implementation Plan (PSIP)*.
- B. As part of PSIP, the City Council as part of the Implementation Plan approved various Best Management Practices (BMP's) for the operation of the Park Safety Ranger Program.
- C. BMP 2.1 was to develop a classification series for Park Safety Rangers, integrate a Senior/Supervising position, career and non-career positions.
- D. As part of the Fiscal Year 2009/10 budget, two of the positions associated with the Park Safety Ranger Program that should have been included in the Schedule 8 reclassification request were inadvertently not included. These positions were therefore not approved for a reclassification study as part of the FY 2009/10 budget process.
- E. In order to move forward with the PSIP as approved by Council, staff is requesting City Council approval of these reclassification requests subject to the approval of the Department of Human Resources. This will ensure that all Park Safety Ranger positions are all reviewed simultaneously.

**BASED ON THE FACTS SET FORTH IN THE BACKGROUND, THE CITY COUNCIL
RESOLVES AS FOLLOWS:**

- Section 1. The proposed reclassification of 1.0 FTE Program Supervisor to Park Safety Ranger Supervisor in the Department of Parks and Recreation is approved.
- Section 2. The proposed reclassification of 0.50 FTE Program Leader to Park Safety Ranger in the Department of Parks and Recreation is approved.
- Section 3. Reclassification requests are approved subject to the approval of the Department of Human Resources.