

CITY COUNCIL MEETING
AGENDA ITEM VIII



CITY OF FRANKLIN
COUNCIL AGENDA REPORT
October 3rd, 2016 City Council Meeting

From: Krystal Alpers, Parks and Recreation Director

Subject: City Council to consider elimination of one Event Supervisor position and increase one Event Supervisor's hours from 34 hours to 39 hours.

Recommended Motions:

Councilor moves: **"I move that the Franklin City Council eliminate one Event Supervisor position and increase one Event Supervisor's hours to 39 hours."**

Discussion:

Currently, the Parks and Recreation Department Budget contains three part time event supervisors. Two positions are 34 hours per week with single health benefits. One position is 29 hours per week and does not receive any benefits. Since I started, this position has been a "revolving door". Due to the hours and being a non-benefited position, I am generally able to hire someone for about a year before they move on to another organization that offers more hours and benefits. This position seems to be a position that folks accept between graduating college and obtaining full time employment. Given the nature of recreation, our duties change seasonally based on the seasonal programming. Therefore, it takes at least a year to fully train an employee and generally speaking, the second year the employee still needs a significant amount of guidance as the seasons are short. Once the employee goes through a year or two they move on to a full time position and I start the process all over. Therefore, a significant amount of my time is spent on training employees each year.

In an effort to make the positions within the Parks and Recreation Department more sustainable, I am recommending eliminating the 29 hour position and shift 5 hours from that position to one of the 34 hour positions. This will leave additional hours for me to hire 1 seasonal event supervisor during the summer months and some additional hours for me to offer the current seasonal staff to cover open gym, the basketball and soccer program and special events where I need a little more help.

Having 2 consistent, almost full time staff can fulfill the duties needed within my department while also giving me the ability to call in seasonal staff for extra help as needed for events.

Fiscal Impact:

This recommendation will eliminate one position by shifting hours and will add retirement to one of the 34 hour positions. This shift will not cost the city any additional money.

Alternatives: Continue to operate as we are now which is not the most efficient for our organization.