

REQUESTED COUNCIL MEETING DATE: February 1, 2016

ITEM: Council Bill 2016-601 amending the Classification and Pay Plan adopted by Ordinance No. 2012-173 and authorizing the updating of certain classifications presently in use by the City and containing an emergency clause.

ORIGINATING DEPARTMENT: Parks and Recreation

ATTACHMENTS: Council Bill No. 2016-601, Summary Sheets, Job Descriptions, updated salary admin plan and updated org chart for Parks and Rec.

DEPARTMENT HEAD:	Scott Garrie
CITY MANAGER:	Sam Anselm
CITY ATTORNEY:	Peter Edwards
HUMAN RESOURCES DIRECTOR:	Dave Allgood

SUMMARY:

This Council Bill approves updating classifications and reorganization for Departments within the City of Joplin Classification and Pay System.

DISCUSSION:

The purpose of this council bill is a request to reorganize/realign the parks and recreation department. The goals of reorganizing the department are met by understanding the set of decisions that are critical to the success of the department’s strategy and to determine the organizational level at which those decisions should be made and executed to create the most value. If we can align the department’s structure with its decisions, then the structure will work better, and the department performance will improve.

The purpose of the new structure is to support and smooth the progress of decisions that will lead to increased efficiency and performance. The changes to the structure and the added position(s) are designed to not negatively impact the budget over time when combined with an anticipated increase in offsetting revenues, and by using untapped Parks/Stormwater Tax dollars that are specifically earmarked for Parks and Recreation personnel. It should also be noted that this reorganization is also made possible by downgrading positions within the department in order to provide additional positions at lower pay levels. Furthermore, the added positions will provide additional access and choice for citizens and expand our program offerings, and improve the quality of service that Joplin Citizens have come to expect.

Items for Council’s consideration:

- Prior to adding any new positions, there is a net savings to the department budget of approximately \$19,183 with the restructuring of the department.

- With Council approval, the Parks Department would request the addition of a Lead Parks Caretaker, by utilizing the \$675,000 of untapped Parks/Stormwater Tax funds that are specifically earmarked for the sole purpose for Parks and Recreation Maintenance. These funds have gone untouched as we are starting year 4 with the P/S Tax.
- With Council approval, the Parks Department would then request the addition of a Recreation Coordinator. This position would be funded by capitalizing on the increased demand via increased revenues by offering additional services and through increase marketing and sponsorship efforts of the Business Development Manager. A few examples of this increased customer demand include the fact that the Parks and Recreation Department exceeded Rec Program revenue budget by \$30,867 last fiscal year, and our programs such as soccer have increase in participation by 200% in the past two years.

Attached is an organization chart showing the changes and the financial impact.

RECOMMENDATION:

The Park Board reviewed and recommended these changes at the park board meeting that occurred on October 13, 2015. The Personnel Board approved these changes on January 12, 2016. The Parks and Recreation Director and the City Manager both recommend these changes as well.