

TO: Personnel Board

FROM: Julie Trimbell, Human Resources

DATE: December 20, 2011

SUBJECT: Playground Technician - Parks

The 2012 budget for the Parks Division includes a new 1.0 FTE position of “Playground Specialist” without a compensation group or range identified. Parks Superintendent Kevin Briski and Parks Operations Manager Charlie Romines have submitted a Position Description for the new position (see attachment). Upon meeting with personnel in the Parks Division and reviewing the duties and responsibilities assigned to the position, and the training and experience requirements, it is recommended a new classification of Playground Technician be created. I recommend placement of the new classification in CG16, Range 14 for the reasons outlined in this memo, and the position of Playground Specialist identified in the Parks budget be allocated to the new classification title, CG and Range.

The Parks Division proposes the creation of a new classification to perform inspection, maintenance and repair of the playgrounds within the large and complex Madison Parks system. The proposed Position Description outlines the purpose statement of the position as “To fully maintain and inspect the cities playgrounds providing the proper level of commitment to provide our playground users safe, clean, quality playgrounds while making every reasonable attempt to eliminate playground hazards...” This is identified as a paraprofessional position and the Parks Division is seeking someone with at least two years experience related to maintenance and safety inspection of recreational equipment and grounds, supplemented by college coursework or an Associate’s degree in construction, recreation, operations or a related field. The incumbent must be able to obtain Certified Playground Safety Inspector certification within six months of hire and lift/carry objects weighing up to 50 pounds.

The City of Madison classification plan currently does not include a classification that is solely devoted to playground inspection, maintenance and repair. Limited duties of this nature have been performed by other staff within East and West Parks maintenance, and by contractors. Due to the various individuals assigned this work, there has been discontinuity and the lack of comprehensive implementation. The closest current classification is the Parks Maintenance Worker; however, it is responsible for semi-skilled work in the performance of varied public works maintenance and construction activities, including laboring tasks, equipment operation, the use of hand and power tools for grounds and building maintenance work, the routine maintenance of tools and equipment, and related cleaning and maintenance of Parks facilities in general. Its focus is not specifically on inspection, maintenance and repair of playgrounds, and no certification is required. The Playground Technician will be a certified position with specific responsibility for over 160 playgrounds within the Parks system. It is appropriate to create a new classification to highlight the central focus of this position and, therefore, the creation of the Playground Technician classification is recommended.

It is determined that placement of the new classification in CG16, Range 14 is appropriate after reviewing other classifications citywide and those specifically within the Parks Division. Classifications in the lower range of 13, such as Code Enforcement Officer 1, Weights and Measures Inspector 1 and Zoning Code Officer 1 found in the Building Inspection Division, include entry-level inspection type work with similar overall training and experience requirements. However, these classifications have close supervision initially and may include training programs, whereas the Playground Technician will perform work independently under general supervision. Code Enforcement Officer, Weights and Measures Inspector and Zoning Code Officer are also established as a progression series of classifications with ranges from 13 to 20 and incumbents are expected to progress based on increased skill, independence and in some cases additional certifications. The intermediate levels are placed at ranges 15 and 16. Since the Playground Technician will not be created as a progression series of classifications and will be expected to work under general supervision, it is appropriately placed between the levels, at range 14. Similar classifications in the Parks Division are in the higher range of 15, such as Forestry Specialist and Horticulturalist. However they require four year degrees in closely related areas as well as experience. These classifications also work independently, under general supervision. The Playground Technician will not require a four year degree, only college coursework or an Associate's degree in a related field. Based on this analysis, the placement in Range 14 is most appropriate.

The necessary Resolution has been prepared to implement this recommendation.

Editor's Note:

Compensation Group/Range	2012 Annual Minimum (Step 1)	2012 Annual Maximum (Step 5)	2012 Annual Maximum +12% longevity
16/14	\$47,137	\$53,059	\$59,436

cc: Kevin Briski – Parks Superintendent  
 Charlie Romines – Parks Operations Manager