



WASHOE COUNTY

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STAFF REPORT

BOARD MEETING DATE: February 13, 2018

DATE: Wednesday, January 24, 2018

TO: Board of County Commissioners

FROM: John Listinsky, Director of Human Resources/Labor Relations
328-2089, jlistinsky@washoecounty.us

THROUGH: Christine Vuletich, Assistant County Manager
328-2016, cvuletich@washoecounty.us

SUBJECT: Recommendation to approve adjustments to the current salary schedule for seasonal park employees within the Operations Division of the Community Services Department effective February 19, 2018, and authorize Human Resources to make the necessary changes. [No fiscal impact in current fiscal year.] (All Commission Districts.)

SUMMARY

As budget allows, the seasonal park salary schedule has been adjusted on an as-needed basis in order to maintain competitive salaries with other local jurisdictions and private employers hiring individuals on a seasonal or temporary basis.

Washoe County Strategic Objective supported by this item: Valued, engaged employee workforce.

PREVIOUS ACTION

On March 20, 2001, the Board approved increases to the seasonal park salary schedule for the Parks and Recreation Department.

On May 14, 1996, the Board approved adjustments to the seasonal park salary schedule which resulted in wage increases to eight seasonal job classifications for the Parks and Recreation Department.

BACKGROUND

The Community Services Department relies heavily on seasonal employees to carry out its many functions and activities. Although the seasonal park salary schedule may be adjusted as-needed, availability of funds is always the driving force behind the ability to make necessary adjustments. Increases to the salary schedule have not occurred since 2001, and before that, since 1996. It has been difficult to recruit for these positions when other local public entities offer a higher hourly wage, and even more difficult to retain those (already trained) seasonal employees from year to year.

AGENDA ITEM # _____

As the result of a decrease in applicants and higher turnover rates, the Community Services Department and Human Resources reviewed the seasonal park salary schedule to determine its continued competitiveness. Salary data from local public sector entities was compiled and the attached salary schedule lists the recommended adjustments and the percentage of change from the current rates, which reflect a conservative competitiveness with other local entities. All of these proposed changes would become effective February 19, 2018.

FISCAL IMPACT

For FY 17/18, an increased salary schedule for seasonal park employees within the Operations Division of the Community Services Department would be absorbed within the existing budget authority for pooled positions. For FY 18/19, an above base request will be submitted for approximately \$101,000. The above base request will represent current seasonal staff levels, but will accommodate adjusted salaries. If the request is not approved for FY 18/19, the Operations Division will absorb the increased cost within the existing budget authority for pooled positions by offering fewer seasonal positions.

RECOMMENDATION

Recommendation to approve adjustments to the current salary schedule for seasonal park employees within the Operations Division of the Community Services Department effective February 19, 2018, and authorize Human Resources to make the necessary changes.

POSSIBLE MOTION

Should the Board agree with staff's recommendation, a possible motion would be:

“Move to approve adjustments to the current salary schedule for seasonal park employees within the Operations Division of the Community Services Department effective February 19, 2018, and authorize Human Resources to make the necessary changes.”