



# Memorandum

**TO:** MAYOR LICCARDO

**FROM:** Councilmember Khamis

**SUBJECT:** BUDGET DOCUMENT

**DATE:** May 25, 2016

Approved

Date

5/25/16

## RECOMMENDATION

That the following recommendation be enacted:

**Hire a consultant to update the 2009 Class Compensation Study on Park Rangers based on current comparative compensation with tiered career ladder.**

## Proposal

Program/Project Title: **Park Ranger Salary Study**

Amount of City Funding Required: **\$20,000**

Fund Type (i.e. General Fund, C&C funds, etc.): **General Fund**

This change is:

**One-time**       Ongoing

Proposal Description, including anticipated outcomes (describe how change would affect services for San José residents, businesses, community groups, etc.):

**Public safety is the #1 priority of San José residents. With recent spikes in property crimes and increased homeless encampments, we are in desperate need of more Park Rangers to patrol our parks and trails. Our October 2015 effort to increase the Park Ranger classification salary by 10.41% did not produce the intended results, and the City remains challenged to fill these positions. As of May 2016, there are three vacancies out of the sixteen full-time Park Ranger positions. Another full-time position will become vacant within the next few weeks. While we are looking at possibly increasing salaries again, it is equally important to recognize that the lack of a career ladder continues to make our job offerings considerably less desirable.**

The Human Resources Department has a draft Class Compensation Study on Park Rangers that was prepared in 2009. The 2009 study developed a tiered Park Ranger career ladder with "Park Ranger Trainee", "Park Ranger I", "Park Ranger II", and "Senior Park Ranger" classifications. Due to budget and staff reductions in 2009-2010, the study did not move forward. Hiring a consultant to update the study based on current comparative compensation with a tiered career ladder would inform us in making our job openings more attractive and improving our recruitment efforts.

Public safety is the most important core service our City provides. Our current situation has reached a crisis level and, as with the need to regrow the ranks of our sworn police officers, hiring and retaining Park Rangers is a critical need. The eventual cost of implementing any classification or compensation changes would be funded using the Employee Market Competitiveness Reserve.

**Funding Source**

Essential Services Reserve (\$2 million)

Other (Program/Project/Fund):

Department or Organization: **Parks, Recreation, and Neighborhood Services**

Department or Organization Contact (list contact information for the individual that certified cost estimates contained within your recommendation):

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