



**Sports Field Maintenance Worker
 October 23, 2018**

Definition

Under general supervision, is responsible for performing fully skilled landscaping and ground maintenance work specific to athletic fields; performs related duties as required.

Associated Job Class: Sports Field Maintenance Supervisor (3779)

Background¹

Due to tremendous growth, the Recreation and Parks Department has requested a classification be created to address operational needs within the Sports Section. The Sports Section is responsible for maintaining and preparing the sports fields at multiple sports complexes in addition to providing services contracted to youth and adult athletic groups. Currently, the department is utilizing the Laborer and Parks and Aide (Seasonal) classifications to carry out the duties of the proposed Sports Field Maintenance Worker classification. However, due to the specialized skill set and knowledge required to perform the duties of the proposed classification, utilization of these has been problematic.

The proposed Sports Field Maintenance Worker would be located within the Sports Section of the Recreation and Parks Department, reporting directly to the Sports Field Maintenance Supervisor. The classification would be responsible for maintaining and preparing the City's athletic fields for a variety of sporting events.

Market Analysis

Market research was performed by a review of market data. Following a proper job analysis, actual salary data was obtained from 2 municipalities with jobs matching at least 70% of the duties of the proposed subject classification. Additionally, actual salary data was obtained from The Ohio State University. The following table illustrates the results of the research:

Municipality	Salary Range		
	Minimum	Maximum	Average
The Ohio State University	-	-	\$20.90
*Austin, Texas	\$17.53	\$28.74	\$22.19
Portland, Oregon	-	-	\$27.17
Market Rate			\$23.42

*Market data reflects a hybrid job. Salary data shown represents the average of the combined jobs.

Recommendation

The research yielded an average market rate of \$23.42. The market average falls within AFSCME Pay Ranges 20-22.

Job matches were largely difficult to obtain due to the primary focus on athletic fields maintenance of the City of Columbus classification, which resulted in limited market data.

¹From the Civil Service Commission's Analysis and Recommendation report dated September 6, 2018.



The needs of the department are also taken into consideration when assigning pay ranges to new jobs. The Department of Recreation and Parks has indicated that the scope of work performed by the proposed classification will be more specialized than work currently performed within the Sports Section by the Parks Maintenance Worker classification. The department further specified though that this specialization will not rise to the level required for classifications such as the Irrigation Specialist, which is also utilized within the section. For internal equity purposes, the department is therefore requesting the proposed classification's assigned pay range(s) be set above that of the Parks Maintenance Worker's but below the Irrigation Specialist's. The Parks Maintenance Worker classification is currently assigned to AFSCME Range 20. The Irrigation Specialist classification is assigned to AFSCME Ranges 20-23.

Classification Hourly Wage Comparison			
Classification	Pay Range	Min	Max
Parks Maintenance Worker	AFSCME Range 20	\$20.50	\$25.44
<i>Sports Field Maintenance Worker (Recommendation)</i>	<i>AFSCME Ranges 20-22</i>	<i>\$20.50</i>	<i>\$26.42</i>
Irrigation Specialist	AFSCME Ranges 20-23	\$20.50	\$26.99

Based on the limited market data and the needs of the department, it is recommended that the Sports Field Maintenance Worker be assigned to **AFSCME 1632 Pay Range 20-22**, with a minimum hourly wage of \$20.50 and a maximum hourly wage of \$26.42. This recommendation will help maintain internal equity within the department while appropriately compensating the Sports Field Maintenance Worker for the more specialized duties being performed.

FLSA

The Fair Labor Standards Act of 1938 does not provide an exemption to overtime pay for the duties of the Sports Field Maintenance Worker. Therefore, the Sports Field Maintenance Worker classification is FLSA **nonexempt** and eligible for overtime pay.