



CITY OF CONCORD

Report to Mayor and City Council

DATE: January 26, 2022
TO: Mayor and City Council
FROM: Brian G. LeBrun, Deputy City Manager - Finance
SUBJECT: FY 2022 Beaver Meadow Full Time Assistant Golf Professional

Recommendation

Approve this report and set for public hearing the addition to Schedule D of a Full-time Assistant Golf Professional at Beaver Meadow Golf Course.

Background

The City has been operating on a model of an Assistant Golf Professional – temporary position. For many years, this model has worked well for the City, however, in today’s climate of staffing challenges, the golf industry is experiencing the same difficulties with too few viable candidates to fill open positions. Recently, many golf courses have moved to a model of a year-round Assistant Golf Professional position to make the job more attractive to the diminishing number of qualified candidates. The upcoming departure of a long time Assistant will leave the City without this much needed position and thus far we have been unable to attract any qualified candidates with a temporary status.

Discussion

Beaver Meadow Golf Course continues to evolve as an excellent golf course, with greatly improved course conditions. The considerable foresight by the Director of Operations, and Course & Facilities Manager enable these conditions to come to fruition and having the right staff in place is critical for its success.

With improved conditions, maintaining the highest level of customer service is also essential. In addition to pro shop operations for tee-times, inventory sales, group and individual lessons, and leagues, the course also manages numerous outings throughout the year. During the height of the season the course is open to the public from 6:30 am to sundown.

With these responsibilities, it is imperative to have the appropriate staff in place to work closely with the Director of Operations to schedule, plan, organize and execute all of these activities. One of the key positions that helps maintain operations is the Assistant Golf Professional. For many years this has been a filled as temporary part-time position. Now, in the today's employment climate it is becoming ever more difficult to fill this critical position as temporary status and many courses have created a full-time position in order to attract from a diminishing pool of qualified candidates.

This position is proposed as Non-Union Full Time exempt, labor grade 16 with a salary range of \$24.13 to \$34.94 per hour. By filling this position by April 15, 2022, the Golf Fund will be able to manage the expenditures within the FY22 appropriated budget and then budget appropriately for fiscal year 2023.

	Remainder of FY22	Full Annual Cost
FT Assistant Golf Pro Wages & Benefits	\$14,266	\$74,184
Temp Assistant Golf Pro W&B Savings	(3,902)	(20,292)
Temp Other W&B Savings	<u>(2,018)</u>	<u>(10,496)</u>
Net Increased Costs	\$8,346	\$43,396

Either Phil or I are glad to any questions regarding this proposed change.