



CITY OF CONCORD

REPORT TO MAYOR AND THE CITY COUNCIL

FROM: David Gill, Parks and Recreation Director
Jennifer Johnston, Human Resources and Labor Relations Director

Re: Part time custodians

DATE: February 26, 2024

Recommendation

Accept this report to combine two part time, fifteen hour a custodian position's to create one permanent part time custodian position at twenty-eight hours a week.

Background

With the opening of the new City-Wide Community Center in 2018 and the Merrimack Lodge at White Park in 2019 the department gained two part time custodian positions at fifteen hours a week each. However, the department has been unable to keep staff more than a couple of months and one of the main reasons given when employees leave is the limited hours available.

Discussion

Maintaining these two relatively new indoor recreation facilities is extremely important to the city and the users of them. Staff feels a position at twenty-eight hours a week will be more attractive to potential employees and a permanent part time position also offers partial vacation and sick time accrual. The custodian position already exists in the cities approved positions and is a UAW position with a labor grade 6.

Working with the city's Finance Department this organization change if approved can be completed within the FY24 approved budget.