



**CITY OF CONCORD**  
*New Hampshire's Main Street™*  
**Community Development Department**

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**REPORT TO THE MAYOR AND CITY COUNCIL**

**From:** Beth Fenstermacher, Assistant City Planner  
**Date:** June 7, 2022  
**Subject:** Request to reclassify the Open Space and Trails Ranger position from permanent part-time to a seasonal position

**Recommendation**

It is recommended that the City Council accept this report to permit the re-classification of the Open Space and Trails Ranger position from a year-round, permanent part-time position to a seasonal position.

**Background**

As part of the FY2022 budget, City Council created the Open Space and Trails Ranger (Ranger) position to provide a professional presence to administer and regulate use of the trails and conservation open space. The City's first Ranger was hired in October 2022 but has since resigned. This initial experience with the position has afforded staff the opportunity to re-evaluate the expectations for this job.

**Discussion**

Based on what staff has learned, the ideal candidate is someone who is more comfortable with the enforcement aspects of the job. The skyrocketing popularity of the trails has led to increased conflicts in the City's open space. Examples include, but are not limited to, growing numbers of off-leash dogs, rogue-trail building, illegal camps, mountain bike/hiker conflicts and disruptions to adjacent properties. The Ranger needs to be comfortable enough to address these situations in a diplomatic, but firm manner. In light of this need, Staff contacted the Concord Police Department and NH Fish & Game to inquire if retired officers might be interested in this type of work. Several recruitment challenges were identified as a result of this outreach:

- 1) The position, as originally conceived, was year-round and many of the retirees have other winter activities. They would, however, be open to seasonal work.

- 2) The position was previously paying approximately \$18/hr which was felt to be below market for someone with previous enforcement experience.

Staff is recommending that the position be converted to a 7-month seasonal job but that the current budget for the position be maintained. The Ranger would still work 20 hours per week but by making this a seasonal rather than year-round position, it would target the heaviest periods of trail usage (and conflicts) and would allow the City to offer a higher hourly wage to attract more qualified candidates.