

Date: September 1, 1999

SUBJECT: Human Resources Report - New Regular Positions

RECOMMENDATION

THAT the Board approve the establishment of three (3) regular full-time and two (2) regular part-time positions as described in Appendix I, which will be funded by internal account transfers at no additional cost to the Board. The classification of the positions are subject to review by the General Manager of Human Resources.

POLICY

The Global Budget arrangement with the City allows the Board to establish staff positions at its discretion if funds are in place.

BACKGROUND

Staff regularly review the work of regular full-time, regular part-time and auxiliary employees to determine if changes to work hours, duties, and employment status are required.

DISCUSSION

The following are definitions for the classes of employees referred to in this report:

- Regular full-time employees are employed on a full-time basis for a particular class of position for an indefinite period of time
- Temporary full-time employees are employed on a full-time basis for a definite and limited period of time
- Regular part-time employees are employed on a regular part-time schedule of weekly hours which are less than the number constituting full-time employment, for an indefinite period of time
- Auxiliary employees are any employees not classified as regular full-time, regular part-time or temporary full-time.

The three (3) regular full-time and two (2) regular part-time positions described in Appendix I are being established to regularize positions and to adjust classifications based on the current organizational requirements at the specific locations.

FUNDING

The funding required for these positions will come from existing regular part-time and auxiliary staff budgets for the respective facilities; there will be no net increased cost to the Board.

The False Creek Community Association has agreed to provide replacement funding for auxiliary

staff, which will enable the transfer of Park Board funding to create the regular full-time Recreation Programmer II position at False Creek Community Centre.

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APPENDIX I

RECOMMENDED POSITION CHANGES

<u>Facility</u>	<u>Current Position Classification</u>	<u>Recommended Position Classification</u>
False Creek Community Centre	Program Assistant III Position No. 4744 Pay Grade 16 Regular Part Time - .71 FTE	Recreation Programmer II Pay Grade 20 Regular Full-time
Kitsilano Community Centre	Recreation Programmer I Position No. 3993 Pay Grade 18 Regular Part-time - .86 FTE	Recreation Programmer I Pay Grade 18 Regular Full-time
Hastings Community Centre	Program Assistant III Pay Grade 16 Auxiliary (Seniors)	Recreation Programmer I Pay Grade 18 Regular Full-time
False Creek Community Centre	Cashier Clerk Typist Pay Grade 13 Auxiliary (Office)	Cashier Clerk Typist Pay Grade 13 Regular Part-time - .77 FTE
Stanley District Office	Program Assistant III Pay Grade 16 Auxiliary (Community Arts)	Program Assistant III Pay Grade 16 Regular Part-time - .71 FTE