

# Market Range Detail - Parks Superintendent

## Effective Date

November 28, 2011

## Market Range Title Description

Positions in this market range title are responsible for providing management oversight of park supervisors and staff. Primary responsibilities include managing park supervisors at multiple locations through the development of performance and training goals and evaluating work performance; planning, organizing and approving the operations of numerous parks; developing and administering policies and procedures to ensure administrative and operational objectives are met; negotiating contracts and agreements with federal, state and private agencies and implementing resulting programs; directing and conducting research and preparing reports; reviewing and analyzing legislation and making recommendations in support of the Parks & Recreation Department's interests; coordinating marketing efforts for assigned parks; overseeing that parks are responsibly operating within budget; resolving complaints for assigned parks.

The Parks Superintendent differs from the Parks Manager in that the latter is responsible for the oversight of operations for all Maricopa County Parks whereas the Parks Superintendent is responsible for managing the operations of multiple parks under the direction of a Parks Manager.

## Market Range

Minimum Hourly Rate	Midpoint / Hiring Maximum	Maximum Hourly Rate
\$27.12	\$32.66	\$38.19

## Likely Minimum Qualifications

- Bachelor's degree in Parks and Recreation Management, Natural Resources Management, Cultural Resource Management or a related field.
- Five years of experience within a parks & recreation department, including 2 years in a supervisory/managerial capacity.
- Equivalent combinations of education and experience may be substituted for educational requirement.

## Working Titles

- Regional Park Superintendent

### Glossary:

**Market Range Title:** Broad grouping of related positions with like job responsibilities and qualifications. Market Range Titles typically include positions ranging from entry level to senior/lead level unless indicated otherwise.

**Effective date:** The date the salary range was implemented for use.

**Market Range Title Description:** Broad description of sample job duties and responsibilities of positions included in the Market Range Title. Each position included in a Market Range Title also has a job description that is specific to the department. Departments are responsible for writing and maintaining job descriptions for positions in their department. Employee Compensation is responsible for writing and maintaining Market Range Title Descriptions.

**Likely Minimum Qualifications:** Typical minimum qualifications for positions assigned to the Market Range Title. Because a broad group of jobs in different departments are included in a Market Range Title, minimum and preferred qualifications may vary slightly depending on the area of assignment.

**Market Range:** The minimum, midpoint, and maximum salary points for all positions included in the Market Range Title.

**Hiring Range:** The hiring range for all positions is ordinarily the minimum of the market range to the midpoint. The use of a different hiring range must be approved by Employee Compensation. Departments should use a hiring range that is within their funding capabilities and are required to comply with the County's Funded Position Policy ensuring that applicants are extended a rate that is supported by the department's budget.

**Working Title:** The specific title used by a department to identify a position within their organizational structure. Use of working titles is flexible and aimed to assist departments in identifying the unique functions and responsibilities of each position and is representative of the assigned Market Range Title. Ordinarily, supervisory and/or managerial titles should not be used for positions not assigned to a supervisory and/or manager Market Range Title.