

BEFORE THE METRO COUNCIL

FOR THE PURPOSE OF ADDING A NEW) RESOLUTION NO. 01-3040
JOB CLASSIFICATION OF EXHIBITS)
LEAD AT THE OREGON ZOO) INTRODUCED BY
) MIKE BURTON
) EXECUTIVE OFFICER

WHEREAS, Metro Code Section 2.02.340 requires that any new job classification added to the classification plan requires Council approval; and

WHEREAS, Metro's classification plan does not currently include a position classification with duties involving the employee performing as lead over other employees while constructing, renovating, and maintaining naturalistic environments at the Oregon Zoo; and

WHEREAS, the Oregon Zoo requires this job classification to ensure the Zoo's artificial environments are environmentally correct and aesthetically pleasing to Zoo inhabitants and visitors; and

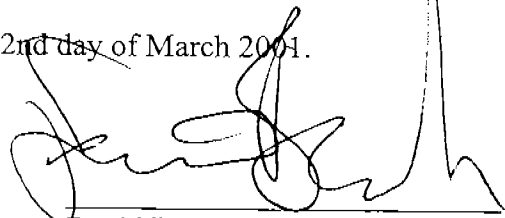
WHEREAS, Human Resources has appropriately classified the job of Exhibits Lead at a salary range of \$19.31 to \$24.46 per hour; and

WHEREAS, the current Oregon Zoo FY 2000-2001 budget is sufficient to encompass the pay range for the Exhibits Lead; now, therefore,

BE IT RESOLVED,

1. That the new job classification of Exhibits Lead is added to Metro's classification plan as shown on Exhibit A attached hereto.

ADOPTED by the Metro Council this 22nd day of March 2001.


David Bragdon, Presiding Officer

Approved as to Form:

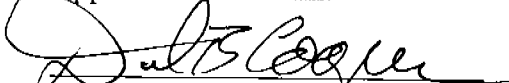

Daniel B. Cooper, General Counsel



Exhibit A

METRO

Class No.		Established: 2/01
Title:	Exhibits Lead	Revised:
Range:	372	EEO:
Bargaining Unit:	LIU, Local 483	
FLSA:	Non- Exempt	

GENERAL STATEMENT OF DUTIES:

Oversees and assists in the renovation and construction of exhibit areas at the Oregon Zoo. Participates in the creative process to help design and build naturalistic environments. Performs skilled and semi-skilled work in a variety of construction, renovation, and maintenance functions involving concrete, carpentry, welding, and painting trades.

Supervision Received:

Works under the general supervision of the Exhibits Coordinator. Work is assigned by the Exhibits Coordinator and Construction/ Maintenance Manager.

Supervision Exercised:

Oversees Exhibits Technician 2 and other individuals assigned to project. Gives direction and instruction by demonstrating proper methods and procedures for exhibit construction and renovation.

Examples of Principal Duties:

An employee in this classification may perform any of the following duties. However these examples do not include all the specific tasks which an employee in this classification may be expected to perform.

1. Oversees and works in all phases of construction and renovation of various animal exhibits including exhibit space, viewing areas, animal holding areas, service facilities, pathways, and necessary amenities.
2. Oversees and works in the fabrication of artificial elements including rock, trees, vines, and other naturalistic items as needed. Uses materials including shotcrete, epoxies and fiberglass to create elements; responsible for the use, operation, care and storage of a variety of hand tools and equipment.

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3. Assesses job site to ensure that work is completed correctly and in a timely manner. Determines work needing to be done on a project, reviews and assesses assigned tasks, determines and purchases necessary parts, gives instruction to workers completing tasks, writes specifications for work involving contractors, consults with Exhibits Coordinator and/or other staff to determine scope of work.
4. Assists with the daily scheduling of work for Exhibits Technician 2 and other workers assigned to project to ensure all work is completed in accordance with scheduled completion dates; utilizes appropriate staff to ensure all work is completed in the safest manner possible; assigns or reassigns tasks based upon priorities.
5. Assists Exhibits Coordinator and others to develop exhibit design from concept to construction document phase. Participates in creating models and other visual aids for presentation and reference use.
6. Performs other related duties as required.

Recruiting Requirements:

Knowledge, Skill, Ability:

- Ability to instruct and oversee the work of unskilled and semi-skilled workers.
- Thorough knowledge of standard practices, methods, tools and materials of construction trades.
- Thorough knowledge of the fabrication of artificial elements including rock, tress, and vines using different mediums; as well as the ability to create these elements to a high level of detail.
- Thorough knowledge of the occupational hazards involved and the safety precautions necessary in the area of specific assignments
- Ability to read and interpret rules, regulations and codes.
- Skill in working from pencilled sketches, construction documents models, photos and written instructions.
- Skill in identifying and analyzing problems and performing necessary action.
- Skill in estimating and researching building materials.
- Skill in the use of power tools, fabricating tools, and construction equipment.
- Skill in using and caring for standard tools and equipment of the trade.
- Ability to perform heavy manual labor for extended periods, often under inclement weather conditions.
- Ability to work around exotic and sometimes dangerous animals and to react quickly to hazardous conditions.
- Ability to establish and maintain effective working relationships with other employees.
- Ability to climb ladders, use hand tools, power tools, forklift, backhoe, loaders, dump truck, shotcrete equipment, and concrete pumps.

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Experience and Training:

High School Diploma or G.E.D. and three years of experience in the construction, fabrication, or building trades and experience in a supervisory or lead capacity: or any combination of experience and education which provides the employee with the desired knowledge, skill, and ability required to perform the job.

Physical Requirements

- Ability to operate automotive and construction equipment.
- Ability to push, pull, lift and carry 50 pounds on a regular basis.

Licenses

- Possession of, or ability to obtain upon hire, a valid driver's license.

Job Conditions

Work is performed indoors and outdoors with exposure to all types of weather conditions. Work is physical in nature and requires heavy manual labor. Incumbent is exposed to chemicals, dust and debris.

REGIONAL FACILITIES & OPERATIONS COMMITTEE REPORT

CONSIDERATION OF **RESOLUTION NO. 01-3040**, FOR THE PURPOSE OF ADDING A NEW JOB CLASSIFICATION OF EXHIBITS LEAD AT THE OREGON ZOO

Date: 20 March 2001

Presented by: Councilor Burkholder

Committee Recommendation: At its 15 March 2001, meeting, the Regional Facilities & Operations Committee voted 3-0 to recommend Council adoption of Resolution No. 01-3040. Voting in favor: Councilors Burkholder, Park, and Hosticka. Voting against: none. Absent: none.

Background: Tony Vecchio, Zoo Director, presented the staff report. He discussed the slow and continuous growth of this new department responsible for exhibit renovation at the Zoo, and the need for a lead facility employee like other Zoo divisions have. This lead staff person would provide day-to-day supervision as needed, while performing the same tasks as the employees supervised. He explained that the Union distinguishes between leads, who perform similar work, and managers, who do not, and that they have been cooperative in developing this new classification. He further stated that this would be a new hire, and that the Zoo has funds in its budget for this staffing.

Committee Issues/Discussion: Councilor Burkholder asked how many employees the Exhibits Lead would supervise. Mr. Vecchio replied that it could be up to five or six, depending upon the project. Councilor Park asked if there was an issue with span of control: whether the employee would be able to supervise this amount of people. Mr. Vecchio clarified that the position is akin to a foreman, so the employee will lead the work more than provide management of employees.

Key Public Testimony: There was none.

Staff Report

FOR THE PURPOSE OF ADDING A NEW JOB CLASSIFICATION OF EXHIBITS LEAD AT THE OREGON ZOO

Date: March 22, 2001

Presented by: Lilly Aguilar

Description

Resolution No. 01-3040 adds to Metro's classification plan a new job classification of Exhibits Lead at the Oregon Zoo.

Existing Law

Under Metro Code 2.02.340 any new job classification added to Metro's classification plan requires Council approval.

Background and Analysis

The Oregon Zoo has determined it is significantly more cost effective to expand and/or update existing exhibits and create new exhibits utilizing Oregon Zoo employees instead of outside contractors as they have previously done. It is vital to have employees with artistic ability, knowledge and experience working with concrete, epoxies and fiberglass to create artificial environments. In November of 2000 the new classification of Exhibits Technician 2 was created to fill this role. In addition to the Exhibits Technician 2 position an Exhibits Lead classification is needed to lead the Exhibits Technician 2, Maintenance Worker 2, Gardeners and temporary employees while several projects are occurring simultaneously.

The employee in this position will perform skilled and semi-skilled work in a variety of construction, renovation and maintenance functions involving concrete, carpentry, welding and painting trades. The employee in this position will participate in the creative process to assist in designing and building naturalistic environments. The employee in this position will carve concrete and epoxies to simulate rock, trees and vines and applies finishes to give items a high level of detail. The employee in this position will use a variety of mediums from concrete to epoxies and fiberglass to create molds, texture pads and castings. The employee in this position will also lead, instruct and train others in performing this work.

The proposed new classification is Exhibits Lead. The salary would be established at the existing Laborers International Union, Local 483 Salary Range 372 (\$19.31 - \$24.46). This new classification and the defined job duties have been reviewed and approved by the Zoo Director and by Human Resources. The classification description is attached to Resolution No. 01-3040 as Exhibit A.

Findings

Creating this classification serves the following objectives:

- Enables the Oregon Zoo to have a position who not only has on-site expertise and capability of creating artificial environments that are aesthetically pleasing to Zoo inhabitants and visitors but can lead, instruct and train other employees in performing this type of work.
- Enables the Oregon Zoo to expand the scope of in-house projects without impacting the regular maintenance efforts at the Zoo.
- Eliminates the need to hire external consultants/artists to create the majority of the Oregon Zoo's artificial environments.

Budget Impact

There is no budget impact, because the subject wages are covered by the current Metro budget. This work has previously been done by outside contractors with costs ranging between \$35 to \$150 per square foot.

Executive Officer's Recommendation

The Executive Officer recommends passage of Resolution No. 01-3040.