



CONTRACTING VS. FULL-TIME PARKS CREW LEAD

JANUARY 13, 2026

Contracted Areas

	ACRES
Hoggan's	0.39
Rose Garden	0.52
Thornock	0.72
Hamblin	0.67
Ross Drive	0.03
Jacobsen	1.82
South Main	0.74
Chelmes	1.55
TOTAL	6.44



Annual Cost Comparison

Contract Based Contractor Costs

Monthly	\$ 5,538.40
4 Months	\$ 22,153.60
8 Months	\$ 44,307.20
Yearly	\$ 66,460.80
Difference	\$ (7,175.20)

FT Parks Crew Lead in FY26 Budget

Wages	\$ 48,775.00
FICA	\$ 2,520.00
URS	\$ 5,843.00
Health Ins.	\$ 15,824.00
Dental	\$ 327.00
Vision	\$ 177.00
Worker's Comp	\$ 170.00
	\$ 73,636.00

Contracted Area Cost Comparison

Contracted Cost Per Acre

Monthly Contract Rate	\$ 5,538.40
Acres Managed	6.44
Weekly Time to Manage	8
Monthly Time to Manage	32
Crew Size	4
Acres Per month	25.76
Cost Per Acre	\$ 215.00

** Based on 2025 Contract Pricing*

City Crew Cost Per Acre

	Hourly
FT Crew Lead	\$ 35.40
PT Maint. (1 Person)	\$ 20.26
PT Crew (3 People)	\$ 60.78
Crew (1 FT & 3 PT)	\$ 96.18
Crew + M&S	\$ 134.65
Weekly Hours to Manage	8
Acres Managed	6.44
Monthly Time to Manage	32
Monthly Rate (Personnel only)	\$ 3,077.76
Monthly Rate Total	\$ 4,308.86
Acres Per Month	25.76
Cost Per Acre Personnel	\$ 119.48
Cost Per Acre Total	\$ 167.27

Add 40% for M&S

Complete Contracting vs. In-House

Parks, Cemetery & Open Space Budget FY26

	TOTAL	% of Budget
Parks Personnel	\$ 702,125.00	65.4%
Parks Materials & Supplies	\$ 372,070.00	34.6%
PARKS TOTAL	\$1,074,195.00	
Cemetery Personnel	\$ 149,060.00	45.3%
Cemetery Materials & Supplies	\$ 180,305.00	54.7%
CEMETERY TOTAL	\$ 329,365.00	
Open Space Personnel	\$ 201,513.00	72.0%
Open Space Materials & Supplies	\$ 78,375.00	28.0%
OPEN SPACE TOTAL	\$ 279,888.00	
PERSONNEL GRAND TOTAL	\$1,052,698.00	62.5%
M&S GRAND TOTAL	\$ 630,750.00	37.5%
GRAND TOTAL	\$1,683,448.00	
PARKS & CEMETERY PERSONNEL	\$ 851,185.00	60.6%
PARKS & CEMETERY M&S	\$ 552,375.00	39.4%
PARKS & CEMETERY TOTAL	\$1,403,560.00	

Contracting 100 Acres (Parks & Cemetery)

	COST AT CURRENT RATE	
	6.44 Acres	100 Acres
Monthly	\$ 5,538.40	\$ 86,000.00
8 Months	\$ 44,307.20	\$ 688,000.00
12 months	\$ 66,460.80	\$1,032,000.00

In-House Parks & Cemetery

	Hourly	8 Months	Annual	
FT Crew Lead	\$ 35.40	\$ 49,560.00	\$ 73,632.00	2080 hours annually
PT Maint. (1 Person)	\$ 20.26	\$ 21,273.00	\$ 31,605.60	1560 hours annually
PT Crew (3 People)	\$ 60.78	\$ 63,819.00	\$ 94,816.80	
Crew (1 FT & 3 PT)	\$ 96.18	\$ 113,379.00	\$ 168,448.80	
Crew + M&S	\$ 134.65	\$ 158,730.60	\$ 235,828.32	Add 40% for M&S
4 Full Crews	\$ 384.72	\$ 453,516.00	\$ 673,795.20	
4 Crews + M&S	\$ 538.61	\$ 634,922.40	\$ 943,313.28	Add 40% for M&S
5 Full Crews	\$ 480.90	\$ 566,895.00	\$ 842,244.00	
5 Crews + M&S	\$ 673.26	\$ 793,653.00	\$ 1,179,141.60	Add 40% for M&S
6 Full Crews	\$ 577.08	\$ 680,274.00	\$ 1,010,692.80	
6 Crews + M&S	\$ 807.91	\$ 952,383.60	\$ 1,414,969.92	Add 40% for M&S

Contracting Considerations

Pros

- Potential cost savings with seasonal contracting
- More predictable budgeting tied to contracts
- Reduced internal workload and no HR management
- Workers Compensation & some liability shifted to contractor
- Easier to scale services up or down as needed
- Rapid workforce availability
- Potential for lower long-term personnel costs
- Clear cost attribution
- Simplifies staffing for smaller or defined service areas
- Performance benchmarks built into contracts

Cons

- Limited control over scheduling, priorities, and work methods
- Focus only on contracted tasks; extra work costs more
- Contract rigidity - Holidays, special conditions
- Time spent bidding, renewing, and managing contracts
- Requires contract oversight and enforcement
- Potential quality concerns (speed prioritized over quality)
- Slower response time to unexpected issues
- Less flexibility for special events or non-standard work
- No cross-department support
- Lower familiarity with parks and community expectations
- Loss of institutional knowledge
- No snow removal or emergency support unless specified
- Service disruption risk
- Market dependency risk

FT Parks Crew Lead Considerations

Pros

- *Full control over work priorities and standards*
- *Consistent staffing (40 hours/week availability)*
- *Can work across all areas and project types*
- *Faster response to issues and emergencies*
- *Familiarity with parks, facilities, and community needs*
- *Institutional Knowledge Retention*
- *Greater flexibility for special events, projects, and seasonal needs*
- *Cross-department support*
- *Training aligned with city standards*
- *Ability to invest in long-term skill development*
- *Strong resident and community connection*
- *Direct Accountability - No contract disputes*

Cons

- *Higher long-term costs (wages, benefits, pensions)*
- *HR and employee management responsibilities*
- *Risk of vacancies and turnover - longer lasting*
- *Training and skill development costs*
- *Requires office space, vehicles, and equipment*
- *Long-term personnel commitments*
- *Management and supervision required*
- *Performance management challenges*
- *Overtime costs during peak seasons*