



# 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*

*FT Parks Crew Lead in FY26 Budget*

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

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
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	\$ 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%
<b>PARKS TOTAL</b>	<b>\$1,074,195.00</b>	
Cemetery Personnel	\$ 149,060.00	45.3%
Cemetery Materials & Supplies	\$ 180,305.00	54.7%
<b>CEMETERY TOTAL</b>	<b>\$ 329,365.00</b>	
Open Space Personnel	\$ 201,513.00	72.0%
Open Space Materials & Supplies	\$ 78,375.00	28.0%
<b>OPEN SPACE TOTAL</b>	<b>\$ 279,888.00</b>	
<b>PERSONNEL GRAND TOTAL</b>	<b>\$1,052,698.00</b>	<b>62.5%</b>
<b>M&amp;S GRAND TOTAL</b>	<b>\$ 630,750.00</b>	<b>37.5%</b>
<b>GRAND TOTAL</b>	<b>\$1,683,448.00</b>	
<b>PARKS &amp; CEMETERY PERSONNEL</b>	<b>\$ 851,185.00</b>	<b>60.6%</b>
<b>PARKS &amp; CEMETERY M&amp;S</b>	<b>\$ 552,375.00</b>	<b>39.4%</b>
<b>PARKS &amp; CEMETERY TOTAL</b>	<b>\$1,403,560.00</b>	

## 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*