



STATE OF OREGON
POSITION DESCRIPTION

Position Revised Date:
9/22/25

Agency: Oregon Parks and Recreation Department

Facility: Mountain Region, Smith Rock

☐ New

☒ Revised

This position is:

☐ Classified

☐ Unclassified

☐ Executive Service

☒ Mgmt. Svc – Supervisory

☐ Mgmt. Svc – Managerial

☐ Mgmt. Svc - Confidential

SECTION 1. POSITION INFORMATION

a. Classification Title: <u>Park Manager 1</u>	b. Classification No: <u>X8441</u>
	<u>4741093/00000001</u>
c. Working Title: <u>Park Manager</u>	d. PPDB No/WD ID: <u>8381</u>
e. Section Title: <u>North Central District – Smith Rock</u>	f. Agency No: <u>63400</u>
g. Employee Name: <u>Vacant</u>	h. Budget Auth No: <u>478150</u>
i. Supervisor Name: <u>Matt Davey</u>	j. Repr. Code: <u>MMS</u>
k. Work Location (City – County): <u>Terrebonne</u>	

I. Position:	<input checked="" type="checkbox"/> Permanent	<input type="checkbox"/> Seasonal	<input type="checkbox"/> Limited Duration	<input type="checkbox"/> Academic Year
	<input type="checkbox"/> Full-Time	<input type="checkbox"/> Part-Time	<input type="checkbox"/> Intermittent	<input type="checkbox"/> Job Share

m. FLSA:	<input checked="" type="checkbox"/> Exempt	If Exempt:	<input checked="" type="checkbox"/> Executive/Supervisory	n. Eligible for Overtime:	<input type="checkbox"/> Yes
	<input type="checkbox"/> Non-Exempt		<input type="checkbox"/> Administrative		<input checked="" type="checkbox"/> No
			<input type="checkbox"/> Professional		
			<input type="checkbox"/> Computer		

SECTION 2. PROGRAM AND POSITION INFORMATION

a. Describe the program in which this position exists. Include program purpose, who's affected, size, and scope. Include relationship to agency mission.

Oregon Parks and Recreation Department (OPRD) fulfills its mission to “Provide and protect outstanding natural, scenic, cultural, historic and recreational sites for the enjoyment and education of present and future generations” by operating a system of State Parks, managing special programs including recreation trails, historic preservation, and ocean shores; and by providing assistance to local governments for recreation and heritage preservation. OPRD serves more than 53 million visitors per year in over 250 park areas statewide. OPRD does this through its vision of “Taking the long view to protect Oregon’s special places and provide the greatest experience while creating stable future funding”. OPRD upholds its mission and vision through the following operating principles: *Accountability, Commitment, Empathy, Empowerment, Fun, Integrity, Respect and Well Being*. The agency’s current approved budget information can be found at www.oregon.gov/oprd under *About Us*.

Mountain Region is one of three field operation areas within the OPRD Operations Division. Region employees in 13 management units maintain park facilities, provide visitor services and on-site

management to OPRD properties in 20 Oregon counties. Mountain Region has 46 parks, waysides and recreational area properties. Facilities and programs include 24 overnight camps and 45 day-use areas, various hiker/biker, horse and group camps, concessions, agricultural leases, State Recreation Trails and Scenic Waterways, historic buildings and volunteer groups, recreation and visitor service programs. The region staff consists of 184 year-round and seasonal FTE, and operates with a biennial budget in excess of \$18 million dollars.

The North Central District consists of 4 Management Units in 7 Counties. Facilities and programs include overnight camps and day-use areas, various hiker/biker, horse and group camps, concessions, agricultural leases, State Recreation Trails and Scenic Waterways, historic buildings and volunteer groups, recreation and visitor service programs. The biennial maintenance and operation budget is approximately \$4.25 million. There are 22 full-time positions and 34 seasonal positions in the district.

The Smith Rock Management Unit is composed of the following properties: Smith Rock State Park which total 650 acres in Deschutes County. There are approximately 75 bivouac spaces and 12 picnic units which receive approximately .82 million day visits and 24,000 camper nights annually. The annual revenue from the unit is approximately \$537,000. The biennial maintenance and operation budget is approximately \$353,000 million. There are 4 full-time positions and 2 seasonal positions. Approximately 8100 volunteer hours 4 FTE are donated each year.

The Smith Rock State Park Management Unit has a total of 14,865 Maintenance Management Plan (MMP) hours. MMP hours are a nationally recognized standard of performance in the parks and recreation industry. As such, MMP hours serve not only as an index of the size of any sub-unit in a parks department, but also as a measure of its complexity. The MMP hours, combined with other park operational elements, determine the level of operational and management complexity, resulting in the classification level for OPRD Park Managers and Park District Managers. Operational elements can include but are not limited to: a basic level of facility and infrastructure development; fewer properties, FTEs and positions; a lower amount of budget, revenue, day use count and overnight visitation; an absence of Threatened and Endangered plant and animal species and above- and below- ground resources listed on the National Register of Historic Places; an absence of OPRD co-operating associations, intergovernmental or other agreements; or a combination thereof.

- b. Describe the primary purpose of this position, and how it functions within this program. Complete this statement. The primary purpose of this position is to:**
- Manage the maintenance and operations tasks, interpretation and recreation programs, resource protection work and administrative requirements of one of the smaller and less-complex park management units through short range planning and by the direct supervision of paid permanent, seasonal and volunteer staff who carry out operational functions within the management unit parks.

SECTION 3. DESCRIPTION OF DUTIES

List the major duties of the position. State the percentage of time for each duty. Mark “N” for new duties, “R” for revised duties or “NC” for no change in duties. Indicate whether the duty is an “Essential” (E) or “Non-Essential” (NE) function.

% of Time	N/R/NC	E/NE	DUTIES
<i>Note: If additional rows of the below table are needed, place cursor at end of a row (outside table) and hit “Enter”.</i>			
25%	N	E	STAFF SUPERVISION <ul style="list-style-type: none"> Directly plan and supervise the maintenance, operation and interpretation, rehabilitation and construction activities for all park properties within the management unit. Crews may consist of permanent, seasonal, and/or temporary State Park employees,

			<p>Oregon Youth Corps, Department of Corrections adults in custody, juveniles in custody, court appointed volunteers, private employment agency clients, "Friends" members and other group or individual volunteers.</p> <ul style="list-style-type: none"> • Supervise individuals and teams directly or through subordinates. Specific duties may include: <ul style="list-style-type: none"> ○ Prioritizing the tasks to be accomplished and planning the means for their accomplishment. ○ Developing work schedules and assigning and reassigning tasks to accomplish prescribed work. ○ Giving direction concerning work procedures and transmitting established standards of performance to workers or team leaders. ○ Ensuring that materials and equipment to complete the tasks are on hand. ○ Reviewing work of employees for conformance to standards and assessing workers' performance. • Supervise the implementation and operation of OPRD revenue programs, including camp site reservation /registration, group and club camping, day use fee collection and group picnic reservations, yurts, cabins and special events. • Support the OPRD's affirmative action plan and maintain a work environment free from harassment and discrimination; promptly investigate complaints. • Participate in hiring interviews and recommend hiring of year-round and seasonal staff. • Provide orientation and training for new employees, provide employee development and safety training opportunities for all employees. Encourage continuing education in resource management, technical knowledge and safety, communication and inter- personal skills. Monitor CELI requirements for employees' licenses and certificates. • Complete performance evaluations for seasonal and permanent employees based upon their success in achieving agreed-upon objectives. • Ensure that staff comply with OPRD policies and procedures. • Initiate performance improvement plans and disciplinary actions. • Conduct business according to the current SEIU/OPRD contract; respond to grievances at the first level.
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45%	R	E	<p>PROJECT/PROGRAM MANAGEMENT</p> <ul style="list-style-type: none"> • Conduct boundary inspections for trespass violations; inspect properties for negative impacts to natural and cultural resources. • Maintain an appropriate inventory of maintenance and operations supplies and materials. • Write materials or work specifications, obtain quotations, purchase materials or authorize work based upon state purchasing policy. • Dispose of surplus property by following approved procedures. • Develop specific plans, including: employee, material, equipment and budget needs, for the completion of all management unit projects and programs. • Provide opportunities for and actively seek volunteer participation in park maintenance and operations projects and visitor services programs. Work with Friends groups, Partners-in Parks, camp hosts, extended service hosts and volunteer individuals or groups to supplement paid staff. Provide training, materials, tools and equipment where necessary. • Provide training, materials, tools and equipment to volunteers to enable them to accomplish their work. • Research and promote the most efficient and cost-effective methods of park maintenance and operations while insuring that OPRD maintenance standards are met on all facilities and properties. Ensure that accurate methods are used to monitor the inventory and condition of equipment, facilities, utility systems, natural and cultural resources. • Oversee difficult or complex assignments in landscape maintenance, facility and utility system maintenance, repair and rehabilitation and new construction. Such assignments may require blueprint and contract reading, carpentry, plumbing, electrical wiring, masonry, asphaltting, painting and other construction knowledge or skills. • Work with the district and region managers and OPRD staff to effectively manage natural and cultural resources within OPRD guidelines and in a manner which will protect resource values, especially native plants and rare, threatened and endangered species, significant wetlands, and cultural or historic properties contained on park lands within the Smith Rock Management Unit. • Inspect park properties and facilities to identify potential hazards; take appropriate and necessary measures to eliminate or mitigate hazards. • Perform other duties as required or assigned.
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20%	R	E	VISITOR SERVICES <ul style="list-style-type: none"> • Develop special events and programs, in cooperation with OPRD and Region Visitor Services Teams, to attract park visitors and provide recreational opportunities and the interpretation of natural and cultural resources. • Ensure that visitor compliance with park area rules and regulations is obtained. May issue written warnings and park citations as necessary. • Ensure that factual, interesting information about local attractions and OPRD properties and programs is provided to park visitors, news media, service clubs and civic organizations. See that "Jr. Ranger" and evening "campfire" programs are in major campgrounds during the summer season. • Inspect park properties and facilities to identify potential hazards; take necessary measures to eliminate or mitigate hazards.
10%	R	E	OFFICE OVERSIGHT <ul style="list-style-type: none"> • Supervise office activities to ensure that various field reports are prepared in a timely and accurate manner, including: payroll, periodic and special operations reports, purchasing documents, cash handling and revenue reporting procedures. • Maintain timely and accurate equipment service records, safety inspection reports, hazardous tree surveys, capital inventory and other records as required. *Plan the management unit goals and objectives and budget, including staffing, maintenance and operations, new construction, repair and restoration, acquisition, capital and fleet equipment needs. • Ensure that budget expenditure controls, monitoring systems, purchasing and contracting procedures are followed. • Participate in meetings with the region leadership team; communicate frequently with the district and region managers in person, by phone, e-mail, fax or memo to review progress toward management unit, district, region and agency goals and objectives. • Ensure that park areas have up-to-date maintenance and operations plans including: emergency procedures, water and sewer system maintenance plans, integrated pest management programs and preventative maintenance programs. • Maintain a current maintenance management plan (MMP) and Project and Facilities Management Plan (PFMS) for all park areas within the management unit. <p>Responsible for achieving the Department's Affirmative Action goals through recruitment, selection and retention of protected class individuals. Promote and support the value the Department places on Equal</p>

			Employment Opportunity (EEO), Affirmative Action (AA), Diversity and Working Guidelines through individual actions and interactions with employees, applicants, stakeholders, community partners, and landowners.
100%			

SECTION 4. WORKING CONDITIONS

Describe any on-going working conditions. Include any physical, sensory, and environmental demands. State the frequency of exposure to these conditions.

Work is performed in, on and around buildings, facilities and grounds, inside and outside in all weather conditions. Occasionally works in office operating computers and other office equipment. Needs adequate vision and hearing, manual dexterity, communication and motor skills to perform the duties of the position, including emergency response situations. Walks up and down inclines and stairs, over rough, uneven, and slippery terrain or paved surfaces and over distances up to 5 miles. Works in stairwells and on ladders, scaffolds, and rooftops. Reaches above shoulder level and occasionally works on hands and knees. Bends, stoops, crouches, kneels, crawls, climbs, twists, pushes and pulls in regular performance of duties. Drives a variety of motorized vehicles. Maneuvers, manipulates, and operates hand and powered tools and heavy equipment. May sit or stand for long periods of time. May lift and move up to 50 pounds on a regular basis and up to 100 pounds or more with assistance. May work in congested work areas, confined spaces and remote locations. May interact frequently with the public. Occasionally works alone, within phone or radio communication. Works and supervises various shifts including split, evenings, weekends, holidays, and long hours on short notice. Travels overnight to other parks, headquarters, or other agency facilities for training and meetings. May be exposed to environmental and chemical hazards, allergens, and odors standard to area of assignment, such as high noise, chemicals, and fumes requiring safety controls. Cleans up and disposes of human-generated waste, animal waste and carcasses. May be exposed to hostile and offensive language and actions from the public. Uses appropriate safety and personal protective equipment and follows established safety policies, practices and procedures. Performs duties of position with or without reasonable accommodation.

Residency: Residency in employee housing may be a requirement of employment for specific positions (District Managers, Park Managers, Park Ranger Supervisors, Permanent Park Rangers), contingent upon the nature of the position and operational needs. This requirement is activated when an employee occupies a housing unit as part of the Employee Housing Program. Occupancy is considered an employment condition from the time the employee begins residing in the designated housing unit and continues for the duration of the residency, as determined by the agency. An assigned employee will have specific responsibilities detailed in the unit rental agreement per PR#PRP.020.010.PR: Employee Housing and Rental Reductions Procedure.

SECTION 5. GUIDELINES

a. List any established guidelines used in this position, such as state or federal laws or regulations, policies, manuals, or desk procedures.

Oregon Revised Statutes, Oregon Administrative Rules, Oregon Public Employees Union contract, OPRD Policy and Procedure Manual, Enforcement Manual, Pesticide Manual, Visitor Services Manual, park master plans, Maintenance Handbook, Uniform Building Codes, OLCC, L.C.D C. goals, Affirmative Action and EEO rules and guidelines, Hazardous Materials Manual, State Workers Compensation rules, ODOT Highway Construction Standards, Department of Administrative Services policies, rules and guidelines, Bureau of Labor laws and regulations, Oregon Occupational Health and Safety Act rules and regulations and local land use plans.

b. How are these guidelines used?

These guidelines form the basis for interacting with employees, the public and with other government agencies; for dealing legally and effectively with situations which arise in the management of park properties. They are used to determine the priorities and procedures needed to accomplish management unit activities and objectives. They describe the relationship of field operations to other divisions and programs within OPRD.

SECTION 6. WORK CONTACTS

With whom, outside of co-workers in this work unit, must the employee in this position regularly come in contact?

Who Contacted	How	Purpose	How Often?
Note: If additional rows of the below table are needed, place cursor at end of a row (outside table) and hit "Enter".			
Other OPRD Staff and Volunteers	In person, by mail, e-mail or telephone	Give and receive information, seek guidance, coordinate work	Daily
Federal, state, county and local officials and agency representatives	In person, by mail, e-mail or telephone	Give and receive information, seek guidance, coordinate work	Daily
Law enforcement representatives	In person, by mail, e-mail or telephone	Assist or receive assistance in enforcing Park Area Rules	As needed
Park Visitors	In person, by mail, e-mail or telephone	Give information or assistance, enforce Park Area Rules	Daily
Merchants and contractors	In person, by mail, e-mail or telephone	Order materials, obtain price quotations, administer contracts	As needed

SECTION 7. POSITION RELATED DECISION MAKING

Describe the typical decisions of this position. Explain the direct effect of these decisions.

Independent decisions are made relating to the means and methods for accomplishing the daily operation and maintenance of park properties within this small management unit of 20,000 or less MMP hours. Specific decisions include assigning and reassigning tasks, insuring conformance of work to established standards, Level 1 complaint and grievance resolution, progressive discipline and annual performance evaluation for fewer than 20 FTE; purchasing individual items costing less than 510,000; biennial budget control up to approximately \$1 million; ensuring employee and visitor safety and the protection of historic and natural resources within the management unit; and the effective use of materials and equipment to accomplish management unit goals

These decisions provide the public with safe, well-maintained park facilities, high employee morale and cost-effective productivity.

SECTION 8. REVIEW OF WORK

Who reviews the work of the position?

Classification Title	Position Number	How	How Often	Purpose of Review
Note: If additional rows of the below table are needed, place cursor at end of a row (outside table) and hit "Enter".				
District Park Manager	4741089/0000000 16477	In person and by written annual evaluation	Annually or at the completion of an assignment.	The work is reviewed for context, quantity, quality and conformance to department policy,

				procedures and success in achieving program goals and objectives.

SECTION 9. OVERSIGHT FUNCTIONS

THIS SECTION IS FOR SUPERVISORY POSITIONS ONLY

- a. How many employees are directly supervised by this position? 6
How many employees are supervised through a subordinate supervisor? 0
- b. Which of the following activities does this position do?
- | | |
|---|--|
| <input checked="" type="checkbox"/> Plan work | <input checked="" type="checkbox"/> Coordinates schedules |
| <input checked="" type="checkbox"/> Assigns work | <input checked="" type="checkbox"/> Hires and discharges |
| <input checked="" type="checkbox"/> Approves work | <input checked="" type="checkbox"/> Recommends hiring |
| <input checked="" type="checkbox"/> Responds to grievances | <input checked="" type="checkbox"/> Gives input for performance evaluations |
| <input checked="" type="checkbox"/> Disciplines and rewards | <input checked="" type="checkbox"/> Prepares & signs performance evaluations |

SECTION 10. ADDITIONAL POSITION-RELATED INFORMATION

ADDITIONAL REQUIREMENTS: List any knowledge and skills needed at time of hire that are not already required in the classification specification:

Background check and driving record must meet OPRD standards at the time of hire and throughout employment.

Must possess a valid driver's license at the time of hire.

Must wear OPRD-supplied uniform and comply with appearance code when on duty.

Must comply with and adhere to applicable federal, state, local, and agency rules, laws, standards, and policies.

Must obtain First Aid/CPR Certification and OPRD Enforcement Officer Status after appointment.

The person in this position must have:

- Skill in determining the methods means and personnel by which park operations are to be conducted.
- Skill in assigning work to be done.
- Skill in evaluating the quality and quantity of park maintenance and operations work performed by direct report personnel.
- Skill in evaluating the effectiveness of plans and activities and in recommending changes for improvement.
- Skill in communicating effectively with the general public, media, agency and local government officials.
- Skill in preparing position description documents.
- Skill in working within collective bargaining agreements.
- Skill in preparing small biennial management unit budget and operating within budgetary limits.

BUDGET AUTHORITY: If this position has authority to commit agency operating money, indicate the following:

Operating Area	Biennial Amount (\$00000.00)	Fund Type
Note: If additional rows of the below table are needed, place curser at end of a row (outside table) and hit "Enter".		
Maintenance and Operations	\$417,000	Other Funds
Facility Investment Strategy		Park and Natural Resource (Lottery)

SECTION 11. ORGANIZATIONAL CHART

Attach a current organizational chart. Be sure the following information is shown on the chart for each position: classification title, classification number, salary range, employee name and position number.

SECTION 12. SIGNATURES

Employee Signature

Date

Supervisor Signature

Date

Appointing Authority Signature

Date