



# STATE OF OREGON POSITION DESCRIPTION



**Agency** Oregon Parks and Recreation Department

**Region** Mountain **Management Unit** Wallowa Lake

**Position Description Status** ☐ New ☒ Revised

- ☐ Classified Represented
- ☐ Classified Unrepresented
- ☐ Executive Service
- ☐ Mgmt Svc – Supervisory
- ☒ Mgmt Svc – Managerial
- ☐ Mgmt Svc – Confidential

## SECTION 1. POSITION INFORMATION

<b>Employee Name</b>	VACANT	<b>Position Number</b>	4721051
<b>Supervisor Name</b>	Kirk Barham	<b>Agency Number</b>	63400
<b>Classification Title</b>	<b>PARK MANAGER 2</b>	<b>Position Description Revised Date</b>	9/24/25
<b>Classification Number</b>	X8442		
<b>Working Title</b>	Park Manager 2		
<b>Work Location (Park)</b>	Wallowa Lake		

**POSITION** ☒ Permanent ☐ Part-Time ☐ Intermittent ☐ Academic Year  
☐ Seasonal ☐ Job Share

**FLSA** ☒ Exempt ☐ Non-Exempt

**IF EXEMPT:**  
☒ Executive ☐ Professional ☐ Administrative

**ELIGIBLE FOR OVERTIME:**  
☐ Yes ☒ No

## 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.**

**OPRD Mission:** Provide and protect outstanding natural, scenic, cultural, historic and recreational sites for the enjoyment and education of present and future generations.

OPRD operates a system of State Parks; operates special programs such as Scenic Rivers, Recreation Trails, Historic Preservation, and Ocean Shores programs; and provides assistance to local governments for recreation and heritage conservation. Oregon Parks and Recreation Department consists of about 864 employees or 603.43 FTE positions located in the Salem headquarters office, three operating regions statewide. OPRD serves more than 40 million visitors per year with a 2025-27 biennial budget of \$257.6 million.

### **REGION:**

*Mountain Region is one of three field operation areas within the OPRD Operations Division. Region employees in 14 management units maintain park facilities, and provide visitor services and on-site management to OPRD properties in 19 Oregon counties. Mountain Region has 44 parks, waysides and recreational area properties. Facilities and programs include 25 overnight camps and 43 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 positions equivalent to 113.74 FTE, and operates with a biennial budget in excess of \$18 million dollars.*

### **EASTERN DISTRICT:**

*The Eastern District of OPRD is comprised of 4 management units (MU's) namely Blue Mountain MU, Clyde Holliday MU, Farewell Bend MU and Wallowa Lake MU. The MU's total 15,360 acres and is one of three districts within the Mountain Region of OPRD. District employees maintain park facilities; provide visitor services and on-site management to OPRD properties in Baker, Grant, Harney, Malheur, Union, Umatilla and Wallowa counties. There are 30 parks, waysides, State scenic corridors and recreational area properties. Facilities and programs include 660 campsites and 424 picnic areas, various hiker/biker, horse and group camps, concessions, agricultural leases, trails, scenic biways/waterways and historic buildings. The District receives approximately 1.9 million day use visits and 175,500 overnight visits per year bringing in revenue of a million dollars with an operating budget of 5.3 million. The district staff consists of 22 year-round positions with 40 seasonal positions and over 23,000 volunteer hours – the equivalent of 11 full-time positions.*

**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 a moderately complex park management unit by supervising staff who will carry out the maintenance and operations tasks, interpretation and recreation programs, resource protection work and administrative requirements of the park management unit, which contains: a high level of facility and infrastructure development; several properties, FTEs and positions; a moderate-to-large budget, revenue, day use count and overnight visitation; the presence of Threatened and Endangered plant and animal species, listing on the National Register of Historic Places of above- and below- ground cultural resources within the parks; the presence of OPRD co-operating associations, and intergovernmental, agricultural or concession agreements; or a combination thereof.

The Wallowa Lake Management Unit is composed of the following properties:

Wallowa Lake State Recreation Area

Wallowa Lake State Highway Forest Scenic Corridor with Fountain Wayside, Wallowa River Wayside and Johnson Timber Wayside

Minam State Recreation Area

Iwetemlaykin State Heritage Site

Little Alps Day use area

Wallowa Falls Campground

There are 223 campsites and 110 picnic units, which receive approximately ¾ million day visits and 73,573 camper nights annually. The annual revenue from the unit is approximately \$ 725,000. The biennial maintenance and operation budget is approximately \$ 2.6 million. There are 5 full-time positions and 16 seasonal positions. Approximately 3000 volunteer hours ( 3 FTE) are donated each year.

The Wallowa Lake Management Unit has a total of 40,346 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 moderate level of facility and infrastructure development; fewer properties, FTEs and positions; a moderate amount of budget, revenue, day use count and overnight visitation; a presence of Threatened and Endangered plant and animal species and above- and below- ground resources listed on the National Register of Historic Places; a presence of OPRD co-operating associations, intergovernmental or other agreements; or a combination thereof.

### SECTION 3. DESCRIPTION OF DUTIES

**List position's major duties, stating percentage of time for each duty.**

**N** New  
**R** Revised  
**NC** No Change

**E** Essential Functions  
**NE** Non-Essential Functions

<b>% of time</b>	<b>N/R/NC</b>	<b>E/NE</b>	<b>DUTIES</b>
35%	R	E	<p><b>STAFF SUPERVISION</b></p> <ul style="list-style-type: none"> <li>• 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, 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.</li> <li>• Supervise individuals and teams directly or through subordinates. Specific duties may include: <ul style="list-style-type: none"> <li>○ Prioritizing the tasks to be accomplished and planning the means for their accomplishment.</li> <li>○ Developing work schedules and assigning and reassigning tasks to accomplish prescribed work.</li> <li>○ Giving direction concerning work procedures and transmitting established standards of performance to workers or team leaders.</li> <li>○ Insuring that materials and equipment to complete the tasks are on hand.</li> <li>○ Reviewing work of employees for conformance to standards and assessing workers' performance.</li> </ul> </li> <li>• 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.</li> <li>• Support the OPRD's affirmative action plan and maintain a work environment free from harassment and discrimination; promptly investigate complaints.</li> <li>• Participate in hiring interviews and recommend hiring of year-round and seasonal staff.</li> <li>• 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 interpersonal skills. Monitor CEU requirements for employees' licenses and certificates.</li> <li>• Complete performance evaluations for seasonal and permanent employees based upon their success in achieving agreed-upon objectives.</li> <li>• Insure that staff comply with OPRD policies and procedures.</li> <li>• Initiate performance improvement plans and disciplinary actions.</li> <li>• Conduct business according to the current SEIU/OPRD contract; respond to grievances at the first level.</li> </ul>
35%	R	E	<p><b>PROJECT/PROGRAM MANAGEMENT</b></p> <ul style="list-style-type: none"> <li>• Conduct boundary inspections for trespass violations; inspect properties for negative impacts to natural and cultural resources.</li> <li>• Maintain an appropriate inventory of maintenance and operations supplies and materials.</li> <li>• Write materials or work specifications, obtain quotations, purchase materials or authorize work based upon state purchasing policy.</li> <li>• Dispose of surplus property by following approved procedures.</li> <li>• Develop specific plans, including: employee, material, equipment and budget needs, for the completion of all management unit projects and programs.</li> <li>• 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.</li> <li>• Provide training, materials, tools and equipment to volunteers to enable them to accomplish their work.</li> </ul>

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% of time	N/R/NC	E/NE	DUTIES
			<ul style="list-style-type: none"> <li>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. Insure that accurate methods are used to monitor the inventory and condition of equipment, facilities, utility systems, natural and cultural resources.</li> <li>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.</li> <li>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 Wallowa Lake Management Unit.</li> <li>Inspect park properties and facilities to identify potential hazards; take appropriate and necessary measures to eliminate or mitigate hazards.</li> <li>Perform other duties as required or assigned.</li> </ul>

10%      R      E

#### VISITOR SERVICES

- Develop and/or oversee special events and programs within the Wallowa Lake Management Unit, 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.
- Obtain visitor compliance with park area rules and regulations. Issue written warnings and park citations and notices of exclusion as necessary.
- Insure 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.
- Implement interpretive management plan and evaluate for relevancy

20%      R      E

#### OFFICE OVERSIGHT

- 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.
- Oversight for 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.
- Insure 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.
- Insure that park areas have up-to-date maintenance and operations plans including:

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% of time	N/R/NC	E/NE	DUTIES
			<p>emergency procedures, water and sewer system maintenance plans, integrated pest management programs and preventative maintenance programs.</p> <ul style="list-style-type: none"> <li>Maintain a current maintenance management plan (MMP) and Project and Facilities Management Plan (PFMS) for all park areas within the management unit.</li> </ul> <p><i>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 Employment Opportunity (EEO), Affirmative Action (AA), Diversity and Working Guidelines through individual actions and interactions with employees, applicants, stakeholders, community partners, and landowners.</i></p>

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?
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	In person, by mail, e-mail or telephone	Give and receive information, seek guidance, coordinate work	Daily

agency representatives

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.**

Decisions are made concerning the means and methods for accomplishing the long- and short-term operation and maintenance goals of the park properties within this moderately complex management unit of 40,000 MMP hours or less. These include but are not limited to: \$1.2 - \$1.8 million biennial budget controls, including the purchase of individual items costing less than \$10,000; maintenance, repair, restoration and new construction projects; resource protection and interpretation; personnel issues involving hiring, work scheduling, training and leave requests, performance evaluation and improvement, Level 1 complaint and grievance resolution, and progressive discipline for approximately 20 FTE employees; law enforcement, employee and visitor safety issues; the use of volunteer groups and individuals, community outreach programs, and media relations.

These decisions provide visitors to the parks in this management unit with well-maintained, safe park facilities and the opportunity for memorable outdoor recreation experiences. These decisions also result directly in high employee morale and cost-effective productivity. Decisions are made through close and frequent consultation with the District Manager and Region Director.

## SECTION 8. REVIEW OF WORK

Who reviews the work of the position?

Classification Title	Position Number	How	How Often	Purpose of Review
District Park Manager 2	4751016	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

- a. How many employees are directly supervised by this position? 21  
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, skills, certificates and licenses 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.

**Park Manager is required to live on site in manager's residence at this time.** (may be subject to change)

Must obtain the following after appointment:

- Oregon ATV operator's card
- First Aid/CPR certification
- OPRD enforcement officer status
- OPRD intermediate chainsaw operator certification
- Boater Operator's card
- CDL Class B or higher within one year of hire

The person in this position must have:

- Experience with determining the methods, means, and personnel by which park operations are conducted in complex or numerous properties, including campgrounds, day-use areas, and recreational sites, within the Oregon Parks and Recreation Department (OPRD) context. This involves a deep understanding of the unique requirements and challenges associated with managing various types of park facilities and amenities.
- Proven experience in evaluating the effectiveness of park operational plans and activities, coupled with the ability to engage park staff in soliciting recommendations for improvement. This entails a keen eye for detail and a commitment to continuous improvement in park management practices.
- Demonstrated ability to lead and develop a diverse team of park rangers, park ranger assistants, volunteers, and hosts in executing park and campground operations. This includes hands-on involvement in day-to-day operations and adept management of personnel to ensure smooth functioning of park facilities.
- Exceptional communication skills to effectively engage with the general public, media outlets, agency officials, and local government representatives. This includes the ability to convey information clearly, address concerns diplomatically, and foster positive relationships with stakeholders.
- Proven capability to develop and maintain positive working relationships with neighboring property owners, as well as mid-level agency and local government representatives. This requires adeptness in negotiation, conflict resolution, and collaboration to achieve mutually beneficial outcomes.
- Proficiency in working within collective bargaining agreements, demonstrating respect for labor regulations and effectively managing personnel within established frameworks.
- Strong financial acumen and the ability to prepare large, biennial park management unit budgets while adhering to budgetary limits. This involves strategic allocation of resources to prioritize key operational needs and optimize financial performance.
- Expertise in leading complex park improvement projects through all phases, including planning, permitting, and procurements. This requires comprehensive project management skills, attention to detail, and the ability to navigate regulatory requirements and stakeholder interests.
- A steadfast commitment to serving the public with humility and open-mindedness, with a focus on promoting diversity and inclusion in all aspects of park management and operations. This involves fostering an environment that embraces and celebrates differences while ensuring equitable access to park facilities and experiences.

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

Operating Area	Biennial amount (\$00000.00)	Fund type
Maintenance and Operations	\$2,922,385	Other Funds
Facility Investment Strategy	TBD	Park and Natural Resource
Sink Funds	TBD	Preventative maintenance-Business