



City of Smyrna

City of Smyrna
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Issue Sheet

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Status: Agenda Ready

In Control: City Council

File Type: Authorization

Agenda Number: H.

WARD / COUNCILMEMBER: City wide

\$ IMPACT: Up to \$3,000 a week

Agenda Title:

Authorization to pay incentive pay of \$25/ day to any employee of public works serving as a driver or crew worker on sanitation and recycling trucks until the City considers those departments to be back to full staff and able to operate effectively.

ISSUE AND BACKGROUND:

The City is currently experiencing difficulty recruiting and hiring employees for both sanitation and recycling driver and crew worker positions. As a result of the shortages, they have been staffing these trucks with personnel from other public works divisions. Having employees hired for other public works functions being mandated to work on these trucks has resulted in more staff losses and frustration of personnel.

Staff would like to offer these personnel a flat rate of \$25/ day to all employees who are hired in these divisions and to personnel that are part of other public works divisions as an incentive. This pay would continue until management considers the staffing of both recycling and sanitation to be in a position to no longer need the assistance of the extra personnel. This would also provide an incentive as the City waits for the results of the compensation study currently in the process.

There are 5 sanitation trucks and 3 recycling trucks. Each truck has a driver and 2 crew workers. There is a total of 24 personnel on the trucks. 24 people at \$25/ day is \$600. \$600/ day for the week is \$3,000 a week.

RECOMMENDATION / REQUESTED ACTION: Authorization to pay incentive pay of \$25/ day to any employee of public works serving as a driver or crew worker on sanitation and recycling trucks until the City considers those departments to be back to full staff and able to operate effectively.