



SOLID WASTE PAY INCREASE

DS-22-066

May 17, 2022

Background and Findings

- ❑ Solid Waste collection is a vital service offered by the City to ensure that waste is collected and disposed of in an environmentally sound, cost-effective, and safe manner.
- ❑ New licensing requirements by the Department of Transportation (DOT) that went into effect February 7, 2022, requires new Commercial Driver's License (CDL) applicants to attend an accredited driving school in order to get a CDL permit and/or license.
- ❑ Current CDL holders are in high demand throughout the country due to the new DOT requirements. Many companies are offering higher pay, sign on bonuses, and other incentives for drivers.

Background and Findings Cont.

- The Solid Waste Division has experienced an unusually high turnover rate the last 12 months; largely due to pay and long work hours (staff shortage). There are 44 position allocations for Equipment Operators and Solid Waste Workers. Current vacancies are:
 - ▣ 17 Equipment Operators
 - ▣ 1 Solid Waste Worker
- National average for residential waste collection per driver is 800 – 850 containers a day; currently our drivers are collecting 1,200 – 1,300 a day.
- Equipment operators are averaging 12 hours a day in order to service all residential containers. Often, additional services such as brush and bulk item collection are not completed daily.

Background and Findings Cont.

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- ❑ The City of Killeen has conducted a salary study and will be proposing salary adjustments to several positions citywide in the FY23 Budget which includes Solid Waste Equipment Operators and Service Workers.
- ❑ Two adjustments can be made to assist with the turnover currently happening in Solid Waste.
 - ❑ Implement the pay increase effective immediately
 - ❑ Implement suspension of bulk collection services through FY22, while still offering the 300 pounds free disposal at the transfer station
- ❑ Suspending bulk collection services will allow reallocation of four (4) equipment operators to assist with the collection of automated container waste system.



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Residential waste on collection day in Killeen

Examples of bulk and overloaded containers that the Equipment Operators and Solid Waste Workers are collecting weekly.



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Residential waste on collection day in neighboring city

A neighboring city on collection day with a fully automated system. Residents are provided a drop off location for all bulk, brush, and recycling.

Budget Information

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Positions	Current Pay Grade	Current Annual Rate	Current Hourly Rate
Equipment Operator	15	\$31,711 - \$47,566	\$15.25 - \$22.87
Service Worker	12	\$29,884 - \$44,825	\$14.37 - \$21.55

Positions	Proposed Pay Grade	Proposed Pay Scale	Proposed Hourly Rate
Equipment Operator	19	\$36,091 - \$54,138	\$17.35 - \$26.03
Service Worker	15	\$31,711 - \$47,566	\$15.25 - \$22.87

Funds as of 5/5/22	FY22 Budget	FY22 Year to Date	FY22 Remaining	FY22 Hire Lag	FY22 Pay Increase
Residential 540-3460	\$2,367,008	\$1,156,003	\$1,211,005	\$224,752	\$83,354
Commercial 540-3465	\$1,433,391	\$723,358	\$710,033	\$710,033	\$33,614

Recommendation

- City staff is recommending that City Council authorize the pay increase for Solid Waste Equipment Operators and Service Workers be implemented effective the first day of the next pay period and furthermore, suspend curbside bulk collection for the remainder of the fiscal year; encouraging the citizens to utilize the 300 pounds per month free disposal at the transfer station.