



Department Source: City Utilities - Solid Waste

To: City Council

From: City Manager & Staff

Council Meeting Date: January 18, 2022

Re: Amending the fiscal year 2022 Classification and Pay Plan to add a Solid Waste Packer - 955 position

Executive Summary

Staff has prepared for Council consideration an ordinance to amend the fiscal year 2022 Classification and Pay Plan to add a Solid Waste Packer - 955 position. This will be a full time position in Solid Waste residential refuse and recycling collections that does not require a commercial driver license (CDL).

Discussion

Staff has prepared for Council Consideration, an ordinance to amend the FY22 Classification and Pay Plan to authorize the creation of a Solid Waste Packer - 955 position. This will be a full time, entry level position in Solid Waste Collections that will collect refuse and recycling for transport to the landfill by riding/standing on the rear of a refuse or recycling truck and manually lifting and placing refuse and recycling materials into the back of rear loading refuse collection vehicles. This position will be a local union 955 represented employee, eligible to receive all normal City employee benefits, will not require a CDL and will be paid \$15.00 per hour. In addition, this position will be eligible for the \$5.00 per hour add pay for hours worked manually collecting and placing material into the rear loading trucks.

This amendment is not anticipated to have any financial impact on the FY22 Solid Waste Utility budget. Solid Waste currently has several vacant Refuse Collector - 955 and Senior Refuse Collector - 955 positions. Staff proposes to utilize the proposed Solid Waste Packer - 955 position to under fill the vacant Refuse Collector - 955 and Senior Refuse Collector - 955 positions. Employees that are hired into the Solid Waste Packer - 955 positions will be given the opportunity and training to obtain a CDL, if they desire. Allowing for advancement into either the Refuse Collector - 955 or Senior Refuse Collector - 955 positions.

This position will provide additional opportunities for temporary staffing agency employees, or others interested applicants, to become full time City employees, eligible for all employee benefits. It is anticipated that creating this position will reduce the Solid Waste Utility's dependency on temporary staffing agency employees, helping to make collections operations more reliable.

Fiscal Impact

Short-Term Impact: There is no anticipated financial impact with the proposed budget amendment.



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Long-Term Impact: There is no anticipated financial impact with the proposed budget amendment.

Strategic & Comprehensive Plan Impact

Strategic Plan Impacts:

Primary Impact: Operational Excellence, Secondary Impact: Economy, Tertiary Impact: Not Applicable

Comprehensive Plan Impacts:

Primary Impact: Not Applicable, Secondary Impact: Not applicable, Tertiary Impact: Not Applicable

Legislative History

Date	Action
None	None

Suggested Council Action

Approve the ordinance authorizing the Solid Waste Packer - 955 position.