

City of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: City Utilities - Solid Waste

To: City Council

From: City Manager & Staff

Council Meeting Date: January 3, 2022

Re: Report: Use of Temporary Staffing Company Employees in Solid Waste

Executive Summary

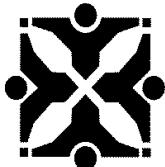
Councilperson Peters requested information on how temporary staffing company employees support the Solid Waste Utility at the December 20, 2021 Council meeting. Staff has prepared the following information regarding the use of temporary staffing company employees in Solid Waste.

Discussion

The City of Columbia, Solid Waste Utility has a contract with People Ready (PR) to provide temporary employees, as needed, to assist solid waste collection activities. Since sometime in 2016 the Solid Waste Division has become dependent on a temporary staffing agency to perform the essential functions expected of the division. This is not a favorable situation for this division or the City. A copy of the current contract is attached for reference. Under this existing contract, employees provided by PR are not City of Columbia employees. The City does not control the rate of pay or the amount of benefits that the PR employees receive as compensation for their hours worked at the City.

On sheet 13 of the attached contract (see highlighted section), PR is responsible for providing all necessary personal protective equipment (gloves, high visibility clothing, etc.) to PR employees. Because most of the PR employees come directly from their home to the landfill each morning, Solid Waste Supervisors keep a supply of gloves and high visibility vests in their office specifically for PR staff. These gloves and high visibility vests are provided by PR. Solid Waste Supervisors ensure that all City employees and PR employees have the proper personal protective equipment prior to departing for their assigned collection route. Since the Solid Waste Supervisors are the ones distributing the personal protective equipment each morning, it may appear that the City is supplying the equipment to PR employees which is not the case.

On the topic of work hour, a standard 8 hour work day for City Residential Collection staff begins at 7:30 am and ends at 4:00 pm. However, under the Solid Waste Collection Route Safety Incentive Program, Solid Waste collection staff are permitted to leave up to one hour early and receive pay for 8 regular hours. A copy of the Solid Waste Collection Route Safety Incentive program is attached for reference. On most days, City Residential Collection staff have their assigned collection route complete, are back to the landfill, clock out and leave at 3:00 pm. Since the City only pays PR for the hours that the PR employees actually work, the typical maximum work day for a PR employee at Solid Waste is 7 hours. Occasionally the PR employees are needed for a longer time period than the standard shift and occasionally they are needed for a shorter time period. The attached "People Ready – Summary of



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Hours" document shows the hours worked for each PR employee from Nov 22 to Dec 19. Most instances where PR employees worked less than 7 hours per day is due to the collection crews completing their work and returning to the landfill prior to 3 pm.

With respect to the hours worked by Charles Holden (the gentlemen that spoke at the Dec 20 Council meeting), the attached summary of hours worked shows that the only day he worked 5 hours with Solid Waste was the Saturday after Thanksgiving. This short day was due to the fact that all collection crews finished assigned routes, returned to the landfill, clocked out and went home.

The summary of hours worked also shows that Davin Moore only worked 5.0 to 5.5 hours per day with Solid Waste on several occasions. The reason for this is that Mr. Moore has a second job. He frequently clocks out and leaves his PR job as early as he can so that he can get to his other job. There are other PR employees that frequently leave their PR job (collecting refuse and recycling) as soon as they can so they can attend to other business. In Mr. Moore's case, he works for PR in order to get extra hours.

On the subject of time cards. It is true that the PR employees are assigned a time card just like City employees. Time cards are necessary in order to document hours worked by PR employees for contractual and financial purposes. Staff audits those records to provide checks and balances.

On the subject of Solid Waste assisting people who work for the Temporary Staffing Companies to become full time City employees. Since 2017, the Solid Waste Utility has been able to hire 16 people away from People Ready and Express (contract prior to People Ready). All 16 of these individuals started out as Temporary City Employees where the City provided assistance in obtaining their CDL. 12 of the 16 were able to obtain their CDL and were hired into full time Refuse Collector 955 or Senior Refuse Collector 955 positions. 3 of the 12 individuals are currently still employed by Solid Waste. The other 9 individuals left City employment for various reasons.

Solid Waste also works with Job Point and has been able to hire 3 people from this program into full time Refuse Collector 955 and Senior Refuse Collector 955 positions.

The Solid Waste utility has several vacant full time positions. There are a variety of positions available and not all of them require a CDL. If any of the PR employee would submit a job application and meet the minimum qualifications for employment, it is very likely that they would receive a job offer. As of December 27, 2021, Mr. Holden (the gentlemen that spoke at the Dec 20 Council meeting), has not submitted a job application for City employment.

Lastly, on Dec 1, 2021, Solid Waste Supervisors began discussions with all current PR employees to determine if any of them would be interested in full time employment with Solid Waste. As of December 27, 2021, four PR employees indicated that they were interested and two of them have already submitted job applications for the CDL Trainee Position. The CDL Trainee program allows Solid Waste to hire individuals that have their CDL permit (not fully licensed) as a part-time City employee that receives \$14.50 per hour (plus the \$5.00 per hour or the \$7.50 per hour add pay), is allowed to work 40 hours per week,



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receives City Health Insurance and is provided training to assist with obtaining a CDL. Once the individual obtains their actual CDL, then the individual can apply for a full time Refuse Collector 955 or Senior Refuse Collector 955 position. Some staff that work for PR do not desire to become full time or part time City staff. At least two individuals have stated they will not apply to work for the City because they do not want to submit to a drug test.

The Solid Waste Division can look into creating full time positions that do not require a CDL for curbside collection. This has been discussed, and proposed, in the past. This may provide a path for temporary employees with PR to become full time City employees. However, attracting and retaining CDL drivers is critical to the reliable operation of refuse and recycling collection. Without CDL drivers, no collection system will be sustainable for the long term.

Fiscal Impact

Short-Term Impact: No financial impact for this report.

Long-Term Impact: No financial impact for this report.

Strategic & Comprehensive Plan Impact

Strategic Plan Impacts:

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

Comprehensive Plan Impacts:

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

Legislative History

Date	Action
NA	NA

Suggested Council Action

Report for information only