

REQUEST FOR BOARD ACTION

HENDERSON COUNTY BOARD OF COMMISSIONERS

MEETING DATE: July 18, 2018

SUBJECT: Full Time Scales Operator - Reclassification

PRESENTER: Marcus Jones, PE

ATTACHMENTS: No

SUMMARY OF REQUEST:

The Solid Waste department is requesting reclassification of an existing auxiliary position, to a new full-time scales operator position, and to eliminate three current unfilled part-time scales operator positions.

This conversion from three part-time positions to one full-time position is needed for the following reasons:

- The volume of trash since the staff reductions during the recession has increased over 20% with a 10% increase from FY17 to FY18. The increase in volume has a direct impact on the business handled by the scales operator.
- Currently we are down 3 part-time operator positions due to turnover with no qualified applicants over the first two weeks of recruitment. We have been utilizing part-time positions to adjust to the Department's hours of operation and the cyclical nature of trash volume. However, we have reached the trash volume that two full-time operators are warranted and will not create redundancy. They can cover the 54 hours that the facility is open and also provide an inbound and outbound operator during busy hours.
- Part-time scales operator positions are difficult to fill and with the current employment market this challenge has grown. A full-time position with benefits will be much easier to fill and retain.
- This request is off budget cycle due to the complete lack of interest in the posted part-time positions. Currently, the scales house is not at sustainable staffing position.

This request will have no or a minor impact to the Department's budget. The funds for the part-time positions, \$30,000, will be transferred from the part-time line item to the line items for the new full-time position.

BOARD ACTION REQUESTED:

Approve the reclassification of an auxiliary position to a full time scales operator in Solid Waste, eliminate the three auxiliary positions, and transfer \$30,000 from Solid Waste part-time salaries to the full-time line items for the new position.

Suggested Motion:

I move that the Board approve the reclassification of an auxiliary position to a full time scales operator in Solid Waste, eliminate the three auxiliary positions, and transfer \$30,000 from Solid Waste part-time salaries to the full-time line items for the new position.