



Agenda Item

File #: 23-0426

Requested Agenda Date:

4/18/2023

Requested Agenda Title:

Budget Adjustment: Fleet Management requests an upgrade to its Fleet Technicians from Grade 12 to Grade 13.

Requested Agenda Item Description: Working with Human Resources the pay grade for Fleet Technicians is being increased from a Trades Grade 12 to Trades Grade 13. Fleet is currently down 5 Technicians and unable to hire. The Technician position has been open for over a year without being able to hire. We have had 2 applicants, and both did not accept the position because of salary. Fleet is an internal service fund and does not receive any funds from the County. All revenue is generated from services provided to customers, including noncounty customers.

Every Technician generates \$170,000 gross revenue for Fleet. Due to lack of Technicians, we are sending an increased amount of work to outside vendors, increasing cost and down time to our customers. Without being able to hire Technicians, Fleet's ability to generate revenue and meet cost obligations is compromised. It is critical that we hire Technicians. The increase in salary and benefits related to the grade increase is \$219,092. We are hopeful that with the salary increase we will be able to hire more Technicians.

Fleet will not increase rates in 2023 to cover the increase in salary. We are currently \$60.00 per hour below market rate and will make adjustments in rates in 2024 budget to cover the salary increase.

Requested Action: Discussion - Vote Needed

Presenter(s) (with titles): Hoa Nguyen, Council Budget and Policy Analyst

Time Needed: Less than 5 MINS

Is this Item Time-Sensitive and/or Requesting a Time-Certain? No

Requesting Staff Member: Scott Baird, Public Works Department Director

Are Supporting Documents Needed for this Agenda Item Request? Yes