

**SL**  
SALT LAKE  
COUNTY  
PUBLIC WORKS  
and MUNICIPAL  
SERVICES

# Hiring and Retention Challenges

- Lack of qualified Candidates within the approved pay range.
- Employees receive training at the County and then tend to leave for higher-paying jobs.
- Recently-promoted employees don't get compression adjustment because of no years of equivalent experience.

# Hiring and Retention Challenges

- Internal Hiring / Retention Practices
  - Can't offer Competitive Salary because incumbents are already compressed.
  - Request to hire at a competitive salary may trigger inequities, even in other divisions/departments.
  - Challenges replacing old career ladder system with in-grade and grade-to-grade advancements.

# Hiring and Retention Challenges

- Public Works positions difficult to hire/retain:
  - Heavy Equipment Operator
  - District Worker
  - Skilled Laborer
  - Concrete Finisher
  - Mechanic
  - Development Position (Grants and Fundraising)
  - Animal Control Officers
  - Engineer
  - Construction Inspector
  - GIS Specialist / Analyst

# Animal Services Challenges

Contract terminations result in fixed costs spread to less customers.

Vulnerability of jobs funded by contracts.

No power to cut overhead, or indirect costs.

Paying for compression increases in a non-general fund agency.

Need longer-term contracts with customer agencies (coming & going).

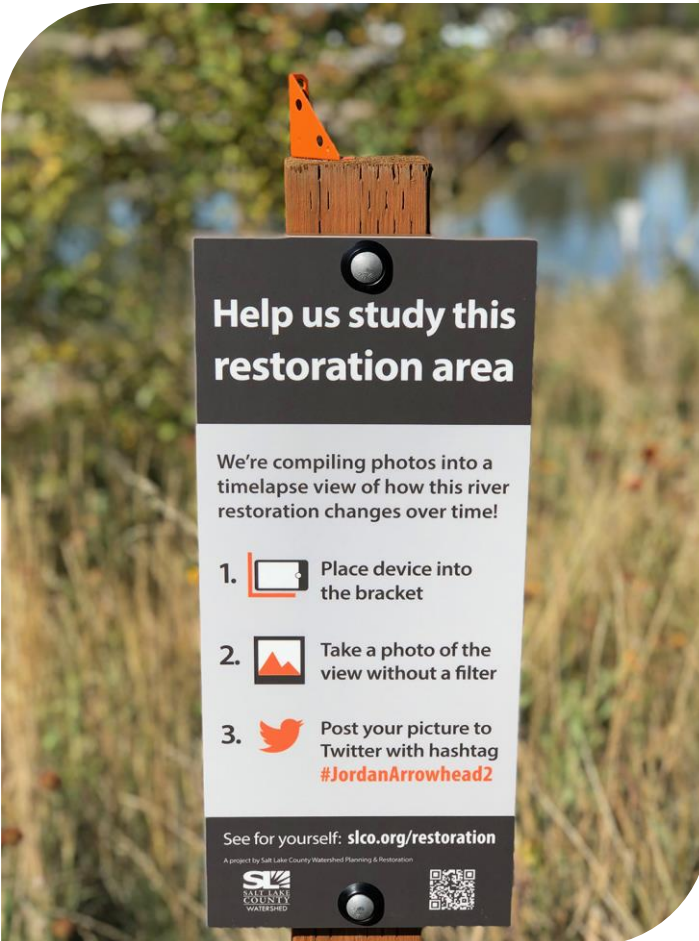


# Engineering and Flood Control Challenges

## UPDES Program :

Need to rewrite MOU's with all departments when the Jordan Valley UPDES Permit is adopted.

Salt Lake County UPDES Phase I Program – Shortfall of \$305,000.



# Fleet Management Challenges

Rising overhead costs including County overhead.

Unintended consequence of increased training and leave accrual: Reduction in billable hours.

Midvale campus in need of repair fund for maintenance and infrastructure upkeep.



# Public Works Operations Challenges



Enterprise fund with no fund balance.

Increasing materials costs.

Training on the computer is time consuming and not cost effective. Group training recommended.





# Solid Waste Management Challenges

Competition from private sector.

Cost centers that don't cover full cost. Transfer Station and Green Waste.

Odor complaints.

Competing priorities between two owners.



**THE END**