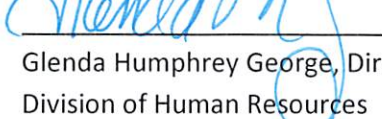




**M E M O R A N D U M**

**TO:** Linda Gorton, Mayor  
Sally Hamilton, Chief Administrative Officer  
Council Members

**FROM:**   
Glenda Humphrey George, Director  
Division of Human Resources

**DATE:** October 29, 2024

**SUBJECT:** Organizational Restructure - Waste Management

The attached action is requesting authorization to amend the authorized strength in the Division of Waste Management by abolishing one hundred twenty (120) classified Resource Recovery Operator positions (Grade 515N) and one (1) unclassified Resource Recovery Operator position (Grade 515N), creating one hundred twenty (120) classified Resource Recovery Operator positions (Grade 518N) and one (1) unclassified Resource Recovery Operator position (Grade 518N), and transferring the incumbents to the new positions. This action also is requesting authorization to amend the authorized strength in the Division of Waste Management by abolishing nine (9) classified Public Service Supervisor Sr. positions (Grade 518N), creating nine (9) classified Resource Recovery Operator Supervisor Sr. positions (Grade 520N) and transferring the incumbents to the new positions. There are four (4) Public Service Supervisor Sr. positions that do not supervise Resource Recovery Operators and their pay grade and title will remain the same. The effective date of these actions is December 30, 2024.

**Why are you requesting?**

We advertise for vacant Resource Recovery Operator positions monthly; however, we continue to maintain approximately a twenty-three percent (23%) vacancy rate. Currently, twenty-eight (28) out of one hundred twenty-one (121) authorized Resource Recovery Operator positions are vacant. This is due to an ongoing shortage of CDL drivers in our employment market and our rate of pay for Resource Recovery Operators.



Upon the request of the Department of Environmental Quality and Public Works, with the approval of the CAO, and in accordance with the Code of Ordinances, the Division of Human Resources conducted a classification study on the requested positions. The result of the study recommended the following:

Number of Positions	Current Position Title	New Position Title	Current Grade	New Grade
121	Resource Recovery Operator	Resource Recovery Operator	515N	518N
9*	Public Service Supervisor Sr.	Resource Recovery Operator Supervisor Sr.	518N	520N
4	Public Service Supervisor Sr.	Public Service Supervisor Sr.	518N	518N

*\*Note: These 9 positions supervise Resource Recovery Operator positions.*

**What is the cost in this budget year and future budget year?**

This action will have a future impact cost of \$826,096.10

File Number: 1105.24

Director/Commissioner: Glenda George/Sally Hamilton

If you have questions or need additional information, please contact Glenda Humphrey George at 859-258-3030.

