

**Office of Human Resources/
Affirmative Action**

Kate Jackson
Human Resources Director

730 Washington Avenue, Room 204
Racine, WI 53403
262-636-9175
262-636-9585 (fax)



City of Racine, Wisconsin

Rashanda Cainion
Assistant Human Resources Director/
Affirmative Action Officer
262-636-9599

Emelia Lien
Benefits Manager
262-636-9475

MEMORANDUM

July 12, 2021

Item: 0582-21

Subject: Communication sponsored by Mayor Mason, on behalf of the Human Resource Director requesting to change the starting salary for long term seasonal DPW and Parks truck drivers.

Staff Recommendation to Finance and Personnel Committee on 07-12-2021: This will increase the starting rate of long term seasonal CDL truck drivers to \$21.47/hr. from \$18.50/hr.

Background:

The market for CDL drivers has expanded greatly over the past six months. Currently we are having difficulty hiring long term seasonal CDL Truck Drivers without addressing their starting pay. We have a total of 12 positions between the Department of Public Works and Parks and Recreation Department. Each position is hired for 35 weeks a year working 40 hours per week during that timeframe. These positions do not typically have access to health benefits and currently are listed on our Part-Time salary schedule starting at \$18.50/hr. with the top step at \$19.64. CDL drivers are currently in high demand and can make between \$22/hr. to \$28/hr. with access to health benefits in other sectors.

Our long term seasonal CDL positions can lead to full-time employment with the City depending on staffing levels and retirements. Currently, full-time Truck Drivers perform the same duties and start at \$21.47/hr. Our step program is capped at \$27.60.

Recommendation:

I am recommending to add an additional step on to the part-time salary schedule at level PT-K which is equivalent to step one for current full-time CDL Truck Drivers. The current rate is \$21.47/hr. and is a grade F Step 1 on the full-time salary schedule.

I am recommending that this change take effect immediately in order to address the recent staffing issues related to retention and attraction of CDL Truck Drivers and anticipate it to cost approximately \$45,000.