



UNIVERSITY PARK CITY COUNCIL AGENDA MEMO

Meeting Date:
7/7/2026

Item Type:
Discussion Item

Subject: Discuss recruitment and retention

Prepared By: Keegan Littrell, P.E., Director of Public Works

Background:

As discussed with Council on June 2nd, the City's Sanitation division has struggled to recruit and retain staff who have or can obtain a CDL license as required to operate division equipment. This has been a continuous issue since 2021. Staff have implemented various measures over the years to help address the issue. In April 2022, the City approved a CDL stipend of an additional \$2 / hour for employees who hold and maintain a Commercial Driver's License (CDL). Additionally, when licensing and educational requirements increased for those working to obtain a CDL, the City budgeted and paid for those costs. In December 2025, the City also contracted with a staffing firm to provide four (4) laborers to provide supplemental staffing in order to continue to meet operational goals at current service levels for the community.

Despite these efforts, the City continues to experience difficulty in recruiting and retaining qualified personnel. Staff would like to discuss options with the City Council to potentially address these issues.

Fiscal Impact:

- Not Applicable
- Budget Amendment Required
- Proposed Revenue
- Proposed Expenditure

Funding Source: TBD

Master Plan Goal:

Please check the associated Theme and provide the corresponding action item number.



	Theme	Action Item(s)
<input type="checkbox"/>	Affirming Sense of Place	
<input type="checkbox"/>	Assuring Connectivity	
<input type="checkbox"/>	Innovative Governance	
<input type="checkbox"/>	Technological Integration	
<input type="checkbox"/>	Preparing for the Future	
<input checked="" type="checkbox"/>	Not Applicable	

Recommendation:

Staff requests the opportunity to discuss options with Council and receive feedback on preferred options.

Committee Review (optional):

N/A

Attachments:

None