



UNIVERSITY PARK CITY COUNCIL AGENDA MEMO

Meeting Date:
6/2/2026

Item Type:
Consent Agenda

Subject: Consider approval of an extension to the pilot program for labor staffing to assist with staffing shortages in the Sanitation division

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

Background:

Since 2021, 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. Historically, each residential side-load collection vehicle was manned by two Driver Ones. The two drivers would rotate throughout the work day either operating the collection vehicle or servicing garbage or recycling bins. As such, all drivers in Sanitation were required to hold a CDL license.

Earlier this year, staff contracted with a staffing firm to provide four (4) laborers for two purposes. One was to provide supplemental staffing in order to continue to meet operational goals at current service levels for the community. The second purpose was to allow administrative staff to analyze the feasibility of changing how the division is staffed. It is possible staffing positions and assignments could be modified to no longer require all sanitation drivers to hold a CDL license. Collection vehicles can potentially be staffed by drivers and laborers. This could potentially widen the applicant pool for recruiting and staffing vacant positions within the department. This could also lead to modifications in routing and other efficiencies staff would like to evaluate.

The City was able to utilize its existing ILA with the City of Richardson to piggyback on their contract with People Ready for the initial pilot program which began in late December. So far, the program has been successful and has been very helpful to have in place as the Sanitation division continues to have staffing shortages. Staff would like to continue the pilot program through the fiscal year. Doing so will allow for a full assessment of costs and operational efficiencies as well as potential modifications to collection methods.

As of May 21st, the City has expensed \$79,035.83 for this program. We estimate an annual expense of \$160,000.00 and request City Council approval of the total program expense. Costs for this program are available through unspent funds in the Regular Earnings account in the FY26 Sanitation budget.

Fiscal Impact:

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

Funding Source: Sanitation Fund – budgeted funds available due to staffing shortages

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 recommends City Council approve extension of the pilot program with a total estimated program cost of \$160,000.00.

Committee Review (optional):

Attachments: