



STAFF REPORT

CITY OF GREEN COVE SPRINGS, FLORIDA

TO: Regular Meeting

MEETING DATE: February 2, 2021

FROM: Steve Kennedy

SUBJECT: City Council approval of adjustments to the Electric Department Wages

BACKGROUND

As we continue with getting some great department heads on board to join our existing great team, we realize that they bring experience, knowledge and perspective to the City that we may not have had prior to their arrival. The latest addition of Andy Yeager, Electric Director, is no exception to this situation. Since Andy's arrival, we have been looking at open positions for Linemen. While our salary range for the lineman position is not bad and is better than it use to be, we are still having some difficulty with getting interest from the more qualified applicants. There seems to be something strategic about getting the starting salary for some of these very qualified applicants to the \$40.00/hour level. We have reviewed the current budget and feel that we can make the necessary internal adjustments to get our existing and new Linemen to that level and move forward with getting these qualified applicants on board without increasing the current budget for the Electric department. The financial impact for the remainder of the year will be about \$18,000 and we submit the items below to match this impact.

Additionally, with the vacancies that we have had from October 1, 2020 through now, we expect to see a reduction of \$58,000 in the Personal Services budget anyway so these adjustments would still keep the department under budget.

We thank you for considering the related salary changes for our linemen positions so that we can get top quality team members on board and not continue to go through this hire/quit/hire cycle for just over \$3.00 per hour.

FISCAL IMPACT

RECOMMENDATION

Approve the Adjustments to the Electric Department Wage