

INTEROFFICE MEMORANDUM

**TO:** President and Members of Council  
**FROM:** Pam Serina, HR Manager  
**DATE:** October 13, 2021  
**SUBJECT:** Resolution 2021-R73  
First reading passage requested



The Administration is requesting first reading passage of 2021-R73

**A RESOLUTION REVISING ESTABLISHED PAY RANGES FOR THE SEASONAL POSITIONS OF SEASONAL LABORER I AND SEASONAL LABORER II AND REQUESTING FLEXIBILITY FOR DETERMINING SEASONAL PAY RATES WITHIN THESE RANGES BASED ON PREDETERMINED SKILLS, EXPERIENCE, AND DRIVING LICENSE CRITERIA AND DECLARING AN EMERGENCY.**

The number of responses for Service Workers who are available to work seasonally has diminished and will not be sufficient to meet our needs going into the winter season based on current responses.

There have been driver/CDL shortages in prior years; however, several factors are coming together which amplify the challenges: (1) the pandemic has reduced the labor force participation in the transportation industry; (2) younger workers are not seeking commercial driver licenses (CDLs) and entering the trucking industry at a rate high enough to replace an aging driver workforce; (3) it takes time, training, and money to obtain a commercial driver's license, but most employers ask for experienced candidates; (4) there is competition from other blue-collar jobs; (5) the imperative need for motor vehicle safe driving records, and (6) the desire for work life balance deters interest in a profession in which most opportunities are long haul.

Human Resources will evaluate how to respond to these challenges, but for now a change in pay range is an immediate response to the coming winter season requirements.

Thank you,  
*Pam Serina*