ATTACHMENT 3

MEMORANDUM

TO: Roger L. Stancil, Town Manager

FROM: Lance Norris, Public Works Director

SUBJECT: Task System for Solid Waste Personnel

DATE: May 21, 2009

PURPOSE

The purpose of this memorandum is to discuss the task system long in use within the Solid Waste program and key issues associated with a possible change to a living wage proposal currently under consideration.

BACKGROUND

Most employees within the solid waste program in Chapel Hill have worked under an incentive system, often referred to as a "task system". This system, which has been operational since at least the 1970's allows crew members to leave work when they complete collection routes and/or assignments. Regardless of actual hours worked in any given week, employees are paid based on a cycle of 40-hours per week. This is the case for all employees except those in staff positions (superintendent and supervisors) and one inspector and one senior equipment operator.

During times of natural disasters that generate significant brush or other needs for which the division can be of assistance, the task system is temporarily suspended as appropriate in order to collect and dispose of the debris. This has occurred in the past following hurricanes, other major wind storms and major ice storms.

DISCUSSION

Actual hours worked per week vary among individual employees/crews basically as a function of quantities of refuse placed for collection and specific collection conditions. For example, longer work days are required when quantities of refuse are relatively high and weather conditions affects collections. Over the course of a year, the average number of work hours is such that many of our employees are able to have second part- time jobs to supplement their income from the Town.

The system is popular with the employees and serves the Town's interests in that the system results in relative high productivity based on previous route efficiency reviews compared to conventional eight hour workdays.