



TOWN OF PRESCOTT VALLEY STAFF REPORT

DATE: December 8, 2022

TO: Mayor & Town Council

THROUGH: Gilbert Davidson, Town Manager

FROM: Teri Traaen, Human Resources Director

DEPARTMENT: Human Resources

AGENDA TYPE: Consent Agenda

SUBJECT: Seasonal 'All-Call' Concept - Consideration & Possible Action (Approve)
[Teri Traaen, Human Resources Director]

STRATEGIC PLAN FOCUS AREA: High-performing team means how we conduct our business and ourselves through our culture, diversity, communication, delivery, outreach, processes, and values. What we do, how we do it, and who we do it for.

SUMMARY/BACKGROUND:

Among the challenges faced by the Town (along with other employers) is the difficulty of filling positions (and keeping them filled). In particular, the Public Works Department has several positions open that aren't likely to be filled in the near term. Therefore, an 'All Call' Seasonal Team Member initiative is being proposed to create teams of current employees who are willing and able to provide direct 'additional' work assistance during seasonal emergency situations (i.e., snow storms/snow removal; summer flooding; building maintenance needs, etc.) to provide for the health and safety of the community.

This Team Member initiative would be open to current employees with at least (1) year entry level construction, building maintenance, construction and/or snowplow equipment (or closely related) experience to be assigned to meet these seasonal needs. Assignments might include (a) responding to emergencies (including snow removal from streets and municipal parking lots, sidewalks, and grounds; sanding icy roads; or mitigating flooding) by being part of on-call rotations...during nighttime or weekend hours, and (b) helping during special events (including setting up and picking up of barricades, lane cones and warning signs to assist w traffic, preparing streets and facilities, and performing facilities interior maintenance work.

Under this initiative, staff would endeavor to ensure that proper personnel are matched with needed assignments and to keep workers comp and similar liabilities at a minimum.

RECOMMENDED MOTION:

Motion to approve the 'All Call' Seasonal Team Member initiative as proposed.
VOTE.

STAFF RECOMMENDATION:

Staff recommends approval of the proposed 'All -Call' Seasonal Team Member initiative.

FISCAL ANALYSIS:

It is anticipated that the compensation offered to All Call Seasonal Team members will be absorbed by salary savings in the Public Works Department due to vacancies during the current fiscal year.

Council Action at the Meeting:

ATTACHMENTS: Yes