

**Recommendation No. (20150610-003b): Hazard Pay**

**BE IT RESOLVED BY THE ZERO WASTE ADVISORY COMMISSION:**

**WHEREAS**, the Austin Resource Recovery Department (ARR) has a strong safety culture and is committed to ensuring a safe and healthy work environment for all employees;

**WHEREAS**, frontline ARR employees engaged in operating heavy machinery, equipment and waste & recycling collection are often exposed to difficult conditions,

**WHEREAS**, since Fiscal Year 2012, ARR employees have been involved in over 280 work-related vehicle collisions,

**WHEREAS**, since Fiscal Year 2012, ARR employees have reported over 250 injuries resulting in over 80 instances of limited duty status or lost time status,

**WHEREAS**, since 2007, two ARR employees have lost their lives in service to the City of Austin,

**NOW, THEREFORE, BE IT RESOLVED BY THE ZERO WASTE ADVISORY COMMISSION:**

**THAT THE** Austin Resource Recovery Department is asked to study improvements for employee safety pursuant to City Management's request;

**THAT THE** Austin Resource Recovery Department is advised and requested to explore options for introducing hazard pay to more appropriately compensate frontline ARR employees;

**BE IT RESOLVED THAT THE** Austin Resource Recovery report back to the Zero Waste Advisory Commission with options to improve employee safety conditions and to more appropriately compensate employees routinely exposed to hazardous and dangerous working conditions.

**Presented for adoption on June 10, 2015**