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23 **WHEREAS**, ARR requires operators to have at minimum a CDL B license
24 and such training is covered by ARR and typically costs \$1,318 per trainee; and

25 **WHEREAS**, Human Resources seeks to engage, attract, develop, support,
26 and retain the best workforce in the country to serve Austin residents; and

27 **WHEREAS**, during the COVID-19 pandemic, certain ARR services, such
28 as bulk collection, have been suspended or reduced due to lack of staffing and
29 COVID-19 precautions;

30 **THEREFORE, BE IT RESOLVED:**

31 The City Council directs the City Manager to review current compensation
32 and training practices and explore opportunities to improve ARR operator
33 retention, compensation, and satisfaction.

34 **BE IT FURTHER RESOLVED:**

35 The City Council directs the City Manager to determine the feasibility and
36 timeline for resuming regular ARR services that are currently suspended or scaled
37 back. The City Manager should err on the side of employee safety and should not
38 resume such services if it is determined that any services pose a true risk to our
39 employees.

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42 **ADOPTED:** _____, 2020

43 **ATTEST:** _____

44 Jannette S. Goodall
45 City Clerk