

April 4, 2022

BOARD OF FRANKLIN COUNTY COMMISSIONERS

Meeting Location: Franklin County Annex Building Commission Chambers

Chair Dunn called the study session to order at 8:30 a.m.

All Commissioners present except Commissioner Dickinson.

W. David Lee, Public Works Director, discussed the wages for the Public Works Department employees. Easily accessible data was used from a KDOT study, Indeed and other sources. 34% of our 47 full-time equivalents (FTE) in the Public Works Department could retire in the next five years. Four of our nine blade operators are included in those eligible to retire in the next five years is 44% of that workforce. We currently have eight open positions with four possible retirements soon. Kansas currently has a 2.5% unemployment rate and Franklin County has 2.7% leaving limited availability to gain new employees.

The Public Works leadership would like to recommend a \$2 per hour increase for all Public Works employees to increase these employees to a competitive level with our four neighboring counties and KDOT. Additionally, it is recommended that the CDL positions receive an additional \$2 per hour increase to keep them competitive with our neighboring counties as well.

Commissioner Dunn mentioned that the most questions commissioners receive regarding Public Works is why we don't do more ourselves such as asphalt replacement and chip and seal. When the county has low staffing in Public Works and employees can't be replaced due to availability of people and low wages, projects cannot be completed in-house.

The Commissioners recommended that this item be placed on the Wednesday meeting agenda. They proposed discussing each option presented to increase the wages of the Public Works employees.

W. David Lee, Public Works Director, discussed the equipment replacement schedule for the Public Works Department. Five pieces of equipment were discussed to be replaced in 2022. A wheel loader, self-propelled broom and two tractors with side-mount mower attachments are planned to be funded out of the Public Works Equipment Reserve Account. The backhoe at the transfer station needs to be replaced. The purchase of the backhoe will be made out of Solid Waste Special Caps Account. Finally, the Noxious Weeds salt spreader needs to be replaced.

In addition to the 6 pieces of equipment listed for replacement, two motor graders will reach the 5 year/7,500-hour trade-in schedule in 2022. The department will plan to replace the units and solicit for financing later this year.

Chair Dunn adjourned the meeting at 9:34 a.m.

Clerk

Chair