

EXECUTIVE SUMMARY



TO: Bogdan Vitas, City Manager
COPIES: David Fernandez, Assistant City Manager
Greg Veliz, Director Community Services
Rod Delostrinos, Deputy Director Community Services

FROM: Christina Hepworth, Fleet Manager – Community Services

DATE: March 11, 2014

SUBJECT: Certification Pay for Mechanics

Action statement:

Respectfully request the approval to increase the hourly wage of each employee \$0.50 per hour, per passed certification, up to \$6000 per year.

Background:

The City of Key West has struggled with hiring certified mechanics based on the salary associated with the job requirements. Currently, the Fleet Department has had a job opening since August 30, 2012 without any applications. The City seeks to create a new certification pay benefit enabling the certified mechanic to qualify for additional pay of \$0.50 per hour for each qualifying certificate the employee maintains up to \$6000 annually.

Options:

- 1) The City Commission could approve the certification pay benefit in accordance to the Letter of Understanding from the Teamsters, Local 769
- 2) The Commission could decline the certification pay benefit in accordance to the Letter of Understanding from the Teamsters, Local 769

Financial Impact:

The financial impact will be recognized in the salaries budget for FY13-14. Due to the inability to hire a full staff, the lapsed salaries will provide the expense of the additional salaries.

Recommendation:

Staff recommends Option #1, allowing the certified mechanics to increase their wages based on their individual ability to pass certifications