



Transportation

Drew Raessler, Agency Director

Districts All

Cobb County...Expect the Best!

TO: Dr. Jackie R. McMorris, County Manager

FROM: Drew Raessler, Agency Director
Judy Jones, P.E., Agency Director
Michael Brantley, Director

DATE: June 14, 2022

PURPOSE

To authorize ~~development and implementation~~ of a frontline retention incentive program for retaining frontline field staff responsible for maintaining and operating critical public infrastructure, **from the ARPA Fund.**

BACKGROUND

The Department of Transportation has been operating with 40 percent vacancies in critical positions responsible for the maintenance of traffic signals, traffic signs, pavement markings, roadways, drainage systems, concrete structures, rights-of-way, and bridges.

The Water System has been operating with 31 percent vacancies in critical positions responsible for the maintenance of meters, watermains, and sewer lines, and with 23 percent vacancies in critical positions responsible for operation and maintenance of water reclamation facilities.

The PARKS Department has been operating with 27 percent vacancies in critical positions responsible for the maintenance and operation of 90 properties, including over 200 structures located throughout Cobb County Parks.

The FLEET Department has been operating with 30 percent vacancies in critical positions responsible for maintaining fueling infrastructure, vehicle maintenance and repair operations to keep over 2,500 vehicles and pieces of essential equipment operational in support of County Departments.

The Property Management Department has been operating with 32 percent vacancies in critical positions responsible for maintenance, operation, and repair of 115 properties and facilities, including over 2,935,000 square feet of buildings.

The Department of Transportation's Transit Division contracts with First Transit, Inc., (First Transit) for complete operations, maintenance, and administrative support services for CobbLinc. First Transit has been operating with ~~15~~ **19** percent vacancies in critical driver and support positions, risking the reliability of the overall CobbLinc Transit system.

The volume of vacancies has strained the respective agencies' abilities to maintain and operate critical

infrastructure which is vital for the residents and visitors of Cobb County. In order to persuade employees to remain with the County as compared to other employment options, the Agencies propose a retention program to include a one-time payment of \$1,500.00 for each frontline field staff member responsible for the maintenance and operation of critical public infrastructure throughout the County. The retention incentive is available for frontline field staff members that began employment with Cobb County prior to April 1, 2022, and employees must stay with the County for 12 months after receipt of the retention incentive. In the event the employee does not stay the full 12 months, the employee shall be required to return the full amount of the incentive.

~~The volume of vacancies has strained the respective Agencies' abilities to maintain and operate critical infrastructure which is vital for the residents and visitors of Cobb County. To minimize additional loss of staff, the Agencies propose a retention program to include a one-time incentive payment of \$1,500.00 for each frontline field staff member responsible for the maintenance and operation of critical public infrastructure throughout the County. The retention incentive is available for frontline field staff members that began employment with Cobb County prior to April 1, 2022, and employees must stay with the County for 12 months after receipt of the retention incentive.~~

Funding for the recommended frontline retention incentive is available from the American Rescue Plan Act (ARPA) grant funding in order to support public sector capacity. This retention incentive is narrowly tailored and is an eligible expenditure under the ARPA grant.

~~Funding for the recommended frontline retention incentive is available in each Department's approved FY22 Operating Budget, and in the American Rescue Plan Act (ARPA) grant funding made available for transit operating activities. If eligible, funding for the Department of Transportation, Water System, and PARKS Department will be requested from the existing ARPA grant as reimbursement.~~

Subsequent to approval of this program by the Board, the Department of Transportation will develop a contract amendment with First Transit, Inc., to authorize the frontline retention incentive for eligible Transit staff, and will present an agenda item to the Board for consideration at a future Board meeting.

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IMPACT STATEMENT

N/A

FUNDING

Decrease Expenditure:	279-055-ARCT-8820	ARPA Contingency	\$636,000.00
Increase Expenditure:	279-055-ARCT-6594	Transfer Out	\$636,000.00
Increase Revenue:	010-105-3200-4960	Transfer In - Parks	\$123,000.00
	010-050-0710-4960	Transfer In - DOT	\$132,000.00
	010-060-0920-4960	Transfer In - Fleet	\$34,500.00
	010-110-3640-4960	Transfer In - Property Mgmt	\$58,500.00

	500-500-5100-4960	Transfer In - Water	\$288,000.00
Increase Expenditure:	010-105-3200-6012	Salaries - Parks	\$123,000.00
	010-050-0710-6012	Salaries - DOT	\$132,000.00
	010-060-0920-6012	Salaries - Fleet	\$34,500.00
	010-110-3640-6012	Salaries - Property Mgmt	\$58,500.00
	500-500-5100-6012	Salaries - Water	\$288,000.00

Available in the respective Department FY22 Adopted Budgets, as follows:

Available:	010-105-3200-6012	Salaries—PARKS	\$123,000.00
	010-050-0710-6012	Salaries—DOT	\$132,000.00
	500-500-5100-6012	Salaries—Water	\$288,000.00

RECOMMENDATION

The Board of Commissioners authorize a frontline retention incentive for retaining frontline field staff responsible for maintaining and operating critical public infrastructure, in an amount not to exceed \$636,000.00, funded from ARPA contingency funding; authorize the corresponding budget transactions; and further authorize the Chairwoman to execute the necessary documents.

~~The Board of Commissioners authorize development and implementation of a frontline retention incentive program for retaining frontline field staff responsible for maintaining and operating critical public infrastructure, in an amount not to exceed \$543,000.00.~~

ATTACHMENTS

None