



REGIONAL RECOVERY AND LANDFILL FACILITY
Solid Waste Operations
City of Rapid City
300 6th Street
Rapid City, South Dakota 57701

M E M O R A N D U M

TO: Rapid City Common Council
FROM: Jerry Wright, Superintendent, Solid Waste Operations
DATE: October 31, 2005
SUBJECT: FTE Request to Comply With Litter Control Plan
CC: Dan Coon, Director, Public Works
Jim Preston, City Finance Officer
Project file
Correspondence files, 05Oct2705citycouncilFTElitterplan.doc

November 1, 2005 Public Works Committee Meeting Item 25

The Rapid City Landfill requests authorization to hire one new Full Time Employee ((FTE), Operator II, Grade 11 at an estimated annual cost of \$37,000 which includes employee benefits. The primary function of this new FTE will be to control litter by ensuring the landfill has adequate daily cover both during and at the end of the working day. Additional efforts in containing wind blown litter will require this operator to operate the earth moving and alternative daily cover equipment and related tasks. Proper daily cover is a key component of litter control. In addition to the operation of the disposal site for municipal solid waste, the landfill operators are responsible for on-site road and haul road maintenance, land farming petroleum contaminated soil, operation of the rubble pit, operation of the waste concrete and waste asphalt areas, asbestos burial, snow removal, dust control, fire prevention and fighting, and equipment fueling and operator maintenance.

The landfill currently utilizes 2 FTEs to conduct all of these tasks. The landfill operates 10 hours per day six days per week. With this working schedule there are 4 days a week when there is only one operator at the landfill disposal site. Operating and permit parameters require that at least one operator be at the disposal site during operation. Therefore, this leaves very little time to adequately cover the municipal solid waste received on four of our six working days and inadequate coverage of the other tasks required from these operators.

These tasks could be conducted by the existing operators during overtime hours. It is estimated it would require \$22,000 to \$32,000 per year of overtime to properly conduct all these tasks. There are several concerns with using overtime to complete these tasks. They are:

- “Burnout” of employees which can result in lapses in safe operation and operating efficiency.
- The employees may not always be available to work overtime
- Coverage of approximately six man weeks of absence due to vacations, sick leave, and personal days.

The South Dakota Department of Environment and Natural Resources (SDDENR) has expressed dissatisfaction with the City’s previous litter control practices and requested the City address this issue. As a result the City drafted a new Litter Control Plan, a draft of which has been approved by the SDDENR. The Solid Waste Division feels this additional FTE is required to implement this Litter Control Plan and properly conduct all of the other items tasked to these operators.

It is and has been extremely difficult, if not impossible, to hire temporary operators. A significant issue with hiring seasonal labor is it requires basic training each time one is hired. In addition we are not allowed to conduct pre-hire drug testing on seasonal/temporary hires. I am personally concerned with this issue as an equipment operator at the landfill is operating large equipment in a public access area.

