

Kenton County Public Works Department 2021

Need

The need to reorganize the Kenton County Public Works Department is to:

1. To address the need to balance the labor force in the Fleet Services Division.
2. To provide an opportunity to partner with local Community Colleges/Technical Schools to develop students' skills while increasing the output of the Fleet Services Division for the Fiscal Court and local agency patrons.

How

1. Establish the position of Fleet Services Co-Op and add capacity for 2 such positions to the Public Works organizational chart.
2. Compensation for Fleet Services Co-Op positions shall be established using the following scale:
 - a. \$13 per hour when completed credit hours toward degree are 0-30.
 - b. \$15 per hour when completed credit hours toward degree are >30.
3. Employees hired into this classification must be actively enrolled in a degree-seeking, post-secondary program in a related field.
4. Employees hired into this classification may be eligible for multiple individual appointments, with term lengths not to exceed 6 months for any single appointment.

The Fleet Services Co-Op position description is attached.

Costs

Short term: The total annual cost would not exceed \$62,400 for both positions filled for an entire fiscal year. However, for FY22 it is anticipated that the financial impact would be approximately \$30,000 with a single appointment for each six month term. The FY22 budget was approved with funds to support the financial impact from this reorganization.

Long term: The long term costs would be those experienced in the short term but accentuated over time.

Existing and/or Proposed Personnel

Two CO-OP positions with regular wages and no benefits are being added with this reorganization.