



CITY OF CONCORD

New Hampshire's Main Street™

REPORT TO MAYOR AND CITY COUNCIL

Date: March 27, 2025
To: Mayor and City Council
From: Earle M. Chesley, P.E., General Services Director
Subject: 2024/2025 Winter Operations Staff Stipend Outcomes

Recommendation:

Accept this report for information.

Background:

After conducting a public hearing at the November 12, 2024, City Council meeting and having received a Report to Mayor and City Council dated September 24, 2024, City Council raised and appropriated \$400,000 in funds to:

1. Provide a weekly stipend of three hundred dollars paid weekly to City full-time staff available and related to winter operations for city streets, sidewalks, and airport, and
2. Provide a weekly stipend of one hundred fifty dollars paid weekly to staff supporting the performance of winter operations (wingers).

The weekly stipend was paid for the winter season from December 1, 2024, through March 29, 2025.

At that time, General Services had experienced reduced staffing reduction levels with positions that require a Commercial Driver's License (CDL) due to employee resignations. With the current market, General Services is unable to effectively recruit candidates who hold a CDL. Consequently, General Services recruits employees, and pays for their training to secure a CDL. It takes approximately three to four months for a new employee to secure their CDL at a cost of about \$5,500. It takes another two to three months to train these employees for winter operations.

The shortfall of staffing for winter operations is not unique to Concord. Other communities and the New Hampshire Department of Transportation experienced this chronic problem to meet winter operation staffing demands. In an attempt to mitigate the shortfall, the NH Department of Transportation provided a stipend for a second year.

Discussion:

Implementing the winter operations staff stipend was successful in retaining the Department's staffing level associated with winter operations and significantly reduced staff erosion through resignation.

For the period, the General Services Department did not have any employees holding a CDL resign. One new shared employee, who was pursuing a CDL, left the employee of the City to pursue a different profession in the private sector. General Services was able to successfully recruit a candidate with a CDL during this period for the first time in a few years.

Cc Brian LeBrun, Deputy City Manager/Finance

Jennifer Johnston, Director of Human Resources and Labor Relations