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COMMONWEALTH OF VIRGINIA
COUNTY OF FAIRFAX



Rodney L. Lusk
LEE DISTRICT SUPERVISOR

Board Matter

October 5th, 2021

Mr. Chairman – As we are all aware, the County is currently facing an extreme labor shortage within the Solid Waste Division of the Department of Public Works and Environmental Services.

This labor shortage is particularly pronounced amongst our county truck drivers. Public Works is currently short by approximately 25% of the drivers needed to resume regular solid waste collection in the County. The shortage is further compounded by workers who are out sick or on various other types of leave, magnifying the issue even further.

The backlog created by this shortage has meant delays as long as three weeks for pickup in some neighborhoods. The accumulation of solid waste, particularly yard debris, is creating hazards that negatively impact our environment, attract rodents, and potentially create dangerous obstacles for drivers, cyclists, and pedestrians.

There is no single solution to addressing this labor shortage that is impacting not just our County, but the entire region. However, there may be systemic and strategic changes that the County could adopt in order to help train,

attract and retain those with commercial driver's licenses (CDL) to our Public Works Department.

Currently, private companies in equally as desperate need for CDL holders are offering signing bonuses between \$3,000 and \$10,000 for new employees. While I wouldn't preclude the possibility of the County considering signing bonuses as a tool for filling vacancies, I believe that a compressive review of other strategies and incentives that the County could utilize to accelerate the hiring of CDL holders could help in both alleviating the current strain on our solid waste collection operation, and in preventing such labor shortages in the future.

With that in mind, Supervisor Alcorn, Supervisor Gross and I move:

- That the County Executive direct the appropriate staff to prepare a series of recommendations for the Board to consider for the purposes of training, attracting, and retaining CDL holders.

While I will defer to staff on the best approach for researching and ultimately presenting recommendations to the Board, I am hopeful that their review will include options for financial incentives, no-cost or prorated options for obtaining CDLs, and strategies for integrating with workforce development efforts within the county that are already underway or will be launching shortly, such as the new workforce development center in Lee District.

Thank you.