

# Memorandum



CITY OF DALLAS

DATE April 21, 2026

Honorable Members of the City Council Finance Committee: Chad West (Chair),  
TO Kathy Stewart (Vice Chair), Zarin Gracey, Maxie Johnson, Jesse Moreno,  
Jaime Resendez, Gay Donnell Willis

SUBJECT **Upcoming Agenda Item for May 27, 2026 – Temporary Sanitation Field Labor**

The purpose of this memorandum is to provide information on an upcoming agenda item for City Council consideration to authorize the execution of a service price agreement for Temporary Sanitation Field Labor in support of the Department of Sanitation Services (“Sanitation”).

## Background and Overview

Sanitation relies on temporary field labor as a core operational resource to sustain daily refuse and recycling collection on routes that require manual collection. These positions are essential to maintain service in areas where automated equipment cannot be deployed, including alley-based collection routes and other constrained service environments.

Sanitation requires approximately 240 temporary laborers each day to support manual collection operations and related field activities. This is a consistent, baseline operational requirement necessary to complete daily routes and maintain service reliability across the system.

Utilizing a temporary staffing contract places responsibility on the contractor to recruit, hire, and maintain this daily staffing level. Given the physically demanding nature of the work and associated turnover, maintaining a steady workforce requires continuous, high-volume recruitment and rapid onboarding.

The use of temporary labor, rather than City employees, reflects both operational and structural considerations:

- The Department must maintain a fixed daily staffing level, which would require hiring a significantly larger number of full-time employees to account for absenteeism, turnover, and hiring delays.
- The physically demanding, outdoor nature of the work results in high turnover, requiring continuous recruitment to sustain staffing levels.

- The City’s hiring process is not designed for rapid, high-volume onboarding, typically requiring multiple weeks to fill positions.
- In contrast, a staffing agency can recruit, screen, and deploy workers within a few days, ensuring continuity of operations.

Considering the scale of ongoing recruitment required, the need to reliably maintain 240 workers each day, and the administrative and cost implications of expanding permanent staffing, the use of a temporary staffing contract provides the best value and operational reliability for the City.

This agreement replaces the current contract expiring August 2026 and ensures no disruption to essential sanitation services.

### **Scope of Services**

The contract provides for the on-demand provision of temporary field labor to support Sanitation’s core solid waste operations. Workers supplied under this agreement are primarily assigned to manual refuse and recycling collection from rear-load vehicles, which are predominantly deployed in alley service areas and other locations not suitable for automated collection.

Key service functions include:

- Manual Collection Operations (Primary Function):
  - Hand collection of garbage and recyclable materials from residential set-out locations, with crews assigned to rear-load collection trucks. These routes are primarily located in alleys and other constrained environments where automated collection is not feasible. This work is physically demanding and performed outdoors in all weather conditions.
- Transfer Station and Landfill Support:
  - Traffic control, litter abatement, and general labor to support operations at transfer stations and the McCommas Bluff Landfill.
- Operational Field Support:
  - Loading and unloading materials, directing vehicle movement, and performing general labor tasks necessary to maintain uninterrupted collection and disposal operations.

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Temporary workers receive daily direction and assignments from City supervisory staff but remain employees of the staffing agency. The contractor is responsible for recruitment, screening, hiring, payroll, and maintaining sufficient staffing levels to meet the City's daily operational requirements.

### **Fiscal Impact**

The proposed agreement is a three-year service price agreement to be awarded to the recommended vendor, A & Associates, Inc., in the estimated amount of \$66,324,838, which represents the total potential value over the three-year term. Services will be funded through the Sanitation Services enterprise fund operating budget and are subject to annual appropriations.

The estimated contract amount reflects an increase over the current agreement, largely attributable to the City's living wage policy. The required hourly rate has increased by approximately 45%, from \$15.23 under the current contract, established five years ago, to \$22.05 under the proposed agreement.

As an ID/IQ agreement, expenditures will be incurred only as services are authorized and performed. The structure provides flexibility to scale staffing based on actual service demand.

If you have any questions or would like additional information, please feel free to contact me at [alina.ciocan@dallas.gov](mailto:alina.ciocan@dallas.gov) or the Director of Sanitation, Clifton Gillespie, at [clifton.gillespie@dallas.gov](mailto:clifton.gillespie@dallas.gov).

Service First, Now!



Alina Ciocan  
Assistant City Manager

c: Honorable Mayor and Members of the City Council  
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Mamatha Sparks, City Auditor (I)  
Billerae Johnson, City Secretary  
Preston Robinson, Administrative Judge  
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