

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

DATE: September 8, 2020

TO: Honorable Members of the City Council



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FROM: *for* Enrique C. Zaldivar, P.E.
Director and General Manager
LA Sanitation and Environment

**SUBJECT: REQUEST FOR NON-MAYORAL EXEMPTION OF 10 PLANT
EQUIPMENT TRAINEE POSITIONS**

In accordance with Charter Section 1001 (D)(1), LA Sanitation and Environment (LASAN) requests that the number of Plant Equipment Trainee (Class Code 1107) positions exempted from Civil Service Provisions be increased from 30 to 40 positions. This request was approved by the Board of Civil Service Commissioners at its January 23, 2020 meeting.

The Plant Equipment Trainee classification is a training position leading to employment as a Wastewater Treatment Operator. The need for wastewater treatment operations staff has grown tremendously over the years, and LASAN has a 37% vacancy rate in the class of Wastewater Treatment Operator. LASAN anticipates that the attrition rate will increase significantly due to pending retirements, and the recruitment of certified Wastewater Treatment Operators has been insufficient to meet the continuing vacancy rate for this classification.

In light of these challenges and the critical nature of this work, LASAN seeks to recruit trainees not presently working for the City as well as from the City's lower level classifications to train for future positions as Wastewater Treatment Operators. Candidates are required to possess a high school diploma or equivalent. In addition, successful completion of college level courses in wastewater operation or science is required within four weeks from date of hire. The employees will receive on-the-job training in all facets of wastewater operations in accordance with State laws and regulations and will receive appropriate classroom training. This structured training is designed to prepare employees and to provide them with the experience and training necessary to obtain required State certifications. Following the training, incumbents will become eligible to be placed on the City's Wastewater Treatment Operator List of Eligibles.

A copy of the specific section of the January 23, 2020 minutes approving this request by the Board of Civil Service Commissioners and a position description are attached.

There is no impact to the General Fund as these positions are fully funded by the Sewer Construction and Maintenance Fund, a special fund. For additional information regarding this request, please contact Adriene Murphy, Racial and Gender Equity Officer, (213) 485-2672.

cc: City Clerk, Room 395