

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to the exemption of ten Plant Equipment Operator (Class Code 1107) positions for the Bureau of Sanitation (BOS) from the Civil Service pursuant to Charter Section 1001(d)(1).

Recommendation for Council action:

CONCUR with the Board of Civil Service Commissioner's January 23, 2020 action to exempt ten Plant Equipment Operator (Class Code 1107) positions for the BOS from the Civil Service pursuant to Charter Section 1001(d)(1).

Fiscal Impact Statement: None submitted by the BOS. Neither the City Administrative Officer nor the Chief Legislative Analyst has completed a financial analysis of this report.

Community Impact Statement: None submitted.

Summary:

On October 21, 2020, your Committee considered a September 8, 2020 BOS report relative to the exemption of ten Plant Equipment Operator (Class Code 1107) positions for the BOS from the Civil Service pursuant to Charter Section 1001(d)(1). According to the BOS, approval of this exemption request will increase the number of Plant Equipment Trainee positions exempted from Civil Service from 30 to 40 positions. This request was approved by the Board of Civil Service Commissioners on January 23, 2020.

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 the BOS has a 37 percent vacancy rate in the class of Wastewater Treatment Operator. The BOS 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, the BOS 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. Also, 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. After consideration and having provided an opportunity for public comment, the Committee moved to recommend concurring with the January 23, 2020 Board of Commissioners action as detailed in the above recommendation. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

PERSONNEL AND ANIMAL WELFARE COMMITTEE

A handwritten signature in black ink that reads "Paul Koretz". The signature is written in a cursive, flowing style.

MEMBER VOTE

KORETZ: YES

LEE: YES

PRICE: ABSENT

ARL

10/21/20

-NOT OFFICIAL UNTIL COUNCIL ACTS-