

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

Recommendation for Council action:

APPROVE the exemption of ten Plant Equipment Trainee positions (Class Code 1107) for the BOS pursuant to Charter Section 1001(d)(1).

Fiscal Impact Statement: The BOS reports that there is no impact to the General Fund as these positions are fully funded by the Sewer Construction and Maintenance Fund.

Community Impact Statement: None submitted.

On October 15, 2013, your Committee considered an August 23, 2013 BOS report relative to the exemption of ten Plant Equipment Trainees positions (Class CODE 1107) for the BOS pursuant to Charter Section 1001(d)(1). According to the BOS, the need for wastewater treatment operations staff has grown tremendously over the years, and the BOS has a greater than 20 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.

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. In that this is a trainee position, candidates are not required to possess a high school diploma or have completed any college level course work. 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 take the City's Wastewater Treatment Operator examination.

After further consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the exemption request. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

PERSONNEL AND ANIMAL WELFARE COMMITTEE

MEMBER VOTE

KORETZ: YES

O'FARRELL: YES

FUENTES: YES

-NOT OFFICIAL UNTIL COUNCIL ACTS-