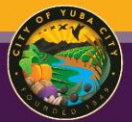




Water Treatment Plant Operator III Limited Term Position

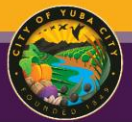


Phillip Marler
Deputy Public Works Director – Utilities



WTP Operations Need

- Water Treatment Plant (WTP) requires minimum Drinking Water Treatment 3 (T3) certification to operate independently
- Highly competitive field with difficult recruitment history
- **Three (3) long-term operators eligible to retire**
- Need way to develop T2 operators to T3 level
- Collaborative solution developed by WTP staff, Public Works management, Local 1, and Human Resources over several months



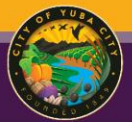
Limited Term Position

- WTP Operator III three (3) year limited term position
- Underfill initially as WTP Operator II
- Capture institutional knowledge and field experience
- Appropriate time and support to meet T3 certification requirements and the WTP Operator III minimum qualifications
- Certification list expires June 3, 2022



Local 1 Side Letter

- Limited term positions typically unrepresented
- Local 1 requested to represent the Water Treatment Plant Operator III, Limited Term
- Incumbent may be appointed directly to a WTP Operator vacancy during the term

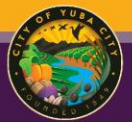


Fiscal Impact

Account No. 7120 (Water Treatment Plant)

\$324,500 Estimated Total Cost

- \$105,900 – Year 1
- \$108,200 – Year 2
- \$110,400 – Year 3
- Requesting supplemental appropriation of \$40,000 for Fiscal Year 21/22
- Budgeted as WTP Operator III – will be less when filled as an Operator II



Recommendation

A. Adopt a Resolution approving one (1) limited term Water Treatment Plant Operator III (LT) position in the Public Works Department for a period not to exceed three (3) years and authorize the Finance Director to make budget adjustments as necessary and approving a side letter with Public Employees' Local 1 regarding the representation of the Water Treatment Plant Operator III Limited Term position.

B. Authorize a supplemental appropriation and related transfers in the amount of \$40,000 from unallocated water funds to Account No. 7120 (Water Treatment Plant Operating Budget) for Fiscal Year 21/22 salary and benefits for the Water Treatment Plant Operator III limited term position.