

TO: Personnel Board  
FROM: Ann Schroeder, Metro Transit  
DATE: September 20, 2023  
SUBJECT: Transit High Voltage Technician - Metro Transit

At the request of the Transit General Manager, Justin Stuehrenberg, and former Transit Maintenance Chief Anthony DiCristofano, I have studied the duties and knowledge, skills and abilities requirements of 1.0 FTE the High Voltage Technician positions added to Metro's 2023 Operating Budget. These positions are necessary for increased electrical work as Metro Transit transitions to a full electric fleet, particularly with regard to the charging infrastructure, both in the facilities and on route. I reviewed the position description and interviewed the following people:

- Anthony DiCristofano, former Transit Maintenance Chief
- Chad Veinot, Traffic Operations Supervisor, Traffic Engineering
- Stephen King, Facilities Services Coordinator, Engineering
- Matt Parks, Electrical Foreperson, Engineering
- Kyle Bunnaw, Plan Review & New Construction Supervisor, Building Inspection

I recommend that a new classification of Transit High Voltage Technician be created in CG 41, Range 12 for the reasons outlined in this memo.

Metro Transit has 65 electric buses on order and anticipates a full electric fleet (currently 203 buses) by 2035 in support of the city's sustainability goals. The Transit High Voltage Technician position will be the main support for the programming, repair, updating, and reporting functions regarding the charging infrastructure for the electric vehicles. The employee will also support and consult with mechanics and buildings and grounds staff for repair and maintenance of bus and building electrical systems.

When interviewing city staff working as or supervising electricians as well as reviewing duties and knowledge required, it was clear that the employee will need to be a journey-level licensed electrician. In addition, we are asking that the person have specialized knowledge of high voltage electronics, related safety measures and quickly gets up to speed regarding transit charging infrastructure.

The classification for Electrician (CG71, Range 04) in Engineering calls for skilled journey-level electrical work without further specialization required. The Transit High Voltage Technician requires journey-level electrician work as well as knowledge, skills and abilities around high voltage work, 3-phase power systems, safety procedures for 480 – 800 volt systems, running rigid steel conduit and other more specialized knowledge. Therefore, it would be more appropriate to classify the Transit High Voltage Technician similar to a classification that also requires a specialization.

Due to the higher level of specialized work required, I consider the Transit High Voltage Technician similar to the Traffic Signal Electrician 3 rather than the Traffic Signal Electrician 2. The classification for Traffic Signal Electrician 3 in CG16, Range 18, has listed general description and duties:

This is highly skilled technical and advanced journey-level electrical work...Install, inspect, maintain, repair and assist with the research and design of fiber optic network systems...and related equipment.

Serve as crew leader...Train employees as assigned.

In comparison, the Transit High Voltage Technician work involves highly skilled technical and advanced journey-level electrical work installing, updating, inspecting, maintaining and repairing electrical charging infrastructure. The employee will also be the lead for electrical work at Metro as well as need to research and develop training programs, monitoring systems, and reporting systems for the charging infrastructure.

For all the reasons discussed in this memo, this level of work and required knowledge is consistent with the examples of duties and responsibilities found in class specifications compensated at or similar to CG16, Range 18. As such, I recommend a new classification of Transit High Voltage Technician be created in CG41, Range 12.

This is a union represented position, and the City will consult with Teamsters Local 695 to add two new ranges and update the CG41 salary schedule. The necessary resolution to implement this recommendation has been drafted.

Editor's Note:

| Compensation Group/Range | 2023 Annual Minimum (Step 1) | 2023 Annual Maximum (Step 5) | 2023 Annual Maximum (+12% longevity) |
|--------------------------|------------------------------|------------------------------|--------------------------------------|
| 16/18                    | \$ 68,321                    | \$ 79,017                    | \$ 88,500                            |
| 41/12*                   | \$ 59,488                    | \$ 79,321                    | \$ 88,839                            |

\*salary listed is approximate and subject to final review and approval by Teamster 695

cc: Justin Stuehrenberg, Transit General Manager  
 Steve Schultz, Provisional Transit Chief Maintenance Officer  
 Rachel Johnson, Transit Chief Administrative Officer  
 Allisa Brown, Transit HR Manager  
 Erin Hillson, Human Resources Director  
 Emaan Abdel-Halim, Human Resources Services Manager  
 Kurt Rose, Employee and Labor Relations Manager  
 Tameaka Bryant, Labor Relations Specialist  
 Rick Roeth, Teamsters Business Agent