

May 23, 2022

HR Director Harper Donahue,

This letter serves as the official request for review of the results of the Hydrant Inspector-Water Utility position study dated May 16, 2022. We the three incumbents, request further review.

We appreciate the work already done on this reclassification study by Human Resources analysts. However, we believe certain reasons for our reclassification request were overlooked. If these reasons were considered fully, we believe the Hydrant Inspector would be placed in a higher range within compensation group 16.

The reasons within the reclassification request that we believe were overlooked are:

- Required license / certification
- Specialized Knowledge and Decisional Impact
- Technical Knowledge
- Classification Requirements

The reasoning for the requests based on each of these details below.

#### **Required license / certification**

As Hydrant Inspectors we are required to obtain and maintain with continuing education throughout our employment, our cross connection control tester license with the Wisconsin Department of Safety and professional Services. We use this certification on a regular bases for the handling of over 200 Reduced Pressure Zone assemblies(RPZ) on fire hydrants. An RPZ is an assembly that we install on a fire hydrant used to protect our water supply from back pressure or back siphonage from contaminations. An RBZ is installed to provide safe access to customers for retail water use. Our certification is required for us to assemble, repair, install and test RPZ's. On an annual bases we are required to test and record our results for every RPZ and submit the results to the state. Every time we have to repair or relocate an RPZ we are required to retest that assembly for proper operation. Every RPZ is assigned a registered object number from the state so they are able to track its testing results.

#### **Specialized Knowledge and Decisional Impact**

Hydrant Inspectors have specialized knowledge in the safe handling and dechlorinating of high levels of chlorine used for disinfecting new or temporary water mains. When a contractor installs new or temporary water mains they are required by AWWA and Madison Water Utility to shock the main with levels between 25-50 ppm of chlorine. As hydrant inspectors we have to safely handle and dechlorinate the water as we flush the new main. The average flush would contain about 7500 gallons of highly chlorinated water and about another 7500 gallons of water to get to safe levels for consumption. While handling that quantity / quality of water, hydrant inspectors have a Decisional Impact in regards to environmental consequences(dechlorinating) and erosion control. Improper dechlorinating of high levels of chlorine would have environmental consequences to streams, ponds, lakes, fields and wildlife as well as personal consequences.

(3 ppm of chlorine kills most fish rapidly) Along with erosion control the impacts of increased soil erosion, sedimentation and sorbed chemicals to watercourses affecting the ecosystem of nearby wildlife. After flushing to safe chlorine levels we then collect samples to take to the state lab for bacteriological and total coliform testing. The water mains are not allowed to be put into service until test results are returned safe.

### **Technical Knowledge**

In our position study Hydrant Inspectors were compared to Field Service Representative 3. We do agree that some of our job duties are comparable, but it does not take into consideration the full scope of Technical Knowledge that a hydrant inspector must have. As it states in the position study FSR3's are responsible for less than a dozen types of meters and hydrant inspectors are only responsible for four types of hydrants. In fact, hydrant inspectors are responsible for thirteen different types of hydrants (Clow Medallion, Clow 2500, Kennedy K11, Kennedy Guardian K81, Muller Centurian, Mathews styles 1-2-3-4, Waterous W59, Waterous WB59, Waterous W67 and Eddy) The list does not include any of the manufacturers internal / external changes that has happened over the years to the different styles of hydrants. We are also responsible for three different styles of RPZ's and three different meters that we install.

### **Classification Requirements**

After reviewing different classifications specifications special requirements we feel that were in line with the Maintenance Mechanic 2 - Local 60.

Hydrant Inspector classification states:

*The incumbent will be expected to obtain license as cross connect control inspector during the probation period and maintain such license throughout employment in the position. Failure to obtain such license during the probation period may result in forfeiture of the position, absent extenuating circumstances.*

Maintenance Mechanic 2 - Local 60 classification states:

*To be determined on a position-by-position basis, depending on the duties assigned, incumbents may be required to hold a master plumber certification, journeyman electrician certification, serviceman heating contractor license, or other certification. Specific requirements will be listed on a job announcement.*

Based on the four reasons outlined above, we respectfully request further review of the Hydrant Inspectors reclassification to a more appropriate range.

Thank you for your time and consideration.

Sincerely,

Royce Lockner  
Ken Erickson  
David Laux

