

TO: Finance Committee

FROM: Tameaka Bryant, Human Resources

DATE: June 25, 2021

SUBJECT: Public Works Maintenance Worker 3—Water

Water Utility General Manager Krishna Kumar is requesting that the vacant position of Equipment Operator 2 (#3233, CG16, R10) be recreated as a Public Works Maintenance Worker 3 (CG16, R11) in order for this position to work with more complex equipment and have the flexibility needed to be assigned tasks within the Water Utility. After reviewing the vacant Equipment Operator 2 position, the Water Utility determined there is a need for a higher skilled position in order to increase the efficiency of the water distribution system. Following my review of the updated position description and after meeting with Tom Rosemeyer, Water Utility General Supervisor, I recommend recreating the vacant Equipment Operator 2 position as a Public Works Maintenance Worker 3 for the reasons outlined in this memo.

The Equipment Operator 2 position was created in the 1990s to work on the lead replacement program of the water - mains. This program went on for 10 years and required two Equipment Operator 2s because of equipment inefficiency. Over time, the equipment used in this program became more complex, and the Water Utility has moved away from filling Equipment Operator 2 positions. This current position is the last Equipment Operator 2 at the Water Utility, which has no plans to fill positions in this classification. In 2017, one of the Equipment Operator 2s was recreated as an Automotive Mechanic (CG16, R13) because there was greater need for Water Utility vehicle maintenance. Water Utility would like to recreate the current vacant Equipment Operator 2 in order to better assist when people call into Diggers Hotline, by locating and marking all of the utility water lines before a customer starts new construction, or digging for repairs. Additionally, this position requires more skilled use of the backhoe, and will be expected to be a first responder for any leaks, no water calls, or other water related issues that may arise.

The class specification for the Equipment Operator 2 describes the work as:

...semi-skilled work in the **operation of standard and specialized heavy diesel, gasoline, air, and hydraulically operated equipment and attached mechanical and power equipment.** Work is characterized by responsibility for the safe operation of assigned equipment and oversight of employees assigned to operate equipment. Work also includes the **performance of heavy manual labor in various maintenance activities.** Work is performed under general supervision and is reviewed through personal inspection and observation of compliance with established work schedules and procedures. [emphasis added]

The class specification for Public Works Maintenance Worker 3 describes the work as:

...semi-skilled manual work in the **general maintenance and repair of the municipal water distribution system.** Employees in this position **exercise independent judgment** in the completion of assigned maintenance duties, which may include **leading other employees in system flushing operations, and work on valves, valve boxes, curb stops, curb boxes, and**

**hydrants in the water distribution system.** Work may also include routine inspection and operation of valves, curb stops and hydrants; **inspection in new construction or reconstruction projects; damage assessment and repair;** and system flushing operations; as well as related work in the maintenance and repair of the distribution system. Work is **performed independently** and reviewed by supervising staff (Public Works General Supervisor, Water Utility Field Supervisor, Leadworkers) or engineering staff for compliance with maintenance objectives and project goals as may be required. [emphasis added]

In looking at the changing needs of the Water Utility, both Kumar and Rosemeyer determined there is a need for a position to provide higher-level equipment expertise and skills, larger scope of maintenance and repairs of the water distribution system, as well as a greater need for independent judgement. The impact will be a more efficient assignment of work and reduce costs of out of class pay of lower level staff. This proposal will better use Water Utility’s resources for a dedicated position to do this work consistently and become an expert in the needed equipment and tasks. We have prepared the necessary resolution to implement this recommendation.

Editor’s Note:

Classification	Compensation Group/Range	2021 Annual Minimum (Step 1)	2021 Annual Maximum (Step 5)	2021 Annual Maximum (+12% longevity)
Equipment Operator 2	16/10	\$ 51,543.70	\$ 57,692.44	\$ 64,615.46
Public Works Maintenance Worker 3	16/11	\$ 53,209.26	\$ 59,336.42	\$ 66,456.78

cc: Krishna Kumar —Water Utility General Manager  
 Tom Rosemeyer —Water Utility General Supervisor  
 Emaan Abdel-Halim-Human Resources Services Manager  
 Greg Leifer—Employee and Labor Relations Manager