

**JOURNAL
OF
THE PERSONNEL, PENSION & INSURANCE COMMITTEE
OF
THE METROPOLITAN DISTRICT
COMMISSION**

FOR THE YEAR
2023

Published by authority of the Commission
And compiled by the
Office of the District Clerk

Membership of the District is made up of the City of Hartford and
The Towns of Bloomfield, Newington, Wethersfield, Windsor,
East Hartford, Rocky Hill and West Hartford

CONTENTS

	Page
Membership.....	A

MINUTES OF THE PERSONNEL, PENSION & INSURANCE COMMITTEE

February 1.....	1
February 27.....	17
March 8 (Investment Subcommittee of the Personnel, Pension and Insurance Committee).....	84
April 3.....	86
April 26.....	155
May 19 (Investment Subcommittee of the Personnel, Pension and Insurance Committee).....	172
June 5.....	174
July 26	179
August 22	182
September 20.....	184
October 25	192

INDEX

Minutes of the Personnel, Pension and Insurance Committee	I-1
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MEMBERSHIP
OF
THE PERSONNEL, PENSION & INSURANCE COMMITTEE
2023

ALVIN E. TAYLOR Chairman, Personnel, Pension and Insurance Committee
DONALD CURREY Vice Chairman, Personnel, Pension and Insurance Committee

JOHN AVEDISIAN

MAUREEN MAGNAN

DONALD CURREY

DOMINIC PANE

DAVID DRAKE

PASQUALE J. SALEMI

DIMPLE DESAI

ALVIN E. TAYLOR

BYRON LESTER

MINUTES

OF

MEETINGS OF THE PERSONNEL, PENSION & INSURANCE COMMITTEE

HELD IN 2023

PERSONNEL, PENSION AND INSURANCE COMMITTEE**The Metropolitan District**

555 Main Street, Hartford

Wednesday, February 1, 2023

Present: Commissioners Donald Currey, David Drake, Bhupen Patel, Pasquale Salemi, Alvin Taylor and District Chairman William A DiBella (6)

Remote

Attendance: Commissioners Dimple Desai, Byron Lester and Dominic Pane (3)

Absent: Commissioners John Avedisian, Maureen Magnan and Bhupen Patel (3)

Also

Present: Commissioner Joan Gentile (Remote Attendance)
Commissioner Jean Holloway (Remote Attendance)
Commissioner Jaclyn Mandych
Scott Jellison, Chief Executive Officer
Christopher Stone, District Counsel
John S. Mirtle, District Clerk
Christopher Levesque, Chief Operating Officer
Kelly Shane, Chief Administrative Officer
Robert Barron, Chief Financial Officer
Jamie Harlow, Director of Human Resources
Susan Negrelli, Director of Engineering (Remote Attendance)
David Rutty, Director of Operations
Robert Schwarm, Director of Information Technology (Remote Attendance)
Tom Tyler, Director of Facilities
Olga Cordova, Manager of Human Resources (Remote Attendance)
Tra Phan, Controller (Remote Attendance)
Diana Phay, Manager of Treasury (Remote Attendance)
Carrie Blardo, Executive Assistant to the CEO
Julie Price, Executive Assistant
David Baker, IT Consultant (Remote Attendance)
Joseph Szerejko, Independent Consumer Advocate (Remote Attendance)

CALL TO ORDER

Chairman Alvin Taylor called the meeting to order at 4:04 PM

PUBLIC COMMENTS RELATIVE TO AGENDA ITEMS

No one from the public appeared to be heard.

APPROVAL OF MEETING MINUTES

On motion made by Commissioner Drake and duly seconded, the meeting minutes of November 2, 2022 were approved.

EMPLOYEE BENEFITS UTILIZATION

Christopher Monroe, of USI, gave a presentation to the Personnel, Pension and Insurance Committee on the employee benefits utilization in 2022.



Christopher Monroe | Andrea Faber
www.usi.com



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- **2022 Plan Performance**

- Anthem Medical – Actives
- Anthem Dental – Active & Retirees
- Zenith Medical – Over 65 Retirees

- **3-D Review USI**

- Preventive Care Adherence
- Cancer Screening Adherence
- Path Forward – HEP Program (January 1, 2023)



2022 Plan Performance – Medical & Dental
Active / Retiree Population



Metropolitan District 2022 Plan Performance Actives

USI receives monthly loss reporting on MDC's self-insured medical and dental program. The data is then used to measure plan performance relative to the budget set at the start of our plan year – January 1st.

Financial Metrics

- Plan Performance vs. Budget
- Per Capita Trend Line (Medical / Dental)
- Large Claim Impact within the Risk Pool
- **2022 Plan Performance vs. Budget** – positive plan performance on both the medical and dental drove a plan surplus for the MDC in 2022.
 - Medical - \$2.2M surplus on an estimated budget of \$16.5M.
 - Dental - \$142k surplus on an estimated budget of \$718k.
- **2022 Per Capita Trend Line** – medical trend is roughly 8% to 12% at a normative level.
 - Medical – 14.1% increase in per capita claim cost. **Elevated to the Norm.**
 - Dental – 3.6% decrease in per capita claim cost (vs. dental trend of 4.5%)

Impact and Benefits:

- MDC has experienced stability within its risk pool.
- Prudent discipline around the budget setting process.
- **MDC has beaten marketplace trend expectations over a long period of time – 6.1% year over year since 2017**
- Stability aside, the concern centers upon per capita outlay relative to the norm.

Active Population – Plan Performance in 2022

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| 4



Metropolitan District 2022 Plan Performance Actives

- **2022 Large Claim Impact** – relative to the norm, the MDC continues to be an under-performer. A large claim is defined as any claim in excess of \$50k. Marketplace expectations are as follows.

- A group similar in size should see 20 to 30 claims in excess of \$50k. Since 2018, the MDC has averaged roughly 57 large claimants (bad).
- Per capita large claim spend is generally between \$100k & \$130k per claim. Since 2018, our per capita output came in at \$116k per claimant (good).
- Results support the premise that the MDC has a volume issue as opposed to a claim severity issue.

In 2022, the numbers eroded versus 2021's plan performance.

- Total number of large claims stayed consistent – 56 (2021) vs. 58 (2022).
- Aggregate output jumped substantially - \$6.2M (2021) vs. \$7.2M (2022).
 - \$1.0M increase (15%) in aggregate large claim spend fueled MDC's 14.1% overall increase in per capita claim cost.
 - Saving grace centers upon those with claims under \$50k who saw their per capita increase by 10%

Impact and Benefits:

- Large claimants typically "make or break" a plan year. The overall elevation in large claims is a continued concern.
- Large amount of aggregate spend is indicative of a population that struggles with chronic conditions.
- Focus on improving the risk profile of the active population.



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Active Population – Plan Performance in 2022

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| 5



Metropolitan District 2022 Plan Performance Retirees

Consistent with the active population, USI receives monthly loss reporting on the Over-65 Medicare Supplemental program. The data is then used to populate a monthly claim report that measures similar metrics.

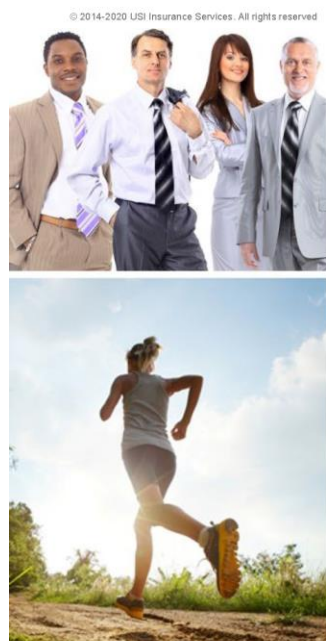
Financial Metrics

- Plan Performance vs. Budget
 - \$68k budget surplus
- Aggregate Spend vs. Prior Year
- Per Capita Trend Line (Medical / Rx)
- **2022 Plan Performance** – positive plan performance on the retiree line.
 - Enrollment increased slightly – 673 (2021) vs. 700 (2022).
 - Medical spend remained unchanged - \$1.1M (2021) vs. \$1.1M (2022).
 - Pharmacy spend increased - \$1.8M (2021) vs. \$2.1M (2022).
 - Elevation in Plan "Offset" - \$537k (2021) vs. \$651k (2022).
 - Melded per capita spend highlights a 3.0% increase over 2021
 - Average increase year over year since 2017 – 2.1%.

Impact and Benefits:

- MDC has experienced stability year over year within the Over-65 population.
- Need to focus on the marketplace value of the current offsets.
 - Part D Subsidy
 - Rx Rebate Share

Retiree Population – Plan Performance in 2022



Chronic Conditions Wellness Program – Impact



Metropolitan District USI 3-D Utilization Review

USI measured plan performance over a rolling 36-month period. Claim progression over that period yielded the following observations/considerations.

Preventive Care Access – Well Visits

- Adult Access to Preventive Care (Employees / Spouses) – 55% vs. 80% Expectation

Preventive Care Access – Cancer Screenings

- Breast Cancer Screenings – 54% vs. 80% Expectation
- Cervical Cancer Screenings – 45% vs. 80% Expectation
- Colon Cancer Screenings – 33% vs. 80% Expectation (Misleading Due to Colon/Rectal Guidelines yet Still Poor)

Diabetes & Livongo

- 120 Adults with Diabetes
- Livongo
 - Low Engagement
 - Throwing "Good Money after Bad"

Impact and Benefits:

Challenges

- Low Well Visit Engagement
- Low Cancer Screening Engagement
- Low Livongo Engagement

HEP Plan Implementation

- Shutting Down the Livongo Program

Next 3D Review – April 2023



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| 8



Questions & Answers

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| 9

Commissioner Salemi entered the meeting at 4:24 PM.

WORKERS' COMPENSATION

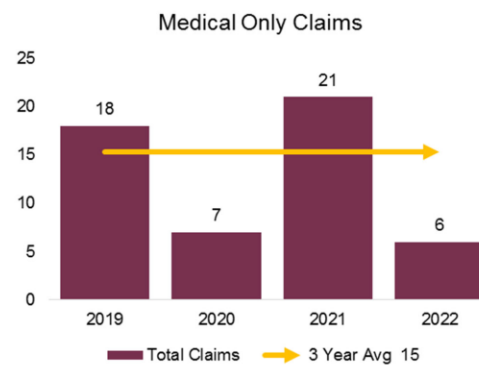
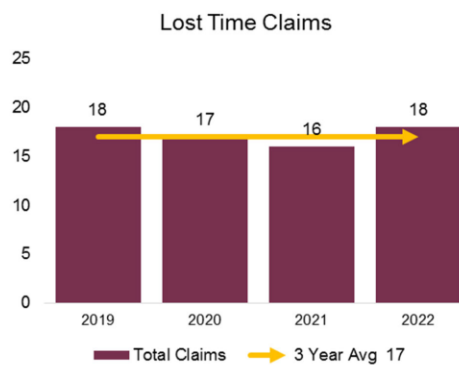
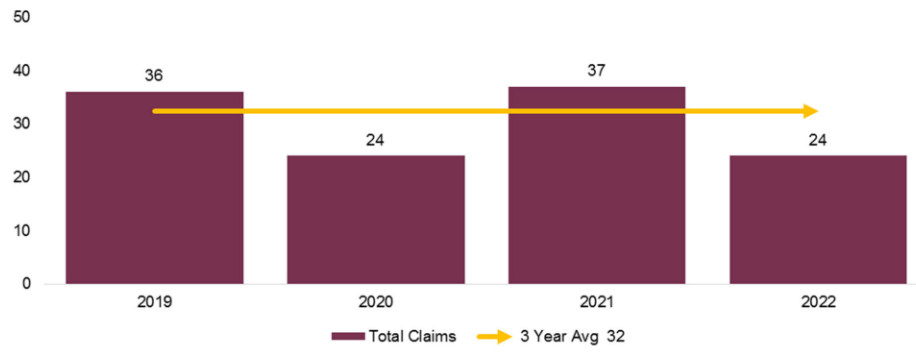
Jamie Harlow, Director of Human Resources, presented the workers' compensation program executive summary to the Personnel, Pension and Insurance Committee.

THE METROPOLITAN DISTRICT EXECUTIVE SUMMARY

WORKERS' COMPENSATION PROGRAM

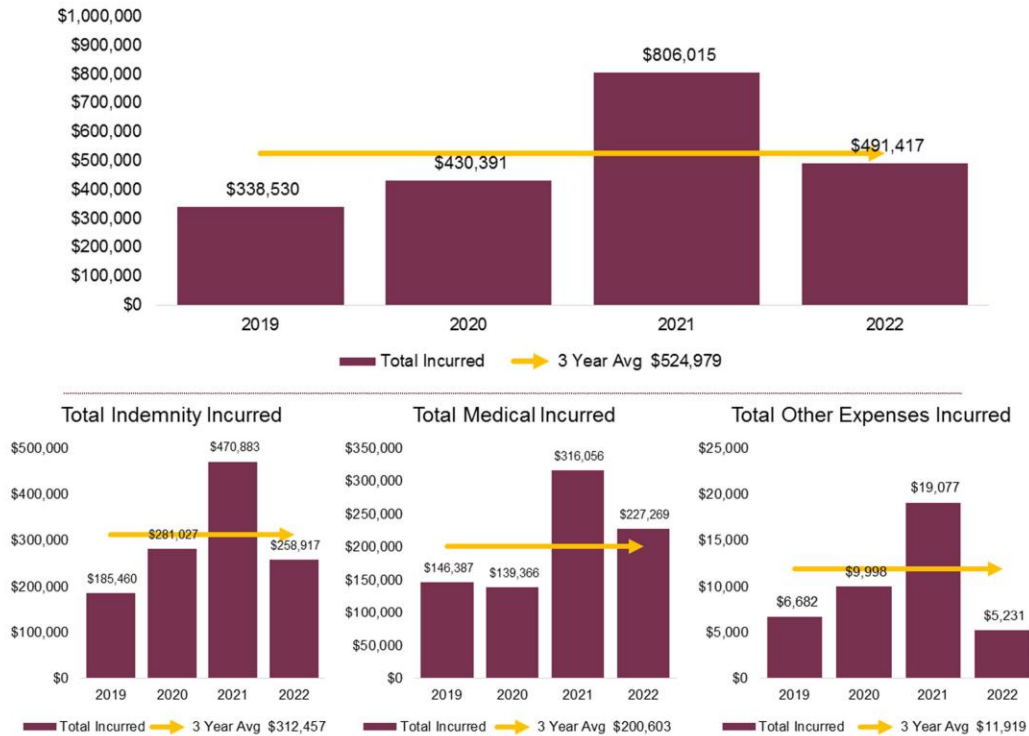
The Trust has been providing Claim Administration, Managed Care and Loss Control Services to the Metropolitan District Commission since October 1, 2000. This summary contains policy year information frozen as of September of each policy year in order to give an apples-to-apples comparison.

Total Number of Claims - Policy Year Comparison



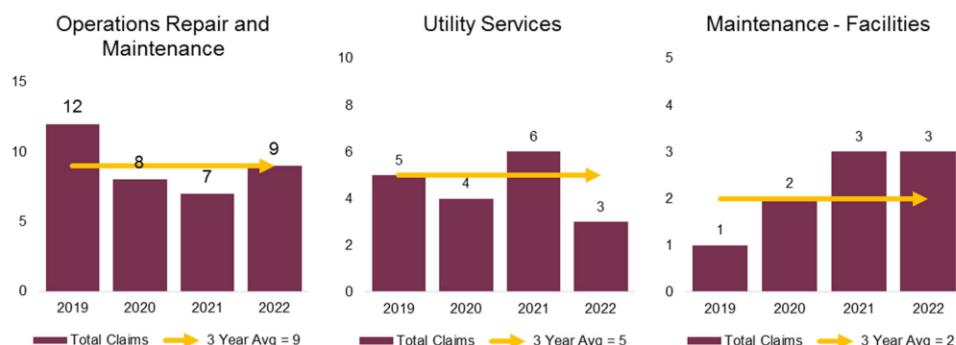
Claim Type	2018 - 2019	2019 - 2020	2020 - 2021	3 Year Avg.	2021 - 2022
Total Lost Time Claims	18	17	16	17	18
Total Medical Only Claims	18	7	21	15	6
Grand Total	36	24	37	32	24

Total Claims frequency decreased 35% from 37 in policy year 2021 to 24 in policy year 2022 and decreased 25% when compared to its three-year average. **Lost Time Claims frequency increased 13%** when compared to policy year 2021 and 6% when compared to its three-year average. **Medical Only Claims frequency decreased 71%** when compared to policy year 2021 and 60% when compared to its three-year average.

Total Incurred - Policy Year Comparison

Total Incurred decreased from 39% from \$806,015 in policy year 2021 to \$491,417 when compared to policy year 2021 and decreased 6% when compared to its three year average. Policy year 2021 total incurred is attributable to claims that required surgery (5-\$437,661) in contrast to policy year 2022 (3-\$86,354). **Total Indemnity Incurred**, **Total Medical Incurred**, and **Total Other Expense Incurred** decreased when compared to policy year 2021. **Total Medical Incurred** was the only payment type that increased when compared to its three year average. Details of all open claims are included in the Claims Status Report section.

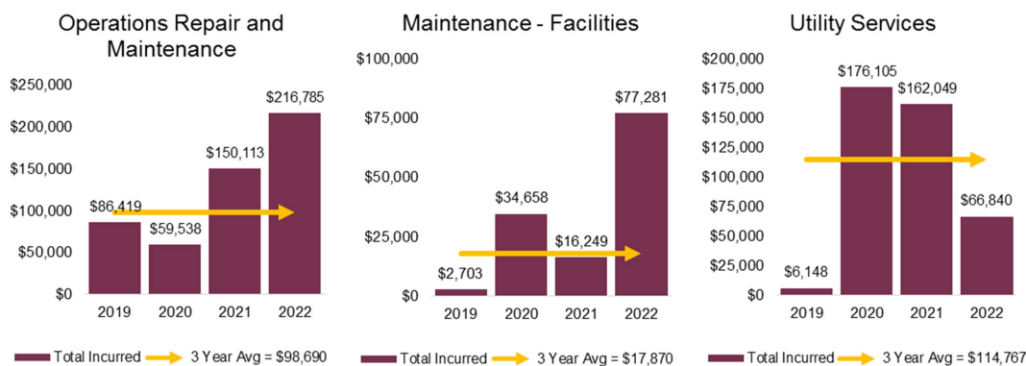
“TOP 3” Departments with Highest Number of Claims



Department	2018 - 2019	2019 - 2020	2020 - 2021	3 Year Avg.	2021 - 2022
Operations Repair and Maintenance	12	8	7	9	9
Utility Services	5	4	6	5	3
Maintenance - Facilities	1	2	3	2	3

The top three departments for frequency were Operations Repair and Maintenance, Utility Services and Maintenance-Facilities. **Operations Repair and Maintenance** frequency increased when compared to policy year 2021 however remained the same when compared to its three-year average. The number one accident type for Operation Repair and Maintenance was Manual Material Handling (4). **Utilities Services** claim frequency decreased when compared to policy year 2021 and its three-year average. **Maintenance-Facilities** claim frequency remained the same when compared to policy year 2021; however increased when compared to its three year average.

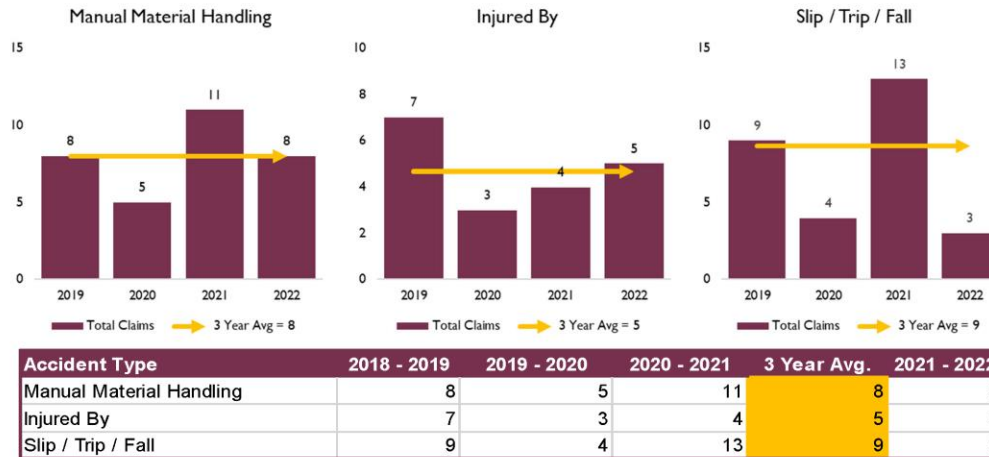
“TOP 3” Departments with Highest Incurred



Department	2018 - 2019	2019 - 2020	2020 - 2021	3 Year Avg.	2021 - 2022
Operations Repair and Maintenance	\$86,419	\$59,538	\$150,113	\$98,690	\$216,785
Maintenance - Facilities	\$2,703	\$34,658	\$16,249	\$17,870	\$77,281
Utility Services	\$6,148	\$176,105	\$162,049	\$114,767	\$66,840

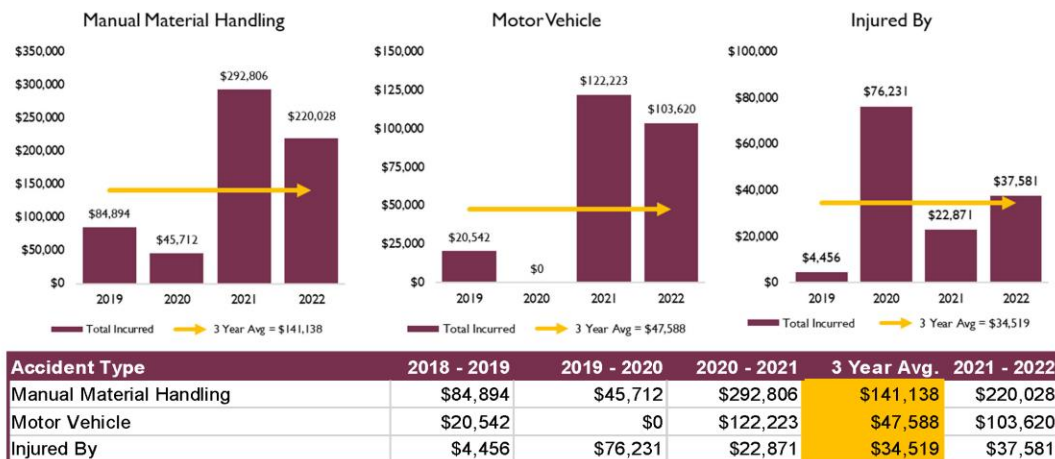
The top three departments for injury severity were Operations Repair and Maintenance, Maintenance-Facilities, and Utility Services. Both Operations Repair and Maintenance Treatment and Maintenance-Facilities injury severity increased when compared policy year 2021 and their respective three-year averages. **Operations Repair and Maintenance** top three accident types were Motor Vehicle (1-\$103,620), Manual Material Handling (5-\$82,217), and Injured by Bending (1-\$10,039). **Maintenance-Facilities** top accident type for severity was Manual Material Handling (1-\$66,306). **Utility Services** injury severity decreased 59% when compared to 2021 and 42% when compared to its three-year average.

“TOP 3” Accident Types with Highest Number of Claims



Manual Material Handling, Injured By, and Slip/Trip/Fall were the top three accident types for frequency. **Manual Material Handling** top two accident type were Injured By-Lifting (4) and Injured by Push/Pull (3). **Injured By** top accident type was Injured By-Using Tool (2). **Slip/Trip/Fall** top accident type was Slip/Fall-Same Level (2),

“TOP 3” Accident Types with Highest Incurred



The top three accident types for severity were Manual Material Handling, Motor Vehicle, and Injured By. **Manual Material Handling** top two accident types for severity were Injured By-Push/Pull (3-\$114,984) and Injured By-Lifting (4-\$38,063). Motor Vehicle-Collision with Vehicle is the only accident type for **Motor Vehicle**. **Injured By** top two accidents for severity were Injured By-Using Tool (2-\$10,650) and Injured By-Bending/Climbing (1-\$10,039).

Other Noteworthy Facts about Metropolitan District Commission program
--

- MDC has a **Return-to-Work** program on a case-by-case basis. This has helped to reduce claim indemnity costs.
- MDC has added a **Medical Care Plan** in their workers' compensation program which has brought more control by limiting the network of medical providers and providing access to utilization review that helps control the medical costs and unnecessary medical procedures.
- **Trust TeleCare** has provided a method of reporting claims and providing medical triage services that have reduced the number of workers seeking outside medical treatment.

Loss Control and Program Recommendations

In reviewing the losses, the Trust suggests program activities centered on reducing the risks outlined below. This will provide maximum impact on your overall program. Trust staff is available to assist in providing services or resources to accomplish this.

- Review manual material handling related injuries in greater detail to determine root causes. Provide engineering controls where applicable and provide back safety and lifting training.
- Review the incidents for Water Treatment and Supply admin, Operations Repair and Maintenance, and Utilities Services to identify job tasks which have led to injuries and identify controls to reduce/prevent the incidents and injuries.
- Review the effectiveness of the Accident Investigation program and modify where necessary. Utilize Triage Telecare reports as part of the investigation.

Over the years the Trust has added multiple facets to our claims handling and administrative process which has served to reduce the cost of claims both on the indemnity and medical side. We hope you find this summary helpful. The Trust thanks you for your business and looks forward to continuing to share our best practices with you.

Robert B. MacDonald, AIC
Claims Manager

Diane M. Ritucci
President & Chief Executive Officer

Program Activity 2021 - 2022

Annual

- Compiled Executive Summary and reviewed at annual meeting with MDC staff
- Provided information to comply with Second Injury Fund reporting requirements
- Provided Excel Data Download to the Second Injury Fund
- Prepared Self Insurance renewal application for the State and followed through approval.
- Prepared 1099's of all medical payments made
- Provided financial information to Blum Shapiro

Monthly

- Provide loss runs to excess carrier
- Provided COVID-19 case data to the Workers' Compensation Commission (ended 6/21)

Benchmarking Data

- The DART and Incident Rate comparing MDC to both National rates and CT rates (where available) was provided for years 2018-2021.

Education

- One person attended the webinar titled "Safety Workshop Series: Personal Protective Equipment (PPE) and Hazard Communication (Haz Com)"
- Two people attended the webinar titled "Recreational Marijuana and Vaccination Exemption Requirements"

Claims Review

- **August 2021**
- **May 2022**

Excess Carrier Questionnaire

- **Completed for the Assured Partners**

PPI Committee

- **Presentation - February 9, 2022**
- **Follow-up information provided**

Claims Activity 2021 - 2022

Hearing Activity

- 66 informal hearings, 8 pre-formals, and 1 formal – MDC counsel attended those hearings

Stipulated Cases

- 1 case settled for \$98,100
 - reduction in exposure \$190,000+

Recoveries

- 2 cases with recoveries from excess
 - reimbursed \$22,600+

Subrogation Cases

- 0 cases identified for subrogation

Excess Cases

- 2 cases reached excess retention levels

Surveillance Cases

- 1 case assigned - surveillance did not reveal activity that could impact the status

Fraud Cases

- There were no fraud cases identified

Loss Control Activity

- Provided information to EH&S on OSHA temporary standards

Managed Care Cost Containment Activity 2021 – 2022

Medical Bill Review

Eight Hundred and Forty (840) outpatient, hospital and ASC medical bills were reviewed and repriced during this reporting period. Billed charges for these services totaled **\$838,316**. The total paid after review and applying the Trust's proprietary Preferred Provider Organization (PPO) arrangement including any associated fees was **\$392,743** which represents a **53% reduction**.

Savings resulting from this program = **\$445,573**

Pharmacy Benefit Management Program (PBM)

Fifty-Two (52) prescriptions were processed during this reporting period. **100%** of those prescriptions or were processed as generic. Billed charges for these prescriptions totaled **\$4,733**. The total paid after processing the prescriptions through the Trust's PBM was **\$2,720** which represents a **43% reduction**.

Savings resulting from this program= **\$2,013**

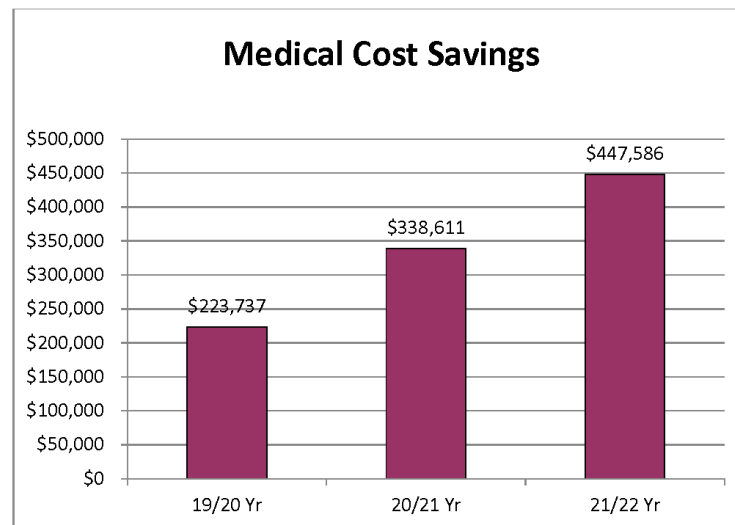
Utilization Review Program

All requests were for physical therapy, formalized pain management, surgery & hospitalization and chiropractic care were reviewed for appropriateness. Requests were either denied for not meeting clinical guidelines or reduced through a negotiation process.

Trust Telecare

- **32** calls were placed into Trust Telecare during the reporting period (100% penetration)
- **11** calls resulted in self-care with no claim
- Trust Telecare claim penetration rate =94%
- The service also potentially eliminated 11 OSHA recordable events depending upon the level of care received should the employee have sought formal medical care.

Savings resulting from the self-care events is conservatively estimated= \$4,250



Three Year Medical Cost Savings
\$1,009,934

OPPORTUNITY FOR GENERAL PUBLIC COMMENTS

No one from the public appeared to be heard.

ADJOURNMENT

The meeting was adjourned at 5:14 PM

ATTEST:



John S. Mirtle, Esq.
District Clerk

February 27, 2023

Date of Approval

PERSONNEL, PENSION AND INSURANCE COMMITTEE
The Metropolitan District
555 Main Street, Hartford
Monday, February 27, 2023

Present: Commissioners Donald Currey, David Drake, Byron Lester, Pasquale Salemi, Alvin Taylor and District Chairman William A. DiBella (6)

Remote

Attendance: Commissioners Bhupen Patel and David Steuber (2)

Absent: Commissioners John Avedisian, Maureen Magnan and Dominic Pane (3)

Also

Present: Commissioner Andrew Adil (Remote Attendance)
Commissioner Joan Gentile (Remote Attendance)
Scott Jellison, Chief Executive Officer
Christopher Stone, District Counsel
John S. Mirtle, District Clerk
Kelly Shane, Chief Administrative Officer
Robert Barron, Chief Financial Officer
Jamie Harlow, Director of Human Resources
David Rutty, Director of Operations
Robert Schwarm, Director of Information Technology
Olga Cordova, Manager of Human Resources (Remote Attendance)
Tra Phan, Controller (Remote Attendance)
Diana Phay, Manager of Treasury (Remote Attendance)
Carrie Blardo, Executive Assistant to the CEO
Julie Price, Executive Assistant
David Baker, IT Consultant (Remote Attendance)

CALL TO ORDER

Chairman Alvin Taylor called the meeting to order at 4:02 PM

PUBLIC COMMENTS RELATIVE TO AGENDA ITEMS

No one from the public appeared to be heard.

APPROVAL OF MEETING MINUTES

On motion made by District Chairman DiBella and duly seconded, the meeting minutes of February 1, 2023 were approved. Commissioner Steuber abstained.

LOCAL 3713 TENTATIVE AGREEMENT

To: Personnel, Pension and Insurance Committee for consideration on February 27, 2023

The District reached a tentative contract settlement agreement with Local 3713 on February 6, 2023. The agreement was made subject to the ratification with Local 3713 and the District's governing bodies.

Local 3713 conducted ratification voting on February 23, 2023 and provided notice to the District to confirm that the unit had voted to accept the tentative agreement. Staff and legal counsel recommend that the tentative agreement be approved by this Committee with the recommendation of approval to the full Board of Commissioners.

The significant items of this agreement include:

As to new employees within the bargaining unit hired after December 31, 2022

- Longevity payments-Employees hired after December 31, 2022 are not eligible for longevity payments.
- Pro-Rata Vacation Payment (10 days)- Employees hired after December 31, 2022 are not eligible for Pro-Rata Vacation Payments at retirement.
(Current employees are paid two weeks of additional vacation time at time of retirement)

Applicable to both existing and/or new employees (after December 31, 2022)

- District will implement a Health Enhancement Plan (HEP) in conjunction with the District's Medical Plan. Health Enhancement Program- helps direct employees and spouses to receive age appropriate preventative wellness care that can help employee/spouse well-being by early detection and prevention.

The Health Enhancement Plan requires enrolled adults to receive age appropriate activities/exams (employee and enrolled spouse).

Both Employee and Spouse are considered compliant by completing age appropriate requirements within the coverage year (i.e. 2023). If Employee and Spouse are both enrolled, both parties must complete the age appropriate exams/activities to be deemed compliant.

If enrolled individual(s) do not complete age appropriate exams/activities within the coverage year (i.e. 2023), they are deemed non-compliant for the following

plan year and are subject to a 5% increase to existing premiums (noted below) the following year. Non-Compliance means either the Employee and/or Spouse did not receive the age appropriate medical exams/screenings.

Existing premiums per Union Contracts:

PPO- 18% Premium Share (non-smokers)

HSA- 16% Premium Share (non-smokers)

Smokers- pay an additional 3% to the above premiums

Example of age appropriate exams/activities.

Service	Age: 21-29	Age: 30-39	Age: 40-49	Age: 50-64	Age: 65+
Preventive Visit (physical)	Once every 3 years	Once every 3 years	Once every 2 years	Once every year	Once every year
Cholesterol Screening	N/A	Once every 5 years	Once every 5 years	Once every 2 years	Once every 2 years
Diabetes Screening	N/A	Once every 5 years	Once every 3 years	Once every 3 years	Once every 3 years
Mammogram	N/A	N/A	N/A	One baseline screening at age 50, then once every 2 years	Once every 2 years
Cervical Cancer Screening	Once every 3 years	Pap smear every 3 years or Pap and HPV combo screening every 5 years	Pap smear every 3 years or Pap and HPV combo screening every 5 years	Pap smear every 3 years or Pap and HPV combo screening every 5 years	N/A
Colorectal Cancer Screening <i>Must complete 1 of 3</i>	N/A	N/A	- Colonoscopy every 10 years - Cologuard every 3 years - Annual FIT/FOB starting at age 45	- Colonoscopy every 10 years - Cologuard every 3 years - Annual FIT/FOB	- Colonoscopy every 10 years - Cologuard every 3 years - Annual FIT/FOB to age 75

The HEP is managed by a third party administrators that works with the District insurance carrier. Notifications are sent to enrolled employees and spouses at various times throughout the year to remind them of required activities (identifies which exams are required) and employees/spouses have access to individual portal to track their progress.

- 1% OPEB Premium Share Participation will be eliminated for all employees.
- Elimination of \$6,000 Life Insurance buy-out at retirement
- General Wage Adjustments
 - For year 2023, effective December 31, 2022 - 4%
 - For year 2024, effective December 29, 2023 – 4%
 - For year 2025, effective December 28, 2024 – 4%
 - For year 2026, effective December 27, 2025 – 4%
 - For year 2027, effective December 27, 2026 – 4%
- Moratorium on negotiable pension matters extended through December 31, 2030.
- On-Call- amend language to permit weekly (7-days) on-call (\$350) in addition to daily on-call amounts (\$25 partial day and \$50 full- day). The use of On-Call or Stand-by remains at the discretion of management and may be used as a tool for specific work areas as designated by management.

- Storm Days- amend language to provide management with flexibility in staffing during inclement weather. Options available to management include in person response, remote response and calling inclement weather days as dictated by operational needs and is at the full discretion of management.
- Sick leave -amended contract from monthly accrual to 15-days annually to front loaded 15-days. Pro-rated sick time for new hires.
(Currently the District provides increments of time on a monthly basis for Union employees and annually for E&E employees)
- Sick Leave Payout Upon Termination- formula adjusted to provide a maximum of 100 days paid sick leave (50 days pensionable, 50 days non-pensionable) and section 10.1 amended. *(presently the District pays employees up to 60 day of sick leave at retirement- 50 days are pensionable and 10 days are non-pensionable).*

Employees upon termination, retirement or death (payable to estate) who have completed at least ten (10) years of service with the District except those discharged, shall on the basis of their wage rate as of the time of separation be paid for fifty percent (50%) of their unused accumulated sick leave to a maximum of one-hundred (100) days (max 50 days pensionable and max 50 days non-pensionable). Substitution of vacation time is not permitted. Not payable upon discharge.

- Eliminate option to burn accumulated sick leave at time of retirement (in excess of 100 days).
- Eliminate option to borrow/loan sick leave.
- Eliminate Pro Rata Vacation Payments at retirement – advance vacation payments
(The District currently pays retiring employees, ½ of the following year vacation allotment for retirements before July 1st and the full allotment for retirements July 1st-December 1st)
- Work Clothing/Shoes and Meal Allowances- changed allowance to \$850 annual to consolidate allowances into one payment (clothing, shoes, meals, etc). Payable once per year in February. *(currently the District pays \$325 annually for clothing allowance and \$83.60 annually for shoe replacement and meal allowances \$10 per meal based on hours worked. Administratively this process is challenging for the employee and supervisor to track and is administratively burdensome on a weekly pay basis)*
- Annual performance appraisals for Local 3713 will be due each February 1st instead of anniversary date.
- Moratorium on Classification Review extended to December 31, 2027
- Vehicle Allowance -remove the additional two dollars (\$3.00) per day for personal vehicle use.

- Probationary period for employees changed from 150 days to 90 days.
- Amend Overtime minimum- to permit for remote response with one (1) hours
(currently pay 2- hours with expected in person response)
- Vacation Scheduling will be granted based on rotating seniority.
- ADD: Super holidays- paid at double time (New Year's Day, Good Friday, Independence Day, Thanksgiving Day, Christmas Day, Memorial Day, Labor Day) *(consistent with other Union contracts)*
- ADD: Those employees whose regular work week does not include Sundays who are assigned to work on Sundays shall be paid double time for the hours worked. *(consistent with other Union contracts)*
- ADD: Consistent with the Modified Work Schedule program offered to Exempt & Excluded employees, Local 3713 employees will be eligible to apply for a modified work schedule. Approval of modified work schedules remains in the sole discretion of management.
- ADD: The four officers of the Union will be allowed one (1) paid day off per month on a regularly scheduled basis for Union business. A part of this day may be used to meet with the Director of Human Resources. The day will be established by mutual consent of the Director of Human Resources and the Union President. In addition, the Union President shall be allowed one (1) additional day off per month for the purpose of communicating with employees on Union matters. Authorization for this time (1 day) is at the discretion of the Union President's supervisor. There will be no overtime pay for those meetings that extend beyond or are held after normal working hours. These days are not accumulative and individual changes will not be allowed.
(consistent with other Union contracts)

Housekeeping

- Update Discrimination Language of the Collective Bargaining Agreement to be reflective of current regulations.
- Update Earned Time language consistent with Local 1026, Local 184 and E&E.
- Remove the following language from Local 3713 contract:
Where practical, assignments of inspectors to job sites in non-member towns will be on a voluntary basis to qualified inspectors. The District reserves the right to assign inspectors in the absence of volunteers.
- Remove the following language from Local 3713 contract:
Bargaining unit employees may purchase up to five days addition vacation time with the cost of such purchase allocated over 48 weeks of weekly deductions. Requests will be received before the expiration of the calendar year for processing for the succeeding full year.
- Update contract with current co-payment structure
(co-payment correction for inpatient and outpatient services- Outpatient listed as

50- s/b100; Inpatient listed as 125 s/b 250)

- *Remove current Appendix C- out dated agreement regarding workers compensation.*

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the Board of Commissioners of The Metropolitan District hereby authorizes the Chief Executive Officer to implement the terms of the Tentative Agreement executed with the affiliated bargaining units on February 6, 2023 and execute an updated collective bargaining agreement with Local 3713 incorporating the terms of the Tentative Agreement.

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

On motion made by District Chairman DiBella and duly seconded, the report was received and resolution adopted by unanimous vote of those present.

LOCAL 3713 RESTRUCTURE AGREEMENTS

To: Personnel, Pension and Insurance Committee for consideration on February 27, 2023

The District reached a Restructure Agreement with A.F.S.C.M.E. Local 3713 on August 31, 2022 to compress Local 3713 into fewer multi-tasking jobs. The agreement was made subject to approval by the District's governing bodies. On February 6, 2023 the District and the Union amended the Restructure Agreement to include several Engineering Technician positions.

Local 3713 conducted ratification voting and provided notice to the District to confirm that the unit had voted to accept the Restructure Agreement. Staff and legal counsel recommend that the Restructure Agreement be approved by this Committee with the recommendation of approval to the full Board of Commissioners.

The Restructure Agreement includes the below:

Local 3713 Position Framework				
Current Position Title (shaded individual job specifications will be replaced with multi-tasking job specifications)	Current Pay Level	New Position Title	New Pay Level	Updated Minimum Qualifications
Administrative Clerk	PT08	Administrative Assistant	PT06	HS+ 4 years' experience
Senior Clerk	PT04			
Administrative Assistant	PT11			
Administrative Analyst	PT12			
Document Management Coordinator	PT11			
Customer Service Rep	PT06	Customer Service Rep	PT03	HS+4 years' experience
Sr. Customer Service Rep	PT09			
Principal Account Clerk	PT07	Principal Account Clerk	PT04	Associates + 4 years' experience
Laboratory Assistant	PT03	Laboratory Technician 1	PT06	Associates + 2 years
Laboratory Technician	PT08			
Chemist	PT13	Laboratory Technician 2	PT11	Bachelors +5 years' experience
Microbiologist	PT13			
Water Pollution Control Process Analyst	PT13			
GIS Analyst	PT13	GIS Analyst	PT11	Bachelors +2 years' experience
Principal GIS Analyst	PT14	Principal GIS Analyst	PT12	Masters +5 years' experience + applicable certifications
Utility Systems Monitoring Technician	PT11	Utility Systems Monitoring Technician	PT09	HS+ 5 year experience +PACP certification > 1 yr req.
Utility Systems Monitoring Technician 2	PT12			
Real Estate Assessment Technician 1	PT09	Engineering Technician 1 Amended 2/6/2023 to expand multi-tasking responsibilities for Engineering Technician Series	PT07	Associates +3 years' experience (or equivalent for current MDC employees only)
Engineering Drafter	PT09			
Utility Services Technician 1	PT10			
Engineering Technician 1	PT05			
Mapping Technician	PT09			
Utility Services Technician	PT10	Engineering Technician 2	PT09	Associates +4 years' experience (or
Engineering Technician 2	PT09			

Real Estate Assessment Technician 2	PT10	Amended 2/6/2023 to expand multi-tasking responsibilities for Engineering Technician Series		equivalent for current MDC employees only) Cross-Connection Survey Certified Water Distribution (MDC to provide 18-months for existing MDC employees to obtain Class 1)
Senior Engineering Drafter	PT10			
Utility Services Engineering Technician	PT11			
Senior Utility Services Technician	PT11			
Senior Engineering Technician	PT12	Senior Engineering Technician Amended 2/6/2023 to expand multi-tasking responsibilities for Engineering Technician Series	PT11	Associates +8 years' experience (or equivalent for current MDC employees only) +Must be certified as a Connecticut Backflow Prevention Tester and a Cross-Connection Survey Inspector Certified Water Distribution Operator Class 2 (MDC to provide 18-months for existing MDC employees to obtain Class 2)
Cross Connection Technician 2	PT12			
Cross Connection Technician 1	PT11			
Claims Agent	PT11		-	
Engineering Technician 3	PT11			
Principal Engineering Technician	PT14			
Electronics Technician 2	PT13	Electronic Technician (Electrical License req)	PT10	HS +2 years SCADA experience +E2 license and applicable certifications
Electronics Technician 1	PT12			
	NEW	Control System Technician	PT11	Associates +4 years SCADA experience + applicable certifications
Senior Electronics Technician	PT14	Senior Electronic Technician	PT12	Associates or equivalent +8 years +E2 license +SCADA + applicable certifications
Network Analyst	PT15	Network/Systems Analyst	PT13	Bachelors +5 years' experience+ applicable certifications
Systems Analyst	PT15			
	NEW	Engineer Trainee (Entry Level Engineer) automatic promotion to Project Engineer 1 with PE and 5 years	PT09	Bachelors and EIT Certification

Project Engineer 1	PT13	Project Engineer 1	PT12	Bachelors +5 years' experience + PE License
Project Engineer 2	PT17	Project Engineer 2	PT15	Bachelors +8 years' experience + PE License

The Restructure Agreement would result in the elimination of the below job specifications (through attrition):

Eliminated Individual Job Specifications	
Senior Clerk	PT04
Administrative Analyst	PT12
Administrative Clerk	PT08
Document Management Coordinator	PT11
Sr. Customer Service Representative	PT09
Laboratory Assistant	PT03
Laboratory Technician	PT08
Chemist	PT13
Microbiologist	PT13
Water Pollution Control Process Analyst	PT13
Buyer	PT12
Senior Buyer	PT14
Assistant Buyer	PT09
Accounting Assistant	PT09
Accountant 1	PT12
Accountant 2	PT13
Budget Analyst	PT15
Revenue Analyst	PT13
Utility Systems Monitoring Tech 1	PT11
Utility Systems Monitoring Tech 2	PT12
Forestry Technician	PT10
Engineering Project Technician	PT12
Engineering Contracts Technician	PT07
Paving Coordinator	PT09
Claims Investigator	PT09
Land Records Coordinator	PT09
Photo Laboratory Technician	PT07
Senior Engineering Contracts Technician	PT10
Cartographer	PT11
Cross Connection Technician 2	PT12
Cross Connection Technician 1	PT11
Claims Agent	PT11
Real Estate Assessment Technician 1	PT09

Engineering Drafter	PT09
Utility Services Technician 1	PT10
Utility Services Technician	PT10
Mapping Technician	PT09
Engineering Program Coordinator	PT10
Engineering Technician 3	PT11
Principal Engineering Technician	PT14
Utility Services Engineering Technician	PT11
Senior Utility Services Technician	PT11
Senior Engineering Technician	PT12
Electronic Technician 1	PT12
Electronic Technician 2	PT13
Network Analyst	PT15
Systems Analyst	PT15

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the Board of Commissioners of The Metropolitan District hereby authorizes the Chief Executive Officer to implement the terms of the Restructure Agreement executed with the affiliated bargaining units on August 31, 2022 (as amended February 6, 2023).

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

On motion made by District Chairman DiBella and duly seconded, the report was received and resolution adopted by unanimous vote of those present.

JOB SPECIFICATIONS

Director of Human Resources Jamie Harlow presented eighteen (18) job specification resolutions for approval. She explained that the first fifteen (15) resolutions are related to the Local 3713 Restructure Agreement voted on and passed by the Committee immediately preceding this agenda item. There are two new Local 3713 job

specifications: "Control System Technician" and "Entry Level Engineer." The last three job specifications were Exempt & Excluded jobs, including a newly created "Procurement Specialist I" and revised "Procurement Specialist II" which was formerly known as "Procurement Specialist."

District Chairman DiBella made a motion to approve the eighteen (18) job specifications listed as agenda items #6A-6R. Commissioner Currey made a friendly amendment to the motion to separate new job specifications from revisions of existing job specifications. Modifications to the following existing job specifications were approved by unanimous vote of those present.

**JOB SPECIFICATION
ADMINISTRATIVE ASSISTANT (LOCAL 3713)**

TO: Personnel, Pension and Insurance Committee for consideration on February 27, 2023

Staff is recommending that the Job Specification be amended for the *Administrative Assistant* (currently PT11) consolidate similar administrative positions into one multi-tasking job description, retaining the title Administrative Assistant and changing the labor grade to PT06 (position titles consolidated are specifically noted in the above chart).

The proposed amendments to the job specification continues to enhance the multi-tasking approach to District positions. This multi-tasking job description also eliminates the need for multiple individual job specification for similar roles. This position will replace the current Senior Clerk (PT04); Administrative Clerk (PT08); Administrative Analyst (PT12) and Document Management Coordinator (PT11). The updated Administrative Assistant role would change the current pay range from a (PT11) range of \$85,404-\$102,440) to a (PT06) range of \$66,809-\$80,204 as negotiated with Local 3713.

Employee Group: Local 3713
FLSA Status: Non-Exempt
2022

METROPOLITAN DISTRICT COMMISSION CLASSIFICATION DESCRIPTION

CLASSIFICATION TITLE:	ADMINISTRATIVE ASSISTANT
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JOB SUMMARY

This is a responsible administrative and technical position involving performing complex duties for assigned departments.

Work involves responsibility for accurate handling of the full range of administrative and technical procedures. Duties include drafting, filing, and preparing correspondence and documents. Responsible for accurate and timely completion of projects, maintaining financial records, analyzing and processing information, compiling various financial and administrative reports, and making necessary recommendations for improvement. This position also has the responsibility for making difficult clerical decisions in accordance with established procedures. This work requires that the employee have knowledge, skill and ability in administrative support work.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

- Provides complex administrative, technical or financial support through assigned projects. Compiles and processes information as required and works within applicable data and document management systems.
- Processes forms and documents within generally established procedures. Checks for adherence to requirements and accepted practice.
- Creates reports, correspondence, forms, and other written documentation from notes, verbal instructions or standard text as assigned.
- Sets up and maintains files and filing systems. Scans and files documents.
- Responds to telephone inquiries and complaints internal and external to the Department. Researches and attempts to resolve sensitive administrative and budgetary issues. Screens, greets, directs and announces visitors.
- Creates, records, and files work orders, records, field sketches, permits, invoices, etc.
- Performs wide range of posting, tabulation and calculating and maintains complex records and accounts.
- Performs wide range of posting, tabulation and calculating. Assists in developing unit budgets and controlling and accounting for expenditures within fund allocations. Performs complex calculations, interprets budgetary data, and assists personnel of other work areas. Resolves budgetary and purchasing discrepancies through established methods.
- Maintains event calendars and calendars or logs of own tasks. Schedules routine and special meetings. Attends meetings and takes and transcribes notes of proceedings, as assigned. Prepares materials for meeting and legal requirements.

Metropolitan District Commission • Administrative Assistant

- May dispatch work crews for emergencies.
- Performs related work as required.

SUPERVISION RECEIVED

Works under the general supervision of supervisory or other appropriate staff.

MINIMUM QUALIFICATIONS

A high school diploma or the equivalent plus four (4) years of progressively responsible clerical experience including public contact.

SPECIAL REQUIREMENTS

Must have a valid drivers license.

KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge of general office procedures.
- Knowledge of the operations of standard office machines and personal computers, as required.
- Knowledge of MDC operations, projects, and services.
- Knowledge of various communications systems.
- Ability in oral communications and good ability in written communications.
- Ability to follow oral and written instructions.
- Ability to perform administrative procedures.
- Ability to learn the operations of the assigned department.
- Ability to establish and maintain effective working relationships with coworkers, customers and the general public.
- Ability to calculate monetary charges.

ADA COMPLIANCE

Physical Ability: Tasks require the ability to exert light physical effort in a sedentary to light work environment, which may involve some lifting, carrying, pushing and/or pulling of objects and materials of light weight (under 25 pounds).

Sensory Requirements: Some tasks require the ability to perceive and discriminate visual and/or auditory cues or signals. Some tasks require the ability to communicate orally and in writing.

Environmental Factors: Essential functions are performed primarily indoors with minimal exposure to outdoor environmental factors.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the Job Specification for *Administrative Assistant (PT06)* attached hereto be adopted and the current positions of Senior Clerk (PT04); Administrative Clerk (PT08); Administrative Analyst (PT12) and Document Management Coordinator (PT11) will be eliminated.

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

**JOB SPECIFICATION
CUSTOMER SERVICE REPRESENTATIVE (LOCAL 3713)**

TO: Personnel, Pension and Insurance Committee for consideration on February 27, 2023

Staff is recommending that the Job Specification be amended for the *Customer Service Representative* (currently PT06) to consolidate similar duties into one multi-tasking job description (position titles consolidated are noted in the above chart) and retain the title Customer Service Representative and change the labor grade to (PT03).

The proposed amendments to the job specification continues to enhance the multi-tasking approach to District positions. This multi-tasking job description also eliminates the need for multiple individual job specification for similar roles. The updated Customer Service Representative role would change the current pay range from a (PT06) range of \$66,809-\$80,204 to a (PT03) range of \$57,886-\$69,534 as negotiated with Local 3713.

Code:
Employee Group: Local 3713
FLSA Status: Non-Exempt
2022

METROPOLITAN DISTRICT COMMISSION CLASSIFICATION DESCRIPTION

CLASSIFICATION TITLE:	CUSTOMER SERVICES REPRESENTATIVE
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JOB SUMMARY

This is very responsible customer services work at the full performance level involving the answering and resolution of customer inquiries and complaints in person and in a high-volume call center setting.

Work involves responsibility for the resolution of customer complaints. Duties include responding to and resolving customer inquiries, scheduling appointments, issuing work orders, data entry, relaying accurate information to internal and external customers, and making payment arrangements. This position also has the responsibility for making complaint resolution decisions in accordance with established procedures. This work requires that the employee have knowledge, skill and ability in clerical procedures and complaint handling.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

- Answers and responds to inquiries and complaints by customers and directs callers and works with appropriate departments as necessary for resolution. Searches files and records for information on complaints and determines solutions to customer service problems.
- Performs posting, tabulation and calculating of data regarding customer services and accounts. Maintains and integrates water and sewer records and documents.
- Makes payment arrangements for MDC customers. Supports collection attorney process.
- Assists MDC customers with online bill pay system.
- Prepares correspondence, reports and statistics as requested. Performs data entry to ensure the integrity of the customer account database.
- Maintains electronic and paper files. Sorts, removes and replaces documents in files as necessary and/or appropriate.
- May assist attorneys with statements, lien releases, court documentation, and closings.
- Performs related work as required.

SUPERVISION RECEIVED

Works under the general supervision of the Customer Services Supervisor or other appropriate staff member.

MINIMUM QUALIFICATIONS

A high school diploma or the equivalent plus four (4) years of progressively responsible clerical and customer service experience including public contact.

SPECIAL REQUIREMENTS

Must have a valid drivers license.

KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge of general office procedures.
- Knowledge of MDC projects, processes, and services.
- Knowledge of the operations of standard office equipment.
- Knowledge of call center software and systems.
- Knowledge of billing processes.
- Ability in oral and written communications.
- Ability to follow oral and written instructions.
- Ability to perform administrative procedures and to respond to customer complaints with firmness and tact.
- Ability to learn the operations of the assigned department.
- Ability to establish and maintain effective working relationships with coworkers, customers, and the general public.
- Skill in providing effective customer service and resolving difficult situations.

ADA COMPLIANCE

Physical Ability: Tasks require the ability to exert light physical effort in a sedentary to light work environment, which may involve some lifting, carrying, pushing and/or pulling of objects and materials of light weight (under 25 pounds).

Sensory Requirements: Some tasks require the ability to perceive and discriminate visual and/or auditory cues or signals. Some tasks require the ability to communicate orally and in writing.

Environmental Factors: Essential functions are performed primarily indoors with minimal exposure to outdoor environmental factors.

The Metropolitan District Commission is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Commission will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the Job Specification for *Customer Service Representative (PT03)* attached hereto be adopted and the current positions of Senior Customer Service Representative (PT09) will be eliminated.

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

**JOB SPECIFICATION
PRINCIPAL ACCOUNT CLERK (LOCAL 3713)**

TO: Personnel, Pension and Insurance Committee

February 27, 2023

Staff is recommending that the Job Specification be amended for the *Principal Account Clerk* (currently PT07) consistent with the chart above.

The proposed amendments to the job specification continues to enhance the multi-tasking approach to District positions. The updated Principal Account Clerk role would change the current pay range from a (PT07) range of 70,241-\$84,364 to a (PT04) range of \$60,736-\$72,966 as negotiated with Local 3713.

Employee Group: Local 3713
FLSA Status: Non-Exempt
2022

**METROPOLITAN DISTRICT COMMISSION
CLASSIFICATION DESCRIPTION**

CLASSIFICATION TITLE:	PRINCIPAL ACCOUNT CLERK
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JOB SUMMARY

This is highly responsible financial and administrative position involving the processing and review of very complex financial transactions.

Work involves responsibility for performing a variety of financial and administrative duties requiring auditing or pre-auditing of transactions. Duties include the processing of bills and receipts. This position also has the responsibility for monitoring multiple budgets, billing customers, entry of financial data, processing invoices, posting transactions to the general ledger, and making important recordkeeping and processing decisions requiring judgment.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

- Pre-audits budget coding and other data on requisitions prior to issuing purchase orders. Processes fund encumbrances.
- Pre-audits invoices, transactions, and receiving reports to assure compliance with contract specifications.
- Compiles and analyzes data from payroll, meter readings, work orders system and other operational areas as necessary.
- Generates monthly, quarterly, semi-annual, and annual user billings.
- Processes invoices for payment, ~~processes~~ payment proposals and ~~processes~~ payroll taxes, and researches purchase orders for proper funding. Accepts, processes, and posts payments. May be responsible for making decisions in regard to account adjustments, reversals, or credits.

- Audits, posts and balances reports from data processing.
- Update sewer user files and reconciles annual sewer user files.
- Maintains electronic and/or paper records, data and files. Processes billing accounts. Sets up and processes new accounts in an activity such as water user accounts.
- Prepares monthly, quarterly and/or annual reports and metrics requiring **considerable** knowledge of the activity and recordkeeping system involved.
- Provides information to customers, vendors and others. Handles difficult inquiries requiring in-depth knowledge of the activity, operations and recordkeeping system.

Metropolitan District Commission • Principal Account Clerk

12225

-
- Assists customers with billing inquiries, invoice issues, and payment questions.
 - Performs related work as required.

SUPERVISION RECEIVED

Works under the general supervision of a supervisory or administrative employee.

MINIMUM QUALIFICATIONS

Associates degree, including some course work in accounting at the college level, plus four (4) years of progressively responsible account clerical experience including public contact.

SPECIAL REQUIREMENTS

Must have a valid driver's license.

KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge of account clerical procedures and techniques.
- Knowledge of MDC billing processes and financial systems.
- Knowledge of general office and recordkeeping procedures.
- Knowledge of the operations of standard office machines and a computer terminal and personal computer.
- Knowledge of business English.
- Skill in mathematical computation.
- Skill in keyboard operation including a computer terminal and typewriter.

- Ability in oral communications and good ability in written communications.
- Ability to follow oral and written instructions.
- ~~Considerable a~~Ability to perform administrative procedures.
- Ability to learn the operations of the assigned department.
- Ability to establish and maintain effective working relationships with coworkers, customers and the general public.
- Ability to research and resolve accounts payable issues with customers and vendors.

Metropolitan District Commission • Principal Account Clerk

12225

ADA COMPLIANCE

Physical Ability: Tasks require the ability to exert light physical effort in a sedentary to light work environment, which may involve some lifting, carrying, pushing and/or pulling of objects and materials of light weight (under 25 pounds).

Sensory Requirements: Some tasks require the ability to perceive and discriminate visual cues or signals. Some tasks require the ability to communicate orally and in writing.

Environmental Factors: Essential functions are performed primarily indoors with minimal exposure to outdoor environmental factors.

The Metropolitan District Commission is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Commission will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the Job Specification for *Principal Account Clerk (PT04)* attached hereto be adopted.

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

JOB SPECIFICATION LABORATORY TECHNICIAN 1 (LOCAL 3713)

TO: Personnel, Pension and Insurance Committee for consideration on February 27, 2023

Staff is recommending that the Job Specification be amended for the *Laboratory Technician* (currently PT08) to incorporate additional job functions which fall under similar positions (position titles consolidated are specifically noted in the above chart) to rename the position Laboratory Technician 1 and to change the labor grade to PT06.

The proposed job specification continues to enhance the multi-tasking approach to District positions. This multi-tasking job description also eliminates the need for multiple individual job specification for similar roles. The updated Laboratory Technician 1 role would change the current pay range from a (PT08) range of \$73,777-\$88,483 to a (PT06) range of 66,809-\$80,204 as negotiated with Local 3713.

Code:
Employee Group: Local 3713
FLSA Status: Non-Exempt
2022

METROPOLITAN DISTRICT COMMISSION CLASSIFICATION DESCRIPTION

CLASSIFICATION TITLE: LABORATORY TECHNICIAN 1

JOB SUMMARY

This is very responsible laboratory technician work involving the performing of microbiological, chemical, or physical Analysis on water, sewage, or air samples according to prescribed procedures.

Work involves responsibility for assisting in the quality control of treated drinking water or wastewater effluent and the analysis of sludge and sewage. Duties include collecting samples and conducting tests both inside and outside of a laboratory using a variety of equipment and procedures. This position also has the responsibility for making routine decisions relating to the results of tests in order to keep supervisors informed of the status of day-to-day operations. This work requires that the employee have knowledge, skill and ability in basic laboratory operations and techniques.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

- Analyzes samples both inside and outside of the laboratory for compliance with federal, state, and local regulations and permits using a variety of equipment and procedures.
- Logs and reports quality control review results. Completes complex report forms. Makes calculations using standard algebraic formulas.
- Calibrates laboratory and other analytic instruments and equipment.

- Performs quality assurance and may oversee proficiency testing as assigned.
- May prepare media, maintain equipment such as water baths, furnaces and balances. May wash glassware and other laboratory equipment.
- Maintains laboratory and laboratory equipment. Prepares laboratory standards and reagents used for sample analyses.
- May have responsibility for guiding the sampling and analysis for specified or assigned compounds.
- May collect samples of water, sludge or effluent.
- Performs related work as required.

SUPERVISION RECEIVED

Works under the general supervision of the Manager of Water Quality.

MINIMUM QUALIFICATIONS

An associate's degree from a recognized college in chemistry, bacteriology or natural science plus two (2) years experience in laboratory work.

SPECIAL REQUIREMENTS

Must have a valid driver's license.

KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge of basic laboratory operations, techniques and procedures.
- Knowledge of inorganic and microbiological analyses and method compliance.
- Knowledge of federal, state, and local regulations and permits.
- Knowledge of computers and associated software and systems.
- Knowledge of handling hazardous chemicals and appropriate safety precautions.
- Ability in oral and written communications.
- Ability to establish and maintain effective working relationships with coworkers.
- Ability to perform standard algebraic formula calculations.
- Ability to troubleshoot and repair laboratory instrumentation and equipment.
- Skill in operating and manipulating laboratory equipment safely.
- Ability to learn a complex schedule of tests and procedures and for carrying them out efficiently.

ADA COMPLIANCE

Physical Ability: Tasks require the ability to exert moderate physical effort that involves lifting, carrying, pushing and/or pulling of objects and materials of moderate weight (under 50 pounds).

Sensory Requirements: Some tasks require the ability to perceive and discriminate visual cues or signals. Some tasks require the ability to perceive and discriminate auditory cues or signals. Some tasks require the ability to communicate orally and in writing. Some tasks require the ability to perceive and discriminate smells.

Environmental Factors: Essential functions are performed primarily in an indoor, shop, laboratory, or office environment with occasional fieldwork that may involve exposure to various weather conditions, atmospheric conditions, hazards, noises, etc.

The Metropolitan District Commission is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Commission will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the Job Specification for *Laboratory Technician 1 (PT06)* attached hereto be adopted and the current positions of Laboratory Assistant (PT03) and Laboratory Technician (PT08) will be eliminated.

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

JOB SPECIFICATION LABORATORY TECHNICIAN 2 (LOCAL 3713)

TO: Personnel, Pension and Insurance Committee for consideration on February 27, 2023

Staff is recommending the creation of a Job Specification for a *Laboratory Technician 2 (proposed PT11)*. This position will replace the current Chemist (PT13), Microbiologist (PT13) and Water Pollution Control Process Analyst (PT13) and would create one multi-tasking position.

The proposed new job specification continues to enhance the multi-tasking approach to District positions. This multi-tasking job description also eliminates the need

for multiple individual job specification for similar roles. The updated Laboratory Technician 2 role would range from a (PT11) \$85,404-\$102,440 as negotiated with Local 3713 and would eliminate the current Chemist (PT13), Microbiologist (PT13) and Water Pollution Control Process Analyst (PT13).

Code:
Employee Group: Local 3713
FLSA Status: Non-Exempt
2022

METROPOLITAN DISTRICT COMMISSION CLASSIFICATION DESCRIPTION

CLASSIFICATION TITLE: LABORATORY TECHNICIAN 2

JOB SUMMARY

This is very responsible lab work at the full performance level involving the microbiological, chemical or physical analysis of water and/or waste water.

Work involves responsibility for testing and analyzing water and wastewater samples, tabulating reports and coordinating laboratory tasks. Duties include safe testing of water/waste water samples in accordance with federal, state, and local regulations and permits. This position also has the responsibility for making standard testing technical decisions. This work requires that the employee have knowledge, skill, and ability in microbiology and/or chemistry and laboratory methods, principles, and practices.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

- Performs microbiological and/or chemical testing and analyses with sophisticated instrumentation, utilizing software, and maintaining Quality Control procedures, in accordance with state approved methods.
- Coordinates the sampling and analysis of the water and waste water system. Coordinates routine laboratory tests and maintenance of laboratory supplies and equipment. Analyzes chemical shipments for adherence to required specifications.
- Develops and maintains standard operating procedures, material safety data collection, chemical inventory, and certificates of chemical and microbiological analysis.
- Maintains and calibrates laboratory and other analytic instruments and equipment. orders chemicals and supplies. Manages instrument repair and service contracts.
- Participates in Quality Assurance Program and performs microbiological and chemical proficiency tests for maintenance of state certification.
- Analyzes Method Detection Limit studies for all instrumentation. Analyzes water supply and water pollution proficiency samples for maintenance of laboratory certification. Analyzes samples as required following the Connecticut Department of Health Water Quality Monitoring schedule and EPA and/or Department of Energy and Environmental Protection NPDES Permit
- Tabulates and compiles test data and prepares reports.
- Assist in the administration of the laboratory by coordinating workload, the preparation of the laboratory supply contract and assigning routine tasks as necessary and/or appropriate.

- Performs all laboratory procedures in a safe manner and observes all safety procedures, especially in handling microbiologically hazardous samples and materials.
- Trouble-shoot at operation process areas. Works with plant operators and supervisors in the development and improvement in plant operations.
- Performs related work as required.

SUPERVISION RECEIVED

Works under the general supervision of the Manager of Water Quality..

MINIMUM QUALIFICATIONS

A bachelor's degree from a recognized college or university in microbiology, chemistry, biology or related field plus five (5) years of progressively responsible experience in laboratory.

SPECIAL REQUIREMENTS

Must have a valid driver's license.

KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge of microbiology, chemistry and/or biology and laboratory analytical techniques and physical analysis principles and practices as applied to the analysis of water and wastewater.
- Knowledge of test laboratory principles and practices as applied to water and wastewater treatment.
- Knowledge of computers and associated software and systems including but not limited to LIMS, analytical/reporting tools, manufacturer calibration applications/tools
- Knowledge of wet chemistry, aseptic techniques, and preparation techniques for various media.
- Knowledge of complex instrumentation calibration, operation, troubleshooting, and maintenance.
- Knowledge of federal, state, and local regulations and permits.
- Knowledge of standard methods for the examination of water and waste water.
- Knowledge of ecology, environmental science and watershed management.
- Ability in oral and written communications.
- Ability to establish and maintain effective working relationships with coworkers.
- Knowledge of state and federal regulations and guidelines.
- Knowledge of safe laboratory practices.

- Knowledge of related systems and software.
- Ability to conduct chemical and physical analyses of water samples and materials accurately and safely.

ADA COMPLIANCE

Physical Ability: Tasks require the ability to exert moderate physical effort that involves lifting, carrying, pushing and/or pulling of objects and materials of moderate weight (under 50 pounds).

Sensory Requirements: Some tasks require the ability to perceive and discriminate: (i) visual and/or auditory cues or signals; and/or (ii) odors. Some tasks require the ability to communicate orally and in writing.

Environmental Factors: Essential functions are performed primarily in an indoor, shop, laboratory, or office environment with occasional fieldwork that may involve exposure to various weather conditions, atmospheric conditions, hazards, noises, etc.

The Metropolitan District Commission is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Commission will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the Job Specification for *Laboratory Technician 2 (PT11)* attached hereto be adopted and the current positions of Chemist (PT13); Microbiologist (PT13) and Water Pollution Control Process Analyst (PT13) will be eliminated.

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

JOB SPECIFICATION GIS ANALYST (LOCAL 3713)

TO: Personnel, Pension and Insurance Committee for consideration on February 27, 2023

Staff is recommending that the Job Specification be amended for the *GIS Analyst* (currently PT13) consistent with the chart above.

The proposed amendments to the job specification continues to enhance the multi-tasking approach to District positions. The updated GIS Analyst role would change the current pay range from a (PT13) range of 94,161-\$123,804 to a (PT11) range of \$85,404-\$102,440 as negotiated with Local 3713.

Code:
Employee Group: Local 3713
FLSA Status: Non-Exempt
2022

METROPOLITAN DISTRICT COMMISSION CLASSIFICATION DESCRIPTION

CLASSIFICATION TITLE: GEOGRAPHIC INFORMATION SYSTEM ANALYST

JOB SUMMARY

This is highly responsible professional geographic information systems analysis, digital database analysis and administration work involving the maintenance of software and hardware of a computerized digital database.

Work involves responsibility for effective and efficient maintenance of a geographic information system. Duties include development and implementation of upgrades to system components, providing support to project engineers and outreach staff, map creation, data creation, data analysis, data management, and database development. This position also has the responsibility for making difficult geographic information system quality control and assurance decisions. This work requires that the employee have knowledge, skill and ability in computer platforms, Windows operating systems, or comparable, automated mapping and facilities management software.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

- Develops, collects, implements and maintains the geographic information system data base files and data management procedures. Develops and implements system maintenance standards. Monitors system security, cartographic standards, data base protocol and is responsible for data management.
- Coordinates the geographic information system support contracts and other vendor contracts, and agreements. Prepares cost estimates for upgrades, contracts, agreements, and technical reports, as required.
- Coordinates implementation and application of computer hardware and software with consultants and vendors. Assists the Manager of Engineering Technical Services in preparation of the annual budget as it relates to system improvement requirements.

- Coordinates the technical needs of other user groups both inside and outside the District and programs and administers the network hardware and software. Provides technical support to internal staff.
- Creates maps showing project extents, extent/progress of projects, and other ad hoc maps as requested.
- Performs special assignments, as directed. Researches and develops new programs to improve system management and efficiency.
- Performs related work as required.

SUPERVISION RECEIVED

Works under the general supervision of the **Director of Information Technology or other appropriate staff.**

Metropolitan District Commission • Geographic Information System Analyst

MINIMUM QUALIFICATIONS

A bachelor's degree from a recognized college or university in geography, geographic information systems, or a related field plus two (2) years of progressively responsible experience in geographic information system hardware and software operations and maintenance and at least some experience with a Windows, or comparable, operating system.

SPECIAL REQUIREMENTS

Must have a valid driver's license.

KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge of geographic information systems and cartographic principles and practices.
- Knowledge of Structured Query Language (SQL), system programming, and database administration.
- Knowledge of public administration principles and practices as applied to work unit reporting and routing administrative procedures.
- Knowledge of cartography, geodesy and photogrammetry as related to digital databases.
- Ability in oral and written communications.
- Ability to administer policies and procedures including planning, routine decision-making, and report development and writing.
- Ability to establish and maintain effective working relationships with coworkers, consultants, vendors, town officials, other utilities, and other governmental agencies.

ADA COMPLIANCE

Physical Ability: Tasks require the ability to exert light physical effort in a sedentary to light work environment, which may involve some lifting, carrying, pushing and/or pulling of objects and materials of light weight (under 25 pounds).

Sensory Requirements: Some tasks require the ability to perceive and discriminate visual cues or signals. Some tasks require the ability to communicate orally and in writing.

Environmental Factors: Essential functions are performed primarily indoors with minimal exposure to outdoor environmental factors.

The Metropolitan District Commission is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Commission will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the Job Specification for *GIS Analyst (PT11)* attached hereto be adopted.

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

JOB SPECIFICATION PRINCIPAL GIS ANALYST (LOCAL 3713)

TO: Personnel, Pension and Insurance Committee for consideration on February 27, 2023

Staff is recommending that the Job Specification be amended for the *Principal GIS Analyst* (currently PT14) consistent with the chart above.

The proposed amendments to the job specification continues to enhance the multi-tasking approach to District positions. The updated Principal GIS Analyst role would change the current pay range from a (PT14) range of \$98,904-\$118,705 to a (PT12) range of \$89,648-\$107,556 as negotiated with Local 3713.

Employee Group: Local 3713
FLSA Status: Non-Exempt
2022

METROPOLITAN DISTRICT COMMISSION CLASSIFICATION DESCRIPTION

CLASSIFICATION TITLE: PRINCIPAL GEOGRAPHIC INFORMATION SYSTEM (GIS) ANALYST

JOB SUMMARY

The purpose of this classification is to administer the enterprise-wide GIS system, Oracle database and associated servers for display, analysis, and integration with other District applications. Work involves the planning and coordination of specific functional areas and activities in GIS, oversight of project work and processes, and quality control review.

Duties include developing, updating, and maintaining GIS databases; developing, installing, configuring, maintaining and/or troubleshooting hardware, software, and equipment; liaising with vendors and researching system improvements; and creating GIS maps and presentations. This position is responsible for providing support to customers, license management, and establishing and maintaining GIS access/security.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

- Assists in the management of the department: provides input into the development, coordination and implementation of department GIS policy. Oversees the work of employees in assigned functional areas. Leads and manages special projects within department and District-wide as assigned.
- Prepares or directs the preparation of reports, manuals and correspondence.
- Assists with developing cost estimates for upgrades, contracts, agreements and technical reports; assists with developing specifications for hardware and software purchases; and assists the GIS Manager with preparing the annual budget as it relates to system improvement requirements.
- Operates personal and laptop computers, plotters, and general office equipment as necessary to complete essential functions, to include the use of GIS software, word processing, spreadsheet, database, or other system software.
- Develops, updates and maintains GIS databases and data files; applies quality control procedures to ensure accuracy; converts data to and from GIS formats; converts data for external distribution; configures access to GIS data in networked environment; maintains GIS data links to other databases and equipment; develops and implements, data management procedures; and related reports; and performs file management.
- Installs, upgrades, configures and/or maintains GIS hardware, data base software, other software applications, operating systems, networks and peripheral equipment; troubleshoots and repairs hardware and software problems; creates applications in support of District functions using GIS data, external databases, GIS analysts tools and other software applications; and develops new programs to improve system management and efficiency.
- Coordinates implementation and other systems activities with other District staff, consultants and vendors; and coordinates the technical needs of other user groups both inside and outside the District. Reviews data received from external sources and incorporates into GIS.

- Operates within systems, including applicable GIS systems. Performs systems administration work; performs data backups; maintains users of network; sets user access levels to GIS licenses and data; administers the network hardware and software; develops and implements system maintenance standards; monitors system security, data base protocol, and cartography standards; and maintains data schema and integrity.
- Installs, upgrades, configures and/or maintains GIS hardware, data base software, other software applications, operating systems, networks and peripheral equipment; troubleshoots and repairs hardware and software problems; creates applications in support of District functions using GIS data, external databases, GIS [analysts](#) tools and other software applications; and develops new programs to improve system management and efficiency.
- Coordinates implementation and other systems activities with other District staff, consultants and vendors; and coordinates the technical needs of other user groups both inside and outside the District.
- Performs systems administration work; performs data [back ups](#); maintains users of network; sets user access levels to GIS licenses and data; administers the network hardware and software; develops and implements system maintenance standards; monitors system security, data base protocol, and cartography standards; and maintains data schema and integrity.
- Prepares maps using GIS data and software; creates custom maps for internal and external customers; converts maps and data for easy display in distribution over inter-/intra-net sites; prepares presentation quality maps and graphics for large format plotter output and presentations.
- Analyzes complex geographic data.
- Coordinates GIS support contracts and other vendor contracts and agreements.
- Reviews drawings and makes recommendations to Drafting Technicians in GIS Services Department when appropriate.
- Performs special assignments and projects as requested; and may supervise a small work group for assigned projects
- Performs other related duties as required.

SUPERVISION RECEIVED

Classification reports to the **Director of Information Technology or other appropriate staff.**

MINIMUM QUALIFICATIONS

Master's degree in information systems, geography, or a related field; supplemented by minimum five (5) years previous GIS experience. **Geospatial Information Systems Professional Certification desired.**

SPECIAL REQUIREMENTS

Must have a valid driver's license.

PERFORMANCE APTITUDES (KNOWLEDGE, SKILLS, AND ABILITIES)

Data Utilization: Requires the ability to evaluate, audit, deduce, and/or assess data and/or information using established criteria. Includes exercise of discretion in determining actual or probable consequences, and in referencing such evaluation to identify and select alternatives.

Human Interaction: Requires the ability to apply principles of persuasion and/or influence over others in coordinating activities of a project, program, or designated area of responsibility.

Equipment, Machinery, Tools, and Materials Utilization: Requires the ability to operate and control the actions of equipment, machinery, tools and/or materials requiring complex and rapid adjustments.

Verbal Aptitude: Requires the ability to utilize a wide variety of reference, descriptive, advisory and/or design data and information.

Mathematical Aptitude: Requires the ability to perform addition, subtraction, multiplication and division; ability to calculate decimals and percentages; may include ability to perform mathematical operations involving basic algebraic principles and formulas, and basic geometric principles and calculations.

Functional Reasoning: Requires ability to apply principles of rational systems. Ability to interpret instructions furnished in written, oral, diagrammatic, or schedule form. Ability to exercise independent judgment to adopt or modify methods and standards to meet variations in assigned objectives.

Situational Reasoning: Requires the ability to exercise the judgment, decisiveness and creativity required in situations involving the evaluation of information against sensory, judgmental, or subjective criteria, as opposed to that which is clearly measurable or verifiable.

ADA COMPLIANCE

Physical Ability: Tasks involve the ability to exert light physical effort in sedentary to light work, but which may involve some lifting, carrying, pushing and/or pulling of objects and materials of light weight (5-10 pounds). Tasks may involve extended periods of time at a keyboard or work station.

Sensory Requirements: Some tasks require the ability to perceive and discriminate visual and/or auditory cues or signals. Some tasks require the ability to communicate orally and in writing.

Environmental Factors: Tasks are regularly performed without exposure to adverse environmental conditions.

The Metropolitan District Commission is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Commission will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the Job Specification for *Principal GIS Analyst (PT12)* attached hereto be adopted.

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

**JOB SPECIFICATION
UTILITY SYSTEMS MONITORING TECHNICIAN (LOCAL 3713)**

TO: Personnel, Pension and Insurance Committee for consideration on February 27, 2023

Staff is recommending that the Job Specification be amended for the *Utility Systems Monitoring Technician* (currently PT11) to incorporate additional job functions which fall under similar positions (position titles consolidated are specifically noted in the above chart).

The proposed amendments to the job specification continues to enhance the multi-tasking approach to District positions. This multi-tasking job description also eliminates the need for multiple individual job specification for similar roles. The updated *Utility Systems Monitoring Technician* role would change the current pay range from a *Utility Systems Monitoring Technician* (PT11) range of \$85,404-\$102,440 to a (PT09) range of \$77,438-\$92,872 as negotiated with Local 3713. This position will eliminate the current *Utility Systems Monitoring Technician 2* (PT12) and would create one multi-tasking position.

**Employee Group: Local 3713
FLSA Status: Non-Exempt
2022**

**METROPOLITAN DISTRICT COMMISSION
CLASSIFICATION DESCRIPTION**

CLASSIFICATION TITLE:	UTILITY SYSTEMS MONITORING TECHNICIAN
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JOB SUMMARY

This is responsible pipeline systems monitoring and surveillance work involving the operation of various systems and equipment used in operation and maintenance of electronic measuring and pipe inspection for the District's sewer and water systems. Work involves responsibility for the safe installation and maintenance of utility pipeline systems flow monitoring equipment and closed circuit television (CCTV) inspection equipment.

Duties include retrieving utility pipeline systems flow data, maintaining and installing electronic metering equipment and conducting video inspections of pipeline systems. This position also has the responsibility for making utility pipeline flow monitoring and inspection decisions in accordance with established procedures and industry standards. This work requires that the employee have knowledge, skill and ability in utility pipeline systems flow monitoring and pipe inspection technology. This position also requires that the employee be capable of entering and working in confined spaces.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

- Operates CCTV inspection systems to document hydraulic, structural and maintenance conditions of utility pipeline infrastructure. Retrieves and analyzes utility pipeline systems flow data; installing, maintaining and repairing electronic metering equipment and conducting video inspections of pipeline systems.
- Operates closed circuit television inspection systems to document hydraulic and structural conditions of utility pipeline infrastructure. Retrieves and analyzes utility pipeline systems flow data. Identifies potential failures and assists with planning routine renovation programs.

- Operates the District's Supervisory Control and Data Acquisition (SCADA) sewer overflow alarm system, and associated electronic, electrical, telecommunications and flow signal components. Troubleshoots electronic and electrical components on monitoring and surveillance systems.
- Establishes and maintains electronic files, records, and databases on all monitoring and surveillance programs; prepares flow metering and pipe inspection reports and project status spreadsheets, recommends replacement or rehabilitation strategies of sewer infrastructure by assessing videos of pipe deficiencies in accordance with national pipe condition rating standards.
- Installs, calibrates and maintains electronic monitoring and inspection equipment for utility pipeline systems.
- Provides information to assist in the deployment of flow metering equipment and the assessment of pipeline conditions.
- May assist other personnel in the use of field instruments and computer equipment, as assigned.
- Maintains equipment inventories and spare parts and coordinates purchases and technical services with outside vendors and equipment manufacturers. Assists in preparing budget requests for electronic monitoring and video inspection equipment. Maintains repair records.
- Performs in a safe manner and observes all safety procedures; works in small confined spaces and must be trained in confined space entry procedures.
- Uses all tools, equipment and materials responsibly and performs basic inspection and preventive maintenance prior to use.
- Records and archives all description data, develops a condition rating for each line, displays results on video and printed reports, and establishes benchmarks to compare with future inspections. Troubleshoots data discrepancies and flow monitoring equipment malfunctions.
- Performs related work as required.

SUPERVISION RECEIVED

Works under the general supervision of the **Manager of Operations or other appropriate staff members.**

MINIMUM QUALIFICATIONS

A high school diploma plus five (5) years electronics maintenance, flow meter and CCTV inspection experience required. Must have "Pipeline Assessment and Certification Program" (PACP) certification and must maintain this certification.

SPECIAL REQUIREMENTS

Must have a valid driver's license.

KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge of sanitary, combined, storm and water systems, including sewer overflow regulator systems.
- Knowledge of electronic diagnostics and component replacement principles and practices.
- Knowledge of pipe flow monitoring methods and pipeline inspection methods.
- Knowledge of utility pipeline systems flow monitoring and pipe inspection technology.
- Knowledge of CCTV and SCADA systems.
- Knowledge of standardized pipe assessment procedures.
- Ability to identify and repair problems in electronic monitoring and surveillance equipment.
- Ability in mathematics as applied to utility pipeline systems flow monitoring.
- Ability in oral and written communications.
- Ability to establish and maintain effective working relationships with coworkers, town officials, vendors, contractors, consultants, and the general public.

ADA COMPLIANCE

Physical Ability: Tasks require the ability to exert moderate physical effort that involves lifting, carrying, pushing and/or pulling of objects and materials of moderate weight (under 50 pounds).

Sensory Requirements: Some tasks require the ability to perceive and discriminate visual and/or auditory cues or signals. Some tasks require the ability to communicate orally.

Environmental Factors: Essential functions are performed primarily outdoors, frequently exposed to any or all of the following: various weather conditions, high or deep dangerous places, working near moving mechanical parts, risk of electric shock, vibration, fumes, airborne particles, chemicals, etc.

The Metropolitan District Commission is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Commission will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the Job Specification for *Utility Systems Monitoring Technician (PT09)* attached hereto be adopted and the current position of Utility Systems Monitoring Technician 2 (PT12) will be eliminated.

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

**JOB SPECIFICATION
ELECTRICIAN/ELECTRONIC TECHNICIAN (LOCAL 3713)**

TO: Personnel, Pension and Insurance Committee for consideration on February 27, 2023

Staff is recommending the Job Specification for an *Electrician/Electronic Technician* (proposed PT10). This position would replace similar positions and create one multi-tasking job description (position titles consolidated are specifically noted in the above chart). This multi-tasking job description eliminates the need for multiple individual job specification for similar roles of Electronic Technician 1 (PT12) and Electronic Technician 2 (PT13).

The proposed job specification continues to enhance the multi-tasking approach to District positions. The *Electrician/Electronic Technician* role would be (PT10) range of \$81,286-\$97,593 as negotiated with Local 3713.

Code:
Employee Group: Local 3713
FLSA Status: Non-Exempt
2022

**METROPOLITAN DISTRICT COMMISSION
CLASSIFICATION DESCRIPTION**

CLASSIFICATION TITLE: ELECTRICIAN/ELECTRONIC TECHNICIAN

JOB SUMMARY

This is full performance electrician/electronics technician work involving the maintenance and repair of electrical systems.

Work involves responsibility for the safe maintenance of electrical/electronic equipment in good working order. Duties include testing, maintain and repairing electrical/electronic equipment, instruments and controls. This position also has the responsibility for making standard technical electronics decisions. This work requires that the employee have good knowledge, skill and ability in electronics maintenance and repair.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

- Assist in the design, review, inspection, and operation of projects that include process control equipment and systems.
- Tests, maintains, repairs and installs electronic, electromechanical, pneumatic, and hydraulic instruments and controls, and electrical equipment including gas detectors, phase motors, variable speed control motors, variable frequency drives, motor control centers, microprocessor-based motor controls.
- Tests, maintains, repairs, and installs radios, antennas and peripheral equipment, as assigned. Configures and calibrates electronic equipment and computerized controls, as assigned.

- Trains plant operators in the use of electronic instruments and controls, as assigned. Work with maintenance and operations staff to implement policies, standards, practices and guidelines for all phases of process control implementation, operation and maintenance.
- May perform all general electrical work covered under State of CT E-2 electrical license, as assigned. . Confers on operations problems and analyzes and recommends equipment modifications or purchases. Monitors, programs, troubleshoots and repairs Program Logic Controls and mechanisms.
- Assists in drafting budget requests for electronics. Maintains inventories of repair parts. Maintains repair records. Responds to emergency calls as directed. Serves on-call as assigned.
- Perform and/or coordinate maintenance activities on process control equipment and/or systems. Research, recommend and implement systems to enhance control systems functionality and reliability.
 - Performs related work as required.

SUPERVISION RECEIVED

Works under the general supervision of the Electrical Maintenance Supervisor.

MINIMUM QUALIFICATIONS

High School Diploma plus two (2) years electrical related experience. Must be a licensed Electrician in the State of Connecticut (E-2 license), and applicable certifications.

SPECIAL REQUIREMENTS

Must have a valid driver's license.

KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge of electronics maintenance and repair principles and practices
- Knowledge of computer technology, as applied to electronic instrument and control systems.
- Ability to identify and repair problems in electrical and electronic equipment.
- Knowledge of SCADA systems.
- Ability in oral and written communications.
- Ability to establish and maintain effective working relationships with coworkers, town officials, vendors, contractors, consultants, and the general public.

ADA COMPLIANCE

Physical Ability: Tasks require the ability to exert moderate physical effort that involves lifting, carrying, pushing and/or pulling of objects and materials of moderate weight (under 50 pounds).

Sensory Requirements: Some tasks require the ability to perceive and discriminate visual and/or auditory cues or signals. Some tasks require the ability to communicate orally.

Environmental Factors: Essential functions are performed primarily outdoors, frequently exposed to any or all of the following: various weather conditions, high or deep dangerous places, working near moving mechanical parts, risk of electric shock, vibration, fumes, airborne particles, chemicals, etc.

The Metropolitan District Commission is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Commission will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the Job Specification for *Electrician/Electronic Technician (PT10)* attached hereto be adopted and the current positions of Electronic Technician 1 (PT12) and Electronic Technician 2 (PT13) will be eliminated.

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

**JOB SPECIFICATION
SENIOR ELECTRONICS TECHNICIAN (LOCAL 3713)**

TO: Personnel, Pension and Insurance Committee for consideration on February 27, 2023

Staff is recommending that the Job Specification be amended for the *Senior Electronics Technician* (currently PT14) to amend the minimum qualifications and job classification to PT12.

The proposed amendments to the job specification continues to enhance the multi-tasking approach to District positions. The updated *Senior Electronics Technician* role would change the current pay range from a (PT14) range of \$98,904-\$118,705 to a (PT12) range of \$89,648-\$107,556 as negotiated with Local 3713.

Code:
Employee Group: Local 3713
FLSA Status: Non-Exempt
2022

METROPOLITAN DISTRICT COMMISSION CLASSIFICATION DESCRIPTION

CLASSIFICATION TITLE: SENIOR ELECTRONICS TECHNICIAN

JOB SUMMARY

This position provides technical support in support of the implementation and maintenance of automation and process control infrastructure. This is highly responsible electronics technician work involving the maintenance, calibration and repair of plant process control instrumentation, gas monitoring systems, , and controls.

Work involves responsibility for the safe maintenance of electrical and electronic equipment to assure good working order. Duties include testing, repairing and installing electrical components, electronic instruments and controls and overseeing assistants. This position also has the responsibility for making difficult technical electronics decisions. This work requires that the employee have considerable knowledge, skill and ability in electrical and electronics maintenance and repair.

Responsible for implementing, maintaining and supporting the automation & process control infrastructure for water and wastewater systems. Provide expert assistance and collaborate in creating and reviewing engineering plans, designs, monitoring, building commissioning and operation of automation & process control systems. Understand and apply new technological systems and multiple vendor products to develop and support innovative system solutions that match operational and business requirements.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

- Responsible for implementing, maintaining and supporting the automation & process control infrastructure for water and wastewater systems.
- Work collaboratively with District Engineering and Information Technology staff to support, maintain, and add to the District's Computer Maintenance Management System (CMMS).
- Research, recommend and implement systems to enhance control systems functionality and reliability.

- Work with members of District Staff to enforce compliance with mandatory process control policies and procedures.
- Provide support for Electrician/Electronic Technicians as required.
- Develop and maintain relationship with Process Control vendors to keep current with changes in operational control systems.
- Review vendor specifications, report findings and make recommendations.
- Performs related work as required.
- Tests, maintains, repairs and installs electronic, electromechanical, pneumatic, peripheral, and hydraulic instruments and controls, and electrical equipment including phase motors, as assigned.
- Configures and calibrates electronic equipment and computerized controls, as assigned. Tests, maintains, repairs and installs control systems and peripheral equipment, as assigned.
- Coordinates work activities to ensure appropriate and timely response with respect to staffing, materials and equipment requirements and conditions. Trains plant operators in the use of electronic instruments and controls, as assigned. Oversees the work of lower level technicians and assistants, to assure conformance with technical standards. Demonstrates appropriate procedures and techniques.
- Performs work of lower classifications as necessary. May perform general electrician work, as assigned.
- Confers on operations problems and analyzes and recommends equipment modifications or purchases.
- Assists in drafting budget requests for electronics. Maintains inventories of repair parts. Maintains repair records. Performs related work as required.

SUPERVISION RECEIVED

Works under the general supervision of the Electrical Maintenance Supervisor.

MINIMUM QUALIFICATIONS

An Associate's degree in Automation Engineering, Electrical Engineering, Computer Engineering, Computer Science, Electronics or a closely related field plus eight (8) years' experience in the maintenance, troubleshooting, calibration, repair and installation of Process Control Systems (SCADA and DCS), configuration and programming of PLCs / RTUs, control and instrumentation loops. Must be a licensed Electrician in the State of Connecticut (E-2 license).

Must have Control Systems Technician Certificate, Level I (CCST)

SPECIAL REQUIREMENTS

Must have a valid driver's license.

KNOWLEDGE, SKILLS, AND ABILITIES

- Strong knowledge of Piping and Instrumentation (P&ID) drawings, control system drawings, instrument specifications and feedback loop diagrams.
- Working knowledge of industrial control system platforms including Programmable Logic Controllers (PLC) / Distributed Control System (DCS) / Human Machine Interface (HMI) programming, design, construction, commissioning, configuration and implementation.
- Knowledge of process computers and data collection methods.
- Understanding of computer networking technology, telemetry methods and historical archiving databases.
- Strong knowledge of project management and application development methodologies and tools.
- Knowledge of business applications, Microsoft Office products and productivity tools (e.g. MS Word, MS Project, Excel, PowerPoint, Visio).
- Demonstrative knowledge of engineering concepts and their application in water/wastewater equipment and systems operations preferred.
- Proficient with identifying, planning, scheduling, conducting, and coordinating detailed phases of Capital Projects.
- Proficient with data communications systems, protocols, wired and wireless network systems, and radio telemetry.
- Ability in oral and written communications.
- Ability to establish and maintain effective working relationships with coworkers, town officials, vendors, contractors, consultants, and the general public.

ADA COMPLIANCE

Physical Ability: Tasks require the ability to exert moderate physical effort that involves lifting, carrying, pushing and/or pulling of objects and materials of moderate weight (under 50 pounds).

Sensory Requirements: Some tasks require the ability to perceive and discriminate visual and/or auditory cues or signals. Some tasks require the ability to communicate orally.

Environmental Factors: Essential functions are performed primarily outdoors, frequently exposed to any or all of the following: various weather conditions, high or deep dangerous places, working near moving mechanical parts, risk of electric shock, vibration, fumes, airborne particles, chemicals, etc.

The Metropolitan District Commission is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Commission will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the Job Specification for *Senior Electronics Technician (PT12)* attached hereto be adopted.

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

**JOB SPECIFICATION
NETWORK/SYSTEMS ANALYST (LOCAL 3713)**

TO: Personnel, Pension and Insurance Committee for consideration on February 27, 2023

Staff is recommending that the Job Specification be amended for the *Network/Systems Analyst* (currently PT15) to amend the minimum qualifications and job classification to PT13.

The proposed amendments to the job specification continues to enhance the multi-tasking approach to District positions. The updated *Network/Systems Analyst* role would change the current pay range from a (PT15) range of \$103,417-\$124,092 to a (PT13) range of \$94,161-\$112,944 as negotiated with Local 3713.

Code:
Employee Group: Local 3713
FLSA Status: Non-Exempt
2022

**METROPOLITAN DISTRICT COMMISSION
CLASSIFICATION DESCRIPTION**

CLASSIFICATION TITLE:	NETWORK/SYSTEMS ANALYST
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JOB SUMMARY

This is very responsible professional computer work involving the coordination, development, testing, and maintenance of a District-wide client/server system, area network and integrated computer applications.

Responsible for analyzing, planning and maintaining a District wide client/server system for integrated information storage, computing, communication and related equipment. Also responsible for the development, testing and implementation of integrated computer applications.

This position provides technical Network and System help to users, diagnoses and resolves end-user problems, and maintains District systems. This position has the responsibility for making technical network support decisions.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

- Responsible for installing and upgrading network/system hardware and software, ensuring the security of MDC networks, troubleshooting user problems with printers, desktop PC LAN connections, and desktop software and hardware.
- Monitors network infrastructure performance and security including virus protection, intrusion detection/prevention, virus sweeps, and enforcement of company policies regarding use of e-mail and Internet. Implements and maintains e-mail spam filtering software.
- Reviews existing business processes in order to define current business activities for the development of procedures and models. Meets with decision makers, module owners and end-users to define business requirements, system goals, and to identify and resolve system issues.
- Duties include installing and upgrading network/system hardware and software, troubleshooting user problems with printers, desktop PC LAN connections, and desktop software, and hardware. This position provides technical help to users, diagnoses and resolves end-user problems, and maintains server backups. This position has the responsibility for making technical network support decisions.
- Maintains network end-user profiles including adding, modifying, and deleting user ID and passwords. Performs data backup and archiving and disaster recovery as required.
- Performs daily analysis of the recoverability of all network systems, insuring that necessary hardware, software and procedures are in place to recover the District's computer systems should a major system failure occur.
- Upgrades, troubleshoots, tests, and diagnoses computer hardware and software. Installs, configures and maintains desktop and laptop computers and operating systems, network systems hardware and software.
- Responds to end-user requests submitted to Help Desk. Provides end-user support for telephone systems, software, and equipment to ensure adequate service levels and access for all District employees.
- Designs, develops, and maintains computer programs/applications using standardized computer programming language and/or methodologies to implement new or improved business processes based on results of process analysis.
- Consults with Systems Analysts and user groups to resolve system problems. Investigates alternatives to achieve desired results.
- Reviews and analyzes effectiveness and efficiency of existing systems and develops strategies for improvement. Analyzes new systems releases and evaluates new procedures for the purpose of enhancing business processes, operations and information flow.

- Coordinates and maintains telephone systems, data lines, pager accounts, and cell phone accounts to ensure adequate service levels and access for District employees.
- Provides technical testing, evaluation, network support, user training, and assistance throughout the District. Makes recommendations regarding network impact of implementing new technologies.
- Conducts research on software and hardware to justify recommendations to support purchasing decisions.
- Functions as liaison with IS vendors for maintenance and service.
- Performs duties of Database Analyst in absence of same. Provides backup coverage for IT staff when needed.
- Operates a personal computer, and general office equipment as necessary to complete essential functions, to include the use of word processing, spreadsheet, database, or other system software.
- Performs related work as required.

SUPERVISION RECEIVED

Works under the general direction of the Director of Information Services.

MINIMUM QUALIFICATIONS

Bachelor's degree in information technology, computer science, computer engineering, system analysis or closely related field; supplemented by five (5) years previous experience and/or training that includes network systems administration (including ERP, WANs, LANs, PCs, and servers) and technical support.

SPECIAL REQUIREMENTS

Must have a Networking, Client Systems or Server Systems Administration Certification.

Microsoft, Cisco, CompTIA Cloud+, CompTIA Linux+, CompTIA Server+, CompTIA A+, CompTIA Network+ or CompTIA Security+, or other certifications recognized to be of equal or higher industry status.

Must have a valid driver's license.

KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge of the computer systems infrastructure and supporting activities, which include: security, capacity, availability, recoverability and standards and procedures.
- Knowledge of TCP/IP network and LAN network servers and operating systems, network protocols and general business applications.
- Knowledge of server technology and server management software, Internet technology, including switch and router technology as well as any new technologies replacing that functionality.
- Ability to establish and maintain effective working relationships with coworkers, vendors, contractors, consultants, and other governmental agencies.
- Ability to troubleshoot network problems and develop solutions quickly to minimize system downtime. Performs network and desktop maintenance duties on personal computer operating systems.
- Ability in oral and written communication. Ability to communicate technical concepts to end-users.
- Ability to maintain various communication systems including telephones, voice, data, fax and Internet technologies.

ADA COMPLIANCE

Physical Ability: Tasks require the ability to exert light physical effort in a sedentary to light work environment, which may involve some lifting, carrying, pushing and/or pulling of objects and materials of light weight (under 25 pounds).

Sensory Requirements: Some tasks require the ability to perceive and discriminate visual cues or signals. Some tasks require the ability to communicate orally and in writing.

Environmental Factors: Essential functions are performed primarily indoors with minimal exposure to outdoor environmental factors.

The Metropolitan District Commission is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Commission will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the Job Specification for *Network/Systems Analyst (PT13)* attached hereto be adopted.

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

JOB SPECIFICATION PROJECT ENGINEER 1 (LOCAL 3713)

TO: Personnel, Pension and Insurance Committee for consideration on February 27, 2023

Staff is recommending that the Job Specification be amended for the *Project Engineer 1* (currently PT13) to amend the minimum qualifications and job classification to PT12.

The proposed amendments to the job specification continues to enhance the multi-tasking approach to District positions. The updated *Project Engineer 1* role would change the current pay range from a (PT13) range of \$94,161-\$112,944 to a (PT12) range of \$89,648-\$107,556 as negotiated with Local 3713.

Code:
Employee Group: Local 3713
FLSA Status: Exempt
2022

METROPOLITAN DISTRICT COMMISSION CLASSIFICATION DESCRIPTION

CLASSIFICATION TITLE: PROJECT ENGINEER 1

JOB SUMMARY

This is responsible professional engineering work involving the design, project management, and resident engineering of a wide variety of utility construction projects.

Work involves responsibility for timely and effective design, execution, and completion of a variety of assigned construction projects that meet professional engineering standards, District design standards, and regulatory codes. Duties include designing basic water and sewer pipeline, capital and related construction projects, assisting in the design of major projects and community outreach, and performing assigned administrative tasks. This position also has the responsibility for making basic engineering project design and management decisions. This work requires that the employee have knowledge, skill and ability in public works engineering as applied to utility construction projects.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

- Assists higher engineering classifications in designing and developing a wide variety of major utility and facility construction and other projects according to professional engineering, District design and regulatory code standards. Performs engineering calculations and other technical operations in support of higher engineering classifications. Signs engineering designs as a licensed engineer.
- Designs, develops and manages basic pipeline, capital and related projects, including developer and layout and assessment, as assigned, according to professional engineering, District design and regulatory code standards.

- Facilitates coordination between MDC and contractors in regard to field issues and other correspondence. Monitors field conditions, materials, management, and safety at project sites as needed.
 - Reviews contract specifications, drawings, change order proposals, and payment applications and invoices. Provides input and comments as required.
 - Assists in managing project development and executing, scheduling approvals and construction, preparing documentation, and maintaining files.
 - Assists in coordinating the preparation of construction drawings by drafters and reviewing completed drawings. Assists in monitoring project construction and financing and other project activities.
 - Creates work notifications and work orders.
 - Provides regular project updates to internal and external customers.
-
- Updates and maintains accurate project records and documentation.
 - Assists in researching special engineering and capital planning problems and projects.
 - May assume the lead project management role for assigned basic projects.
 - Designs and develops layout and assessment and comparable pipeline projects according to established design standards. Reviews the project designs and plans of developers and contractors and assures needed corrections to comply with District specifications and requirements.
 - Manages the administration of project development and execution. Schedules project approval and construction activities. Prepares reports, applications, forms, contracts, budget transfers, and related project documents. Chairs meetings of contractors, developers and other governmental agencies. Maintains project files.
 - Assures the preparation of construction drawings by drafters. Coordinates drafting requirements and plans with the drafting unit. Reviews completed drawings for conformance with design instructions and District standards and assures needed corrections.
 - Monitors project construction and financing. Tracks construction against project schedules. Assures project completion, punch list completion, project viability during acceptance periods, and completion of as-built drawings, as necessary.
 - Coordinates project public relations. Resolves public questions and complaints and associated technical and administrative problems. Attends public hearings.
 - Performs related work as required.

SUPERVISION RECEIVED

Works under the direction of the Manager of Construction Services, Manager of Engineering Technical Services, or Manager of Design.

MINIMUM QUALIFICATIONS

A bachelor of science degree from a recognized college or university in Civil, Control Systems, Electrical & Computer, Environmental, Industrial and Systems, Mechanical or Structural Engineering plus five (5) years of progressively responsible engineering experience. Must be a Connecticut licensed professional engineer (PE) in civil, mechanical or electrical engineering.

SPECIAL REQUIREMENTS

Must have a valid driver's license.

KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge of civil, mechanical, electrical or environmental engineering principles and practices as applied to utility systems.
- Knowledge of project design and management.
- Knowledge of MDC construction and design standards.
- Knowledge of federal, state, and local guidelines and regulations.
- Knowledge of personal computer and engineering-related applications and systems.
- Ability in oral and written communications.
- Ability to design, administer and coordinate the design and construction of a wide variety and complexity of utility projects.
- Ability to research and analyze a wide variety of engineering problems and to provide engineering and technical assistance to District personnel and other interested agencies or contractors.
- Ability to compile and analyze information and to prepare technical reports.
- Ability to establish and maintain effective working relationships with coworkers, developers, contractors, consultants, other governmental agencies, and the general public.

ADA COMPLIANCE

Physical Ability: Tasks require the ability to exert light physical effort in a sedentary to light work environment, which may involve some lifting, carrying, pushing and/or pulling of objects and materials of light weight (under 25 pounds).

Sensory Requirements: Some tasks require the ability to perceive and discriminate visual cues or signals. Some tasks require the ability to communicate orally and in writing.

Environmental Factors: Essential functions are performed primarily in an indoor, shop, laboratory, or office environment with occasional fieldwork that may involve exposure to various weather conditions, atmospheric conditions, hazards, noises, etc.

The Metropolitan District Commission is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Commission will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the Job Specification for *Project Engineer 1 (PT12)* attached hereto be adopted.

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

JOB SPECIFICATION PROJECT ENGINEER 2 (LOCAL 3713)

TO: Personnel, Pension and Insurance Committee for consideration on February 27, 2023

Staff is recommending that the Job Specification be amended for the *Project Engineer2* (currently PT17) to amend the minimum qualifications and job classification to PT15.

The proposed amendments to the job specification continues to enhance the multi-tasking approach to District positions. The updated *Project Engineer 2* role would change the current pay range from a (PT17) range of \$114,420-\$137,280 to a (PT15) range of \$103,417-\$124,092 as negotiated with Local 3713.

Issue:
Employee Group: Local 3713
FLSA Status: Non-Exempt
2022

METROPOLITAN DISTRICT COMMISSION CLASSIFICATION DESCRIPTION

CLASSIFICATION TITLE: PROJECT ENGINEER 2

JOB SUMMARY

This is highly responsible professional engineering work involving the design, project management, and inspection of a wide variety of utility construction projects.

Work involves responsibility for timely and effective execution of construction projects that meet professional engineering standards and District design and regulatory code standards. Duties include designing, scheduling, managing, planning, ensuring compliance, and participating in community outreach for capital and related construction projects of a varied and complex nature. This position also has the responsibility for making very difficult engineering project design and management decisions. This work requires that the employee have knowledge, skill and ability in public works engineering as applied to utility construction projects.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

- Designs and develops a wide variety of capital and related projects according to professional engineering, District design and regulatory code standards. Signs engineering designs as a licensed engineer. Reviews the project designs and plans of developers and contractors and assures needed corrections.
- Manages the administration of project development and execution. Schedules project approval and construction activities. Prepares reports, applications, forms, and related project documents. Manages or assists with managing construction contracts. Chairs meetings of contractor, developers, consultants and other governmental agencies. Maintains project files.
- Assures the preparation of construction drawings by drafters. Coordinates technical drafting requirements and plans with the drafting unit. Reviews completed drawings for conformance with design instructions and District standards and assures needed corrections.
- Monitors project construction and financing. Tracks construction against project schedules. Assures project completion, punch list completion, monitors project viability during acceptance periods, and completion of as built drawings as necessary.
- Coordinates project public relations. Resolves public questions and complaints and associated technical and administrative problems. Attends public hearings and represents the District in presentations and deliberations.
- Researches special engineering and capital planning problems and projects. Gathers and analyzes information and develops recommendations. Prepares and presents special reports or findings.
- Advises District personnel on engineering and other technical matters. Reviews specifications, prospectuses and proposals for sound engineering standards and technical feasibility.

- In project manager or construction manager role, manages daily construction activities, coordinates with inspectors, serves as liaison for public outreach, provides assistance in resolving utility conflicts, coordinates traffic control, and oversees construction safety.
- Provides operating support for District's water pollution control facilities.
- May be responsible for specialty areas such as process review and improvement.
- Coordinates project public relations. Resolves public questions and complaints and associated technical and administrative problems. Attends public hearings.
- Performs related work as required.

SUPERVISION RECEIVED

Works under the direction of the Manager of Construction Services, Manager of Engineering Technical Services, or the Manager of Design.

MINIMUM QUALIFICATIONS

A bachelor of science degree from a recognized college or university in Civil, Control Systems, Electrical & Computer, Environmental, Industrial and Systems, Mechanical or Structural Engineering plus eight (8) years of progressively responsible engineering experience. Must be a Connecticut licensed professional engineer (PE) in Civil, Control Systems, Electrical & Computer, Environmental, Industrial and Systems, Mechanical or Structural Engineering.

SPECIAL REQUIREMENTS

Must have a valid driver's license.

KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge of civil, mechanical, electrical or environmental engineering principles and practices as applied to utility systems.
- Knowledge of project design and management.
- Knowledge of MDC construction and design standards.
- Knowledge of federal, state, and local guidelines and regulations.
- Knowledge of personal computer and engineering-related applications and systems.
- Ability in oral and written communications.
- Ability to design, administer and coordinate the design and construction of a wide variety and complexity of utility projects.
- Ability to research and analyze a wide variety of engineering problems and to provide engineering and technical assistance to District personnel and other interested agencies or contractors.

- Ability to compile and analyze information and to prepare, technical reports.
- Ability to establish and maintain effective working relationships with coworkers, developers, contractors, consultants, other governmental agencies, and the general public.
- Skill in managing multiple projects and contracts.

ADA COMPLIANCE

Physical Ability: Tasks require the ability to exert light physical effort in a sedentary to light work environment, which may involve some lifting, carrying, pushing and/or pulling of objects and materials of light weight (under 25 pounds).

Sensory Requirements: Some tasks require the ability to perceive and discriminate visual cues or signals. Some tasks require the ability to communicate orally and in writing.

Environmental Factors: Essential functions are performed primarily indoors with minimal exposure to outdoor environmental factors.

The Metropolitan District Commission is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Commission will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the Job Specification for *Project Engineer 2 (PT15)* attached hereto be adopted.

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

JOB SPECIFICATION STAFF ACCOUNTANT

TO: Personnel, Pension and Insurance Committee for consideration on February 27, 2023

Staff is recommending that the Classification System be amended to include the *Staff Accountant* classification. A copy of the proposed Specification is attached. The salary allocation of EE10 (range of \$88,778 to \$115,411).

This proposed job specification changes will provide a mid-level Accounting role and create a career path. In this role, the Staff Accountant will learn District Accounting processes and be able to advance to the next level.

METROPOLITAN DISTRICT COMMISSION CLASSIFICATION DESCRIPTION

CLASSIFICATION TITLE:	STAFF ACCOUNTANT
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JOB SUMMARY

The purpose of this classification is to perform professional level accounting and pre-auditing work for the District's finance programs. Duties include preparing, analyzing and auditing transactions prior to entry into SAP in order to maintain accurate financial records. Other responsibilities include, but are not limited to, posting general ledger entries, revenue and expenditure analysis, and participating in special projects, as assigned.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

- Operates a personal computer, and general office equipment as necessary to complete essential functions, to include the use of accounting and budgeting applications, word processing, spreadsheet, database, or other system software.
- Assists with monitoring and managing District budgets; investigates budgetary control problems; and recommends solutions.
- Reviews debt service principal and interest liability accounts for correct balances.
- Assists in the coordination, implementation and administration of the District accounting programs including revenues, expenses, fixed assets, capital improvement, debt service, and inter-fund transfers, receivables and payables; booking accounting entries for accounts receivables and payables; and preparing debit memos for reimbursements between funds.
- Coordinates and maintains the general ledger accounting system: resolves accounting issues; reconciles accounts; reviews and completes pre-audit and post-audit transactions.
- Assists in the coordination and preparation of financial statements in accordance with Generally Accepted Accounting Principles (GAAP), Governmental Accounting Standard Board (GASB) and budgetary timeframes.
- Supports month-end, quarter-end and year-end close processes including annual audit.
- Performs a variety of accounting and analytical tasks and computations including budget to GAAP reconciliation and fixed asset, prepaid and inventory management.
- Performs other related duties as assigned

SUPERVISION RECEIVED

Works under the direction of the Controller.

MINIMUM QUALIFICATIONS

Bachelor's degree in accounting, finance, or a related field; supplemented by five (5) years previous accounting experience; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job.

SPECIAL REQUIREMENTS

Must have a valid driver's license.

PERFORMANCE APTITUDES (KNOWLEDGE, SKILLS, AND ABILITIES)

Data Utilization: Requires the ability to evaluate, audit, deduce, and/or assess data and/or information using established criteria. Includes exercise of discretion in determining actual or probable consequences, and in referencing such evaluation to identify and select alternatives.

Human Interaction: Requires the ability to apply principles of persuasion and/or influence over others in coordinating activities of a project, program, or designated area of responsibility.

Equipment, Machinery, Tools, and Materials Utilization: Requires the ability to operate, maneuver and/or control the actions of equipment, machinery, tools, and/or materials used in performing essential functions.

Verbal Aptitude: Requires the ability to utilize a wide variety of reference, descriptive, and/or advisory data and information.

Mathematical Aptitude: Requires the ability to perform addition, subtraction, multiplication and division; ability to calculate decimals and percentages; may include ability to perform mathematical operations with fractions; may include ability to compute discount, interest, profit and loss, ratio and proportion; and may include ability to calculate surface areas, volumes, weights, and measures.

Functional Reasoning: Requires the ability to apply principles of influence systems, such as motivation, incentive, and leadership. Ability to exercise independent judgment to apply facts and principles for developing approaches and techniques to problem resolution.

Situational Reasoning: Requires the ability to exercise the judgment, decisiveness and creativity required in situations involving the evaluation of information against sensory, judgmental, or subjective criteria, as opposed to that which is clearly measurable or verifiable.

ADA COMPLIANCE

Physical Ability: Tasks require the ability to exert light physical effort in a sedentary to light work environment, which may involve some lifting, carrying, pushing and/or pulling of objects and materials of light weight (under 25 pounds).

Sensory Requirements: Some tasks require the ability to communicate orally and in writing. Some tasks require the ability to perceive and discriminate visual cues or signals.

Environmental Factors: Essential functions are performed primarily indoors with minimal exposure to outdoor environmental factors.

The Metropolitan District Commission is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Commission will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the Job Specification for Staff Accountant attached hereto be added to the classification system and allocated to EE10.

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

JOB SPECIFICATION PROCUREMENT SPECIALIST II

To: Personnel, Pension and Insurance Committee for consideration on February 27, 2023

Staff is recommending that the Job Specifications and Title be amended for the current *Procurement Specialist* classification to *Procurement Specialist II* with the proposed specification changes as attached. The salary allocation of EE12 would remain the same (range of \$97,868 to \$127,229).

This proposed job specification changes will be used to attract and retain qualified candidates with skills sets to help advance the capabilities of Procurement.

Code:
Employee Group: E&E
FLSA Status: Exempt

METROPOLITAN DISTRICT COMMISSION CLASSIFICATION DESCRIPTION

CLASSIFICATION TITLE:	PROCUREMENT SPECIALIST <u>II</u>
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JOB SUMMARY

The purpose of this classification is to plan, coordinate, and perform responsible work related to the District's procurement programs and operations. Work involves planning, coordinating, and performing technical and complex procurement activities for District commodities, labor contracts, and plain materials contracts in accordance with laws, ordinances, rules, regulations, and other requirements governing procurement. Responsibilities include creating purchase orders and contract documents, drafting ~~bid-award-rejection letters~~sole source procurement documentation, sourcing vendor requirements, and administering the ~~MDC District's Purchase -Card program~~Program.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

- Plans, administers and performs technical and complex procurement activities for public works material, labor contracts, and plain materials contracts.

- Plans, coordinates, and performs technical and complex procurement activities in accordance with laws, ordinances, rules, regulations, and other requirements governing District procurement.
 - Administers the District's Purchase Card Program to include maintenance of the on-line reconciliation system, monitoring budget reconciliations on a monthly basis. Trains program card holders, approvers, and department custodians.
 - Researches vendor sourcing alternatives including State, Federal, or other Municipal ordering cooperatives and contracts.
 - Reviews and analyzes complex solicitations, budgetary estimates and price proposals from vendors and subcontractors in accordance with the District's Charter and bylaws to determine reasonableness of process and proposal terms and conditions.
 - Coordinates the advertising process with external media for assigned procurements~~Processes revenue contracts such as timber sales.~~
 - Reviews and drafts, signs and/or issues purchase orders in SAP, ensuring accuracy and compliance with procurement policies and procedures.
 - ~~Negotiates and a~~Administers procurement contracts; monitors contractor performance; and ensures contract specifications are met.
-
- Establishes and maintains procurement files, records, lists, documentation and databases; reviews records and reports prepared by subordinates; compiles information; maintains procurement activity reports; and prepares operational and statistical reports.
 - Attends seminars and trade fairs to keep abreast of trends, new developments, and new products; develops and researches new and alternative sources of supply.
 - Performs other related duties as required.

SUPERVISION RECEIVED

Works under the general direction of the Manager or Director of Procurement.

MINIMUM QUALIFICATIONS

Bachelor's degree in business administration, or a related field; supplemented by a minimum of four (4) years previous experience and/or training that includes procuring goods and services, supervising staff, ~~administering a p-card program~~, and ~~negotiating~~ purchasing contracts; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job.

SPECIAL REQUIREMENTS

~~None~~Must have a valid driver's license.

PERFORMANCE APTITUDES

Data Utilization: Requires the ability to coordinate, manage, strategize, and/or correlate data and/or information. Includes exercise of judgment in determining time, place and/or sequence of operations. Includes referencing data analyses to determine necessity for revision of organizational components.

Human Interaction: Requires the ability to apply principles of persuasion and/or influence over others in coordinating activities of a project, program, or designated area of responsibility; and to apply principles of persuasion and/or influence over others in a supervisory capacity.

Equipment, Machinery, Tools, and Materials Utilization: Requires the ability to operate, maneuver and/or control the actions of equipment, machinery, tools, and/or materials used in performing essential functions.

Verbal Aptitude: Requires the ability to utilize a wide variety of reference, descriptive, and/or advisory data and information.

Mathematical Aptitude: Requires the ability to perform addition, subtraction, multiplication, and division; ability to calculate decimals and percentages; and may require ability to utilize principles of fractions and/or interpret graphs.

Functional Reasoning: Requires the ability to apply principles of influence systems, such as motivation, incentive, and leadership. Ability to exercise independent judgment to apply facts and principles for developing approaches and techniques to problem resolution.

Page 2

Approved:

Situational Reasoning: Requires the ability to exercise the judgment, decisiveness and creativity required in situations involving the evaluation of information against sensory, judgmental, or subjective criteria, as opposed to that which is clearly measurable or verifiable.

ADA COMPLIANCE

Physical Ability: Tasks involve the ability to exert light physical effort in sedentary to light work, but which may involve some lifting, carrying, pushing and/or pulling of objects and materials of light weight (5-10 pounds). Tasks may involve extended periods of time at a keyboard or workstation.

Sensory Requirements: Some tasks require the ability to perceive and discriminate visual and/or auditory cues or signals. Some tasks require the ability to communicate orally.

Environmental Factors: Tasks are regularly performed without exposure to adverse environmental conditions.

The Metropolitan District Commission is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Commission will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the *Procurement Specialist* Job Specification be amended to change the title to *Procurement Specialist II* and the Job Specification attached hereto be adopted with no change to the salary allocation EE12.

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

On motion made by Chairman DiBella and duly seconded, the following new job specifications were by approved unanimous vote of those present.

**JOB SPECIFICATION
CONTROL SYSTEMS TECHNICIAN (LOCAL 3713)**

TO: Personnel, Pension and Insurance Committee for consideration on February 27, 2023

Staff is recommending the addition of a Job Specification for the *Control Systems Technician* (proposed PT11).

The proposed job specification continues to enhance the multi-tasking approach to District positions. The proposed range for the new *Control Systems Technician* role would be (PT11) range of \$85,404-\$102,449 as negotiated with Local 3713.

Employee Group: Local 3713
FLSA Status: Non-Exempt
2022

**METROPOLITAN DISTRICT COMMISSION
CLASSIFICATION DESCRIPTION**

CLASSIFICATION TITLE:	CONTROL SYSTEMS TECHNICIAN
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JOB SUMMARY

This position provides technical support in support of the implementation and maintenance of automation and process control infrastructure. Responsible for implementing, maintaining and supporting the automation & process control infrastructure for water and wastewater systems. Assist in creating and reviewing engineering plans, designs, monitoring, building commissioning and operation of automation & process control systems. Understand and apply new technological systems and multiple vendor products to develop and support innovative system solutions that match operational and business requirements.

Assist in the development of standards, practices and policies related to the installation, maintenance and operations of automation & process control systems. Develop, deploy and maintain standard and custom programming and configuration code for the automation & process control systems. Provide support for maintaining and troubleshooting the automation & process control infrastructure, which includes on call as well as on site when required. Perform quality assurance checks of automation & process control systems as required.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

- Work collaboratively with design engineers, operations personnel and other District staff on the design, review, inspection, commissioning / start-up and operation of projects that include process control equipment and systems.
- Develop programming and configuration code for process control systems, make changes to existing programs, review work performed by contractors, participate in factory witness testing, and coordinate control system issues between District Engineering, the contractor, and District Operations.
- Review control logic strategies and present proposed programming changes and implement programming to optimize control strategies for water/wastewater supply, distribution, treatment and collection processes and automate as appropriate.
- Maintain security protocols, firewalls and access for field and operator Supervisory Control and Data Acquisition (SCADA) access for field devices in conjunction with the District's Information Technology department. Provide virus and malicious software protection, and intrusion alert systems with the support of the District's Information Technology department.
- Work collaboratively with District Engineering and Information Technology staff to support, maintain, and add to the District's Computer Maintenance Management System (CMMS).
- Provide support for Electronic Technicians as required.
 - Calibrate instrumentation per SOPS to ensure control systems operate correctly.
 - Review vendor specifications, report findings and make recommendations.
 - Performs related work as required.

SUPERVISION RECEIVED

Works under the general supervision of the Electrical Maintenance Supervisor.

MINIMUM QUALIFICATIONS

An Associate's degree in Automation Engineering, Electrical Engineering, Computer Engineering, Computer Science, Electronics or a closely related field plus four (4) years' experience in the maintenance, troubleshooting, calibration, repair and installation of Process Control Systems (SCADA and DCS), configuration and programming of PLCs / RTUs, control and instrumentation loops. Must have Control Systems Technician Certificate, Level I (CCST) or be able to obtain within 24 months.

SPECIAL REQUIREMENTS

Must have a valid driver's license.

KNOWLEDGE, SKILLS, AND ABILITIES

- Strong knowledge of Piping and Instrumentation (P&ID) drawings, control system drawings, instrument specifications and feedback loop diagrams.
- Working knowledge of industrial control system platforms including Programmable Logic Controllers (PLC) / Distributed Control System (DCS) / Human Machine Interface (HMI) programming, design, construction, commissioning, configuration and implementation.
- Knowledge of process computers and data collection methods.
- Understanding of computer networking technology, telemetry methods and historical archiving databases.
- Demonstrative knowledge of engineering concepts and their application in water/wastewater equipment and systems operations preferred.
- Proficient with identifying, planning, scheduling, conducting, and coordinating detailed phases of Capital Projects.
- Proficient with data communications systems, protocols, wired and wireless network systems, and radio telemetry.
 - Ability in oral and written communications.
 - Ability to establish and maintain effective working relationships with coworkers, town officials, vendors, contractors, consultants, and the general public.

ADA COMPLIANCE

Physical Ability: Tasks require the ability to exert moderate physical effort that involves lifting, carrying, pushing and/or pulling of objects and materials of moderate weight (under 50 pounds).

Sensory Requirements: Some tasks require the ability to perceive and discriminate visual and/or auditory cues or signals. Some tasks require the ability to communicate orally.

Environmental Factors: Essential functions are performed primarily outdoors, frequently exposed to any or all of the following: various weather conditions, high or deep dangerous places, working near moving mechanical parts, risk of electric shock, vibration, fumes, airborne particles, chemicals, etc.

The Metropolitan District Commission is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Commission will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the Job Specification for *Control Systems Technician (PT11)* attached hereto be adopted.

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

JOB SPECIFICATION ENTRY LEVEL ENGINEER (LOCAL 3713)

TO: Personnel, Pension and Insurance Committee for consideration on February 27, 2023

Staff is recommending the addition of a Job Specification for the *Entry Level Engineer* (proposed PT09).

The proposed job specification continues to enhance the multi-tasking approach to District positions. The proposed range for the new *Entry Level Engineer* role would be (PT09) range of \$77,438-\$92,872 as negotiated with Local 3713.

Employee Group: Local 3713
FLSA Status: Non-Exempt

METROPOLITAN DISTRICT COMMISSION CLASSIFICATION DESCRIPTION

CLASSIFICATION TITLE: ENTRY LEVEL ENGINEER

JOB SUMMARY

This is responsible entry level engineer position involving working with higher level engineers on various projects including designing and developing a wide variety of major utility and facility construction and other District projects according to professional engineering, District design and regulatory code standards.

This work requires that the employee have good knowledge, skill and ability in engineering principals.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

- Assists higher engineering classifications in various projects including designing and developing a wide variety of major utility and facility construction and other projects according to professional engineering, District design and regulatory code standards.

- Assist higher engineering classifications in inspecting active construction work on municipal water, road/utilities, or wastewater projects. Perform construction administration duties such as documenting activities, communicating regarding status and progress of construction, measuring and testing, and interacting with contractors, sub-contractors.
- Assists in designs and develops of basic pipeline, capital and related projects. Provides input and comments as required.
- Assists in managing project development and executing, preparing documentation, and maintaining files. Assists in maintaining accurate project records and documentation.
- Assists in coordinating the preparation of construction drawings and reviewing completed drawings. Assists in monitoring project construction and financing and other project activities.
- Assists in researching special engineering and capital planning problems and projects.
- Prepares contracts, including document preparation, revision of existing contract specification, adding new specifications, preparing project budgets, preparing requisitions, evaluating bidder qualifications.
- Estimates bid quantities and material quantities for contract documents based on quantity and type of work to be done.
- Designs and develops layout and assessment and comparable pipeline projects according to established design standards. Reviews the project designs and plans of developers and contractors and assures needed corrections to comply with District specifications and requirements.
- Manages the administration of project development and execution. Schedules project approval and construction activities. Prepares reports, applications, forms, contracts, budget transfers, and related project documents. Chairs meetings of contractors, developers and other governmental agencies. Maintains project files.
- Assures the preparation of construction drawings by drafters. Coordinates drafting requirements and plans with the drafting unit. Reviews completed drawings for conformance with design instructions and District standards and assures needed corrections.
- Monitors project construction and financing. Tracks construction against project schedules. Assures project completion, punch list completion, project viability during acceptance periods, and completion of as-built drawings, as necessary.
- Coordinates project public relations. Resolves public questions and complaints and associated technical and administrative problems. Attends public hearings.
- Performs related work as required.

SUPERVISION RECEIVED

Works under the direction of the Manager of Construction Services, Manager of Design, Manager of Engineering Technical Services, or the Manager of Design.

MINIMUM QUALIFICATIONS

A Bachelor's of Science degree in Civil, Control Systems, Electrical & Computer, Environmental, Industrial and Systems, Mechanical or Structural Engineering. Successful completion of Fundamental of Engineering exam required and have obtained CT Engineer in Training Certificate (EIT).

SPECIAL REQUIREMENTS

Must have a valid driver's license.

KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge of civil, mechanical, electrical or environmental engineering principles and practices.
- Knowledge of water and wastewater project design and management.
- Knowledge of federal, state, and local guidelines and regulations.
- Knowledge of personal computer and engineering-related applications and systems.
- Ability in oral and written communications.
- Ability to research and analyze a wide variety of engineering problems and to provide engineering and technical assistance to District personnel and other interested agencies or contractors.
- Ability to compile and analyze information and to prepare technical reports.
- Ability to establish and maintain effective working relationships with coworkers, developers, contractors, consultants, other governmental agencies, and the general public.

ADA COMPLIANCE

Physical Ability: Tasks require the ability to exert light physical effort in a sedentary to light work environment, which may involve some lifting, carrying, pushing and/or pulling of objects and materials of light weight (under 25 pounds).

Sensory Requirements: Some tasks require the ability to perceive and discriminate visual cues or signals. Some tasks require the ability to communicate orally and in writing.

Environmental Factors: Essential functions are performed primarily in an indoor, shop, laboratory, or office environment with occasional fieldwork that may involve exposure to various weather conditions, atmospheric conditions, hazards, noises, etc.

The Metropolitan District Commission is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Commission will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the new Job Specification for *Entry Level Engineer (PT09)* attached hereto be adopted.

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

JOB SPECIFICATION PROCUREMENT SPECIALIST I

TO: Personnel, Pension and Insurance Committee for consideration on February 27, 2023

Staff is recommending that the Classification System be amended to include the *Procurement Specialist I* classification. A copy of the proposed Specification is attached. The salary allocation of EE10 (range of \$ 88,778 to \$115,411).

This proposed job specification changes will provide a mid-level procurement role and create a career path. In this role, the Procurement Specialist I will learn District Procurement processes and be able to advance to the next level.

Code:
Employee Group: E&E
FLSA Status: Exempt

METROPOLITAN DISTRICT COMMISSION CLASSIFICATION DESCRIPTION

CLASSIFICATION TITLE: PROCUREMENT SPECIALIST I

JOB SUMMARY

The purpose of this classification is to assist with the planning, coordination, and performance of responsible work related to the District's procurement programs and operations. Work involves procurement related support activities for District purchases in

accordance with laws, ordinances, rules, regulations, and other requirements governing procurement. Responsibilities include creating routine purchase orders, assisting with the administration of the District's purchase card program, as well as other contract administration support.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

- Assists the department and internal customers with daily procurement administration to include development of requirements and procurement reporting, creating purchase orders, and providing status on active procurement actions.
- Assists with the planning, coordination, and performance of procurement activities in accordance with laws, ordinances, rules, regulations, and other requirements governing District procurements.
- Assists with the review and analysis of bid packages, solicitations, budgetary estimates and price proposals from vendors and subcontractors in accordance with the District's Charter and Bylaws.
- Assists with drafting Contract Award Forms, sole source requests, and other related procurement documents.
- Manages the routing of procurement documents for internal approvals.
- Coordinates the advertising of bid and proposal packages with external media as assigned.
- Reviews requisitions and creates purchase orders in SAP for approval, ensuring accuracy of purchase requirements.
- Analyzes requisitions, reviews purchasing specifications, conducts vendor searches, compares pricing, and handles vendor inquiries.
- Assists with maintaining procurement files, records, lists, documentation and databases; reviews records and reports.
- Attends seminars and trade fairs to keep abreast of trends, new developments, and new products; develops and researches new and alternative sources of supply.
- Assists with the administration of the purchase card program to include assisting with bill reconciliation.
- Performs other related duties as required.

SUPERVISION RECEIVED

Works under the general direction of the Manager or Director of Procurement.

MINIMUM QUALIFICATIONS

Associate's Degree in business administration, or a related field; supplemented by a minimum of two (2) years previous experience and/or training that includes procuring goods and services, and supporting company purchasing activities; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job.

SPECIAL REQUIREMENTS

Must have a valid driver's license.

PERFORMANCE APTITUDES

Data Utilization: Requires the ability to coordinate, manage, strategize, and/or correlate data and/or information. Includes exercise of judgment in determining time, place and/or sequence of operations. Includes referencing data analyses to determine necessity for revision of organizational components.

Human Interaction: Requires the ability to apply principles of persuasion and/or influence over others in coordinating activities of a project, program, or designated area of responsibility; and to apply principles of persuasion and/or influence over others in a supervisory capacity.

Equipment, Machinery, Tools, and Materials Utilization: Requires the ability to operate, maneuver and/or control the actions of equipment, machinery, tools, and/or materials used in performing essential functions.

Verbal Aptitude: Requires the ability to utilize a wide variety of reference, descriptive, and/or advisory data and information.

Mathematical Aptitude: Requires the ability to perform addition, subtraction, multiplication, and division; ability to calculate decimals and percentages; and may require ability to utilize principles of fractions and/or interpret graphs.

Functional Reasoning: Requires the ability to apply principles of influence systems, such as motivation, incentive, and leadership. Ability to exercise independent judgment to apply facts and principles for developing approaches and techniques to problem resolution.

Situational Reasoning: Requires the ability to exercise the judgment, decisiveness and creativity required in situations involving the evaluation of information against sensory, judgmental, or subjective criteria, as opposed to that which is clearly measurable or verifiable.

ADA COMPLIANCE

Physical Ability: Tasks involve the ability to exert light physical effort in sedentary to light work, but which may involve some lifting, carrying, pushing and/or pulling of objects and materials of light weight (5-10 pounds). Tasks may involve extended periods of time at a keyboard or workstation.

Sensory Requirements: Some tasks require the ability to perceive and discriminate visual and/or auditory cues or signals. Some tasks require the ability to communicate orally.

Environmental Factors: Tasks are regularly performed without exposure to adverse environmental conditions.

The Metropolitan District Commission is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Commission will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the Job Specification for Procurement Specialist I attached hereto be added to the classification system and allocated to EE10.

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

COMMISSIONER REQUESTS FOR FUTURE AGENDA ITEMS

Commissioner Currey requested that District Counsel Stone provide a report to the Committee on how much has been saved in the legal budget from the time he became District Counsel as a result of increased in-house legal work.

Chief Executive Officer Scott Jellison informed Committee members that the Local 184 tentative agreement was just recently signed and it will be brought to Personnel, Pension & Insurance soon with additional job modifications.

Commissioner Taylor asked if staff is considering effects of climate change on our employees who work in the field.

OPPORTUNITY FOR GENERAL PUBLIC COMMENTS

No one from the public appeared to be heard.

ADJOURNMENT

The meeting was adjourned at 4:54 PM

ATTEST:

A handwritten signature in black ink that reads "John Mirtle". The signature is written in a cursive, flowing style.

John S. Mirtle, Esq.
District Clerk

April 3, 2023

Date of Approval

**INVESTMENT SUBCOMMITTEE
PERSONNEL, PENSION AND INSURANCE COMMITTEE
The Metropolitan District
555 Main Street, Hartford
Wednesday, March 8, 2023**

Present: Commissioners Bhupen Patel, Alvin Taylor and District Chairman William A. DiBella (3)

**Remote
Attendance:** (0)

Absent: Commissioners Maureen Magnan and Dominic Pane (2)

**Also
Present:** Commissioner Allen Hoffman
Scott W. Jellison, Chief Executive Officer
John S. Mirtle, District Clerk
Chris Levesque, Chief Operating Officer (Remote Attendance)
Kelly Shane, Chief Administrative Officer
Robert Barron, Chief Financial Officer (Remote Attendance)
Jamie Harlow, Director of Human Resources
Susan Negrelli, Director of Engineering
Dave Rutty, Director of Operations
Robert Schwarm, Director of Information Technology (Remote Attendance)
Tom Tyler, Director of Facilities
Diana Phay, Manager of Treasury
Lisa Remsen, Manager of Budget and Analysis (Remote Attendance)
Victoria Escoriza, Executive Assistant
David Lee, Dahab Associates

CALL TO ORDER

Chairman Taylor called the meeting to order at 12:03 PM

NO QUORUM PRESENT

District Clerk John S. Mirtle called the roll and declared that a quorum of the Personnel, Pension and Insurance Investment Subcommittee was not present.

PUBLIC COMMENTS RELATIVE TO AGENDA ITEMS

No one from the public appeared to be heard.

APPROVAL OF MEETING MINUTES OF NOVEMBER 21, 2022

The approval of meeting minutes was postponed due to lack of quorum.

INVESTMENT PERFORMANCE - PENSION

David Lee from Dahab Associates gave a presentation regarding pension investment performance.

INVESTMENT PERFORMANCE - OPEB

David Lee from Dahab Associates gave a presentation regarding OPEB investment performance.


OPPORTUNITY FOR GENERAL PUBLIC COMMENTS

No one from the public appeared to be heard.

ADJOURNMENT

The meeting was adjourned at 12:53 PM

ATTEST:


John S. Mirtle, Esq.
District Clerk

May 19, 2023
Date of Approval

PERSONNEL, PENSION AND INSURANCE COMMITTEE**The Metropolitan District**

555 Main Street, Hartford

April 3, 2023

Present: Commissioners John Avedisian, Donald Currey, David Drake, Byron Lester, Dominic Pane, Bhupen Patel, Pasquale Salemi, Alvin Taylor and District Chairman William A. DiBella (9)

Remote

Attendance: Commissioner David Steuber (1)

Absent: Commissioners Dimple Desai and Maureen Magnan (2)

Also

Present: Commissioner Allen Hoffman
Commissioner Jacqueline Mandyck
Scott Jellison, Chief Executive Officer
Christopher Stone, District Counsel
John S. Mirtle, District Clerk
Kelly Shane, Chief Administrative Officer
Jamie Harlow, Director of Human Resources
David Rutty, Director of Operations
Robert Schwarm, Director of Information Technology
Olga Cordova, Manager of Human Resources (Remote Attendance)
Rita Kelley, Equal Employment Opportunity Compliance Officer
Carrie Blardo, Executive Assistant to the CEO
Victoria Escoriza, Executive Assistant
Dylan Pecego, IT Consultant (Remote Attendance)
David Baker, IT Consultant (Remote Attendance)

CALL TO ORDER

Chairman Alvin Taylor called the meeting to order at 4:01 PM

PUBLIC COMMENTS RELATIVE TO AGENDA ITEMS

No one from the public appeared to be heard.

APPROVAL OF MEETING MINUTES

On motion made by District Chairman DiBella and duly seconded, the meeting minutes of February 27, 2023 were approved. Commissioner Avedisian abstained.

Commissioner Steuber entered the meeting remotely at 4:03PM

LOCAL 184 TENTATIVE AGREEMENTS

To: Personnel, Pension and Insurance Committee for consideration on April 3, 2023

The District reached a tentative contract settlement agreement with Local 184 on March 3, 2023. The agreement was made subject to the ratification with Local 184 and the District's governing bodies.

Local 184 conducted ratification voting on March 28th, March 29 and March 30, 2023 and provided notice to the District to confirm that the unit had voted to accept the tentative agreement. Staff and legal counsel recommend that the tentative agreement be approved by this Committee with the recommendation of approval to the full Board of Commissioners.

The significant items of this agreement include:

As to new employees within the bargaining unit hired after December 31, 2022

- Longevity payments-Employees hired after December 31, 2022 are not eligible for longevity payments.
- Pro-Rata Vacation Payment (10 days)- Employees hired after December 31, 2022 are not eligible for Pro-Rata Vacation Payments at retirement.

(Current employees are paid two weeks of additional vacation time at time of retirement)

Applicable to both existing and/or new employees (after December 31, 2022)

- District will implement a Health Enhancement Plan (HEP) in conjunction with the District's Medical Plan. Health Enhancement Program- helps direct employees and spouses to receive age appropriate preventative wellness care that can help employee/spouse well-being by early detection and prevention. The Health Enhancement Plan requires enrolled adults to receive age appropriate activities/exams (employee and enrolled spouse).

Both Employee and Spouse are considered compliant by completing age appropriate requirements within the coverage year (i.e. 2023). If Employee and Spouse are both enrolled, both parties must complete the age appropriate exams/activities to be deemed compliant.

If enrolled individual(s) do not complete age appropriate exams/activities within the coverage year (i.e. 2023), they are deemed non-compliant for the following plan year and are subject to a 5% increase to existing premiums (noted below) ~~the following year~~. Non-Compliance means either the Employee and/or Spouse did not receive the age appropriate medical exams/screenings.

Existing premiums per Union Contracts:

PPO- 18% Premium Share (non-smokers)

HSA- 16% Premium Share (non-smokers)

Smokers- pay an additional 3% to the above premiums

Example of age appropriate exams/activities.

Service	Age: 21-29	Age: 30-39	Age: 40-49	Age: 50-64	Age: 65+
Preventive Visit (physical)	Once every 3 years	Once every 3 years	Once every 2 years	Once every year	Once every year
Cholesterol Screening	N/A	Once every 5 years	Once every 5 years	Once every 2 years	Once every 2 years
Diabetes Screening	N/A	Once every 5 years	Once every 3 years	Once every 3 years	Once every 3 years
Mammogram	N/A	N/A	N/A	One baseline screening at age 50, then once every 2 years	Once every 2 years
Cervical Cancer Screening	Once every 3 years	Pap smear every 3 years or Pap and HPV combo screening every 5 years	Pap smear every 3 years or Pap and HPV combo screening every 5 years	Pap smear every 3 years or Pap and HPV combo screening every 5 years	N/A
Colorectal Cancer Screening <i>Must complete 1 of 3</i>	N/A	N/A	- Colonoscopy every 10 years - Cologuard every 3 years - Annual FIT/FOB starting at age 45	- Colonoscopy every 10 years - Cologuard every 3 years - Annual FIT/FOB	- Colonoscopy every 10 years - Cologuard every 3 years - Annual FIT/FOB to age 75

The HEP is managed by a third party administrators that works with the District insurance carrier. Notifications are sent to enrolled employees and spouses at various times throughout the year to remind them of required activities (identifies which exams are required) and employees/spouses have access to individual portal to track their progress.

- 1% OPEB Premium Share Participation will be eliminated for all employees.
- Elimination of \$6,000 Life Insurance buy-out at retirement
- General Wage Adjustments
 - For year 2023, effective December 31, 2022 - 5%
 - For year 2024, effective December 29, 2023 – 4%
 - For year 2025, effective December 28, 2024 – 3.5%
 - For year 2026, effective December 27, 2025 – 3%
- Moratorium on negotiable pension matters extended through December 31, 2030.
- Moratorium on reassignments until December 31, 2026
- Longevity- structure will change from hourly (\$0.10-\$0.50) to lump sum as noted below. The Collective Bargaining Agreement will be amended as follows:
 - All employees hired on or before December 31, 2022 and who have consistently received satisfactory work performance reports shall receive lump sum longevity payments on the first pay day in July and December of each contract year in accordance with the following schedule:

<u>Years of Service</u>	<u>July</u>	<u>December</u>	<u>TOTAL</u>
10 and over	\$137.50	\$137.50	\$275.00
15 and over	\$187.50	\$187.50	\$375.00
20 and over	\$300.00	\$300.00	\$600.00
25 and over	\$510.00	\$510.00	\$1020.00

- On-Call- amend language to permit weekly (7-days) on-call (\$250 in addition to weekend on-call (\$75). The use of On-Call or Stand-by remains at the discretion of management and may be used as a tool for specific work areas as designated by management.
- Sick leave -amended contract from monthly accrual to 15-days annually to front loaded 15-days. Pro-rated sick time for new hires.
(Currently the District provides increments of time on a monthly basis for Union employees and annually for E&E employees)
- Sick Leave Payout Upon Retirement- formula adjusted to provide a maximum of 100 days paid sick leave (50 days pensionable, 50 days non-pensionable) and section 10.1 amended. *(presently the District pays employees up to 60 day of sick leave at retirement- 50 days are pensionable and 10 days are non-pensionable).*

Employees upon retirement or death (payable to estate) who have completed at least ten (10) years of service with the District except those discharged, shall on the basis of their wage rate as of the time of separation be paid for fifty percent (50%) of their unused accumulated sick leave to a maximum of one-hundred (100) days (max 50 days pensionable and max 50 days non-pensionable). Substitution of vacation time is not permitted. Not payable upon separation or discharge.

- Eliminate Pro Rata Vacation Payments at Termination – advance vacation payments
(The District currently pays retiring employees, ½ of the following year vacation allotment for retirements before July 1st and the full allotment for retirements July 1st-December 1st)
- Work Clothing/Shoes and Meal Allowances- changed allowance to \$900 annual to consolidate allowances into one payment (clothing, shoes, meals, etc). Payable once per year in February.
(currently the District pays \$140 annually for shoe replacement and meal allowances \$10 per meal based on hours worked. Administratively this process is challenging for the employee and supervisor to track and is administratively burdensome on a weekly pay basis)
- Annual performance appraisals for Local 184 will be due each March for those employees at the top step of their respective labor grade. For employees not at

the top step of the labor grade, performance appraisals will be due March and September instead of anniversary date.

- Probationary period for employees changed from 120 days to 90 days and transfer and promotions from 60 days to 90 days.
- Update language regarding use of Plant Operator Trainee (POIT)- Water and/or Wastewater
- Temporary Assignment- Employees, assigned temporarily to work in higher-classified positions by the Department Head with written notice to the Director of Human Resources shall be paid at a rate in the higher classification that provides for at least a one-half step increase not to exceed the maximum step of the higher classification. The pay adjustment shall be effective the first day of performing the higher-classified work.
- Subject to approval of the Personnel, Pension and Insurance Committee and the Board of Commissioners, the District will create a multi-tasking Water Pollution Control Crew Leader (LT-13), requiring Class III certification. Current employees in WPC Crew Leader positions will be provided the opportunity to participate in this one time mass posting subject to certification requirements which will be clarified in the mass posting. The current WPC CL I and WPC CL 2 positions will be eliminated through attrition once there are no longer incumbent employees who either: 1) chose not to avail themselves to the new positions or 2) who fail to successfully attain a Class 3 license.

Housekeeping

- Update Discrimination Language of the Collective Bargaining Agreement to be reflective of current regulations.
- Remove Assistant/Spare Language
- Remove reference to "District Driving Permit"
- Update Earned Time language consistent with Local 1026, Local 3713 and E&E.
- Pension- shall be updated to replace 414(h) with 457(b).
- Update contract with current co-payment structure
(co-payment correction for inpatient and outpatient services- Outpatient listed as 50- s/b100; Inpatient listed as 125 s/b 250). Update Appendix F.

It is therefore RECOMMENDED that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the Board of Commissioners of The Metropolitan District hereby authorizes the Chief Executive Officer to implement the terms of the Tentative Agreement executed with the affiliated bargaining units on

March 3, 2023 and execute an updated collective bargaining agreement with Local 184 incorporating the terms of the Tentative Agreement.

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

***Commissioner Currey moved to amend the report as shown in red line above.
The amendment was adopted by unanimous vote of those present.***

***On motion made by District Chairman DiBella and duly
seconded, the report, as amended, was received and resolution
adopted by unanimous vote of those present.***

LOCAL 3713 AMENDED RESTRUCTURE AGREEMENT

To: Personnel, Pension and Insurance Committee for consideration on April 3, 2023

The District reached a Restructure Agreement with A.F.S.C.M.E. Local 3713 on August 31, 2022 to compress Local 3713 into fewer multi-tasking jobs. The agreement was made subject to approval by the District's governing bodies. On February 6, 2023 the District and the Union amended the Restructure Agreement to include several Engineering Technician positions. On February 27, 2023 the Personnel, Pension & Insurance Committee approved the Restructure Agreement with Local 3713, as amended, and the District Board approved it on March 6, 2023. A further amendment to the Restructure Agreement occurred on March 22, 2023 relating to electronics and electrical positions.

Staff recommend that the Restructure Agreement (as amended) be approved with the recommendation of approval to the full Board of Commissioners.

The amended Restructure Agreement includes the following:

Remaining Local 3713 Position Framework (as amended 02/06/2023 and 03/22/2023)				
Current Position Title (shaded individual job specifications will be replaced with multi-tasking job specifications)	Current Pay Level	New Position Title	New Pay Level	Updated Minimum Qualifications
Real Estate Assessment Technician 1	PT09	Engineering Technician 1 Amended 2/6/2023 to expand multi-tasking responsibilities for Engineering Technician Series	PT07	Associates +3 years' experience (or equivalent for current MDC employees only)
Engineering Drafter	PT09			
Utility Services Technician 1	PT10			
Engineering Technician 1	PT05			
Mapping Technician	PT09			

Utility Services Technician	PT10	Engineering Technician 2 Amended 2/6/2023 to expand multi-tasking responsibilities for Engineering Technician Series	PT09	Associates +4 years' experience (or equivalent for current MDC employees only) Cross-Connection Survey Certified Water Distribution (MDC to provide 18-months for existing MDC employees to obtain Class 1)
Engineering Technician 2	PT09			
Real Estate Assessment Technician 2	PT10			
Senior Engineering Drafter	PT10			
Utility Services Engineering Technician	PT11			
Senior Utility Services Technician	PT11			
Senior Engineering Technician	PT12	Senior Engineering Technician Amended 2/6/2023 to expand multi-tasking responsibilities for Engineering Technician Series	PT11 -	Associates +8 years' experience (or equivalent for current MDC employees only) +Must be certified as a Connecticut Backflow Prevention Tester and a Cross-Connection Survey Inspector Certified Water Distribution Operator Class 2 (MDC to provide 18-months for existing MDC employees to obtain Class 2)
Cross Connection Technician 2	PT12			
Cross Connection Technician 1	PT11			
Claims Agent	PT11			
Engineering Technician 3	PT11			
Principal Engineering Technician	PT14			
Electronics Technician 2	PT13	Electronic Technician Electrical Technician (Electrical License req)	PT10 PT12	HS +2 5 years SCADA experience +E1 or E2 license and applicable certifications
Electronics Technician 1	PT12			
	NEW	Control System Technician Instrumentation and Control Systems Technician	PT11 PT12	Associates (or equivalent) +4-3 years SCADA experience + applicable certifications
Senior Electronics Technician	PT14	Senior Electronic Technician Senior Electrical Technician	PT12 PT14	Associates or equivalent +8 years +E2 license +SCADA + applicable certifications
	NEW	Senior Instrumentation and Control Systems Technician	PT14	Associates (or equivalent) +6 years SCADA experience + applicable certifications

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the Board of Commissioners of The Metropolitan District hereby authorizes the Chief Executive Officer to implement the terms of the Restructure Agreement executed with the affiliated bargaining units on August 31, 2022 (as amended February 6, 2023 and March 22, 2023).

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

On motion made by District Chairman DiBella and duly seconded, the report was received and resolution adopted by unanimous vote of those present.

Without objection, agenda items #6A through #6G “Approval of Local 3713 Job Specifications” were consolidated and considered together.

**JOB SPECIFICATION
ELECTRICAL TECHNICIAN (3713)**

TO: Personnel, Pension and Insurance Committee for consideration on April 3, 2023.

Staff is recommending that the job specification and job classification system be amended to include Electrical Technician (proposed PT-12) by consolidating similar positions into one multi-tasking job description. A copy of the proposed specification is attached as re-negotiated with Local 3713.

The proposed job specification continues to enhance the multi-tasking approach to District positions and will result in one multi-tasking job description titled Electrical Technician (PT-12). Similar previous positions titled Electronics Technician 1 (PT-12); Electronics Technician 2 (PT-13) and Electrician/Electronic Technician (PT-10) will be eliminated.

The updated Electrical Technician role proposed pay range is PT-12 (range of \$89,648 to \$107,556.80) as re-negotiated with Local 3713.

**Employee Group: Local 3713
FLSA Status: Non-Exempt
Labor Grade: PT-12**

METROPOLITAN DISTRICT COMMISSION CLASSIFICATION DESCRIPTION

CLASSIFICATION TITLE: ELECTRICAL TECHNICIAN

JOB SUMMARY

Performs full performance level work as an electrical and electronic equipment technician; specializes in the installation, repair, and maintenance of electrical systems and equipment and electronic instrumentation systems for District properties, facilities, equipment, and lines or devices in public utilities systems and electrical and electronic equipment used in production treatment and transmission of potable water and wastewater. Operates light to medium equipment within the District's plant operations divisions, often requiring manipulative ability as well as utilizing job-acquired skills in specialized fields. Performs journey-level electrical work in connection with the construction, maintenance, installation, inspection testing, repair and alteration of electrical power equipment and other electrical equipment and systems found in the District facilities. Performs related work as required.

Responsible for maintaining and supporting the automation & process control infrastructure for water and wastewater systems. Assist in monitoring, building commissioning and operation of electrical and electronic systems. Provide primary level support for maintaining and troubleshooting the electrical and automation & process control infrastructure, which includes on call as well as on site when required. Perform quality assurance checks of electrical, automation & process control systems as required. Assist with the maintenance and integration of computerized maintenance management systems.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

- Performs full range of electrical and electronic technician work including ensuring the proper operation of all vital process equipment pertaining to water and wastewater processes, performing upgrades and installations to all facilities and operations to improve reliability and efficiency, detecting and repairing difficult electrical and electronic system corrective maintenance and performing preventive maintenance.
- Work collaboratively with design engineers, operations personnel and other District staff on the design, review, inspection, commissioning / start-up and operation of projects that include electrical, electronic equipment and systems.
- Work collaboratively with District Engineering staff to support, maintain, and add to the District's Computer Maintenance Management System (CMMS).

- Perform and/or coordinate maintenance activities on electrical, electronic equipment and/or systems.
- Perform upgrades and provide replacement of equipment, hardware and software.
- Troubleshoot and resolve electrical, electronic system issues.
- Investigate and recommend new technological developments and processes to equipment.
- Advise, instruct, and assist District Maintenance and Operations staff on proper operation and maintenance of electrical, electronic and process control equipment and systems. Provide technical instruction as required.
- Work with members of District Staff to enforce compliance with mandatory electrical and process control policies and procedures.
- Make recommendations to change standards and methods to improve processes and efficiencies.
- Provide support for Instrumentation and Control System Technicians as required.
- Ensure compliance with the Change Management process and process control system life cycle practices.
- Maintain relationship with Electrical and Electronic vendors to keep current with changes in electrical and operational control systems. Review vendor specifications, report findings and make recommendations.
- Responds to emergencies as directed. Serves on-call, as assigned.
- Performs other duties as assigned.

SUPERVISION RECEIVED

Works under the general supervision of the Electrical Maintenance Supervisor or Plant Maintenance Supervisors.

MINIMUM QUALIFICATIONS

High School Diploma plus five (5) years electrical related experience. Must be a licensed Electrician in the State of Connecticut (E-1 or E-2 license), and maintain applicable certifications. Minimum of five (5) years of experience in the construction, maintenance, or electrical fields or equivalent combination of education, training, and experience which provides the requisite skills and knowledge for the job.

Must have a valid driver's license.

SPECIAL PREFERRED QUALIFICATIONS

Experience with data communications systems, protocols, wired and wireless network systems, and radio telemetry.

ETA Associate Certified Electronics Technician (CETa) or ISCET Journeyman Level Certified Electronic Technician preferred.

KNOWLEDGE, SKILLS, AND ABILITIES

- Read and interpret blueprints, schematics and electrical diagrams and documents;
- Install and maintain electrical systems and equipment;
- Assist with directing of activities of electrical vendors, contractors and other staff;
- Make detailed estimates of materials, supplies, and equipment required for jobs;
- Maintain accurate records of time, labor, materials and equipment for work performed and prepare reports (oral and written) as necessary;
- Use communication and interpersonal skills to interact effectively with coworkers, supervisor, the general public, etc. to exchange or convey information;
- Understand, follow and provide oral and written instructions.
- Independently maintain, troubleshoot, and repair electronic equipment and control systems used in utilities operations such as pumps, SCADA, or similar radio/telemetry devices, control panels, generators, transfer equipment, switch gear systems, and similar apparatus;
- Perform a combination of skilled trades tasks which may require knowledge of electrical, plumbing, mechanical, welding, and other trades required to maintain, repair, and improve potable water and wastewater operations;
- Adjust and regulate a variety of automatic or manually controlled auxiliary equipment or systems to ensure safe operations;
- Anticipate and adjust systems due to changing factors, e.g., water quality, weather, and other factors;
- Repair and replace electronics controls, filters, pumps, valves, generators, mixers, filling machines, and equipment used in monitoring and handling potable water and wastewater processes and operations;
- Understand and follow oral and/or written instructions;
- Operate a personal computer and other automated systems to enter and retrieve data;
- Establish and maintain effective working relationships with managers, supervisors, employees, others;
- Use verbal and written communications skills, including presentation capabilities and the ability to communicate complex issues clearly.
- Use or repair small, medium, and heavy equipment and machinery;
- Participate in process improvement projects as required.
- Operate hand and power tools and equipment in a safe manner;
- Operate and maintain electric motors, transformers, generators, controls, and other electrical equipment;
- Troubleshoot electrical problems in an industrial facility;

- Use computers and related software applications. Including but not limited to SAP CMMS and ERP systems for maintenance and time entry data.
- Use organizational and time management skills with attention to detail.
- Use verbal and written communications skills, including presentation capabilities and the ability to communicate complex issues clearly.
- Rapidly assesses options and likely consequences when under time pressure to make decisions or solve problems.

ADA COMPLIANCE

Physical Ability: Tasks require the ability to exert moderate physical effort that involves lifting, carrying, pushing and/or pulling of objects and materials of moderate weight (under 50 pounds).

Sensory Requirements: Some tasks require the ability to perceive and discriminate visual and/or auditory cues or signals. Some tasks require the ability to communicate orally.

Environmental Factors: Essential functions are performed primarily outdoors, frequently exposed to any or all of the following: various weather conditions, high or deep dangerous places, working near moving mechanical parts, risk of electric shock, vibration, fumes, airborne particles, chemicals, etc.

The Metropolitan District Commission is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Commission will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the job specification for Electrical Technician (PT-12) attached hereto be adopted.

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

**JOB SPECIFICATION
SENIOR ELECTRICAL TECHNICIAN (3713)**

TO: Personnel, Pension and Insurance Committee for consideration on April 3, 2023

Staff is recommending that the job specification and job classification system be amended to include Senior Electrical Technician (proposed PT-14) by consolidating similar/previous positions into one multi-tasking job description. A copy of the proposed specification is attached as re-negotiated with Local 3713.

The proposed job specification continues to enhance the multi-tasking approach to District positions and will result in one multi-tasking job description titled Senior Electrical Technician (PT-14). Previous positions titled Senior Electronic Technician (PT-12) and Senior Electronics Technician (PT-14) will be eliminated.

The updated Senior Electrical Technician role proposed pay range is PT-14 (range of \$98,904 to \$118,705.60) as re-negotiated with Local 3713.

**Employee Group: Local 3713
FLSA Status: Non-Exempt
Labor Grade: PT-14**

**METROPOLITAN DISTRICT COMMISSION
CLASSIFICATION DESCRIPTION**

CLASSIFICATION TITLE: SENIOR ELECTRICAL TECHNICIAN

JOB SUMMARY

This position provides full performance level work as an electrical and electronic equipment technician; specializes in the installation, repair, and maintenance of electrical systems and equipment and electronic instrumentation for District properties, facilities, equipment, and lines or devices in public utilities systems and electrical and electronic equipment used in production treatment and transmission of potable water and wastewater. Operates light to medium equipment within the District's plant operations divisions, often requiring manipulative ability as well as utilizing job-acquired skills in specialized fields. Performs journey-level electrical work in connection with the construction, maintenance, installation, inspection testing, repair and alteration of electrical power equipment and other electrical equipment and systems found in the District facilities. Performs related work as required.

Responsible for maintaining and supporting the automation & process control infrastructure for water and wastewater systems. Provides assistance and collaborate in creating and reviewing engineering plans, designs, monitoring, building commissioning and operation of electrical, automation & process control systems. Provide primary level support for maintaining and troubleshooting the electrical, automation & process control infrastructure, which includes on call as well as on site when required. Perform quality assurance checks of electrical, automation & process control systems as required. Lead

in the maintenance and integration of computerized maintenance management systems.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

- Performs full range of electrical and electronic technician work including ensuring the proper operation of all vital process equipment pertaining to water and wastewater processes, performing upgrades and installations to all facilities and operations to improve reliability and efficiency, detecting and repairing difficult electrical and electronic system corrective maintenance and performing preventive maintenance.
- Work collaboratively with design engineers, operations personnel and other District staff on the design, review, inspection, commissioning / start-up and operation of projects that include electrical, electronic equipment and systems.
- Participate in factory witness testing, and coordinate electrical issues between District Engineering and District Operations.
- Work collaboratively with District Engineering staff to support, maintain, and add to the District's Computer Maintenance Management System (CMMS).
- Performs work of lower classifications, as necessary.
- Perform and/or coordinate maintenance activities on electrical and electronic equipment and/or systems.
- Perform upgrades and provide replacement of equipment.
- Troubleshoot and resolve electrical, electronic and process control system issues.
- Investigate and recommend new technological developments and processes to equipment.
- Advise, instruct, and assist District Maintenance and Operations staff on proper operation and maintenance of electrical, electronic equipment and systems. Provide technical instruction as required.
- Work with members of District Staff to enforce compliance with mandatory electrical and process control policies and procedures.
- Make recommendations to change standards and methods to improve processes and efficiencies.
- Provide support and oversee the work of Electrical Technicians and Instrumentation and Control System Technicians as required.
- Ensure compliance with the Change Management process.
- Enforce process control system life cycle practices.
- Develop and maintain relationship with Electrical and Electronic vendors to keep current with changes in electrical and operational control systems. Review vendor specifications, report findings and make recommendations.
- Responds to emergencies as directed. Serves on-call, as assigned.

- Performs related work as required.

SUPERVISION RECEIVED

Works under the general supervision of the Electrical Maintenance Supervisor.

MINIMUM QUALIFICATIONS

An Associate's degree plus eight (8) years electrical related experience. Minimum of eight (8) years of experience in the construction, maintenance, or electrical fields or equivalent combination of education, training, and experience which provides the requisite skills and knowledge for the job. Must be a licensed Electrician in the State of Connecticut (E-1 or E-2 license), and applicable certifications.

SPECIAL REQUIREMENTS

Must have a valid driver's license.

Must have a ETA Associate Certified Electronics Technician (CETa) or ISCET Journeyman Level Certified Electronic Technician.

KNOWLEDGE, SKILLS, AND ABILITIES

- Read and interpret blueprints, schematics and electrical diagrams and documents;
- Install and maintain electrical systems and equipment;
- Direct the activities of electrical vendors, contractors and other staff;
- Make detailed estimates of materials, supplies, and equipment required for jobs and review job plans of others;
- Maintain accurate records of time, labor, materials and equipment for work performed and prepare reports (oral and written) as necessary;
- Develop standard operating procedures and train new staff on work procedures;
- Use communication and interpersonal skills to interact effectively with coworkers, supervisor, the general public, etc. to exchange or convey information;
- Understand, follow and provide oral and written instructions.
- Independently maintain, troubleshoot, and repair complex electronic equipment and control systems used in utilities operations such as pumps, SCADA, or similar radio/telemetry devices, control panels, generators, transfer equipment, switch gear systems, and similar apparatus;
- Perform a combination of skilled trades tasks which may require knowledge of electrical, plumbing, mechanical, welding, and other trades required to maintain, repair, and improve potable water and wastewater operations;

- Adjust and regulate a variety of automatic or manually controlled auxiliary equipment or systems to ensure safe operations;
- Anticipate and adjust systems due to changing factors, e.g., water quality, weather, and other factors;
- Repair and replace electronics controls, filters, pumps, valves, generators, mixers, filling machines, and equipment used in monitoring and handling potable water and wastewater processes and operations;
- Understand and follow oral and/or written instructions;
- Operate a personal computer and other automated systems to enter and retrieve data;
- Establish and maintain effective working relationships with managers, supervisors, employees, others;
- Use or repair small, medium, and heavy equipment and machinery;
- Oversee and train staff in the operation and maintenance of electrical and electronic instrumentation equipment including variable frequency drives and remote terminal units
- Prioritize, plan and oversee projects and workload for the assigned unit; coordinate with internal and external customers regarding project requirements and timelines; delegate work to subordinate staff; assess and plan for future needs.
- Participate in process improvement projects.
- Operate hand and power tools and equipment in a safe manner;
- Operate and maintain electric motors, transformers, generators, controls, and other electrical equipment;
- Troubleshoot electrical problems in an industrial facility;
- Use computers and related software applications. Including but not limited to SAP CMMS and ERP systems for maintenance and time entry data.
- Use organizational and time management skills with attention to detail.
- Use verbal and written communications skills, including presentation capabilities and the ability to communicate complex issues clearly.
- Rapidly assesses options and likely consequences when under time pressure to make decisions or solve problems.

ADA COMPLIANCE

Physical Ability: Tasks require the ability to exert moderate physical effort that involves lifting, carrying, pushing and/or pulling of objects and materials of moderate weight (under 50 pounds).

Sensory Requirements: Some tasks require the ability to perceive and discriminate visual and/or auditory cues or signals. Some tasks require the ability to communicate orally.

Environmental Factors: Essential functions are performed primarily outdoors, frequently exposed to any or all of the following: various weather conditions, high or deep dangerous places, working near moving mechanical parts, risk of electric shock, vibration, fumes, airborne particles, chemicals, etc.

The Metropolitan District Commission is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Commission will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the job specification for Senior Electrical Technician (PT-14) attached hereto be adopted and the Senior Electronic Technician (PT-12) and Senior Electronics Technician (PT-14) job specifications will be eliminated.

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

**JOB SPECIFICATION
INSTRUMENTATION AND CONTROL SYSTEMS TECHNICIAN (3713)**

TO: Personnel, Pension and Insurance Committee for consideration on April 3, 2023.

Staff is recommending that the job specification and job classification system be amended to include an Instrumentation and Control Systems Technician (proposed PT-12) by consolidating similar positions into one multi-tasking job description. A copy of the proposed specification is attached as re-negotiated with Local 3713.

The proposed job specification continues to enhance the multi-tasking approach to District positions and will result in one multi-tasking job description titled Instrumentation and Control Systems Technician (PT-12). Previous job specification for Control Systems Technician (PT-11) will be eliminated.

The new Instrumentation and Control Systems Technician role proposed pay range is PT-12 (range of \$89,648 to \$107,556.80) as re-negotiated with Local 3713.

**Employee Group: Local 3713
FLSA Status: Non-Exempt
Labor Grade: PT-12**

**METROPOLITAN DISTRICT COMMISSION
CLASSIFICATION DESCRIPTION****CLASSIFICATION TITLE: INSTRUMENTATION AND CONTROL SYSTEMS
TECHNICIAN**

JOB SUMMARY

Responsible for implementing, maintaining and supporting the automation & process control infrastructure for water and wastewater systems. Assist in creating and reviewing engineering plans, designs, monitoring, building commissioning and operation of automation & process control systems. Understand and apply new technological systems and multiple vendor products to develop and support innovative system solutions that match operational and business requirements. Assist in the development of standards, practices and policies related to the installation, maintenance and operations of automation & process control systems. Develop, deploy and maintain standard and custom programming and configuration code for the automation & process control systems. Provide first level support for maintaining and troubleshooting the automation & process control infrastructure, which includes on call as well as on site when required. Manage automation & process control system projects as required. Perform quality assurance checks of automation & process control systems as required. Assist with the maintenance and integration of computerized maintenance management systems.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

- Assist in developing programming and configuration code for process control systems, make changes to existing programs, review work performed by contractors, participate in factory witness testing, and coordinate control system issues between District Engineering, the contractor, and District Operations.
- Assist in review of control logic strategies and implement programming changes to optimize control strategies for water/wastewater supply, distribution, treatment and collection processes and automate as appropriate.
- Maintain security protocols, firewalls and access for field and operator Supervisory Control and Data Acquisition (SCADA) access for field devices in conjunction with the District's Information Technology department. Provide virus and malicious software protection, and intrusion alert systems with the support of the District's Information Technology department.

- Work collaboratively with District Engineering and Information Technology staff to support, maintain, and add to the District's Computer Maintenance Management System (CMMS) and SCADA system.
- Responds to emergencies as directed. Serves on-call, as assigned.
- Perform and/or coordinate maintenance activities on process control equipment and/or systems.
- Perform upgrades and provide replacement of hardware and software.
- Troubleshoot and resolve process control system issues.
- Investigate and recommend new technological developments and processes to hardware and software platforms.
- Research, recommend and implement systems to enhance control systems functionality and reliability.
- Assist District Maintenance and Operations staff on proper operation and maintenance of Process Control equipment and systems. Provide technical instruction as required.
- Work with maintenance and operations staff to implement policies, standards, practices and guidelines for all phases of process control implementation, operation and maintenance.
- Work with members of District Staff to enforce compliance with mandatory process control policies and procedures.
- Make recommendations to change standards and methods to improve processes and efficiencies.
- Provide support for Electrical Technicians as required.
- Ensure compliance with the Change Management process.
- Enforce process control system life cycle practices.
- Maintain relationship with Process Control vendors to keep current with changes in operational control systems.
- Review vendor specifications, report findings and make recommendations.
- Performs other duties as assigned.

SUPERVISION RECEIVED

Works under the general supervision of the Manager of Maintenance.

MINIMUM QUALIFICATIONS

Associates degree in related field plus three (5) years related experience. Minimum of three (3) years of experience in in the maintenance, troubleshooting, calibration, repair and installation of Process Control Systems (SCADA and DCS), configuration and programming of PLCs / RTUs (Allen – Bradley, Modicon, Rockwell Automation, Siemens, Emerson) and HMIs (Iconics, Intellution (iFix), Wonderware), control and instrumentation loops or other related experience that provides the requisite skills and knowledge. Significant additional experience and/or certifications or other education and training may be substituted for formal education.

Able to obtain a Control Systems Technician Certificate, Level I (CCST) within 24 months of placement.

Must have a valid driver's license.

SPECIAL PREFERRED QUALIFICATIONS

Experience with data communications systems, protocols, wired and wireless network systems, and radio telemetry.

KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge of Piping and Instrumentation (P&ID) drawings, control system drawings, instrument specifications and feedback loop diagrams.
- Working knowledge of industrial control system platforms including Programmable Logic Controllers (PLC) / Distributed Control System (DCS) / Human Machine Interface (HMI) programming, design, construction, commissioning, configuration and implementation.
- Knowledge of process computers and data collection methods.
- Understanding of computer networking technology, telemetry methods and historical archiving databases.
- Knowledge of project management and application development methodologies and tools.
- Knowledge of business applications, Microsoft Office products and productivity tools (e.g. MS Word, MS Project, Excel, PowerPoint, Visio).
- Demonstrative knowledge of engineering concepts and their application in water/wastewater equipment and systems operations preferred.
- Working knowledge of electrical, electronic, computer, communication, mechanical and instrumentation process control equipment and systems.
- Knowledge of security camera design, installation, programming and maintenance.
- Knowledge of card access design, installation, programming and maintenance.
- Knowledge of building management systems including but not limited to Schneider applications, for control of fire systems, HVAC, mechanical systems, lighting and security systems.
- Demonstrated ability to configure programmable process controllers Programmable Logic Controllers / Remote Terminal Units (Allen Bradley, Modicon, Rockwell Automation, Siemens, Emerson)
- Demonstrated ability to configure HMI with Iconics, Intellution (iFix), or Wonderware.
- Ability to develop Process Control Functional descriptions.
- Demonstrated ability to solve process control problems related to water/wastewater systems.
- Proficient with data communications systems, protocols, wired and wireless network systems, and radio telemetry.
- Strong organizational and time management skills with attention to detail.

- Good verbal and written communications skills, including presentation capabilities and the ability to communicate complex issues clearly.
- Rapidly assesses options and likely consequences when under time pressure to make decisions or solve problems.
- Knowledge of Computer Maintenance Management Systems and applications working in SAP Enterprise Asset Management Suite.

ADA COMPLIANCE

Physical Ability: Tasks require the ability to exert moderate physical effort that involves lifting, carrying, pushing and/or pulling of objects and materials of moderate weight (under 50 pounds).

Sensory Requirements: Some tasks require the ability to perceive and discriminate visual and/or auditory cues or signals. Some tasks require the ability to communicate orally.

Environmental Factors: Essential functions are performed primarily outdoors, frequently exposed to any or all of the following: various weather conditions, high or deep dangerous places, working near moving mechanical parts, risk of electric shock, vibration, fumes, airborne particles, chemicals, etc.

The Metropolitan District Commission is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Commission will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the job specification for Instrumentation and Control Systems Technician (PT-12) attached hereto be adopted and the Control Systems Technician (PT-11) job specification will be eliminated.

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

JOB SPECIFICATION
SENIOR INSTRUMENTATION AND CONTROL SYSTEMS TECHNICIAN

TO: Personnel, Pension and Insurance Committee for consideration on April 3, 2023

Staff is recommending that the job specification and job classification system be amended to include the Senior Instrumentation and Control Systems Technician (proposed PT-14). A copy of the proposed specification is attached as re-negotiated with Local 3713.

The proposed job specification continues to enhance the multi-tasking approach to District positions and will result in one multi-tasking job description titled Senior Instrumentation and Control Systems Technician (PT-14).

The Senior Instrumentation and Control Systems Technician role proposed pay range is PT-14 (range of \$98,904 to \$118,705.60) as re-negotiated with Local 3713.

Employee Group: Local 3713
FLSA Status: Non-Exempt
Labor Grade: PT-14

METROPOLITAN DISTRICT COMMISSION
CLASSIFICATION DESCRIPTION

**CLASSIFICATION TITLE: SENIOR INSTRUMENTATION AND CONTROL
SYSTEMS TECHNICIAN**

JOB SUMMARY

Responsible for implementing, maintaining and supporting the automation & process control infrastructure for water and wastewater systems. Provide expert assistance and collaborate in creating and reviewing engineering plans, designs, monitoring, building commissioning and operation of automation & process control systems. Understand and apply new technological systems and multiple vendor products to develop and support innovative system solutions that match operational and business requirements. Lead in the development of standards, practices and policies related to the installation, maintenance and operations of automation & process control systems. Develop, deploy and maintain standard and custom programming and configuration code for the automation & process control systems. Provide first level support for maintaining and troubleshooting the automation & process control infrastructure, which includes on call as well as on site when required. Manage automation & process control system projects as required. Perform quality assurance checks of automation & process control systems as required. Lead in the maintenance and integration of computerized maintenance management systems.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

- Work collaboratively with design engineers, operations personnel and other District staff on the design, review, inspection, commissioning / start-up and operation of projects that include process control equipment and systems.
- Develop programming and configuration code for process control systems, make changes to existing programs, review work performed by contractors, participate in factory witness testing, and coordinate control system issues between District Engineering, the contractor, and District Operations.
- Review control logic strategies and implement programming changes to optimize control strategies for water/wastewater supply, distribution, treatment and collection processes and automate as appropriate.
- Maintain security protocols, firewalls and access for field and operator Supervisory Control and Data Acquisition (SCADA) access for field devices in conjunction with the District's Information Technology department. Provide virus and malicious software protection, and intrusion alert systems with the support of the District's Information Technology department.
- Work collaboratively with District Engineering and Information Technology staff to support, maintain, and add to the District's Computer Maintenance Management System (CMMS).
- Participate in factory witness testing, and coordination electrical issues between District Engineering and District Operations
- Performs work of lower classifications, as necessary.
- Perform and/or coordinate maintenance activities on process control equipment and/or systems.
- Perform upgrades and provide replacement of hardware and software.
- Troubleshoot and resolve process control system issues.
- Investigate and recommend new technological developments and processes to hardware and software platforms.
- Research, recommend and implement systems to enhance control systems functionality and reliability.
- Advise, instruct, and assist District Maintenance and Operations staff on proper operation and maintenance of Process Control equipment and systems. Provide technical instruction as required.
- Work with maintenance and operations staff to implement policies, standards, practices and guidelines for all phases of process control implementation, operation and maintenance.
- Work with members of District Staff to enforce compliance with mandatory process control policies and procedures.

- Make recommendations to change standards and methods to improve processes and efficiencies.
- Provide support and oversee the work of Instrumentation and Control System Technicians and Electrical Technicians as required.
- Ensure compliance with the Change Management process.
- Enforce process control system life cycle practices.
- Develop and maintain relationship with Process Control vendors to keep current with changes in operational control systems. Review vendor specifications, report findings and make recommendations.
- Responds to emergencies as directed. Serves on-call, as assigned.
- Performs related work as required.

SUPERVISION RECEIVED

Works under the general supervision of the Electrical Maintenance Supervisor.

MINIMUM QUALIFICATIONS

An Associate's degree in related field plus six (6) years related experience. Minimum of six (6) years of experience the maintenance, troubleshooting, calibration, repair and installation of Process Control Systems (SCADA and DCS), configuration and programming of PLCs / RTUs (Allen – Bradley, Modicon, Rockwell Automation, Siemens, Emerson) and HMIs (Iconics, Intellution (iFix), Wonderware), control and instrumentation loops or equivalent combination of education, training, and experience which provides the requisite skills and knowledge for the job.

SPECIAL REQUIREMENTS

Must have a valid driver's license.

Must be able to obtain a Control Systems Technician Certificate, Level I (CCST) within in 12 months of placement.

KNOWLEDGE, SKILLS, AND ABILITIES

- Strong knowledge of Piping and Instrumentation (P&ID) drawings, control system drawings, instrument specifications and feedback loop diagrams.
- Working knowledge of industrial control system platforms including Programmable Logic Controllers (PLC) / Distributed Control System (DCS) / Human Machine Interface (HMI) programming, design, construction, commissioning, configuration and implementation.
- Knowledge of process computers and data collection methods.
- Understanding of computer networking technology, telemetry methods and historical archiving databases.

- Strong knowledge of project management and application development methodologies and tools.
- Knowledge of business applications, Microsoft Office products and productivity tools (e.g. MS Word, MS Project, Excel, PowerPoint, Visio).
- Demonstrative knowledge of engineering concepts and their application in water/wastewater equipment and systems operations preferred.
- Working knowledge of electrical, electronic, computer, communication, mechanical and instrumentation process control equipment and systems.
- Knowledge of security camera design, installation, programming and maintenance.
- Knowledge of card access design, installation, programming and maintenance.
- Knowledge of building management systems including but not limited to Schneider applications, for control of fire systems, HVAC, mechanical systems, lighting and security systems.
- Demonstrated ability to configure programmable process controllers Programmable Logic Controllers / Remote Terminal Units (Allen Bradley, Modicon, Rockwell Automation, Siemens, Emerson)
- Demonstrated ability to configure HMI with Iconics, Intellution (iFix), or Wonderware.
- Ability to develop complex Process Control Functional descriptions.
- Demonstrated ability to solve complex process control problems related to water/wastewater systems.
- Proficient with data communications systems, protocols, wired and wireless network systems, and radio telemetry.
- Knowledge of process improvement and management methodologies including but not limited to Lean.
- Strong organizational and time management skills with attention to detail.
- Good verbal and written communications skills, including presentation capabilities and the ability to communicate complex issues clearly.
- Rapidly assesses options and likely consequences when under time pressure to make decisions or solve problems.
- Knowledge of Computer Maintenance Management Systems and applications working in SAP Enterprise Asset Management Suite.
- Ability to prioritize, plan and oversee projects and workload for the assigned unit; coordinate with internal and external customers regarding project requirements and timelines; delegate work to subordinate staff; assess and plan for future needs.
- Ability to participate in process improvement projects.

ADA COMPLIANCE

Physical Ability: Tasks require the ability to exert moderate physical effort that involves lifting, carrying, pushing and/or pulling of objects and materials of moderate weight (under 50 pounds).

Sensory Requirements: Some tasks require the ability to perceive and discriminate visual and/or auditory cues or signals. Some tasks require the ability to communicate orally.

Environmental Factors: Essential functions are performed primarily outdoors, frequently exposed to any or all of the following: various weather conditions, high or deep dangerous places, working near moving mechanical parts, risk of electric shock, vibration, fumes, airborne particles, chemicals, etc.

The Metropolitan District Commission is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Commission will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the job specification for Senior Instrumentation and Control Systems Technician (PT-14) attached hereto be adopted.

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

JOB SPECIFICATION ENGINEERING TECHNICIAN 1 (3713)

TO: Personnel, Pension and Insurance Committee for consideration on April 3, 2023.

Staff is recommending that the job specification and job classification system be amended to include Engineering Technician 1 (proposed PT-07) by consolidating similar positions into one multi-tasking job description. A copy of the proposed specification is attached as negotiated with Local 3713.

The proposed job specification continues to enhance the multi-tasking approach to District positions and will result in one multi-tasking job description titled Engineering Technician 1 (proposed PT-07) and will eliminate individual job specifications such as the Real Estate Assessment Technician 1 (PT-09; Engineering Drafter (PT-09); Utility Services Technician 1 (PT-10) and Mapping Technician (PT-09).

The updated Engineering Technician 1 role proposed pay range is PT-07 (range of \$70,241.60 to \$84,364.80) as negotiated with Local 3713.

Employee Group: Local 3713
FLSA Status: Non-Exempt
Labor Grade: PT-07

METROPOLITAN DISTRICT COMMISSION
CLASSIFICATION DESCRIPTION

CLASSIFICATION TITLE: ENGINEERING TECHNICIAN 1

JOB SUMMARY

This position provides engineering technical and administrative work.

This position also has the responsibility for making routine technical and engineering technician decisions in accordance with established procedures. This work requires that the employee have some knowledge, skill and ability in surveying, construction inspection, utility services, drafting, mapping and administration of standard water and sewer construction plans and permits.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

- Serve on a construction inspection team. Assists in inspecting construction and assists in preparing manholes, pits and vaults for entry.
- Maintain records of construction and connections. Compile and prepare reports. Enter, process and retrieve utility services information into a data management system.
- Inspect and monitor the status of pavement and sidewalk restoration.
- Marks out work area for the contractor on the basis of the cut sheet.
- Plans, plots locations, and coordinates the work of contractors.
- Estimates work area and repair costs based on the type of surface to be repaired.
- Maintains records relative to the type, size, and reason for cut, location of street and town, and budget account to be charged on behalf of repairs for District forecasting purposes.
- Enters, processes and retrieves pavement and sidewalk restoration information into a computerized database management system according to established software procedures.
- Communicates with State and Town officials on pavement and sidewalk restoration and other related matters.

- Performs in a safe manner and observes all safety procedures; works in small confined spaces and must be trained in confined space entry procedures.
- Enter, process and retrieve utility services information into a database management system according to established procedures. Issues work orders for Call Before You Dig requests and dispatches staff for emergency repairs.
- Investigates and reports on District claims against transgressors including vehicular and non-vehicular accidents, vandalism, theft, fraud, and debts.
- Investigates and reports on claims against the District including vehicular and non-vehicular accidents, damages and employee misconduct.
- Maintain database of claims
- Assist with inspection of CT DEEP permitted wastewater discharge facilities and equipment and maintain customer/facility information and discharge monitoring reports specific to the FOG, MIU/SIU and groundwater discharge programs.
- Assist Licensed Cross Connection Surveyors
- Maintain property survey and device testing data and create regulatory reports
- Assist with private property surveys
- Coordinate required improvement with contractors
- Communicate with Contractor, Town Officials and Customers
- Draft standard engineering project plans to scale from notes, sketches and scaled drawings.
- Conform drafting to District drafting standards and procedures.
- Research and compile information from a variety of sources to form water and sewer record plans for use within and outside of the organization.
- Interpret project drafting requirements and conduct additional research to produce the needed level of detail in the drawings.
- Inspect project areas or facilities to ascertain field conditions or problems, as directed.
- Prepare and draft as-built plans of water and sewer facilities and related construction.
- Compile and input utility and geographic information, including information from field inspectors, engineering plans, contractor data, and member town/state projects, into the computerized mapping system according to established procedures.
- Ensure a quality assurance/quality control peer review process has occurred prior to entering record plans and GIS data.
- Conduct source material research, including old geographic information data.
- Serve on a land survey or construction survey team. Cuts brush and clears a line of sight. Assist in locating pipe lines, rights-of-way and property corners and markers. Operate survey transit and other survey instruments, as assigned.
- Review standard sewer and water construction plans for conformance with District and technical utility services standards. Identify problem areas and

determine corrective actions to be taken by developers, and contractors and/or engineers. Coordinate plan revisions with developers.

- Issue construction permits. Draft permits for plans receiving review approval. Determine special conditions to be attached to permits and drafts language. Coordinate utility services construction and inspections. Perform or coordinate necessary District clerical and technical services.
- Search land records for titles, descriptions, dimensions, deeds, and encumbrances. Determine property dimensions and other characteristics necessary for assessment of standard and complex properties.
- Determine ownership of a parcel or lot for which a permit has been requested for water and/or sewer service.
- Create detailed assessments and caveat maps for proposed sewer and water main extensions; advise District personnel on assessment charges.
- Review permit agreements for the construction or extension of sewer and water mains for outstanding assessments, connection charges, outlet charges, easements, and encroachments.
- Review requests for encroachments on District property.
- Assist with outreach activities for capital improvement projects
- Calculate District charges and fees for service connections.
- Figure cost estimates, connection charges and assessments, and drafts owner-developer agreements; calculate pipe and meter sizes and initiates billings.
- Perform account maintenance including inputting customer information and creating contracts for services to be provided with accurate billing information.
- Performs in a safe manner and observes all safety procedures; works in small confined spaces and must be trained in confined space entry procedures.
- Uses all tools, equipment and materials responsibly and performs basic inspection and preventive maintenance prior to use. Cleans and maintains any necessary equipment.
- Provides customer service both in-person and over the phone.
- Performs related work as required.

SUPERVISION RECEIVED

Works under the general supervision of the Manager of Command Center or Manager of Construction

MINIMUM QUALIFICATIONS

An Associate's degree plus three (3) years construction, utility, drafting, cartography, or related experience.

SPECIAL REQUIREMENTS

Must have a valid driver's license.

KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge of surveying and construction inspection principles and practices as applied to basic engineering technician projects.
- Knowledge of computer technology, as applied to construction inspection.
- Ability to ability to read and interpret plans and blueprints and to inspect utility pipeline construction safely, effectively and efficiently and with firmness and tact.
- Good knowledge, skill and ability in utility construction methods and plan review.
- Knowledge of Connecticut Public Utility Regulatory Authority requirements for Call Before You Dig and the required timeframes to complete the utility mark-out.
- Knowledge of District procedures and processes for documenting claims.
- Knowledge of CT DEEP wastewater discharge programs and requirements along with typical pretreatment equipment and operation and maintenance requirements.
- Knowledge of CT DPH Cross Connection Program and requirements.
- Knowledge of Basic plumbing and electrical work in residential and small commercial buildings.
- Knowledge of Procurement, contracting and work management standard practices.
- Knowledge of State and Local Building Codes.
- Knowledge and understanding of District Ordinances including but not limited to Developer Permit Agreements and Assessments.
- Knowledge of District Engineering standards and manuals and requirements of those standards.
- Knowledge of SAP Customer Account Maintenance and basic SAP Billing and Sales and Distribution Contract Creation.
- Some ability to operate a survey rod, tape, level and survey transit.
- Some ability to follow land and construction survey procedures, to maintain construction records and to prepare inspection reports.
- Some ability in mathematics as applied to surveying and related operations.
- Knowledge of standardized pipe assessment procedures.
- Good knowledge of mapping technology principles and practices as applied to planimetric, thematic and topographic mapping. Some knowledge of computerized mapping digitizing practices.
- Ability in oral and written communications.
- Ability to establish and maintain effective working relationships with coworkers, town officials, vendors, contractors, consultants, and the general public.

ADA COMPLIANCE

Physical Ability: Tasks require the ability to exert moderate physical effort that involves lifting, carrying, pushing and/or pulling of objects and materials of moderate weight (under 50 pounds).

Sensory Requirements: Some tasks require the ability to perceive and discriminate visual and/or auditory cues or signals. Some tasks require the ability to communicate orally.

Environmental Factors: Essential functions are performed primarily outdoors, frequently exposed to any or all of the following: various weather conditions, high or deep dangerous places, working near moving mechanical parts, risk of electric shock, vibration, fumes, airborne particles, chemicals, etc.

The Metropolitan District Commission is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Commission will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the job specification for Engineering Technician 1 (PT-07) attached hereto be adopted and the Real Estate Assessment Technician 1 (PT-09), Engineering Drafter (PT-09), Utility Services Technician 1 (PT-10) and Mapping Technician (PT-09) job specifications will be eliminated.

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

JOB SPECIFICATION ENGINEERING TECHNICIAN 2 (3713)

TO: Personnel, Pension and Insurance Committee for consideration on April 3, 2023.

Staff is recommending that the job specification and job classification system be amended to include Engineering Technician 2 (proposed PT-09) by consolidating similar positions into one multi-tasking job description. A copy of the proposed specification is attached as negotiated with Local 3713.

The proposed job specification continues to enhance the multi-tasking approach to District positions and will result in one multi-tasking job description titled Engineering Technician 2 (proposed PT-09) and will eliminate individual job specifications such as the Utility Services Technician (PT-10); Real Estate Assessment Technician 2 (PT10); Senior Engineering Drafter (PT10); Utility Services Engineering Technician (PT-11) and Senior Utility Services Technician (PT-11).

The updated Engineering Technician 2 role proposed pay range is PT-09 (range of \$77,438.40 to \$92,872) as negotiated with Local 3713.

Employee Group: Local 3713

FLSA Status: Non-Exempt

Labor Grade: PT-09

**METROPOLITAN DISTRICT COMMISSION
CLASSIFICATION DESCRIPTION**

CLASSIFICATION TITLE: ENGINEERING TECHNICIAN 2

JOB SUMMARY

This is responsible engineering technical work involving the survey and inspection of utility construction plans and permits, investigation of sanitary sewer, storm drain and water service installations and the operation of applicable instruments/equipment.

Work involves responsibility for safe operation of survey instruments and inspection of construction. Duties include inspecting water and sewer main construction, operating a survey transit and other survey instruments, and maintaining records. This position also has the responsibility for making survey transit operation and construction inspection decisions in accordance with established procedures. This work requires that the employee have good knowledge, skill in surveying, construction inspection, utility services, drafting, mapping and administration of standard water and sewer construction plans and permits.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

- Inspect standard and highly complex utility pipeline and building mechanical systems construction and materials. Instruct contractors in construction practices and in correcting construction errors. Enforce inspection decisions. Oversee contractor pressure tests of water, sewer and force main pipelines.
- Coordinate and track the progress of contracted construction programs. Carry out liaison between District engineers and contractors. Lead construction inspection teams in the largest projects or on-going construction programs, as assigned. Demonstrate construction inspection practices and guides less experienced inspectors.
- Compile outstanding deficiencies for substantially completed construction projects and resolves issues with contractors. Ensure the accuracy and

completeness of associated documentation at the completion of a construction project.

- Ensure that work zones comply with MDC and OSHA safety standards.
- Respond to state Call Before You Dig Mark-out Program requests. Interprets existing records using various equipment to accurately identify and mark utilities. Maintain accurate mark-outs and document mark-outs through video/photo and GPS data collection of infrastructure marked out.
- Assist in collection of monies for delinquent water accounts and miscellaneous bills. Confer with customers, attorneys or District personnel regarding collection action. Appear as a court witness representing the District. Establish payment schedules. Determine abatement of penalties and occupancy/hardship status.
- Respond to inquiries and complaints and assist in the follow-up of claims. Assist in processing and scheduling termination and restoration of service for non-payment. Assist Operations Function with service shut on/off during off-hours. Demonstrate service termination procedures.
- Monitor customer compliance with wastewater discharge limits against Federal/State/Local/District regulations
- Calculate discharge fees related to specific customer discharges.
- Inspect standard cross-connections in all types of structures for backflow conditions. Conducts surveys of industries for possible hazardous waste discharge, determines corrective actions and assures their implementation. Perform surveys at residential and small/medium Industrial and Commercial facilities
- Determine backflow prevention measures for standard problems and assures the implementation of those measures by the owner. Investigate standard water contamination problems, including meter readings, excessive water use, water leaks, and water quality, and determine corrective actions to be taken and assures their implementation.
- -Perform and document private property surveys with regards to the District's sewer backup prevention program and the water and sewer service line inspection and replacement program, including monitoring and tracking of assessments, permitting, execution and completion. Coordinate required improvement with contractors
- -Conduct research and makes recommendations for inclusion of customers' property in the District's inflow, backwater device installation, rain water disconnect, and similar programs. Meet with property owners and others to explain program implications. Assists in development of strategy for effective program presentation, implementation and expansion. Educates customers through home visits and public speaking.
- Review basic plumbing of customer's property to determine applicability to the program. Coordinates activities for inflow and backwater device installation.

Receive customer complaints and recommends solutions. Follows up to ensure proper actions.

- Operate all survey equipment, as assigned. Participates in land surveying parties. Survey completed pipeline construction projects for proper line and grade. Prepares not-to-scale as-built drawings and performs calculations. May act as leader of a survey party, as assigned.
- Use survey equipment to provide base map locations involving horizontal and vertical control, topographic, land and boundary surveys; locate existing land and building features and utilities for records and design purposes (mark-outs); and handle residential inquiries and/or disputes of easements, right-of-ways, and property lines.
- Prepare contracts, including document preparation, revision of existing contract specification, adding new specifications, preparing budgets, preparing requisitions, evaluating bidder qualifications, and determining restoration schedules.
- Administer complex permitting procedures with firmness and tact. Prepare assessment publications, water and sewer liens and District agendas.
- Respond to questions from owners, developers, contractors, attorneys, agencies and the public regarding assessments, water and sewer extensions, liens and other District-related matters. Confer with project engineering staff on real estate considerations of projects.
- Advise District personnel on assessment charges.
- Provide information to customers and others requiring customer financial data. Prepare summaries and analyses financial data according to explicit instructions.
- Coordinate and maintain the document management system files
- Coordinates engineering program activities with other divisions, town officials, vendors, consultants, and the general public.
- Inspects invoices of contractors and others performing program work; coordinates reimbursement to property owners. Arranges follow-up inspections.
- Inspects and analyzes data for power rodding and video camera surveillance. Identifies causes of sewer failures and identifies solutions or corrective actions.
- Performs hydrostatic tests on private force mains, ejector systems and water services to assure adequate pressure. Conducts dye tests to locate defective sewers and drains.
- Drafts, details and letters varied and complex engineering project plans to scale from notes, sketches and scaled drawings. Conforms drafting to District drafting standards and procedures.
- Drafts and letters plans for large and complex utility components and unusual features.
- Interprets project drafting requirements and conducts additional research to produce the needed level of detail in the drawings. Inspects project areas or facilities to ascertain field conditions or problems, as directed.

- Researches and compiles mapping data and creates and updates a variety of map series including topographic, planimetric, regional, town and utility.
- Generates DFX AutoCAD, Shape files, and Drawing files.
- Inspects and tests standard cross-connections in all types of structures for backflow conditions. Conducts surveys of industries for possible hazardous waste discharge, determines corrective actions and assures their implementation. Tests backflow prevention devices.
- Determines backflow prevention measures for standard problems and assures the implementation of those measures by the owner.
- Responds to emergency calls on off hours
- Performs related work as required.

SUPERVISION RECEIVED

Works under the general supervision of the Manager of Command Center or Manager of Construction

MINIMUM QUALIFICATIONS

An Associate's degree plus four (4) years construction, drafting, Utility, or related experience. Must be certified, or be able to be certified within one year, as a CT Backflow Prevention Tester and a Cross-Connection Survey Inspector and a Connecticut Water Distribution System Operator Class I.

SPECIAL REQUIREMENTS

Must have a valid driver's license.

Must be certified as a certified Connecticut Cross-Connection Survey Inspector. Must be certified as a Connecticut Water Distribution System Operator Class I.

KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge of surveying and construction inspection principles and practices as applied to basic engineering technician projects.
- Knowledge of computer technology, as applied to construction inspection.
- Good ability to ability to read and interpret plans and blueprints and to inspect utility pipeline construction safely, effectively and efficiently and with firmness and tact.
- Good knowledge, skill and ability in utility construction methods and plan review.
- Knowledge of cartography, geodesy and photogrammetry principles and practices as applied to topographic, planimetric and thematic mapping.
- Knowledge of automated mapping applications with respect to a geographic information system environment.
- Knowledge of Arc Info, GIS Mapping, and other related software.
- Knowledge of water and sewer system and pipe design.
- Knowledge of claims administration principles and practices

- Knowledge of Public Administration Principles and practices as applied to claims resolution.
- Knowledge of account clerical procedures and techniques in support of claims management
- Knowledge of basic plumbing and electrical work in residential and small commercial buildings
- Knowledge of procurement, contracting and work management
- Knowledge of various ESRI tools, databases and services.
- Knowledge of SAP Sales and Distribution reporting as it relates to department functions
- Knowledge of SAP Project Systems reporting for Developer Permit Agreement Projects and Capital Projects
- Ability in mathematics as applied to surveying and related operations.
- Knowledge of standardized pipe assessment procedures.
- Some knowledge of computerized mapping digitizing practices. Good ability in oral and written communications.
- Ability in oral and written communications.
- Ability to establish and maintain effective working relationships with coworkers, town officials, vendors, contractors, consultants, and the general public.

ADA COMPLIANCE

Physical Ability: Tasks require the ability to exert moderate physical effort that involves lifting, carrying, pushing and/or pulling of objects and materials of moderate weight (under 50 pounds).

Sensory Requirements: Some tasks require the ability to perceive and discriminate visual and/or auditory cues or signals. Some tasks require the ability to communicate orally.

Environmental Factors: Essential functions are performed primarily outdoors, frequently exposed to any or all of the following: various weather conditions, high or deep dangerous places, working near moving mechanical parts, risk of electric shock, vibration, fumes, airborne particles, chemicals, etc.

The Metropolitan District Commission is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Commission will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the job specification for Engineering Technician 2 (PT-09) attached hereto be adopted and the Utility Services Technician (PT-10), Real Estate Assessment Technician 2 (PT10), Senior Engineering Drafter (PT10), Utility Services Engineering Technician (PT-11) and Senior Utility Services Technician (PT-11) job specifications will be eliminated.

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

**JOB SPECIFICATION
SENIOR ENGINEERING TECHNICIAN (3713)**

TO: Personnel, Pension and Insurance Committee for consideration on April 3, 2023.

Staff is recommending that the job specification and job classification system be amended to include Senior Engineering Technician (proposed PT-11) by consolidating similar positions into one multi-tasking job description. A copy of the proposed specification is attached as negotiated with Local 3713.

The proposed job specification continues to enhance the multi-tasking approach to District positions and will result in one multi-tasking job description titled Senior Engineering Technician (proposed PT-11) and will eliminate individual job specifications such as the Cross-Connection Technician 1 (PT-11); Cross-Connection Technician 2 (PT-12); Claims Agent (PT-11); Engineering Technician 2 (PT-11) and Principal Engineering Technician (PT-14).

The updated Senior Engineering Technician role proposed pay range is PT-11 (range of \$85,404.80 to \$102,440) as negotiated with Local 3713.

**Employee Group: Local 3713
FLSA Status: Non-Exempt
Labor Grade: PT-11**

**METROPOLITAN DISTRICT COMMISSION
CLASSIFICATION DESCRIPTION**

CLASSIFICATION TITLE: SENIOR ENGINEERING TECHNICIAN

JOB SUMMARY

This is responsible engineering technical work. Responsible for the survey and inspection of the most complex utility construction plans and operation of all survey

equipment, inspection, correction and enforcement of cross-connection back-flow problem maintenance. Duties may include inspecting construction, instructing contractors in making corrections, coordinating construction programs, cross-connection back-flow problem maintenance, and claims administration. This position also has the responsibility for making difficult construction inspection technical field decisions.

Work involves responsibility for assuring that work is carried out according to plans and District and professional standards.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

- Monitor project construction and financing. Track construction against project schedules. Assure project completion, punch list completion, project viability during acceptance periods, and completion of as-built drawings, as necessary.
- Coordinate project public relations. Resolve public questions and complaints and associated technical and administrative problems. Attend public hearings.
- Assist with the planning, monitoring and coordination of staffing and operational activities for the construction inspection unit, including resolving critical construction project issues in the field.
- Identify and analyze opportunities for improving service delivery methods and procedures; identifies and calculates resource needs; coordinate informational reviews and updates with appropriate management staff; and provide guidance and leadership with the implementation of revised, adjusted and/or new work procedures.
- Direct and coordinate the review of work plans for assigned construction inspection services and activities; assign work activities and projects; monitor and track work flow; review and evaluate work products, methods, and procedures; meet with staff to provide input to identify and resolve problems.
- Assign, review, monitor and track work performed in the field; performs field inspections and approves construction work; reviews and approves inspector diaries, reports, correspondence, memoranda, and recommendations for change orders and progress payments; confers with construction inspectors, engineers, and contractors regarding contract and plan interpretation and use and provision of construction materials, or methods. This position ensures compliance with the plans, specifications and internal engineering construction standards. Takes appropriate action to correct or remediate construction issues or concerns.
- Coordinate the training, evaluation and motivation of assigned construction inspectors, devising plans and methodologies to work with employees to correct, modify or improve upon production techniques and procedures.

- Administer CBYD program for the District. Report contractor mismarks and hits to regulatory authorities when required. Provide annual summaries of performance. Provide input on improvements to the program and execute improvements as directed.
- Confer and negotiate with claimants or debtors, including individuals, companies, other governmental agencies, attorneys, and insurance companies.
- Determine smaller settlements of claims and recommends settlement levels for larger claims. Collect on bills and arranges for payment schedules with debtors. Handle subrogation matters.
- Oversee the District's wastewater discharge pre-treatment program. Report performance of customers against permitted discharges. Review and address variances with other District departments and communicate non-compliance with enforcement agencies.
- Inspect complex cross-connections in all types of structures for backflow conditions. Conduct surveys of industries for possible hazardous waste discharge, determines corrective actions and assures their implementation. Perform surveys at large Industrial and Commercial facilities
- Determine backflow prevention measures for complex problems and assures the implementation of those measures by the owner. Compile and analyze cross-connection and backflow data in preparation for producing the annual report submitted to CT DPH.
- Coordinate large inspection campaigns for the sewer backup prevention program and the water and sewer service line inspection and replacement program, including monitoring and tracking of assessments, permitting, execution and completion.
- Monitor the use of drafting standards on use of construction plans. Address variances from the standards with appropriate departments.
- Provide improvement opportunities to GIS, Drafting and survey processes, applications and tools and execute improvements as directed.
- Maintain industry best practices for the District in areas of GIS, Drafting and Survey.
- Oversee developer permit projects and non-complex capital improvement projects. Develop work plans for capital improvement projects
- Manage the administration of project development and execution. Schedule project approval and construction activities.
- Prepare reports, applications, forms, contracts, budget transfers, and related project documents. Chair meetings of contractors, developers and other governmental agencies.
- Review water revenue accounts and miscellaneous bills for open receivables. Prepare files to be sent to collections. Provide court testimony as needed.
- Oversee data collection and data accuracy and completeness as it relates to services being provided and billed.

- Monitor customer equipment data accuracy and completeness and provide reports on data cleanliness.
- Responds to emergency calls on off hours.
- Performs in a safe manner and observes all safety procedures; works in small confined spaces and must be trained in confined space entry procedures.
- Performs related work as required.

SUPERVISION RECEIVED

Works under the general supervision of the Manager of Command Center or Manager of Construction

MINIMUM QUALIFICATIONS

An Associate's degree plus eight (8) years construction, inspection, utility, or related experience. Must be certified as a Connecticut Backflow Prevention Tester and a Cross-Connection Survey Inspector and a Water Distribution Operator Class II..

SPECIAL REQUIREMENTS

Must have a valid driver's license. Must be certified as a Connecticut Backflow Prevention Tester and a Cross-Connection Survey Inspector.

KNOWLEDGE, SKILLS, AND ABILITIES

- Thorough knowledge of land and construction survey and inspection principles and practices.
- Good ability to follow land and construction survey procedures, to maintain construction records and to prepare inspection reports.
- Thorough ability to inspect utility pipeline and building mechanical trades construction safely, effectively and efficiently and with firmness and tact.
- Good ability to operate all survey instruments and to survey land and completed construction.
- Considerable ability in mathematics as applied to surveying and related operations.
- Good ability to ability to read and interpret plans and blueprints and to inspect utility pipeline construction safely, effectively and efficiently and with firmness and tact.
- Knowledge of complex insurance claims and legal requirements to support the District in claim response and resolution.
- Knowledge of complex real estate assessment and adjustments
- Knowledge of complex SAP customer contracts including creation and maintenance of SAP Utility and Sales and Distribution Contracts.
- Ability in oral and written communications.

- Ability to establish and maintain effective working relationships with coworkers, town officials, vendors, contractors, consultants, and the general public.

ADA COMPLIANCE

Physical Ability: Tasks require the ability to exert moderate physical effort that involves lifting, carrying, pushing and/or pulling of objects and materials of moderate weight (under 50 pounds).

Sensory Requirements: Some tasks require the ability to perceive and discriminate visual and/or auditory cues or signals. Some tasks require the ability to communicate orally.

Environmental Factors: Essential functions are performed primarily outdoors, frequently exposed to any or all of the following: various weather conditions, high or deep dangerous places, working near moving mechanical parts, risk of electric shock, vibration, fumes, airborne particles, chemicals, etc.

The Metropolitan District Commission is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Commission will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the job specification for Senior Engineering Technician (PT-11) attached hereto be adopted and the Cross-Connection Technician 1 (PT-11), Cross-Connection Technician 2 (PT-12), Claims Agent (PT-11), Engineering Technician 2 (PT-11) and Principal Engineering Technician (PT-14) job specifications will be eliminated.

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

On motion made by District Chairman DiBella and duly seconded, the reports for resolutions agenda items #6A through #6G "Approval of Local 3713 Job Specifications" were received and the resolutions adopted by unanimous vote of those present.

Without objection, agenda items #7A through #7G “Approval of Exempt & Excluded Job Specifications” were consolidated and considered together.

**JOB SPECIFICATION
ASSISTANT MANAGER OF ENGINEERING (E&E)**

TO: Personnel, Pension and Insurance Committee for consideration on April 3, 2023

Staff is recommending that the job specification and job classification system be amended to include an Assistant Manager of Engineering (proposed EE-18). A copy of the proposed specification is attached.

The proposed amendments to the job specification continues to enhance the multi-tasking approach to District positions. The new Assistant Manager of Engineering role would be labor grade EE-18 pay range from (range of \$ 131,018.61 to \$170,324.17).

**Employee Group: E&E
FLSA Status: Exempt
Labor Grade: EE-18**

**METROPOLITAN DISTRICT COMMISSION
CLASSIFICATION DESCRIPTION**

CLASSIFICATION TITLE: ASSISTANT MANAGER OF ENGINEERING

JOB SUMMARY

The purpose of this classification is to assist with the management of operations, staff and resources of the District's Engineering division. The work includes assisting with the development, design, implementation and management of the District's capital improvement projects for water and wastewater pipelines, pump stations and facilities. . The work includes the development, implementation and maintenance of. asset strategy, analysis programs and development of policies, procedures and standards in support of engineering and construction functions. Additionally, this position is responsible for computer model maintenance to support capital planning decisions; the coordination of petitions and developer permit agreements; and the coordination with utilities, municipalities and state agencies, including paving projects, project related communication/outreach and traffic control for MDC construction projects.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

- Reviews construction plans for conformance with District design and engineering standards and requirements as necessary.
- Manages the collection of data, assimilation and scheduling of capital improvement projects against a planned schedule for repair, replacement or retrofit or upgrade.
- Coordinates outreach, traffic and operational activities with District goals and projects Assists with state funding applications and follow-up documentation.
- Implements policies, procedures and standards to promote consistency in MDC projects and enhance the efficient delivery of projects.
- Manages design projects to achieve program schedules and budgets, and reviews and recommends project and program modifications to ensure regulatory and program compliance.
- Manages and coordinates petitions and developer permit agreements.
- Oversees the GIS Department; assesses GIS services to ensure responsiveness to user needs; confers with staff, government agencies and other departments on GIS operations; and administers GIS and related vendor contracts.
- Implements best practices for asset management, including maintenance of contemporary valuation and accounting of assets and infrastructure.
- Reviews major initiatives and policy and procedure proposals affecting asset and capital expenditure plans and agreements for service.
- Analyzes, coordinates, and implements special engineering projects. Previews engineering designs and manuals of practice for conformance with professional engineering standards and District requirements.
- Assists in managing assigned resources and budgets for Capital Improvement Project budgets. Manages approved budgets, reviews subordinate unit or sub-activity budgets and monitors and controls activity expenditures. Works to support compliance with fund allocations; and recommends fund transfers as appropriate.
- Participates in the recruitment of applicants for selection. Assist in establishing performance expectations, training and employee development. Evaluates employee performance, counsels employees and provides guidance in addressing employee issues as they arise.
- Maintains effective working relationships with managers and employees from other District work units and with personnel from governmental agencies; coordinates design activities of other District work units to support project objectives and programs; and coordinates activities within the Division and its sub-activity operations, to include the allocation of personnel, materials and equipment.
- Assists in negotiating contracts and provides recommendations and over site on multiple complex contracts, ensuring that policies are consistent, prices are fair, and quality assurance/quality control standards are rigorously enforced.
- Prepares and/or reviews project reports, statistical analyses, project tracking records, correspondence, and other operational and administrative documents.
- Performs other related duties as required.

SUPERVISION RECEIVED

Works under the general direction of the Manager of Engineering.

MINIMUM QUALIFICATIONS

Bachelor's degree in civil engineering, mechanical engineering, environmental engineering, or closely related field; supplemented by minimum eight (8) years previous experience that includes asset management or asset replacement experience, planning and project management work including three (3) years of supervisory and/or managerial experience; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job.

SPECIAL REQUIREMENTS

Must have a Connecticut Professional Engineer License.

Must have a valid driver's license.

PERFORMANCE APTITUDES

Data Utilization: Requires the ability to coordinate, manage, strategize, and/or correlate data and/or information. Includes exercise of judgment in determining time, place and/or sequence of operations. Includes referencing data analyses to determine necessity for revision of organizational components.

Human Interaction: Requires the ability to function in a managerial capacity for a division or organizational unit. Includes the ability to make decisions on procedural and technical levels.

Equipment, Machinery, Tools, and Materials Utilization: Requires the ability to operate, maneuver and/or control the actions of equipment, machinery, tools, and/or materials used in performing essential functions.

Verbal Aptitude: Requires the ability to utilize a wide variety of reference, descriptive, advisory and/or design data and information.

Mathematical Aptitude: Requires the ability to perform addition, subtraction, multiplication and division; ability to calculate decimals and percentages; and may include ability to perform mathematical operations involving basic algebraic principles and formulas, and basic geometric principles and calculation..

Functional Reasoning: Requires the ability to apply principles of logical or synthesis functions. Ability to deal with several concrete and abstract variables, and to analyze major problems that require complex planning for interrelated activities that can span one or several work units.

Situational Reasoning: Requires the ability to exercise the judgment, decisiveness and creativity required in situations involving the direction, control and planning of an entire program or set of programs.

ADA COMPLIANCE

Physical Ability: Tasks involve the ability to exert light physical effort in sedentary to light work, but which may involve some lifting, carrying, pushing and/or pulling of objects and materials of light weight (5-10 pounds). Tasks may involve extended periods of time at a keyboard or workstation.

Sensory Requirements: Some tasks require the ability to perceive and discriminate visual and/or auditory cues or signals. Some tasks require the ability to communicate orally.

Environmental Factors: Essential functions are regularly performed without exposure to adverse environmental conditions.

The Metropolitan District Commission is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Commission will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the job specification for Assistant Manager of Engineering (EE-18) attached hereto be adopted.

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

JOB SPECIFICATION MANAGER OF ENGINEERING (E&E)

TO: Personnel, Pension and Insurance Committee for consideration on April 3, 2023

Staff is recommending that the job specification and job classification system be amended to update Manager of Engineering (currently EE18). A copy of the proposed updated specification is attached.

The proposed amendments to the job specification continues to enhance the multi-tasking approach to District positions. The updated Manager of Engineering role would combine the Manager of Design and Manager of Technical Services into one multi-tasking job description. The proposed pay range will be increased from EE18 (range of \$131,018.61 to \$170,324.17) to EE20 (\$138,569.98 to \$193,997.94). The previous job specifications for Manager of Design and Manager of Technical Services will be eliminated.

Code:
Employee Group: E&E
FLSA Status: Exempt
Labor Grade: EE-20

METROPOLITAN DISTRICT COMMISSION CLASSIFICATION DESCRIPTION

CLASSIFICATION TITLE: MANAGER OF ENGINEERING ~~TECHNICAL SERVICES~~

JOB SUMMARY

The purpose of this classification is to oversee the management of operations, staff and resources of the Engineering division. coordinate, supervise, plan and The work includes the development, design, implementation and management of the District's capital improvement projects for water and wastewater pipelines and facilities, pump stations, tanks and facility asset management programs and technologies. organize the preparation of the District's underground systems repair and replacement schedule and capital project budgets.—The work includes the development, implementation and maintenance of asset strategy, analysis programs and development of policies, procedures and standards in support of engineering and construction functions. Additionally, this position is responsible for computer model maintenance to support capital planning decisions; the coordination of petitions and developer permit agreements; and the coordination with utilities, municipalities and state agencies, including paving projects, project related communication/outreach and traffic control for MDC construction projects.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

- Directs-Manages and controls the planning and design activities for the District's Capital Improvement Program, Clean Water Program and Integrated Plan.
- Supervises personnel involved in the research, collection, compilation, and publication of the District's capital project budgets.—Manages the collection of data, assimilation and scheduling of capital improvement projects against a planned schedule for repair, replacement or retrofit or upgrade.

- Develops and implements plans that coordinate paving, traffic, project related communication/outreach, utility relocation and third party project coordination related to MDC construction projects, consistent with operational activities with District goals and projects. ~~The ability to plan, organize and cooperate with other departments and managers is essential in this position.~~
- Develops and implements policies, procedures and standards to promote consistency in MDC projects and enhance the efficient delivery of projects.
- Manages design projects to achieve program schedules and budgets, and reviews and recommends project and program modifications to ensure regulatory and program compliance.
- Coordinates petition ~~s,s~~ and developer availability and capacity requests and permit agreements.
- ~~Oversees the GIS Department; assesses GIS services to ensure responsiveness to user needs; confers with staff, government agencies and other departments on GIS operations; and administers GIS and related vendor contracts.~~
- Reviews plans, estimates, reports and recommendations prepared by staff and outside contractors for capital projects
- ~~Coordinates outreach, traffic and operational activities with District goals and projects~~
- Develops and implements best practices for asset management, including maintenance of contemporary valuation and accounting of assets and infrastructure, transitioning of new assets to Operations and Maintenance departments and development and execution of commissioning programs for new assets.
- Reviews major initiatives and policy and procedure proposals affecting asset and capital expenditure plans and agreements for service.
- Analyzes, develops, coordinates, and implements special engineering projects. Previews engineering designs and manuals of practice for conformance with professional engineering standards and District requirements.
- Manages assigned resources for Capital Improvement projects. Develops project and budget plans and timelines.:- develops and submits budget requests for Capital Improvement Project budgets Oversees staff activities and ; manages approved budgets; reviews subordinate unit or sub-activity budgets; monitors and controls activity expenditures related to Capital Improvement Projects to; ensures compliance with fund allocations; and recommends fund transfers as appropriateapproved budget.
- Manages assigned staff. ; interviews and recommends applicants for selection, and hiring consistent with District rules and union contracts.:- appoints job candidates from approved eligibility lists; assigns work; eWorks with staff to establishes performance expectationsexpectations, and ; provides andand supervisesoversees training and employee development. Provides ; provides guidance and advice to supervisors regarding regarding difficult issues that may arise and work to appropriately address issues and bring them to resolution;

~~assures and enforces safe work practices; evaluates employee performance and approves employee performance evaluations; counsels employees; and administers union contract language and discipline and other personnel actions.~~

- Establishes effective working relationships with managers and employees from other District work units and with personnel from governmental agencies. ;
~~Coordinates~~ design activities of other District work units to support project objectives and programs. ; ~~and~~ ~~Coordinates~~ activities within the Division and its sub-activity operations, to include the allocation of personnel, materials and equipment. Assists in negotiating contracts and provides recommendations and ~~over-site~~oversite on multiple complex contracts, ensuring that policies are consistent, prices are fair, and quality assurance/quality control standards are rigorously enforced.
- Ensures that all personnel and facilities operate safely at all times and promote and support an environment in which safety is a priority.
- Prepares and/or reviews project reports, statistical analyses, project tracking records, correspondence, and other operational and administrative documents. Provides periodic status reports of projects and activities to demonstrate schedule, budget, deliverable/scope and regulatory compliance. Utilizes reports and other methods to identify and address needs of the department.
- Performs other related duties as required.

SUPERVISION RECEIVED

Works under the general direction of the Director of Engineering.

MINIMUM QUALIFICATIONS

Bachelor's degree in civil engineering, mechanical engineering, environmental engineering, or closely related field; supplemented by minimum ten (10) years previous experience that includes asset management or asset replacement experience, planning and project management work including three (3) years of supervisory and/or managerial experience; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job.

SPECIAL REQUIREMENTS

Must have a Connecticut Professional Engineer License ~~or ability to obtain within sixty (60) days from date of appointment.~~

Must have a valid driver's license.

PERFORMANCE APTITUDES

Data Utilization: Requires the ability to coordinate, manage, strategize, and/or correlate data and/or information. Includes exercise of judgment in determining time,

place and/or sequence of operations. Includes referencing data analyses to determine necessity for revision of organizational components.

Human Interaction: Requires the ability to function in a managerial capacity for a division or organizational unit. Includes the ability to make decisions on procedural and technical levels.

Equipment, Machinery, Tools, and Materials Utilization: Requires the ability to operate, maneuver and/or control the actions of equipment, machinery, tools, and/or materials used in performing essential functions.

Verbal Aptitude: Requires the ability to utilize a wide variety of reference, descriptive, advisory and/or design data and information.

Mathematical Aptitude: Requires the ability to perform addition, subtraction, multiplication and division; ability to calculate decimals and percentages; and may include ability to perform mathematical operations involving basic algebraic principles and formulas, and basic geometric principles and calculation.

Functional Reasoning: Requires the ability to apply principles of logical or synthesis functions. Ability to deal with several concrete and abstract variables, and to analyze major problems that require complex planning for interrelated activities that can span one or several work units.

Situational Reasoning: Requires the ability to exercise the judgment, decisiveness and creativity required in situations involving the direction, control and planning of an entire program or set of programs.

ADA COMPLIANCE

Physical Ability: Tasks involve the ability to exert light physical effort in sedentary to light work, but which may involve some lifting, carrying, pushing and/or pulling of objects and materials of light weight (5-10 pounds). Tasks may involve extended periods of time at a keyboard or workstation.

Sensory Requirements: Some tasks require the ability to perceive and discriminate visual and/or auditory cues or signals. Some tasks require the ability to communicate orally.

Environmental Factors: Essential functions are regularly performed without exposure to adverse environmental conditions.

The Metropolitan District Commission is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Commission will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the job specification for Manager of Engineering (EE-20) attached hereto be adopted and the Manager of Design and Manager of Technical Services job specifications will be eliminated.

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

**JOB SPECIFICATION
CONTROL SYSTEMS ENGINEER (E&E)**

TO: Personnel, Pension and Insurance Committee for consideration on April 3, 2023

Staff is recommending that the job specification and job classification system be amended to include a new Control Systems Engineer (proposed EE16). A copy of the proposed specification is attached.

The proposed amendments to the job specification continues to enhance the multi-tasking approach to District positions. The new Control Systems Engineer role would be labor grade EE-16 pay range from (range of \$ 118,962.19 to \$154,650.85).

**Employee Group: E&E
FLSA Status: Exempt
Labor Grade: EE-16**

**METROPOLITAN DISTRICT COMMISSION
CLASSIFICATION DESCRIPTION**

CLASSIFICATION TITLE: CONTROL SYSTEMS ENGINEER

JOB SUMMARY

Control System Engineers are responsible for managing, designing, implementing and supporting the automation & process control infrastructure for water and wastewater systems and develop and implement the District's Capital Improvement Programs. Provide expert assistance and collaborate in creating and reviewing engineering plans, designs, monitoring, building commissioning and operation of automation & process control systems. Understand and apply new technological systems and multiple vendor products to develop and support innovative system solutions that match operational and business requirements. Lead in the development of standards, practices and policies

related to the installation, maintenance and operations of automation & process control systems. Develop, deploy and maintain standard and custom programming and configuration code for the automation & process control systems. Provide second level support for maintaining and troubleshooting the automation & process control infrastructure, which includes on call as well as on site when required. Manage automation & process control system projects as required. Perform quality assurance checks of automation & process control systems as required. Lead the development and the maintenance and integration of computerized maintenance management systems (CMMS). Manage direct reports as required.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

- Oversee preparation of short and mid-term Capital Improvement Program plan including facility condition assessment reports, maintenance inspection reports and shutdown and plant coordination requirements.
- Work collaboratively with design engineers, operations personnel and other District staff on the design, review, inspection, commissioning / start-up and operation of projects that include process control equipment and systems.
- Ability to administer projects from conception to start-up within scope, budget and schedule using project management methodology.
- Develop programming and configuration code for process control systems, make changes to existing programs, review work performed by contractors, participate in factory witness testing, and coordinate control system issues between District Engineering, the contractor, and District Operations.
- Review control logic strategies and implement programming changes to optimize control strategies for water/wastewater supply, distribution, treatment and collection processes and automate as appropriate.
- Create and maintain security protocols, firewalls and access for field and operator Supervisory Control and Data Acquisition (SCADA) access for field devices in conjunction with the District's Information Technology department. Provide virus and malicious software protection, and intrusion alert systems with the support of the District's Information Technology department.
- Work collaboratively with District Engineering and Information Technology staff to support, maintain, and add to the District Computer Maintenance Management System (CMMS) and SCADA system.
- Develop schedules project plans and tasks; identify and pro-actively manage critical path tasks; set and meet interim project goals; set and manage project contingency; and perform change control and all other associated project management efforts needed to ensure that project schedule and budget are met.
- Develop and/or coordinate maintenance activities on process control equipment and/or systems.
- Identify upgrades and replacement of hardware and software, develop capital needs assessment and report findings for inclusion in funding requests.
- Troubleshoot and resolve process control system issues as required.

- Investigate and recommend new technological developments and processes to hardware and software platforms.
- Research, recommend and implement systems to enhance control systems functionality and reliability.
- Advise, instruct, and assist District Maintenance and Operations staff on proper operation and maintenance of Process Control equipment and systems. Provide technical instruction as required.
- Work with maintenance and operations staff to develop and implement policies, standards, practices and guidelines for all phases of process control implementation, operation and maintenance including enhancement of maintenance strategies related to condition based maintenance and predictive maintenance.
- Work with members of District Staff to enforce compliance with mandatory process control policies and procedures.
- Make recommendations to change standards and methods to improve processes and efficiencies.
- Provide support for Instrumentation and Controls Systems Technicians or Electrical and Electronic Technicians as required.
- Ensure compliance with the Change Management process.
- Enforce process control system life cycle practices.
- Develop and maintain relationship with Process Control vendors to keep current with changes in operational control systems. Review vendor specifications, report findings and make recommendations.
- Performs other related duties as required.

SUPERVISION RECEIVED

Works under the general direction of the Manager of Maintenance.

MINIMUM QUALIFICATIONS

Bachelor's degree in related field. Minimum of ten (10) years previous experience in the maintenance, troubleshooting, calibration, repair and installation of Process Control Systems (SCADA and DCS), configuration and programming of PLCs / RTUs (Allen – Bradley, Modicon, Rockwell Automation, Siemens, Emerson) and HMIs (Iconics, Intellution (iFix), Wonderware), control and instrumentation loops or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job.

SPECIAL REQUIREMENTS

Experience with data communications systems, protocols, wired and wireless network systems, and radio telemetry.

Must obtain an Automation Professional Certificate (CAP) or Control Systems Technician Certificate, Level II (CCST) within 18 months of placement.

Must have a valid driver's license.

KNOWLEDGE, SKILLS AND ABILITIES

- Strong knowledge of Piping and Instrumentation (P&ID) drawings, control system drawings, instrument specifications and feedback loop diagrams.
- Working knowledge of industrial control system platforms including Programmable Logic Controllers (PLC) / Distributed Control System (DCS) / Human Machine Interface (HMI) programming, design, construction, commissioning, configuration and implementation.
- Knowledge of process computers and data collection methods.
- Understanding of computer networking technology, telemetry methods and historical archiving databases.
- Strong knowledge of project management and application development methodologies and tools.
- Knowledge of business applications, Microsoft Office products and productivity tools (e.g. MS Word, MS Project, Excel, PowerPoint, Visio).
- Demonstrative knowledge of engineering concepts and their application in water/wastewater equipment and systems operations preferred.
- Working knowledge of electrical, electronic, computer, communication, mechanical and instrumentation process control equipment and systems.
- Strong knowledge of Process improvement and management methodologies including but not limited Lean
- Demonstrated ability to configure programmable process controllers Programmable Logic Controllers / Remote Terminal Units (Allen Bradley, Modicon, Rockwell Automation, Siemens, Emerson)
- Demonstrated ability to configure HMI with Iconics, Intellution (iFix), or Wonderware.
- Ability to develop Process Control Functional descriptions.
- Demonstrated ability to solve complex process control problems related to water/wastewater systems.
- Proficient with identifying, planning, scheduling, conducting, and coordinating detailed phases of Capital Projects.
- Proficient with data communications systems, protocols, wired and wireless network systems, and radio telemetry.
- Strong organizational and time management skills with attention to detail.
- Excellent interpersonal and people management skills (e.g. listening, coaching, facilitating, tact/diplomacy, employee relations, development, motivation, team building)
- Ability to prioritize and manage multiple projects simultaneously and adapt to changes in priorities efficiently.
- Ability to participate heavily in process improvement projects.
- Excellent client relations skills and customer service orientation.
- Excellent planning, time management and organization skills.
- Good verbal and written communications skills, including presentation expertise and the ability to communicate complex issues clearly.
- Rapidly assesses options and likely consequences when under time pressure to make decisions or solve problems.

- Knowledge of Computer Maintenance Management Systems and applications working in SAP Enterprise Asset Management

PERFORMANCE APTITUDES

Data Utilization: Requires the ability to coordinate, manage, strategize, and/or correlate data and/or information. Includes exercise of judgment in determining time, place and/or sequence of operations. Includes referencing data analyses to determine necessity for revision of organizational components.

Human Interaction: Requires the ability to function in a managerial capacity for a division or organizational unit. Includes the ability to make decisions on procedural and technical levels.

Equipment, Machinery, Tools, and Materials Utilization: Requires the ability to operate, maneuver and/or control the actions of equipment, machinery, tools, and/or materials used in performing essential functions.

Verbal Aptitude: Requires the ability to utilize a wide variety of reference, descriptive, advisory and/or design data and information.

Mathematical Aptitude: Requires the ability to perform addition, subtraction, multiplication and division; ability to calculate decimals and percentages; and may include ability to perform mathematical operations involving basic algebraic principles and formulas, and basic geometric principles and calculation.

Functional Reasoning: Requires the ability to apply principles of logical or synthesis functions. Ability to deal with several concrete and abstract variables, and to analyze major problems that require complex planning for interrelated activities that can span one or several work units.

Situational Reasoning: Requires the ability to exercise the judgment, decisiveness and creativity required in situations involving the direction, control and planning of an entire program or set of programs.

ADA COMPLIANCE

Physical Ability: Tasks involve the ability to exert light physical effort in sedentary to light work, but which may involve some lifting, carrying, pushing and/or pulling of objects and materials of light weight (5-10 pounds). Tasks may involve extended periods of time at a keyboard or workstation.

Sensory Requirements: Some tasks require the ability to perceive and discriminate visual and/or auditory cues or signals. Some tasks require the ability to communicate orally.

Environmental Factors: Essential functions are regularly performed without exposure to adverse environmental conditions.

The Metropolitan District Commission is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Commission will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the job specification for Control Systems Engineer (EE-16) attached hereto be adopted.

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

**JOB SPECIFICATION
MANAGER OF MAINTENANCE (E&E)**

TO: Personnel, Pension and Insurance Committee for consideration on April 3, 2023

Staff is recommending that the job specification and job classification system be amended to update Manager of Maintenance (currently EE18). A copy of the proposed updated specification is attached.

The proposed amendments to the job specification continues to enhance the multi-tasking approach to District positions. The updated Manager of Maintenance role would change the pay range from EE-18 (range of \$ 131,018.61 to \$170,324.17) to EE-20 (\$138,569.98 to \$193,997.94).

Code:

Employee Group: E&E

FLSA Status: Exempt

Labor Grade: EE-20

**METROPOLITAN DISTRICT COMMISSION
CLASSIFICATION DESCRIPTION**

CLASSIFICATION TITLE: MANAGER OF MAINTENANCE

JOB SUMMARY

The purpose of this classification is to supervise and manage the maintenance and repair of the District fleet, plants, facilities, pump stations and operations of sewer and water pumping stations, water storage facilities, and a radio control system. Work involves preparing and administering the department budget, directing and coordinating District maintenance activities and providing technical assessment of equipment and facility problems and needs.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

- Oversees, plans and directs the goals, objectives and operations of the maintenance department. Reviews reports on Department operations and directs corrections. Supervises and reviews performance of subordinate supervisor and staff employees.
- Plans and directs the development of physical plant facilities. Confers on the design of plant upgrading and modification. Reviews the analysis of purchase requests, equipment purchases and upgrades and recommends expenditures.
- Oversees comprehensive inventory control program, working in collaboration with the Finance Department. Responsible for and accountable for the management of inventory control operations including but not limited to: physical inventory planning, cycle counting, and product moves. Very strong emphasis on leading initiatives to maintain the highest levels of stock accuracy, control processes, and reporting standards
- Compiles and analyzes information on department effectiveness and efficiency, determines operating policies and approves operating procedures. Prepares reports. Reviews forms and reports from subordinate activities.
- Develops, maintains, and institutes operating and emergency response procedures.
- Investigates and assesses equipment and system failures. Responds to and directs emergency repairs. Develops and administers preventative maintenance programs.
- Conducts research into alternate technologies, such as conservation strategies.
- Oversees operating and capital budget requests. Controls department expenditures with fund allocations and approves fund transfers for Finance Department consideration.
- Counsels employees and to the extent necessary, participates in disciplinary proceedings as determined by Human Resources or Office of District Counsel. Appoints job candidates for positions reporting directly and from approved eligibility lists. Approves employee performance evaluations and recommends reclassifications.
- Coordinates department operations and goals with other District departments and governmental agencies. Coordinates department operations and the personnel, materials and equipment necessary for projects, objectives and programs.

- Monitors performance of pump stations and storage during critical periods of high demand, system failure, storms and floods. Directs control operations of the pump station/storage system, coordinates overall system operation with other departments.
- Responds appropriately to common inquiries or complaints from customers, regulatory agencies, or members of the business community.
- Ensures that all personnel and facilities operate safely at all times and promotes an environment in which safety is a priority.
- Operates a personal computer, and general office equipment as necessary to complete essential functions, to include the use of word processing, spreadsheet, database, or other system software.
- Performs other related duties as required.

SUPERVISION RECEIVED

Works under the general direction of the ~~Chief Operating Officer.~~ Director of Facilities.

MINIMUM QUALIFICATIONS

Bachelor's degree in ~~engineering,~~ mechanical, or electrical engineering, or closely related field; supplemented by minimum ten (10) years previous experience that includes ~~engineering,~~ mechanical and/or electrical engineering, including three (3) years of supervisory and/or managerial experience; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job.

SPECIAL REQUIREMENTS

Must have a valid driver's license.

Connecticut Professional Engineer License preferred.

PERFORMANCE APTITUDES

Data Utilization: Requires the ability to coordinate, manage, strategize, and/or correlate data and/or information. Includes exercise of judgment in determining time, place and/or sequence of operations. Includes referencing data analyses to determine necessity for revision of organizational components.

Human Interaction: Requires the ability to function in a supervisory/managerial capacity for a group of workers. Includes the ability to make decisions on procedural and technical levels.

Equipment, Machinery, Tools, and Materials Utilization: Requires the ability to operate and control the actions of equipment, machinery, tools and/or materials requiring complex and rapid adjustments.

Verbal Aptitude: Requires the ability to utilize consulting and advisory data and information, as well as reference, descriptive and/or design data and information as applicable.

Mathematical Aptitude: Requires the ability to perform addition, subtraction, multiplication and division; ability to calculate decimals and percentages; and may include ability to perform mathematical operations involving basic algebraic principles and formulas, and basic geometric principles and calculations.

Functional Reasoning: Requires the ability to apply principles of logical or synthesis functions. Ability to deal with several concrete and abstract variables, and to analyze major problems that require complex planning for interrelated activities that can span one or several work units.

Situational Reasoning: Requires the ability to exercise the judgment, decisiveness and creativity required in situations involving the direction, control and planning of an entire program or set of programs.

ADA COMPLIANCE

Physical Ability: Tasks involve the ability to exert light physical effort in sedentary to light work, but which may involve some lifting, carrying, pushing and/or pulling of objects and materials of light weight (5-10 pounds). Tasks may involve extended periods of time at a keyboard or work station.

Sensory Requirements: Some tasks require the ability to perceive and discriminate visual and/or auditory cues or signals. Some tasks require the ability to communicate orally.

Environmental Factors: Essential functions are regularly performed in an office setting without exposure to adverse environmental conditions.

The Metropolitan District Commission is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Commission will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the job specification for Manager of Maintenance (EE-20) attached hereto be adopted.

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

JOB SPECIFICATION
COMMAND CENTER AND UTILITY SERVICES ADMINISTRATOR (E&E)

TO: Personnel, Pension and Insurance Committee for consideration on April 3, 2023

Staff is recommending that the job specification and job classification system be amended to include Command Center and Utility Services Administrator (proposed EE-14). A copy of the proposed specification is attached.

The proposed job specification continues to enhance the multi-tasking approach to District positions. The new Command Center and Utility Services Administrator role proposed pay range is EE-14 (range of \$107,905.95 to \$140,277.73).

Employee Group: E&E
FLSA Status: Exempt
Labor Grade: EE-14

METROPOLITAN DISTRICT COMMISSION
CLASSIFICATION DESCRIPTION

CLASSIFICATION TITLE: COMMAND CENTER/UTILITY SERVICES
ADMINISTRATOR

JOB SUMMARY

The purpose of this classification is to coordinate staff, resources and operations of the Command Center and Utility Services Departments. Duties include coordinating water and sewer inspections, backwater valve assessments, CBYD responses, cross connection/backflow inspection coordination, claims response and review of construction plans, permitting and recordkeeping.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

- Plans and develops operational policies and procedures; develops work schedules; monitors department services and operations; ensures activities are responsive; ensures compliance with established policies and procedures, and standards; and implements changes to improve performance.
- Supervises staff; assists in employee selection; assigns work; establishes performance expectations; provides training and employee development; provides

guidance and advice regarding difficult customer service and billing issues; evaluates employee performance; counsels employees; and recommends discipline and other personnel actions as appropriate.

- Scheduling, assigning, directing and evaluating employees in their review of construction plans, construction inspection notes and sketches, and fee calculations
- Coordinates operations with other District functions and government agencies. Coordinates unit operations and the personnel, materials and equipment necessary for projects and objectives.
- Assists in analyzing technical problems and procedures and in preparing recommendations and reports.
- Assist with the establishment and maintenance of utility services/cross connection files, records, documentation and databases; reviews records and reports prepared by subordinates; compiles information; maintains customer service activity reports; and prepares operational and statistical reports
- Assists in coordinating short and long-term activities to assure personnel, materials and equipment necessary for projects and objectives.
- Receives, analyzes and responds to difficult customer problems and/or complaints.
- Develops and administers department operating budgets; monitors expenditures; ensures compliance with fund allocations; and maintains accurate records of financial transactions and accounting information for department operations.
- Directs the establishment and maintenance of customer service files, records, documentation and databases; reviews records and reports; compiles information; and prepares operational and statistical reports.
- Oversees and supervises all general and elevated communications between federal, state and local agencies.
- Ensures that federal, state, local and MDC regulations, guidelines, policies and procedures are properly followed and executed.
- Performs other related duties as required.

SUPERVISION RECEIVED

Classification typically reports to the Manager of Command Center/Utility Services.

MINIMUM QUALIFICATIONS

Bachelor's degree in business or public administration, or a related field; supplemented by three (3) years of progressively responsible customer service and administrative experience; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this classification .

Must have a valid driver's license.

PERFORMANCE APTITUDES

Data Utilization: Requires the ability to coordinate, manage, strategize, and/or correlate data and/or information. Includes exercise of judgment in determining time, place and/or sequence of operations. Includes referencing data analyses to determine necessity for revision of organizational components.

Human Interaction: Requires the ability to apply principles of persuasion and/or influence over others in coordinating activities of a project, program, or designated area of responsibility; and to apply principles of persuasion and/or influence over others in a supervisory capacity.

Equipment, Machinery, Tools, and Materials Utilization: Requires the ability to operate, maneuver and/or control the actions of equipment, machinery, tools, and/or materials used in performing essential functions.

Verbal Aptitude: Requires the ability to utilize a wide variety of reference, descriptive, and/or advisory data and information.

Mathematical Aptitude: Requires the ability to perform addition, subtraction, multiplication, and division; ability to calculate decimals and percentages; may require ability to utilize principles of fractions and/or interpret graphs.

Functional Reasoning: Requires the ability to apply principles of influence systems, such as motivation, incentive, and leadership. Ability to exercise independent judgment to apply facts and principles for developing approaches and techniques to problem resolution.

Situational Reasoning: Requires the ability to exercise the judgment, decisiveness and creativity required in situations involving the evaluation of information against sensory, judgmental, or subjective criteria, as opposed to that which is clearly measurable or verifiable.

ADA COMPLIANCE

Physical Ability: Tasks involve the ability to exert light physical effort in sedentary to light work, but which may involve some lifting, carrying, pushing and/or pulling of objects and materials of light weight (5-10 pounds). Tasks may involve extended periods of time at a keyboard or workstation.

Sensory Requirements: Some tasks require the ability to perceive and discriminate visual and/or auditory cues or signals. Some tasks require the ability to communicate orally.

Environmental Factors: Essential functions are regularly performed without exposure to adverse environmental conditions.

The Metropolitan District Commission is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Commission will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the job specification for Command Center and Utility Services Administrator (EE-14) attached hereto be adopted.

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

**JOB SPECIFICATION
MANAGER OF COMMAND CENTER AND UTILITY SERVICES (E&E)**

TO: Personnel, Pension and Insurance Committee for consideration on April 3, 2023

Staff is recommending that the job specification and job classification system be amended to update the Manager of Command Center (currently EE18). A copy of the proposed specification is attached.

The proposed amendments to the job specification continues to enhance the multi-tasking approach to District positions. The updated Manager of Command Center role would change the title to Manager of Command Center and Utility Services and would change the pay range from EE-18 (range of \$ 131,018.61 to \$170,324.17) to EE-20 (\$138,569.98 to \$193,997.94).

Code:
Employee Group: E&E
FLSA Status: Exempt
Labor Grade: EE-20

**METROPOLITAN DISTRICT COMMISSION
CLASSIFICATION DESCRIPTION**

**CLASSIFICATION TITLE: MANAGER OF THE COMMAND CENTER &
UTILITY SERVICES**

JOB SUMMARY

This position is responsible for managing the District's command center and utility services functions.

Primary responsibilities include management of all command center and utility services activities, including emergency water and sewer operations, service and trouble call response, Coordinates response of MDC crews and resources, cross connection/backflow inspections and programs, water and sewer inspections and inquiries, construction plan review and permitting, Call Before You Dig responses, insurance claims response and resolution. This work requires the employee have knowledge, skill and ability in utility pipeline maintenance supervision and in meter and systems maintenance administration.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

- Manages command center operations, including staffing, alarm responses and emergency and non-emergency water and sewer operations.
- Manages the overall activities of the Command Center function by providing direction to supervisors, responding to after-hour emergencies, and alarm system management.
- Manages cross-connection and backwater valve program inspections and compliance.
- Coordinates division operations with other District functions and government agencies. Coordinates unit operations and the personnel, materials and equipment necessary for projects and objectives.
- Manages and develops division budgets and reviews unit budgets. Approves unit expenditures within fund allocations.
- Ensures that federal, state, local and District regulations, guidelines, policies and procedures are properly followed and executed.
- Administers the District's Call Before You Dig Program.
- Coordinates work crews and resources for emergency and non-emergency calls.
- Responds to emergencies at any time of the day or night, as necessary. Serves on-call for emergencies, as assigned.
- Keeps abreast of industry developments and trends in effective and efficient service delivery. Works to continuously improve the District's service delivery performance.
- Counsels employees. Administers union contract language and discipline. Appoints job candidates from approved eligibility lists. Approves employee performance evaluations and recommends reclassifications. Assures safe work practices.
- Performs special assignments, as assigned.
- Performs related work as required.

SUPERVISION RECEIVED

Works under the general direction of the [Director of Operations](#)~~Chief Operating Officer~~

MINIMUM QUALIFICATIONS

A bachelor's degree from an accredited college or university in, business, public administration or a related field; supplemented by ten (10) years of experience in utility customer service or related activity, including three (3) years in a supervisory capacity or a combination of education, training and experience that provides the requisite knowledge, skills and abilities for this job. Experience in the water, wastewater and/or storm water industries is preferable.

SPECIAL REQUIREMENTS

Must have a CT Class III Operator Water Distribution System Certificate **or ability to obtain within two (2) years**).

Must have a valid driver's license.

PERFORMANCE APTITUDES

Data Utilization: Requires the ability to coordinate, manage, strategize, and/or correlate data and/or information. Includes exercise of judgment in determining time, place and/or sequence of operations. Includes referencing data analyses to determine necessity for revision of organizational components.

Human Interaction: Requires the ability to function in a supervisory/managerial capacity for a group of workers. Includes the ability to make decisions on procedural and technical levels.

Equipment, Machinery, Tools, and Materials Utilization: Requires the ability to operate, maneuver and/or control the actions of equipment, machinery, tools, and/or materials used in performing essential functions.

Verbal Aptitude: Requires the ability to utilize a wide variety of reference, descriptive, advisory and/or design data and information.

Mathematical Aptitude: Requires the ability to perform addition, subtraction, multiplication and division; ability to calculate decimals and percentages; and may include ability to perform mathematical operations involving basic algebraic principles and formulas, and basic geometric principles and calculations.

Functional Reasoning: Requires the ability to apply principles of logical or synthesis functions. Ability to deal with several concrete and abstract variables, and to analyze major problems that require complex planning for interrelated activities that can span one or several work units.

Situational Reasoning: Requires the ability to exercise the judgment, decisiveness and creativity required in situations involving the direction, control and planning of an entire program or set of programs.

ADA COMPLIANCE

Physical Ability: Tasks require the ability to exert light physical effort in a sedentary to light work environment, which may involve some lifting, carrying, pushing and/or pulling of objects and materials of light weight (under 25 pounds).

Sensory Requirements: Some tasks require the ability to perceive and discriminate visual and/or auditory cues or signals. Some tasks require the ability to communicate orally.

Environmental Factors: Essential functions are regularly performed without exposure to adverse environmental conditions.

The Metropolitan District Commission is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Commission will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the job specification for Manager of the Command Center and Utility Services (EE-20) attached hereto be adopted.

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

**JOB SPECIFICATION
ASSISTANT CONSERVATION RANGER (E&E)**

TO: Personnel, Pension and Insurance Committee for consideration on April 3, 2023

Staff is recommending that the job specification and job classification system be amended to include the Assistant Conservation Ranger (proposed EE-06). A copy of the proposed specification is attached.

The proposed job specification continues to enhance the multi-tasking approach to District positions. The new Assistant Conservation Ranger role proposed pay range is EE-06 (range of \$76,350.63 to \$91,620.78).

Employee Group: E&E

FLSA Status: Non-Exempt
Labor Grade: EE-06

METROPOLITAN DISTRICT COMMISSION
CLASSIFICATION DESCRIPTION

CLASSIFICATION TITLE: ASSISTANT CONSERVATION RANGER

JOB SUMMARY

The purpose of this classification is to provide responsible professional land use work involving the execution of land use programs and activities on District properties.

The work for this classification involves responsibility for maintaining and executing activities with recreational facility users, special interest groups, land owners, regulatory agencies, town officials and the general public on matters such as District land usage, watershed usage and water conservation. Executes activities involving the operation and maintenance of MDC programs and facilities. This work requires that the employee have knowledge, skill and ability in land use, recreation, and watershed conservation administration.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

- Serves as District liaison to recreational facility users, special interest groups and the general public on matters such as watershed usage and water conservation.
- Interacts with the public to assist them in the safe and orderly enjoyment of MDC resources and activities; assists with operational, maintenance and protective duties as required. The nature of this work requires involvement with special-interest groups, field construction and operations crews, as well as relevant program staff and managers.
- Ensures news releases and other public information on environmental issues are forwarded to appropriate personnel.
- Produces reports, maintains inspection records and other related data.
- Executes District water conservation plan for regulatory agencies and other needs. Confers with local officials and landowners on issues of land usage.
- Researches and evaluates ordinances on recreational activity and land use. Recommends District actions. Coordinates issuance of permits and verification of insurance coverage for District recreational lands and facilities users.
- Prepares and maintains reports and records on program effectiveness. Recommends changes as warranted.

- Performs related work as required.

SUPERVISION RECEIVED

Works under the general direction of the Conservation Ranger.

MINIMUM QUALIFICATIONS

A bachelor's degree from a recognized college or university in liberal arts, public or business administration, the social sciences or a related field, plus two (2) years of progressively responsible administrative experience; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills and abilities for this classification.

SPECIAL REQUIREMENTS

Must have a valid driver's license.

PERFORMANCE APTITUDES

Data Utilization: Requires the ability to coordinate, manage, strategize, and/or correlate data and/or information. Includes exercise of judgment in determining time, place and/or sequence of operations. Includes referencing data analyses to determine necessity for revision of organizational components.

Human Interaction: Requires the ability to perform in a supervisory capacity over subordinate supervisors.

Equipment, Machinery, Tools, and Materials Utilization: Requires the ability to operate and control the actions of equipment, machinery, tools and/or materials requiring complex and rapid adjustments.

Verbal Aptitude: Requires the ability to utilize a wide variety of reference, descriptive, and/or advisory data and information.

Mathematical Aptitude: Requires the ability to perform addition, subtraction, multiplication, and division; the ability to calculate decimals and percentages; the ability to utilize principles of fractions; and the ability to interpret graphs.

Functional Reasoning: Requires the ability to apply principles of influence systems, such as motivation, incentive, and leadership, and to exercise independent judgment to apply facts and principles for developing approaches and techniques to resolve problems.

Situational Reasoning: Requires the ability to exercise judgment, decisiveness and creativity in situations involving the evaluation of information against sensory, judgmental, or subjective criteria, as opposed to that which is clearly measurable or verifiable.

ADA COMPLIANCE

Physical Ability: Tasks require the ability to exert moderate physical effort that involves lifting, carrying, pushing and/or pulling of objects and materials of moderate weight (under 50 pounds).

Sensory Requirements: Some tasks require the ability to perceive and discriminate: (i) visual and/or auditory cues or signals; and/or (ii) odors. Some tasks require the ability to communicate orally and in writing.

Environmental Factors: Essential functions are performed primarily outdoors, frequently exposed to any or all of the following: various weather conditions, high or deep dangerous places, working near moving mechanical parts, risk of electric shock, vibration, fumes, airborne particles, chemicals, etc.

The Metropolitan District Commission is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Commission will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the job specification for Assistant Conservation Ranger (EE-06) attached hereto be adopted.

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

On motion made by District Chairman DiBella and duly seconded, the reports for agenda items #7A through #7G "Approval of Exempt & Excluded Job Specifications" were received and the resolutions adopted by unanimous vote of those present.

COMMISSIONER REQUESTS FOR FUTURE AGENDA ITEMS

Commissioner Currey requested that the District Clerk resolution be added to the next Personnel, Pension and Insurance Committee agenda.

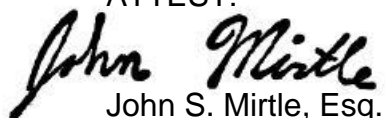
OPPORTUNITY FOR GENERAL PUBLIC COMMENTS

No one from the public appeared to be heard.

ADJOURNMENT

The meeting was adjourned at 4:56 PM

ATTEST:

A handwritten signature in black ink that reads "John Mirtle". The signature is written in a cursive, flowing style.

John S. Mirtle, Esq.
District Clerk

April 26, 2023

Date of Approval

PERSONNEL, PENSION AND INSURANCE COMMITTEE
The Metropolitan District
555 Main Street, Hartford
April 26, 2023

Present: Commissioners John Avedisian, Donald Currey, David Drake, Byron Lester, Maureen Magnan, Dominic Pane, Bhupen Patel, Pasquale Salemi, Alvin Taylor and District Chairman William A. DiBella (10)

Remote

Attendance: None. (0)

Absent: Commissioners Dimple Desai and David Steuber (2)

Also

Present: Commissioner Avery Buell
Commissioner Allen Hoffman
Commissioner Joan Gentile (Remote Attendance)
Commissioner Jacqueline Mandyck (Remote Attendance)
Scott Jellison, Chief Executive Officer
Christopher Stone, District Counsel (Remote Attendance)
John S. Mirtle, District Clerk
Kelly Shane, Chief Administrative Officer
Jamie Harlow, Director of Human Resources
David Rutt, Director of Operations
Robert Schwarm, Director of Information Technology
Olga Cordova, Manager of Human Resources (Remote Attendance)
Rita Kelley, Equal Employment Opportunity Compliance Officer
Carrie Blardo, Executive Assistant to the CEO
Victoria Escoriza, Executive Assistant
Dylan Pecego, IT Consultant (Remote Attendance)
David Baker, IT Consultant (Remote Attendance)

CALL TO ORDER

Chairman Alvin Taylor called the meeting to order at 4:00 PM

PUBLIC COMMENTS RELATIVE TO AGENDA ITEMS

No one from the public appeared to be heard.

APPROVAL OF MEETING MINUTES

On motion made by Commissioner Currey and duly seconded, the meeting minutes of April 3, 2023 were approved. Commissioner Magnan abstained.

**JOB SPECIFICATION
MAINTENANCE PLANNER (SS-06)**

TO: Personnel, Pension and Insurance Committee for consideration on April 26, 2023

Staff is recommending that the Job Specification and Job Classification System be amended to include Maintenance Planner (proposed SS-06). A copy of the proposed specification is attached as negotiated with Local 1026.

The proposed job specification continues to enhance the multi-tasking approach to District positions. The new Maintenance Planner role proposed pay range is SS-06 (range of \$103,979.20 to \$124,800) as negotiated with Local 1026.

**Employee Group: Local 1026
FLSA Status: Non-Exempt
Labor Grade: SS-06**

**METROPOLITAN DISTRICT COMMISSION
CLASSIFICATION DESCRIPTION**

CLASSIFICATION TITLE: MAINTENANCE PLANNER

JOB SUMMARY

The purpose of this classification is to provide responsible technical and supervisory work in the planning of repair, maintenance and care of District infrastructure and assets. The role will provide planning functions for the assigned department and the related functions of that department which may include water distribution, wastewater collection, wastewater and water treatment and supply facilities, facility and equipment maintenance and processes, including but not limited to pump stations, water storage facilities and lift stations.

Work involves responsibility for assisting in, developing and maintaining a comprehensive and uniform preventive maintenance (PM), predictive (PdM) and corrective maintenance (CM) programs, and for supervising employees engaged in all aspects of the repair, maintenance and care of water treatment and supply, water

distribution, wastewater collection and wastewater treatment facilities, pumping stations, and other MDC facilities. Work also includes preparation of manpower, materials and cost estimates for assigned projects. Work involves independent assessments and initiative to complete assignments in a safe, timely and cost-effective manner. Duties include developing and maintain the Work Order Management System (SAP) to support the delivery of PM, PdM and CM programs. This position also has the responsibility for making difficult repair decisions and setting daily work priorities. This work requires that the employee have knowledge, skill and ability in facilities and pump station maintenance and repair and related systems and facilities.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

- Schedules, assigns, trains, supervises and inspects work of workers engaged in the repair, modification, preventive, predictive or corrective maintenance, and equipment installation at wastewater and water treatment facilities, pumping stations, lift stations or other assigned areas. Coordinates activities on a short and long term basis to assure personnel, materials and equipment necessary for projects and objectives. Responds to emergencies as needed.
- Conducts inspections, reviews and evaluates plant and pumping station maintenance activities.
- Develops projects specifications, prepares cost estimates for material, supplies, equipment and labor needs, and orders necessary materials, supplies and equipment; participates in the development of the maintenance budget.
- Tracks work progress and prepares forms and reports on completed work assignments and employee time records. Maintains equipment records. Controls expenditures within fund allocations.
- Works with employees to diagnose equipment malfunctions to coordinate required repairs; analyses component failures, and assesses efficiencies of operating systems to reduce operating and maintenance costs.
- Trains and counsels' employees. Administers union contract language and oral warnings and recommends higher level discipline. Assists in employee selection. Assures safe work practices.

- Plan all preventive, predictive, and condition-based maintenance, in conjunction with the facility's production and operational plans, including resource (mechanics, technicians, operators, parts, equipment, tools) availability to execute activities effectively and efficiently in a coordinated way. Helps prioritize and escalate critical work as necessary.
- Develop and maintain the Computerized Maintenance Management System (CMMS) program SAP to provide for full maintenance programs to water and wastewater facilities and assets
- Administer the preventive maintenance (PM), predictive (PdM) and corrective maintenance (CM) programs through the creation, revision, distribution, and posting of PM and PdM Plans and associated Work Orders. Develop and maintain the PM, PdM and CM procedures for use by District staff
- Assist in the development of the current annual budget, routine/ad-hoc reporting and program analysis. Assist with developing Capital Needs Assessments, prioritize recommended work. Assist Manager with developing budgets for replacement work.
- Assist in maintaining data for Asset Management and Project records and updating SAP. Works with staff and other departments to update and maintain SAP including but not limited to phasing in new assets and phasing out old assets.
- Manages document inventory all OEM specifications, manuals and procedures as job planning reference
- Prepare information on the strategic development of the lifecycle analysis of system components, relating to: capital replacement plan, regulatory issues, and environmental issues, sustainability of the assets, and preventive maintenance
- Collaborates with Warehouse staff to develop work kits and assists in implementing job kitting.
- Develop and implement highly efficient part ordering and retrieval to minimize staff engagement in individual part ordering and pick-up.
- Evaluate and monitor work order completion, backlog and schedule compliance.
- Interact directly with Superintendents, Team Supervisors and Facility Supervisors to ensure that repairs are completed to their satisfaction and in a timely and cost-effective manner. Ensures that all work orders are closed with correct closing codes.

- Prepare and prioritize PM routines and schedules with related stakeholders. Monitor and track the cost of PM/PdM/CM activities performed by staff and contracted services. Recommend modifications or enhancements to the PM. PdM and CM systems in order to improve effectiveness.
- Enhances electronic O&M system to ensure information is up-to-date and relevant for all installed equipment, including training, manuals, process control descriptions, LO/TO procedures, SOPs, etc.
- Conduct program audits to validate data inputting and provide lifecycle repair and replacement forecasts.
- Oversee and coordinate projects with Project Managers. Assist Projects Managers to write contract documents.
- Performs related work as required.

SUPERVISION RECEIVED

Works under the general supervision of the Department Superintendent and/or Department Manager

MINIMUM QUALIFICATIONS

A high school diploma or the equivalent, plus six (6) years of progressively responsible utility maintenance or plant maintenance and repair experience, including at least some supervisory experience, including progressive experience at the supervisory level in the maintenance and repair of water distribution and wastewater collection systems, water and/or wastewater treatment facilities, monitoring equipment, electrical and mechanical systems, or related industrial plant maintenance; or an equivalent combination of education and qualifying experience, substituting on a year-for-year-basis, which provides the requisite knowledge, skills and abilities for this classification. Minimum of four (4) years of SAP Plant Maintenance and Materials Management Modules experience, including notification and work order creation, planning of work order operations and completion of work order and notification requirements. Creation and maintenance of maintenance planning functions in SAP is preferred.

SPECIAL REQUIREMENTS

Must have a valid driver's license.

KNOWLEDGE, SKILLS, AND ABILITIES

Knowledge of preventive/predictive maintenance procedures, development of maintenance standards and planning.

Knowledge of business applications including, SAP EAM, MS Office products and productivity tools.

Knowledge of plant and pump station operations and maintenance.

Knowledge of water distribution and wastewater collection operations and maintenance.

Knowledge of the principles and practices of electrical, hydraulics, pneumatic, plumbing and mechanical equipment maintenance and repair.

Knowledge of public administration principles and practices as applied to work unit reporting and routine administrative procedures.

Knowledge of process improvement and management methodologies including but not limited Lean

Ability to communicate orally and in writing and to lead others in a work unit.

Ability to administer policies and procedures including scheduling, routine decision-making and the completion of forms and reports.

Ability to effectively access/use HACH WIMS, SAP, SCADA, eOM and Microsoft Word, Excel & PowerPoint.

Ability to supervise others in a work unit.

Ability to establish and maintain effective working relationships with coworkers, vendors, contractors and other governmental agencies.

Knowledge of MDC policies and procedures.

Ability to operate computers, software, and systems required for performing essential functions.

ADA COMPLIANCE

Physical Ability: Tasks require the ability to exert moderate physical effort that involves lifting, carrying, pushing and/or pulling of objects and materials of moderate weight (under 50 pounds).

Sensory Requirements: Some tasks require the ability to perceive and discriminate visual and/or auditory cues or signals. Some tasks require the ability to communicate orally and in writing.

Environmental Factors: Essential functions are performed primarily outdoors, frequently exposed to any or all of the following: various weather conditions, high or deep dangerous places, working near moving mechanical parts, risk of electric shock, vibration, fumes, airborne particles, chemicals, etc., with some performance of these functions in plants and pump stations, frequently exposed to heavy industrial equipment, caustic chemicals, raw sewage, activated sludge, biologically contaminated underground facilities, and the like.

The Metropolitan District Commission is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Commission will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the Job Specification for Maintenance Planner (SS-06) attached hereto be adopted.

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

On motion made by District Chairman DiBella and duly seconded, the report was received and resolution adopted by unanimous vote of those present.

**JOB SPECIFICATION
MANAGER OF INFORMATION SERVICES (E&E)**

TO: Personnel, Pension and Insurance Committee for consideration on April 16, 2023.

Staff is recommending that the Job Specification and Job Classification System be amended to update Manager of Information Services (currently ~~EE18~~ **EE19**). A copy of the proposed updated specification is attached.

The proposed amendments to the job specification continues to enhance the multi-tasking approach to District positions. The updated Manager of Information Services role would change the pay range from ~~EE18 (range of \$ 131,018.61 to \$170,324.17)~~ EE19 (range of \$131,974.35 to \$184,764.08) to EE20 (\$138,569.98 to \$193,997.94).

Code:19

Employee Group: E&E

FLSA Status: Exempt

Labor Grade: EE-20

METROPOLITAN DISTRICT COMMISSION CLASSIFICATION DESCRIPTION

CLASSIFICATION TITLE: MANAGER OF INFORMATION SERVICES

JOB SUMMARY

This is a highly responsible managerial level position. The purpose of this classification is to provide technical expertise and direct management of core enterprise Information Systems (IS) and services including business applications, financial data processing, hardware and software services, network applications, communication systems, internet and web site, and management of other administrative areas as may be assigned by executive staff.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

- Participates in design and delivery of the operational management processes of the organization as a member of the Business Services management team to foster leadership innovation and prioritization of information system applications.
- Assists in directing the development and application of information technology hardware and software to meet District management, budget, engineering and operational needs.
- Plans, manages and directs the staff, resources and operations of the District's IS departments and functions. Manages the development, implementation and maintenance of all IS and communication systems including telephones, cell phones and PDAs.
- Plans, directs and coordinates the technological development, operation, and maintenance of the District IS, including system analysis, programming, hardware

installation and software applications and prepares systems maintenance schedules and oversees its implementation; assures continuous delivery of IS services through monitoring of IS performance; directs the development and execution of a comprehensive disaster recovery and business continuity plan.

- Coordinates approved IS development and upgrade projects; coordinates and facilitates consultation with user departments; collaborates with process owners in defining business and system requirements for new technology implementations; monitors project status and progress; and provides training for users and reports progress. Assists in developing department goals and objectives; develops operating procedures; establishes work plans, priorities and assignments; sets department performance goals; monitors operations and department performance; ensures compliance with applicable laws and regulations; evaluates department effectiveness and efficiency; and implements changes to improve performance.
- Manages District IS resources including equipment, develops business case justifications and cost/benefit analyses for IS spending; develops and manages department operating and capital budgets; identifies opportunities for cost-effective investments in IS systems including staffing, sourcing, purchasing and in-house development and maintains appropriate user licenses.
- Supervises IS staff; assigns work; establishes performance expectations; provides training and employee development; provides guidance and advice regarding difficult IS issues; enforces safe work practices; evaluates employee performance; counsel employees; administers union contract language, oral and written warnings and suspensions; and recommends higher level discipline and other personnel actions, such as reclassifications.
- Reviews hardware and software acquisition and maintenance contracts; pursues master agreements to capitalize on economies of scale; and represents the District and its IS issues to vendors and contractors.
- Directs the development of the operating and capital budget and presents budget requests to the Board of Finance. Directs assigned departments expenditures with fund allocations and approves fund transfers for Finance department and Board of Finance consideration.
- Prepares and/or reviews project reports, statistical analyses, project tracking records, correspondence, and other operational and administrative documents.
- Performs special assignments and duties as assigned.

SUPERVISION RECEIVED

Works under the general direction of the Director of Information Services.

MINIMUM QUALIFICATIONS

Bachelor's degree in management information systems, computer science or a related field; master's degree in related field preferred; supplemented by minimum of five (5) years of progressively responsible IS technical management experience including specific experience in Microsoft Applications, SAP, database and network management including three (3) years at the management level; or any equivalent combination of education, training, and experience, substituting on a year-for-year basis, which provides the requisite knowledge, skills, and abilities for this classification.

SPECIAL REQUIREMENTS

Must have a valid driver's license.

PERFORMANCE APTITUDES

Data Utilization: Requires the ability to synthesize, hypothesize, and/or theorize concerning data and/or information involving modification of existing policies, strategies and/or methods to meet unique or unusual conditions. Requires the ability to do so within the context of existing organizational theories and management principles.

Human Interaction: Requires the ability to function in a director capacity for a major organizational unit requiring significant internal and external interaction.

Equipment, Machinery, Tools, and Materials Utilization: Requires the ability to operate, maneuver and/or control the actions of equipment, machinery, tools, and/or materials used in performing essential functions.

Verbal Aptitude: Requires the ability to utilize synthesis data and information, as well as reference, descriptive, design, advisory, and consulting data and information as applicable.

Mathematical Aptitude: Requires the ability to perform addition, subtraction, multiplication and division; ability to calculate decimals and percentages; and may include ability to perform mathematical operations involving basic algebraic principles and formulas, and basic geometric principles and calculations.

Functional Reasoning: Requires the ability to apply principles of logical or scientific thinking to implement both intellectual and practical relationships. Involves responsibility for consideration and analysis of complex organization problems of major functions.

Situational Reasoning: Requires the ability to exercise the judgment, decisiveness and creativity required in critical and/or unexpected situations involving risk to the organization.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge and ability to manage information technology information systems and software including the ability to manage Outlook, Desktop, SAP and Oracle applications.
- Knowledge of business theory, business processes, strategic planning, management, finance and budgeting, and business office operations.
- Knowledge and exposure to data processing, hardware platforms, enterprise software applications and outsources systems.
- Knowledge of and ability to manage information technology integrations in the District.
- Knowledge of contracting, negotiating and change management.
- Ability to communicate orally and in writing and to lead others.
- Ability to develop and administer policies and procedures at the management level.
- Ability to manage the work of IT-related departments through direct reports.
- Extensive skills to build trust and personal accountability, and the ability to establish and maintain effective working relationships with District staff, contractors, consultants and customers. Demonstrated competencies include: technical knowledge and abilities; accountability, team building and staff development; planning and organizational skills, astute judgment and decision-making, integrity, commitment to diversity and the ability to function well in a multicultural environment.

ADA COMPLIANCE

Physical Ability: Tasks involve the ability to exert light physical effort in sedentary to light work, but which may involve some lifting, carrying, pushing and/or pulling of objects and materials of light weight (5-10 pounds). Tasks may involve extended periods of time at a keyboard or work station.

Sensory Requirements: Some tasks require the ability to perceive and discriminate visual and/or auditory cues or signals. Some tasks require the ability to communicate orally.

Environmental Factors: Requires the ability to work under conditions where exposure to environmental factors is not likely to present a risk of injury or illness.

The Metropolitan District Commission is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Commission will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the Classification System be amended to reflect the *Manager of Information Systems* job specification with the salary allocation of EE20 with eight steps and an annual range of \$138,569.98 to \$193,997.94.

Respectfully submitted,



Scott W. Jellison
Chief Executive Officer

On motion made by District Chairman DiBella and duly seconded, the resolution was amended to accurately reflect the current position as EE-19 with a range of \$131,974.35 to \$184,764.08, rather than EE-18. The amendment is shown above in redline.

On motion made by Commissioner Patel and duly seconded, the report was received and resolution adopted, as amended, by unanimous vote of those present.

**APPROVAL OF JOB SPECIFICATION
ASSISTANT DISTRICT COUNSEL / DISTRICT CLERK**

To: Personnel, Pension and Insurance Committee

April 26, 2023

Staff is proposing to revise the *Assistant District Counsel/District Clerk* salary allocation. Staff is recommending that the Classification System be amended to revise *Assistant District Counsel/District Clerk* job specification from an EE20 salary allocation (annual range of \$138,569.98 to \$193,997.94) to an EE22 salary allocation (annual range of \$152,775.75 to \$213,886.03 with eight steps)

Code:

Employee Group: E&E
FLSA Status: Exempt
Labor Grade- EE-22

METROPOLITAN DISTRICT COMMISSION
CLASSIFICATION DESCRIPTION

CLASSIFICATION TITLE: ASSISTANT DISTRICT COUNSEL / DISTRICT CLERK

JOB SUMMARY

The purpose of this classification is to serve as the District Clerk, with all duties and responsibilities as set forth in the District Charter, Ordinances and By-Laws, and serve as secretary to the District Board of Commissioners (Board) and its various Bureaus, Committees and Commissions, overseeing associated records, records management, and operating budgets. Provides administrative support for all Board, Bureau and Committee meetings. Acts as FOIA Officer for the organization and as a liaison with District Counsel. Directs the production and maintenance of administrative, legal, real estate and clerical records. Provides administrative support to Chief Executive Officer and Board members. Provides legal assistance to the Office of District Counsel as directed by District Counsel.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

- Serves as District Clerk; attends all Board, Bureau and Committee meetings and public hearings. Writes agenda memos for Board, Bureau or Committee action; reviews all agenda memos prepared by others; and oversees preparation and distribution of meeting agenda packages.
- Reviews, edits, and corrects or writes minutes of all Board, Bureau or Committee meetings. Prepares resolutions and minutes of the proceedings, maintains indexes and preserves all permanent records. Compiles and records minutes of all official meetings consistent with State Law applicable to municipalities.
- Fulfills statutory requirements relative to public hearing notifications, Freedom of Information requests, Charter and Ordinance updates and notifications relative to the annual audit. Serves as appointed MDC Records Management Liaison Officer (RMLO) and Freedom of Information Officer. Acts as agent of service for all legal matters.

- Updates the District Charter to reflect legislative action by the General Assembly; updates Ordinances and by-laws based on Board actions.
- Manages Assessment Program relative to construction of sewer and water main extensions.
- Researches and analyzes District legal and historical issues, compiles reports, and makes recommendations.
- Advises CEO, District Counsel, and senior staff on administrative requirements of Board decisions and actions.
Advises Commissioners, District Counsel, CEO and senior staff on procedural matters.
- Accepts all contracts on behalf of the District. Ensures contracts are received by submittal times and coordinates with project managers and procurement to track all contracts to ensure timely processing.
- Directs the vault inventory and ensures proper filing of all legal documents into the central District document index.
- Responsible for implementing Statutory Document Management protocols applicable to municipalities.
- Manages records retention and destruction consistent with Statutory Requirements.
- Ensures all deeds associated with Real Property transactions are recorded and the originals are retained in the MDC Vault; and supervises Real Property staff.
- Operates a personal computer, and general office equipment as necessary to complete essential functions, including the use of word processing, spreadsheet, database, or other system software.
- Provides legal assistance to the Office of District Counsel as directed by District Counsel.
- Performs other related duties as required.

SUPERVISION RECEIVED

Works under the general direction of the Chief Executive Officer or District Counsel.

MINIMUM QUALIFICATIONS

Juris Doctorate supplemented by a minimum of three (3) years of progressively responsible legal experience.

SPECIAL REQUIREMENTS

Must be, or within six (6) months of date of hire become, a member of the Connecticut & United States District Court (Connecticut) Bars.

PERFORMANCE APTITUDES (KNOWLEDGE, SKILLS, AND ABILITIES)

Data Utilization: Requires the ability to coordinate, manage, strategize, and/or correlate data and/or information. Includes exercise of judgment in determining time, place and/or sequence of operations. Includes referencing data analyses to determine necessity for revision of organizational components.

Human Interaction: Requires the ability to function in a supervisory/managerial capacity for a group of workers. Includes the ability to make decisions on procedural and technical levels.

Equipment, Machinery, Tools, and Materials Utilization: Requires the ability to operate, maneuver and/or control the actions of equipment, machinery, tools, and/or materials used in performing essential functions.

Verbal Aptitude: Requires the ability to utilize a wide variety of reference, descriptive, and/or advisory data and information.

Mathematical Aptitude: Requires the ability to perform addition, subtraction, multiplication, and division; ability to calculate decimals and percentages; and may require ability to utilize principles of fractions and/or interpret graphs.

Functional Reasoning: Requires the ability to apply principles of influence systems, such as motivation, incentive, and leadership. Ability to exercise independent judgment to apply facts and principles for developing approaches and techniques to problem resolution.

Situational Reasoning: Requires the ability to exercise the judgment, decisiveness and creativity required in situations involving the evaluation of information against sensory, judgmental, or subjective criteria, as opposed to that which is clearly measurable or verifiable.

ADA COMPLIANCE

Physical Ability: Tasks involve the ability to exert light physical effort in sedentary to light work, but which may involve some lifting, carrying, pushing and/or pulling of objects

and materials of light weight (5-10 pounds). Tasks may involve extended periods of time at a keyboard or work station.

Sensory Requirements: Some tasks require the ability to perceive and discriminate visual and/or auditory cues or signals. Some tasks require the ability to communicate orally.

Environmental Factors: Essential functions are regularly performed without exposure to adverse environmental conditions.

The Metropolitan District Commission is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Commission will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

It is therefore RECOMMENDED that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the Classification System be amended to reflect the *Assistant District Counsel/District Clerk* job specification with the salary allocation of EE22 with eight steps and an annual range of \$152,775.75 to \$213,886.03 effective March 1, 2023.

Respectfully Submitted,



Scott W. Jellison
Chief Executive Officer

On motion made by Commissioner Patel and duly seconded, the report was received and resolution adopted by unanimous vote of those present.

COMMISSIONER REQUESTS FOR FUTURE AGENDA ITEMS

Commissioner Taylor requested that a salary survey be completed for E&E Employees

Commissioner Salemi requested that either the District Board or the Personnel, Pension and Insurance Committee discuss and clarify the District Clerk position and reporting structure.

Commissioner Patel suggested that other Commissioners provide a list of any potential conflicts of the structure of the District Clerk role and bring them forward so any potential conflicts can be addressed.

OPPORTUNITY FOR GENERAL PUBLIC COMMENTS

No one from the public appeared to be heard.

ADJOURNMENT

The meeting was adjourned at 4:56 PM

ATTEST:

A handwritten signature in black ink that reads "John Mirtle".

John S. Mirtle, Esq.
District Clerk

June 5, 2023

Date of Approval

**INVESTMENT SUBCOMMITTEE
PERSONNEL, PENSION AND INSURANCE COMMITTEE
The Metropolitan District
555 Main Street, Hartford
Friday, May 19, 2023**

Present: Commissioners Maureen Magnan, Bhupen Patel and Alvin Taylor
(3)

**Remote
Attendance:** (0)

Absent: Commissioner Dominic Pane and District Chairman William DiBella (2)

**Also
Present:** Commissioner Allen Hoffman
Christopher Stone, District Counsel
John S. Mirtle, District Clerk
Robert Barron, Chief Financial Officer
Jamie Harlow, Director of Human Resources (Remote Attendance)
Susan Negrelli, Director of Engineering
Diana Phay, Manager of Treasury
Julie Price, Executive Assistant
David Lee, Dahab Associates

CALL TO ORDER

Chairman Taylor called the meeting to order at 12:00 PM

PUBLIC COMMENTS RELATIVE TO AGENDA ITEMS

No one from the public appeared to be heard.

APPROVAL OF MEETING MINUTES OF NOVEMBER 21, 2022 AND MARCH 8, 2023

On motion made by Commissioner Patel and duly seconded, the meeting minutes of November 21, 2022 and March 8, 2023 were approved.

INVESTMENT PERFORMANCE - PENSION

David Lee from Dahab Associates gave a presentation regarding pension investment performance.

Commissioner Patel made the following motion:

RESOLVED: The pension fund's large cap investments in AQR Capital Management and Wellington be terminated and the money be transferred to Fidelity S&P500 Index Fund; and

FURTHER

RESOLVED: The pension fund's investment currently in Lazard International Equity be transferred to Hardman Johnston International Equity.

The motion passed by unanimous vote of those present.

INVESTMENT PERFORMANCE - OPEB

David Lee from Dahab Associates gave a presentation regarding OPEB investment performance.

Commissioner Magnan made the following motion:

RESOLVED: The OPEB trust investment asset allocation be modified to the following: Large Cap 40%, Mid Cap 10%, Small Cap 5%, International 10%, Real Estate 10%, Fixed Income 25%. All investments will be index funds except for Real Estate.

The motion passed by unanimous vote of those present.

OPPORTUNITY FOR GENERAL PUBLIC COMMENTS

No one from the public appeared to be heard.

ADJOURNMENT

The meeting was adjourned at 1:18 PM

ATTEST:



John S. Mirtle, Esq.
District Clerk

Date Approved

PERSONNEL, PENSION AND INSURANCE COMMITTEE**The Metropolitan District**

555 Main Street, Hartford

June 5, 2023

Present: Commissioners John Avedisian, Donald Currey, David Drake, Byron Lester, Dominic Pane, Bhupen Patel, Pasquale Salemi, David Steuber, Alvin Taylor and District Chairman William A. DiBella (10)

Remote

Attendance: Maureen Magnan (1)

Absent: Commissioners Dimple Desai (1)

Also

Present: Commissioner Allen Hoffman
Commissioner Jean Holloway
Commissioner Joan Gentile (Remote Attendance)
Commissioner Jacqueline Mandyck (Remote Attendance)
Scott Jellison, Chief Executive Officer
Christopher Stone, District Counsel (Remote Attendance)
John S. Mirtle, District Clerk
Robert Barron, Chief Financial Officer
Chris Levesque, Chief Operating Officer
Kelly Shane, Chief Administrative Officer
Jamie Harlow, Director of Human Resources
Sue Negrelli, Director of Engineering
David Rutty, Director of Operations
Robert Schwarm, Director of Information Technology
Diana Phay, Treasury Manager
Rita Kelley, Equal Employment Opportunity Compliance Officer
Victoria Escoriza, Executive Assistant
David Baker, IT Consultant (Remote Attendance)

CALL TO ORDER

Chairman Alvin Taylor called the meeting to order at 4:31 PM

PUBLIC COMMENTS RELATIVE TO AGENDA ITEMS

No one from the public appeared to be heard.

APPROVAL OF MEETING MINUTES

On motion made by Commissioner Lester and duly seconded, the meeting minutes of April 26, 2023 were approved.

PENSION INVESTMENT REALLOCATION

To: Personnel, Pension and Insurance Committee

June 5, 2023

From: PPI Investment Subcommittee

Dahab Associates presented the March 2023 Performance Review of the pension portfolio of investments to the PP&I Investment Subcommittee on May 19, 2023, and made the following reallocation recommendations:

1) LARGE CAP EQUITY – Transfer investments in AQR and Wellington to Fidelity S&P500 Index fund

CONSIDERATIONS

- As of March 2023, Large Cap Equity investments represented the largest asset category of the entire portfolio, 31.4% or \$76.6 million of \$244.3 million
- Large Cap Equity funds are presently invested in AQR, \$24.3 million; and Wellington, \$52.3 million
- Total performance of the combined Large Cap investments, net of management fees, have trailed the S&P 500 Index fund in all the below measured periods, except 1-year when it equaled the index, as follows:

PERFORMANCE SUMMARY					
	Qtr / YTD	1 Year	3 Year	5 Year	Since 03/13
Large Cap Equity - Net	5.7	-7.7	17.2	9.4	11.7
S&P 500	7.5	-7.7	18.6	11.2	12.2

RECOMMENDATION

- Move investments from the current actively managed funds to Fidelity S&P Index fund for greater returns and lower costs. Several companies offer an S&P Index fund; however, Fidelity is the lowest cost provider.

2) INTERNATIONAL EQUITY -- Transfer investments in Lazard to Hardman Johnston

CONSIDERATIONS

- As of March 2023, International Equity investments represented 14.0% or \$34.1 million of \$244.3 million

- International Equity funds are presently invested in Lazard, \$13.0 million and Hardman Johnston, \$21.1 million
- Total performance of the combined International Equity investments, net of management fees, have trailed the MSCI EAFE Index in all the below measured periods, except the most recent quarter when it beat the index by one tenth of one percent.

PERFORMANCE SUMMARY					
	Qtr / YTD	1 Year	3 Year	5 Year	Since 03/13
International Equity - Net	8.7	-2.2	12.0	3.6	4.5
MSCI EAFE	8.6	-0.9	13.5	4.0	5.5

RECOMMENDATION

- Transfer the investments in Lazard that has trailed the index in all the reported periods to Hardman Johnston which has outperformed the index in all but the 1-year period. Lazard's investment focus is value based and Hardman Johnston is growth based. The diversity provided by the International Equity portion of the portfolio will remain with this transfer along with an expectation of stronger results from the growth focused investments.

At the May 19, 2023 meeting of the Personnel, Pension and Insurance Investment Subcommittee, the subcommittee approved the above recommendations for a reallocation of the pension fund investments.

It is therefore RECOMMENDED that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: The pension fund's large cap investments in AQR Capital Management and Wellington be terminated and the money be transferred to Fidelity S&P500 Index Fund; and

FURTHER

RESOLVED: The pension fund's investment currently in Lazard International Equity be transferred to Hardman Johnston International Equity.

Respectfully Submitted,



Scott W. Jellison
Chief Executive Officer

On motion made by District Chairman DiBella and duly seconded, the report was received and resolution adopted by unanimous vote of those present.

OPEB INVESTMENT REALLOCATION

To: Personnel, Pension and Insurance Committee

June 5, 2023

From: PPI Investment Subcommittee

At the May 19, 2023 meeting of the Personnel, Pension and Insurance Investment Subcommittee, the subcommittee approved a recommendation for a reallocation of the pension fund investments as shown below. The District's OPEB Trust Statement of Investment Policy and Guidelines should be updated to reflect the updated asset allocation.

It is therefore RECOMMENDED that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: The OPEB trust investment asset allocation be modified to the following:
Large Cap 40%, Mid Cap 10%, Small Cap 5%, International 10%, Real Estate 10%, Fixed Income 25%. All investments will be index funds except for Real Estate.

FURTHER

RESOLVED: The District's OPEB Trust Statement of Investment Policy and Guidelines be updated to reflect the new asset allocation.

Respectfully Submitted,



Scott W. Jellison
Chief Executive Officer

On motion made by Commissioner Patel and duly seconded, the report was received and resolution adopted by unanimous vote of those present.

COMMISSIONER REQUESTS FOR FUTURE AGENDA ITEMS

Commissioner Currey requested that the elimination of the PP&I Investment Subcommittee be on the next agenda.

Commissioner Pane requested that there is a discussion of restoring the "Commissioner Questions and Comments" section on the agenda at the next meeting.

He also stated that at prior meetings, the Chairperson of Personnel, Pension and Insurance Committee has mentioned a systemic problem with HR. He would like the next agenda to discuss what facts are behind these comments, for the PP&I Committee to know the basis for the comments, and if the comments affected staff in any way.

OPPORTUNITY FOR GENERAL PUBLIC COMMENTS

No one from the public appeared to be heard.

ADJOURNMENT

The meeting was adjourned at 5:17 PM

ATTEST:



John S. Mirtle, Esq.
District Clerk

July 26, 2023

Date of Approval

PERSONNEL, PENSION AND INSURANCE COMMITTEE**The Metropolitan District**

555 Main Street, Hartford

July 26, 2023

Present: Commissioners John Avedisian, Donald Currey, David Drake, Byron Lester, Maureen Magnan, Dominic Pane, Pasquale Salemi and Alvin Taylor (8)

Remote

Attendance: District Chairman William A. DiBella (1)

Absent: Commissioners Dimple Desai, Bhupen Patel and David Steuber (3)

Also

Present: Commissioner Andrew Adil (Remote Attendance)
Commissioner Joan Gentile (Remote Attendance)
Commissioner Jacqueline Mandyck (Remote Attendance)
Scott Jellison, Chief Executive Officer
Christopher Stone, District Counsel (Remote Attendance)
John S. Mirtle, District Clerk
Kelly Shane, Chief Administrative Officer
Jamie Harlow, Director of Human Resources
Robert Schwarm, Director of Information Technology
Diana Phay, Treasury Manager
Lisa Remsen, Manager of Budget and Analysis
Olga Cordova, Manager of Human Resources
Nefertere Whittingham, Risk Management Administrator
Rita Kelley, Equal Employment Opportunity Compliance Officer
Victoria Escoriza, Executive Assistant
David Baker, IT Consultant (Remote Attendance)

CALL TO ORDER

Chairman Alvin Taylor called the meeting to order at 4:01 PM

PUBLIC COMMENTS RELATIVE TO AGENDA ITEMS

No one from the public appeared to be heard.

APPROVAL OF MEETING MINUTES

On motion made by Commissioner Pane and duly seconded, the meeting minutes of June 5, 2023 were approved.

REPORT FROM ARTHUR J. GALLAGHER INC. RE: INSURANCE RENEWAL

Ronnie Rausch of Arthur J. Gallagher Inc. gave a presentation to the Personnel, Pension and Insurance Committee regarding the upcoming insurance renewal process.

At 4:38 PM Commissioner Magnan had been attending remotely and entered the meeting in person.

DISBANDING PPI INVESTMENT SUBCOMMITTEE

Commissioner Drake made a motion to disband the Personnel, Pension and Insurance Investment Subcommittee. The motion was duly seconded and passed by unanimous vote of those present.

REMOVAL OF “COMMISSIONER COMMENTS & QUESTIONS” FROM PPI AGENDAS

Commissioner Salemi made a motion to refer this agenda item to the District Board.

Commissioner Salemi made a point of order that he had made a motion to refer, which is not debatable.

There was no second, therefore the motion died. The Committee continued discussion.

Commissioner Salemi again made a motion to refer this agenda item to the District Board. The motion was duly seconded and adopted by majority vote of those present. Commissioners Currey, Magnan and Pane opposed.

PUBLIC COMMENTS BY COMMISSIONER TAYLOR ABOUT HUMAN RESOURCES DEPARTMENT

The Personnel, Pension and Insurance Committee held a discussion regarding comments previously made by Commissioner Taylor about the Human Resources department.

At 5:19 PM, Commissioner Salemi exited the meeting.

COMMISSIONER REQUESTS FOR FUTURE AGENDA ITEMS

Commissioner Currey made a request for the District Clerk to take a poll of the Personnel, Pension and Insurance Committee members to find an available time for future meetings, to ensure there is a quorum.

Chairman DiBella asked for clarification on the action regarding disbanding the Personnel, Pension and Insurance Investment Subcommittee and the quorum for Personnel, Pension and Insurance Committee.

OPPORTUNITY FOR GENERAL PUBLIC COMMENTS

Judy Allen of West Hartford stated that she hopes climate change will be considered for the insurance renewal process. She stated that there may be climate related issues that could affect the District's reservoirs, and that decisions should be made by looking ahead to the future, not just looking at the past.

ADJOURNMENT

The meeting was adjourned at 5:37 PM

ATTEST:


John S. Mirtle, Esq.
District Clerk

August 22, 2023

Date Approved

PERSONNEL, PENSION AND INSURANCE COMMITTEE**The Metropolitan District**

555 Main Street, Hartford

August 22, 2023

Present: Commissioners John Avedisian, Donald Currey, David Drake, Byron Lester, Maureen Magnan, Bhupen Patel, Pasquale Salemi, Alvin Taylor and District Chairman William A. DiBella (9)

Remote

Attendance: Commissioner Dimple Desai and David Steuber (2)

Absent: Commissioner Dominic Pane (1)

Also

Present: Scott Jellison, Chief Executive Officer
Christopher Stone, District Counsel
John S. Mirtle, District Clerk
Kelly Shane, Chief Administrative Officer
Christopher Levesque, Chief Operating Officer (Remote Attendance)
Robert Barron, Chief Financial Officer
Jamie Harlow, Director of Human Resources
Tom Tyler, Director of Facilities
Robert Schwarm, Director of Information Technology (Remote Attendance)
Diana Phay, Treasury Manager (Remote Attendance)
Carrie Blardo, Assistant to the Chief Executive Officer
Julie Price, Executive Assistant
David Baker, IT Consultant (Remote Attendance)
David Lee, Dahab Associates
Becky Sielman, Milliman Inc.

CALL TO ORDER

Chairman Alvin Taylor called the meeting to order at 3:02 PM

PUBLIC COMMENTS RELATIVE TO AGENDA ITEMS

No one from the public appeared to be heard.

APPROVAL OF MEETING MINUTES

On motion made by Commissioner Lester and duly seconded, the meeting minutes of July 26, 2023 were approved.

2ND QUARTER INVESTMENT PERFORMANCE

David Lee of Dahab Associates Inc. provided a report regarding the Pension and OPEB 2nd quarter investment performance.

Commissioner Magnan entered the meeting virtually at 3:30PM

2024 PENSION & OPEB TRUST DISCOUNT RATES

Becky Sielman of Milliman Inc. provided an update on the 2024 Pension and OPEB Trust discount rates and recommended no decrease of the discount rate of 6.625% for Pension and OPEB for 2024.

COMMISSIONER REQUESTS FOR FUTURE AGENDA ITEMS

No requests were made.

OPPORTUNITY FOR GENERAL PUBLIC COMMENTS

No one from the public appeared to be heard.

ADJOURNMENT

The meeting was adjourned at 4:24 PM

ATTEST:


John S. Mirtle, Esq.
District Clerk

September 20, 2023

Date Approved

PERSONNEL, PENSION AND INSURANCE COMMITTEE

The Metropolitan District

555 Main Street, Hartford

September 20, 2023

Present: Commissioners Donald Currey, David Drake, Byron Lester, Dominic Pane, Bhupen Patel, Pasquale Salemi, Alvin Taylor and District Chairman William A. DiBella (9)

Remote

Attendance: Commissioner Dimple Desai (1)

Absent: Commissioner John Avedisian, Maureen Magnan, and David Steuber (3)

Also

Present: Commissioner Allen Hoffman
Commissioner Jean Holloway
Commissioner Jacqueline Mandyck
Scott Jellison, Chief Executive Officer
Christopher Stone, District Counsel
John S. Mirtle, District Clerk
Kelly Shane, Chief Administrative Officer
Christopher Levesque, Chief Operating Officer
Robert Barron, Chief Financial Officer
Jamie Harlow, Director of Human Resources
David Rutty, Director of Operations
Tom Tyler, Director of Facilities
Diana Phay, Treasury Manager
Rita Kelley, Equal Employment Opportunity Officer
Jeff King, Construction Manager
Carrie Blardo, Assistant to the Chief Executive Officer
Julie Price, Executive Assistant
Amanda Litvak, IT Professional Level Associate (Remote Attendance)
Ronni Rausch, Gallagher

CALL TO ORDER

Chairman Alvin Taylor called the meeting to order at 4:03 PM

PUBLIC COMMENTS RELATIVE TO AGENDA ITEMS

No one from the public appeared to be heard.

APPROVAL OF MEETING MINUTES

On motion made by Commissioner Lester and duly seconded, the meeting minutes of August 22, 2023 were approved.

APPROVAL OF INSURANCE COVERAGE AND LIMITS

Ronni Rausch, of Gallagher, presented to the Committee on the insurance coverage for 2023-2024. During the presentation and conversation about insurance coverage, Commissioner Currey asked, through PP&I Chairman Taylor, that District Counsel draft a letter to the City of Hartford regarding concerns about the dike.

To: Personnel, Pension and Insurance Committee

September 20, 2023

Pursuant to section B3h of the By-Laws of the District Board, the Personnel, Pension and Insurance Committee ("PPI") has full charge of all insurance and shall determine insurance coverage on all business and property of the District. PPI is authorized, within the limits of the budget as approved by the District Board, to determine the form and amount of insurance coverage.

Arthur J. Gallagher & Co. is the appointed insurance advisor/ broker of record for the District and provided recommendations for certain coverages and limits to PPI for acceptance and placement by the District as described more specifically in a summary document attached hereto.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel Pension and Insurance Committee approve insurance up to the coverages and limits as outlined in the attached document to this Resolution.

RESOLVED: The Personnel, Pension & Insurance Committee hereby approves and authorizes the placement of insurance up to the coverages and limits described in the document attached hereto and hereby incorporated;

FURTHER

RESOLVED: The final premium cost for environmental pollution liability coverage is still pending at the time of this approval, therefore staff is authorized to bind and place environmental pollution liability coverage at an average annual premium cost not to exceed \$200,000 and the total authorized premiums for all coverages shall not exceed \$2,201,589.

FURTHER

RESOLVED: The Personnel, Pension & Insurance Committee hereby authorizes and directs the Chief Executive Officer, or his designee, to sign and/or otherwise execute such documents or instruments as may be necessary to bind and place said coverages.

Respectfully Submitted,



Scott W. Jellison
Chief Executive Officer

**Preliminary 2023-2024 Insurance Renewal
AS OF 09.15.23**

Coverage	Coverage Details	2022-2023	2023-2024				
		Expiring	Current Quote			National Average	Regional Average
		Premium	Premium	\$ VAR	% VAR	% VAR	% VAR
Workers Compensation	Coverage Details	Liberty Mutual	Liberty Mutual				
Exposure - Payroll		\$ 44,001,165	\$ 46,345,830	\$ 2,344,665	5.3%	5.3%	5.3%
Average Rate/\$100		\$ 0.2730	\$ 0.2730	\$ 0.0000	0.0%	0.0%	0.0%
Premium	Limit - \$1,000,000 per	\$ 120,123	\$ 126,524	\$ 6,401	5.3%	5.3%	5.3%
Property	Coverage Details	Travelers	Travelers				
Exposure - Total Insured Value		\$ 806,396,700	\$ 849,461,929	\$ 43,065,229	5.3%	5.3%	5.3%
Average Rate/\$100		\$ 0.0706	\$ 0.0780	\$ 0.0074	10.5%	21.0%	15.5%
Premium	Limit - \$750,000,000	\$ 569,713	\$ 662,675	\$ 93,062	16.3%	27.4%	21.6%
Excess General Liability including Law	Coverage Details	Travelers	Travelers				
Exposure - Revenue		\$ 209,048,975	\$ 204,745,467	-\$ 4,303,508	-2.1%	-2.1%	-2.1%
Average Rate/\$1,000		\$ 1.1736	\$ 1.2937	\$ 0.1201	10.2%	6.0%	5.8%
Excess General Liability Premium	Limit - \$1,000,000 per	\$ 245,343	\$ 264,880	\$ 19,537	8.0%	3.8%	3.6%
Exposure - Number of Officers		6	6	0	0.0%	0.0%	0.0%
Average Rate/Officer		\$ 1,006.5000	\$ 1,139.0000	\$ 132.5000	13.2%	6.0%	5.8%
Law Enforcement Premium	Limit - \$1,000,000 per	\$ 6,039	\$ 6,834	\$ 795	13.2%	6.0%	5.8%
Total Premium		\$ 251,382	\$ 271,714	\$ 20,332	8.1%	3.9%	3.7%
Excess Auto Liability	Coverage Details	Travelers	Travelers				
Exposure - Vehicle Count		299	285	-14	-4.7%	-4.7%	-4.7%
Average Rate/Vehicle		\$ 424.7492	\$ 460.0175	\$ 35.2684	8.3%	8.0%	7.2%
Premium	Limit - \$1,000,000 per	\$ 127,000	\$ 131,105	\$ 4,105	3.2%	2.9%	2.2%
Crime (Fidelity)	Coverage Details	Travelers	Travelers				
Exposure - Employee Count		428	438	10	2.3%	2.3%	2.3%
Average Rate/Employee		\$ 11.9252	\$ 12.3014	\$ 0.3761	3.2%	2.5%	2.7%
Premium	Limit - \$1,000,000 per Claim	\$ 5,104	\$ 5,388	\$ 284	5.6%	4.9%	5.1%
Fiduciary Liability/Retirement		Travelers	Travelers				
Exposure - Plan Assets		\$ 337,411,150	\$ 316,446,028	-\$ 20,965,122	-6.2%	-6.2%	-6.2%
Average Rate/\$1000		\$ 0.0562	\$ 0.0632	\$ 0.0070	12.4%	20.0%	20.0%
Premium	Limit - \$3,000,000 per claim	\$ 18,971	\$ 20,005	\$ 1,034	5.5%	12.5%	12.5%

Public Entity Liability/EPL	Coverage Details	Chubb	Chubb	Chubb		
Exposure - Employee Count		428	438	10	2.3%	2.3%
Average Rate/Employee		\$ 324.9299	\$ 345.0708	\$ 20.1409	6.2%	3.5%
Premium	Limit - \$5,000,000 per Claim	\$ 139,070	\$ 151,141	\$ 12,071	8.7%	5.9%
Cyber Liability		Cowbell	Cowbell			
Exposure - Revenue		\$ 209,048,975	\$ 204,745,467	-\$ 4,303,508	-2.1%	-2.1%
Average Rate/\$1,000		\$ 0.0826	\$ 0.0815	-\$ 0.0011	-1.3%	24.1%
Premium	Limit - \$1,000,000	\$ 17,257	\$ 16,683	-\$ 574	-3.3%	21.5%
Excess Police Professional		Kinsale	Kinsale			
Exposure - Number of Officers		6	6	0	0.0%	0.0%
Average Rate/Employee		\$ 1,691.6667	\$ 1,691.6667	\$ 0.0000	0.0%	5.8%
Premium	Limit - \$5,000,000 excess of	\$ 10,150	\$ 10,150	\$ 0	0.0%	5.8%
Pollution - 3 Year - Estimate		Zurich 2021-2023	Zurich 2024-2026			
Premium	Limit - \$5,000,000 Each Pollution, \$10,000,000 Aggregate	\$ 171,912	\$ 189,103	\$ 17,191	10.0%	10.0%
Umbr/Excess Layer		Various	Various			
Travelers	\$5M excess of \$1M	\$ 41,806	\$ 61,894	\$ 20,088	48.1%	9.9%
Genesis FTS w/ give back for sudden &	\$5M excess of \$5M	\$ 101,826	\$ 107,935	\$ 6,109	6.0%	9.9%
Hallmark replaced with Starstone	\$5M excess of \$10M	\$ 81,000	\$ 87,500	\$ 6,500	8.0%	9.9%
AWAC (Allied World)	\$10M excess of \$15M	\$ 126,250	\$ 136,380	\$ 10,130	8.0%	9.9%
Westchester - Reduced pricing (\$5,555)	\$10M excess of \$25M		\$ 100,495			
Great American	\$15M excess of \$25M		\$ 112,000			
Great American	\$25M excess of \$25M	\$ 161,500	\$ 212,495	\$ 50,995	31.6%	9.9%
Total Excess Tower Limit	\$50M excess of \$1M	\$ 512,382	\$ 606,204	\$ 93,822	18.3%	9.9%
TOTAL PREMIUM (includes 3-year Pollution)		\$ 1,943,064	\$ 2,190,792	\$ 247,728	12.7%	11.6%

District Chairman DiBella made motion to amend the resolution as shown in redline above. The motion to amend was seconded and the amendment passed by unanimous vote of those present.

On motion made by District Chairman DiBella and duly seconded, the report was received and resolution adopted, as amended, by unanimous vote of those present.

At 5:04pm Commissioner Currey requested a five minute recess. Without objection, the Personnel, Pension and Insurance Committee recessed.

At 5:09pm, the Personnel, Pension and Insurance Committee reconvened.

AFFIRMATIVE ACTION

Rita Kelley, EEO Officer, gave an updated report on affirmative action.

FIVE YEAR CENSUS OF MDC EMPLOYEES BY CLASS (UNION & EXEMPT)

Director of Human Resources Jamie Harlow discussed the five-year census of MDC employees as shown below.

PPI MEETING- 9.20.2023 -MDC HEADCOUNT AND EMPLOYMENT ACTIONS- 5 YEAR CENSUS

Headcount by Year (as of January 1 st)		
Year	Headcount as of January 1st	Budgeted Positions
2018	473	489
2019	463	485
2020	472	479
2021	431	454
2022	420	438
2023	401	438

Headcount by Year (as of January 1 st)- by Union Affiliation							
	2018	2019	2020	2021	2022	2023	2023 (9.18.2023)
Local 0184	214	206	207	191	185	166	170
Local 1026	54	52	52	48	52	52	52
Local 3713	104	102	104	88	80	73	78
Non Union	101	103	109	104	103	110	112
Grand Total	473	463	472	431	420	401	412

Promotions by Year (Ethnic Origin and Gender)							
	2018	2019	2020	2021	2022	2023	Grand Total
Asian		2	1	1	4	1	9
Female		1			2	1	4
Male		1	1	1	2		5
Black or African American	3	5	2	3	2	2	17
Female	1	3	2			2	8
Male	2	2		3	2		9
Hispanic/Latino	1		1	1	2	2	7
Female			1		1	1	3
Male	1			1	1	1	4
White (Not Hispanic or Latino)	14	20	15	12	40	25	126
Female	2	5	3	1	9	4	24
Male	12	15	12	11	31	21	102
Grand Total	18	27	19	17	48	30	159

New Hires (Ethnic Origin and Gender)							
	2018	2019	2020	2021	2022	2023	Grand Total
Asian	1	2	2		1		6
Female	1		1				2
Male		2	1		1		4
Black or African American	3	4	1	1	2	7	18
Female	2	3			2	2	9
Male	1	1	1	1		5	9
Hispanic/Latino	1	1	1		2	1	6
Female			1				1
Male	1	1			2	1	5
Not Provided					2		2
Female					1		1
Male					1		1
White (Not Hispanic or Latino)	16	22	6	20	18	25	107
Female	5	4			2	4	15
Male	11	18	6	20	16	21	92
Grand Total	21	29	10	21	25	33	139

Separations (Ethnic Origin and Gender)							
	2018	2019	2020	2021	2022	2023	Grand Total
Asian		1	1			1	3
Female		1					1
Male			1			1	2
Black or African American	2	2	4		3	1	12
Female			3		1		4
Male	2	2	1		2	1	8
Hispanic/Latino		2	1	1	2		6
Female			1				1
Male		2		1	2		5
White (Not Hispanic or Latino)	7	4	4	6	12	7	40
Female	1			2	2	2	7
Male	6	4	4	4	10	5	33
Grand Total	9	9	10	7	17	9	61

Retirements (Ethnic Origin and Gender)							
	2018	2019	2020	2021	2022	2023	Grand Total
American Indian or Alaskan Native					1		1
Male					1		1
Asian			1				1
Male			1				1
Black or African American	1	1	3	3	1	2	11
Female	1			1			2
Male		1	3	2	1	2	9
Hispanic/Latino		2	3	1	1	2	9
Female			1			1	2
Male		2	2	1	1	1	7
White (Not Hispanic or Latino)	17	14	28	24	25	8	116
Female	1	2	6		3		12
Male	16	12	22	24	22	8	104
Grand Total	18	17	35	28	28	12	138

Commissioner Desai exited the meeting (virtually) at 5:20 PM.

JUNETEENTH APPROVAL AS AN OFFICIAL MDC HOLIDAY

Staff and Commissioners discussed the possibility of adding Juneteenth as an official District Holiday.

Commissioner Currey made a motion to refer adding Juneteenth as a holiday to the District Board. The motion passed by unanimous vote of those present.

MATERNITY LEAVE

Without objection, Commissioner Taylor postponed this discussion until the next meeting.

OPPORTUNITY FOR GENERAL PUBLIC COMMENTS

Judy Allen, of West Hartford, mentioned the community education and training act and suggested that perhaps there are some government grants the MDC could look into to help pay for training staff. She also commented on Commissioner Taylor's statements that he knows where people can be found for hiring and hopes that he is sharing this information with staff. Lastly, she was concerned about comments made by Commissioner Taylor about discussing things with other Commissioners outside of the meeting because it sounds like there are discussions behind closed doors.

COMMISSIONER REQUESTS FOR FUTURE AGENDA ITEMS

Commissioner Pane thanked Rita Kelley and Jamie Harlow, as well as all of HR,
for their hard work.

ADJOURNMENT

The meeting was adjourned at 6:21 PM

ATTEST:


John S. Mirtle, Esq.
District Clerk

October 25, 2023

Date Approved

PERSONNEL, PENSION AND INSURANCE COMMITTEE

The Metropolitan District

555 Main Street, Hartford

October 25, 2023

Present: Commissioners John Avedesian, Donald Currey, David Drake, Dominic Pane, Bhupen Patel, Pasquale Salemi, Alvin Taylor and District Chairman William A. DiBella (8)

Remote

Attendance: Commissioner Dimple Desai, Byron Lester, Maureen Magnan and David Steuber (4)

Absent: (0)

Also

Present: Commissioner Allen Hoffman
Commissioner Jean Holloway (Remote Attendance)
Commissioner Diane Lewis
Scott Jellison, Chief Executive Officer
Christopher Stone, District Counsel
John S. Mirtle, District Clerk
Kelly Shane, Chief Administrative Officer
Robert Barron, Chief Financial Officer
Jamie Harlow, Director of Human Resources
David Rutty, Director of Operations
Robert Schwarm, Director of Information Systems (Remote Attendance)
Tom Tyler, Director of Facilities
Diana Phay, Treasury Manager (Remote Attendance)
Rita Kelley, Equal Employment Opportunity Officer
Shereese Rodgers,
Carrie Blardo, Assistant to the Chief Executive Officer
Julie Price, Executive Assistant
Alex Rodriguez, IT Consultant (Remote Attendance)

CALL TO ORDER

Chairman Alvin Taylor called the meeting to order at 3:00 PM

PUBLIC COMMENTS RELATIVE TO AGENDA ITEMS

No one from the public appeared to be heard.

APPROVAL OF MEETING MINUTES

On motion made by Commissioner Patel and duly seconded, the meeting minutes of September 20, 2023 were approved.

MATERNITY LEAVE

Director of Human Resources Jamie Harlow gave a summary of the maternity leave policy and benefits at the District.

Commissioner Lester entered the meeting remotely at 3:03 PM.

Commissioner Salemi entered the meeting at 3:06 PM.

MARKET SURVEY OF SALARY LEVELS FOR EXEMPT & EXCLUDED EMPLOYEES

The Committee discussed the potential of doing a market survey of salary levels for exempt & excluded employees. CEO Scott Jellison and Director of HR Jamie Harlow provided information regarding staffing levels and competitiveness of salaries.

Commissioner Currey made a motion to table agenda item #5 “Market Survey of Salary Levels for Exempt & Excluded Employees,” agenda item #6 “Management Study to Determine the Current Status of the MDC as an Operating Entity,” and agenda item #7 “Climate Study to Determine How the MDC Organizational and Emotional Environment is Perceived by its Employees and Staff” to a future meeting so that staff may come up with cost estimates of potential studies.

***The motion was duly seconded and passed by majority vote of those present.
Commissioner Pane opposed.***

SENIOR STAFF SUCCESSION PLANNING

Chairman Taylor led a discussion on senior staff succession planning.

Commissioner Currey made a motion to table item #8 “Senior Staff Succession Planning” until a future meeting and that staff will come back with the assistance or under the guidance of counsel indicating those positions that it is felt that either Commissioners are responsible for appointing or have some involvement in.

***The motion was duly seconded and passed by majority vote of those present.
Commissioner Pane opposed.***

OPPORTUNITY FOR GENERAL PUBLIC COMMENTS

No one from the public appeared to be heard.

ADJOURNMENT

The meeting was adjourned at 4:03 PM

ATTEST:


John S. Mirtle, Esq.
District Clerk

January 24, 2024

Date Approved

INDEX

To

**MINUTES OF THE PERSONNEL, PENSION &
INSURANCE COMMITTEE**

Personnel, Pension and Insurance Committee Index - 2023

	Page
A	
AFFIRMATIVE ACTION	
Presentation by EEO Officer	187
C	
CENSUS OF EMPLOYEES	
5 Year Headcount Census	188
COLLECTIVE BARGAINING	
Local 3713 Amended Restructure Agreement	91
Local 3713 Restructure Agreement	22
Tentative Agreement - Local 184	87
Tentative Agreement - Local 3713	18
COMMISSIONER COMMENTS & QUESTIONS	
Removal of Item from Agendas	180
E	
EMPLOYEE BENEFITS UTILIZATION	
Presentation by USI Inc.	2
I	
INSURANCE COVERAGE & LIMITS	
Approval of 2023-2024 Coverages & Premiums	185
INSURANCE COVERAGE RENEWAL	
Approval of Coverages & Premiums	81
INSURANCE RENEWAL	
Presentation by Arthur J. Gallagher, Inc.	180
INVESTMENT SUBCOMMITTEE	
Disbanding Subcommittee	180
OPEB Trust Investment Performance	85
OPEB Trust Investment Performance	173
OPEB Trust Investment Reallocation	173

Personnel, Pension and Insurance Committee Index - 2023

	Page
Pension Plan Investment Performance	85
Pension Plan Investment Performance	172
Pension Plan Investment Reallocation	172
J	
JOB SPECIFICATION	
Administrative Assistant	27
Assistant Conservation Ranger	150
Assistant District Counsel/District Clerk	166
Assistant Manager of Engineering	127
Command Center & Utility Services Administrator	144
Control Systems Engineer	135
Control Systems Technician	73
Customer Service Representative	30
Electrical Technician	93
Electrician/Electronic Technician	51
Engineering Technician I	111
Engineering Technician II	116
Entry Level Engineer	76
GIS Analyst	42
Instrumentation & Control Systems Technician	102
Laboratory Technician I	36
Laboratory Technician II	38
Maintenance Planner	156
Manager of Command Center & Utility Services	147
Manager of Engineering	130
Manager of Information Services	161
Manager of Maintenance	140
Network/Systems Analyst	56
Principal Account Clerk	33

Personnel, Pension and Insurance Committee Index - 2023

	Page
Principal GIS Analyst	44
Procurement Specialist I	79
Procurement Specialist II	70
Project Engineer 1	60
Project Engineer 2	64
Senior Electrical Technician	98
Senior Electronics Technician	53
Senior Engineering Technician	122
Senior Instrumentation & Control Systems Technician	107
Staff Accountant	67
Utility Systems Monitoring Technician	48
JUNETEENTH HOLIDAY	
Referral to District Board	190
M	
MARKET SURVEY OF SALARY LEVELS	
Discussion	193
MATERNITY LEAVE	
Discussion of Policy & Benefits	193
O	
OPEB TRUST	
2024 Discount Rate	183
Investment Reallocation	177
P	
PENSION	
2024 Discount Rate	183
Investment Performance	183
Investment Reallocation	175
PUBLIC COMMENTS BY COMMISSIONER TAYLOR	

Personnel, Pension and Insurance Committee Index - 2023

	Page
About the Human Resources Department	180
S	
SENIOR STAFF SUCCESSION PLANNING	
Discussion	193
W	
WORKERS' COMPENSATION	
Presentation	7