



City of Culver City

Mike Balkman Council
Chambers
9770 Culver Blvd.
Culver City, CA 90232

Staff Report

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Item #: A-3

Revised Classification Specifications and Open and Competitive Recruitment Bulletins and New Promotional Recruitment Bulletins: Welder and Senior Welder

Meeting Date: April 5, 2017

Contact Person/Dept: Amy Webber/Human Resources

Phone Number: 310-253-5640

Fiscal Impact: Yes ☒ No ☐

General Fund: Yes ☒ No ☐

Public Hearing: ☐ **Action Item:** ☒ **Attachments:** ☒

Public Notification: (Email) Civil Service Commission Meeting (03/30/17); (Email) All City Staff (03/30/17)

Department Approval: Serena Wright-Black, Director of Administrative Services, (03/23/17)

RECOMMENDATION

Staff recommends that the Civil Service Commission (Commission) approve the revised Classification Specifications and revised and new Recruitment Bulletins for Welder and Senior Welder.

BACKGROUND/DISCUSSION

At the Commission's October 5, 2016 regular meeting the Welder and Senior Welder revised classifications and recruitment bulletins were postponed to a future meeting. Since that time, Human Resources Staff along with the affected departments have had the opportunity to complete the meet and confer process with the bargaining unit, Culver City Employee's Association (CCEA). As a results of those discussions, CCEA is in agreement with the proposed changes for the classification specifications.

Currently the Welder and Senior Welder classifications are budgeted in Transportation, Equipment Maintenance and Fleet Services Division, and Public Works, Environmental Programs and Operations Division. During the Fiscal Year 2016/2017 budget process, City Council approved upgrading Transportation's Welder position to Senior Welder. This change was recommended to City Council based upon a review of the job duties regularly assigned to the incumbent. It was determined that the position was functioning at a higher level than the Welder classification based upon the independent, non-routine work that was being performed.

Human Resources staff completed a review of the Welder and Senior Welder classifications to ensure they accurately captured the essential job duties and minimum requirements. This review found that updates were needed throughout the classification specifications.

During this review process, the Transportation Department made it clear that the Senior Welder and Welder positions do not operate vehicles or equipment that require a Class B license. The Public Works Department confirmed that this is true of their position as well. However, the Senior Welder classification is considered safety sensitive under the 49 CFR 382.107 Federal Department of Transportation (DOT) regulations since the Senior Welder performs repair work on commercial motor vehicles. Those vehicles include, but are not limited to, transit buses and refuse trucks.

The proposed classification specifications for Welder and Senior Welder are attached (Attachments 1 and 2) and reflect changes throughout each specification to update and clarify language. The substantive changes are detailed below.

Classification Specification - Welder

- **Essential Job Duties** - addition of duties that captures the work performed by the Welder position based upon the assigned division.
- **License and Certifications** - incumbents must possess a valid California Class C driver license.
The Class B driver license reference has been updated to reflect it may be required.
- **Training and Experience** - reflects a typical way to obtain the required knowledge, skills, and abilities includes completion of a welding apprenticeship.
A welding apprenticeship is formal education and training and a process typically required within the technical trades. In the case of Ironworkers (Welders), the apprenticeship program is managed by the National and Local Ironworkers union in addition to the employer. The process ensures that those who are successful have demonstrated proficiency in the trade.

Classification Specification - Senior Welder

- **Essential Job Duties** - language that clarifies the essential duties and specifically the scope of work this position performs when working with vendors and projects.
- **Knowledge, Skills and Ability** - reflects the necessary skill sets and abilities to perform the essential job duties including knowledge that will allow an incumbent to be successful in the classification.
- **License and Certifications** - incumbents must possess a valid California Class C driver license.
The Class B driver license reference has been updated to reflect it may be required.
- **Training and Experience** - reflects a typical way to obtain the required knowledge, skills, and abilities by possessing five years of journey level experience in welding and fabrication.
The increased number of years of experience reflects how many years it is reasonably expected that a journey level welder would be ready to satisfactorily perform the essential job duties.

Recruitment Bulletins

The attached recruitment bulletins for Welder and Senior Welder (Attachments 3 and 4) are consistent with the proposed changes in the associated classification specification.

In accordance with 49 CFR 382.107 Definitions Safety Sensitive Function (2) and (6) (Attachment 5, page 4) the Senior Welder position is required to successfully complete a pre-employment drug screen and subject to random drug and alcohol screening throughout the course of employment. The "Notes" language on that bulletin reflects these requirements and makes potential applicants aware of this term and condition of employment.

The Welder recruitment bulletin has proposed changes to the examination components and weights. These changes align the examination procedures with other technical classifications as well as the higher classification, Senior Welder. Human Resources staff reviewed the components to ensure they reflect the key knowledge, skills, and abilities to be assessed to determine qualified candidates for these positions.

Labor Market Cities

A survey of our labor market cities revealed one Senior Welder position with comparable job duties and three Welder positions with comparable duties. This small number of comparable positions is not uncommon for specialized work like welding; therefore, some public agencies choose to utilize external vendor(s) to complete this type of work. Given only one comparable position, the revised Senior Welder classification specification is reflective of the City's internal organization structure. This internal alignment allows for employee professional growth and provides a career-ladder for this job family.

It has been verified that the current incumbent possesses all the minimum requirements reflected in the proposed Senior Welder classification specification per the Civil Service Rule 3.3 b (2).

FISCAL ANALYSIS

During the Fiscal Year 2016/2017 budget process, City Council approved the new Senior Welder position and associated salary range. This approved salary range is internally aligned within the career path for the Transportation, Equipment Maintenance and Fleet Services Division. The associated salary range for Welder is included for reference.

The approved salary ranges for these classifications:

Welder

Range 320 \$4,643.47 - \$5,667.87 Monthly \$55,721.64 - \$68,014.44 Annually

Senior Welder

Range 340 \$4,875.63 - \$5,951.27 Monthly \$58,507.54 - \$71,415.24 Annually

AUTHORITY

According to Civil Service Rules 3.3(a) and 6.4, the Commission:

- Must approve new or revised classification specifications; and
- Must approve job bulletins prior to recruitment, including examination components and the examination categories.

3.3(a) Processing:

The establishment of a new classification or a reclassification may be requested by any member of the City Council, Commission, appointing authority or any employee of the City. The request shall be prepared and submitted to the Human Resources Director and the affected department head, and attached thereto shall be a description of the duties to be performed, and such information or attachments as may be necessary to consider the case. The Human Resources Director shall review the requested action with the requesting party and make such recommendations to the Commission as the Human Resources Director deems appropriate.

The Human Resources Director's recommendations shall be communicated to the originator, the affected appointing authority and employee organization. If any party disagrees with the Human Resources Director's recommendations, such objection may be presented in writing or verbally to the Commission at the time for consideration of the recommendation. The Commission shall make the final decision on the establishment of a new classification or revisions to an existing classification.

6.4 Commission Approval:

Where an examination is required, the Human Resources Director shall prepare a Job Bulletin and forward it to the Commission for approval. It shall not be necessary to obtain additional Commission approval of a Job Bulletin if there have been no changes in the minimum requirements, or examination components.

ATTACHMENTS

1. 2017-04-05 - ATT 1 - Classification Specification for Welder
2. 2017-04-05 - ATT 2 - Classification Specification for Senior Welder
3. 2017-04-05 - ATT 3 - Recruitment Bulletins for Welder
4. 2017-04-05 - ATT 4 - Recruitment Bulletins for Senior Welder
5. 2017-04-05 - ATT 5 - 49 CFR 382.107 Definitions

MOTION

That the Civil Service Commission:

1. Approve the Revised Classification Specification for Welder;
2. Approve the Revised Classification Specification for Senior Welder;
3. Approve the Revised Open & Competitive and New Promotional Recruitment Bulletins for Welder; and
4. Approve the New Open & Competitive and Promotional Recruitment Bulletins for Senior Welder.