



SOUTH FEATHER WATER & POWER

TO: Board of Directors

FROM: Michael Glaze, General Manager

DATE: January 18, 2005

RE: New Classification Specifications
(Agenda Item for 1/25/05 Board of Directors Meeting)

Utility Worker – Hydropower Generation Employees Unit

We have historically employed a temporary utility worker in the Power Division to assist regular employees during times of outage and other heavy work-load periods. The need for this extra person has grown through the years to the point that the temporary position was working nearly the entire year. For that reason, PG&E has approved funding for a regular Utility Worker position in the Power Division.

The attached classification specification is in accordance with the job description for the comparable PG&E position, with the proposed wage rate also being at parity with the comparable PG&E position. It has been reviewed by IBEW representatives who have stipulated their approval without a formal meet-and-confer process.

The position was posted and Denny Lewis has been conditionally appointed, subject to the Board's approval, as proposed below.

Accounting Specialist – Management and Professional Employees Unit

I am proposing this position because I believe it is needed to provide comprehensive accounting support for the Business Manager.

Based on the prerequisite qualifications ("baccalaureate degree with accounting or business emphasis") that are proposed for this position, I believe it belongs in the Management and Professional Employees Unit per Government Code § 3507.3 and guidelines provided by the PERB-872 form entitled "Professional Employee Checklist".

On January 4, and again today, I met and conferred with SEIU regarding creation of the subject position and its proposed classification specification. (SEIU represents both the Clerical and Support Employees Unit and the Management and Professional Employees Unit.) While SEIU does not object to the classification specification, its representatives stated their preference for the position to be a part of the Clerical and Support Employees Unit.