

# San José-Santa Clara Regional Wastewater Facility Staffing Level and Training Status Report

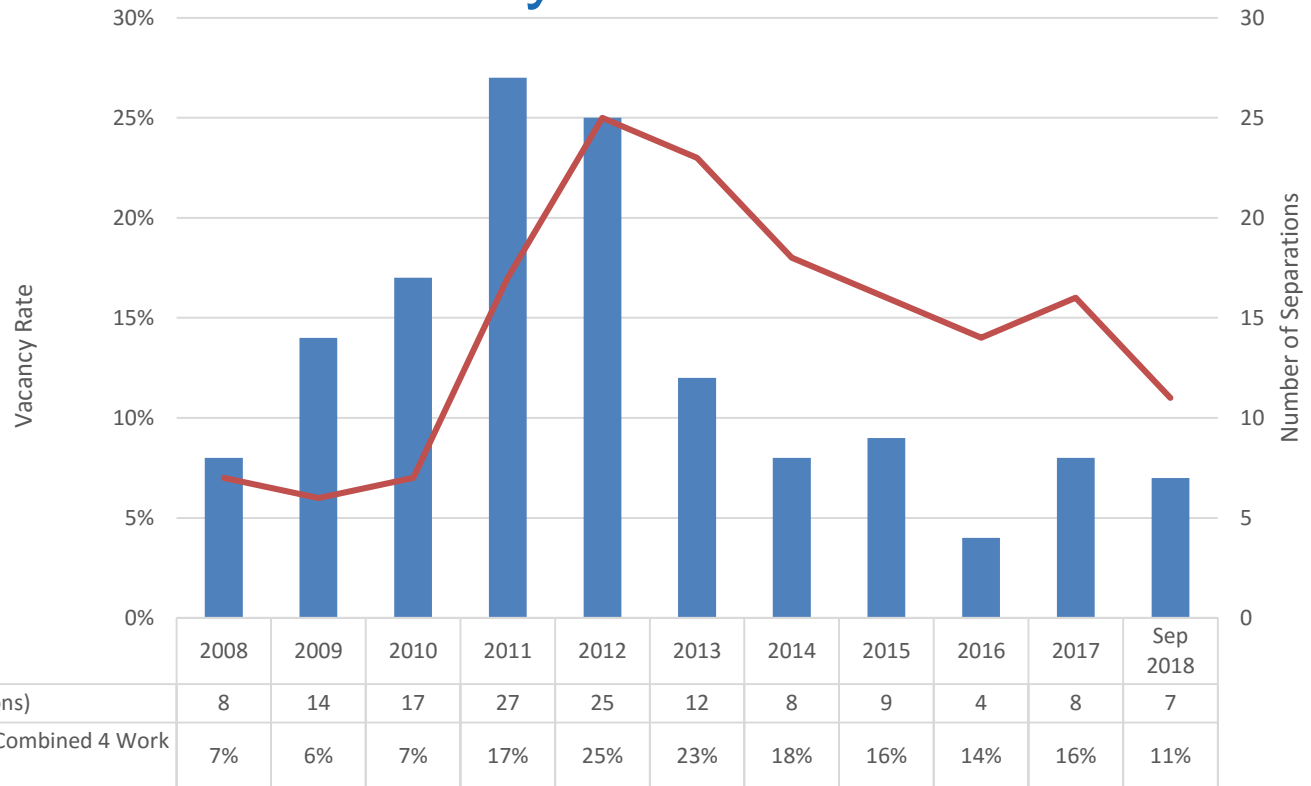
■ Transportation and Environment Committee  
October 1, 2018  
Item 3



*Environmental Services*

*Delivering world class utility services and programs  
to improve our health, environment and economy*

# RWF O&M Division Vacancy Rate



# Ongoing Challenges

- Critical wastewater facility positions hard to fill (Operators, Mechanics, Industrial Electricians)
- \$1.4 billion dollar capital improvement program

# RWF Wastewater Management

Operations

Primary-Solids

BNR1 – BNR2

Filtration -  
Disinfection

Computer Room

RSM

Training

Facility  
Maintenance

Mechanical

Site Facility

Paintshop

Warehouse

Energy &  
Automation

Power & Air

Electrical

PCS

Instrumentation

HVAC

Asset Management  
O&M Engineering

CMMS

GIS

Engineering

# Staffing Model

- Build our own talent
- Add entry level wastewater attendant position
- Assist journey level positions
- On the job training
- Cross training opportunity thru rotation program

# Outreach to Build the Future Workforce

- Water Career Pathway Consortium
- BAYWORK
- Evergreen Valley Community College



# Facility Operations Training Program

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- Customized wastewater operations training modules
- Headworks/Primary, biological nutrient removal, digester/DAFT, disinfection, filtration
- Training of new Operators - cross training

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# Operator-in-Training (OIT)

- 18 months training program for entry level employees to obtain Grade II Operator certifications
- 8 OIT received Grade II in March 2018
- Next recruitment scheduled for Fall 2018







# Mechanical Maintenance Training

- Training program for WW Attendants on basic mechanical skills
- Skills, Knowledge and Evaluations (25 items)
- Training module for new WW Mechanics (in progress)



# Future training needs

- Evaluating additional job categories for training
- Planning and Implementation for various process shutdowns, flow diversions
- Start up and commissioning of new wastewater treatment process
- Development of SOPs and training modules for new process
- Shutdown constraints, risk evaluation, prepare contingency plans

# Questions?