

ARTICLE 34 – ENVIRONMENTAL SYSTEMS TECHNICIAN PROGRAM

The Environmental Systems Technician (hereinafter “EST”) program involves creating several new classifications that will perform work historically done by a number of separate existing classifications.

(A) CURRENT EMPLOYEES

Current Environmental Division employees will not be required to enter the EST Program. Rather, entry into the program will be on a voluntary basis only. Any employee not entering the EST Program will remain in his/her current classification.

All classes listed in Sections (C) and (E), excluding supervisors, shall be in a single classification seniority group for purposes of a reduction in force under Article 21 of the collective bargaining agreement. All other provisions of the Collective Bargaining Agreement regarding seniority and reductions in force shall remain in place.

(B) EST OVERSIGHT COMMITTEE

There is hereby created an EST Oversight Committee, to be composed of 2 persons selected by the Director of Public Works or his/her designee, 2 persons selected by the President of the LVCEA or his/her designee and 1 person selected by the Director of Human Resources or his/her designee. The EST Oversight Committee shall select one of its members as chair, meet as often as necessary; and propose rules for its procedure.

The EST Oversight Committee’s purposes shall be to provide overall direction to the program, to provide oversight of the program, and to select persons to enter into the program from the voluntary applicant pool.

(C) EST CLASSIFICATIONS

Subject to revision by the Civil Service Board, there shall be four (4) EST classification specifications and a supervisor classification specification with the respective pay grades, as follows:

EST Trainee	Grade 30
EST I	Grade 35
EST II	Grade 42
EST III	Grade 46
EST Supervisor	Grade 52

All EST classifications, except the EST Supervisor, shall be flex classifications. As such, any employee who demonstrates acceptable performance and accomplishes all requirements for the next level will be promoted, up to and including EST III. Normal flex procedures will apply. The EST Supervisor is not a flex class. Employees interested in that class must be promoted from an eligible list into a vacant supervisor position, according to the Civil Service Rules.

(D) TRANSITIONAL CLASSIFICATION

Applicants selected by the EST Oversight Committee to enter the EST Program will be placed into a transitional classification in the employees' current grade until they reach an EST level that is higher than their current grade. This will allow management to easily track time in the program for certification purposes. The designation of the transitional classification will be a combination of the employee's original classification

and the EST classification. For example, a Plant Operator II who enters the program would be a Plant Operator II/EST.

While in the transitional classification, such employees will receive normal step and cost of living increases based on their original classification and grade, will be entitled to be in the overtime rotation for their original classification, and will continue uninterrupted with their seniority for their original classification. Irrespective of their hours worked in their original classification, employees, however, will not be entitled to shift differential pay unless they so qualify for such pay based upon the hours worked in their transitional classification.

When an employee in a transitional classification reaches an EST level that is higher than his/her current grade, he/she will promote to an EST title (thus dropping the transitional title) and receive the promotional increase. The employee, in the EST classification, shall receive the classification seniority he would have had had he stayed in the original classification. All other provisions of the Collective Bargaining Agreement regarding seniority shall remain in place.

(E) ELIGIBILITY

Persons assigned to the WPCF and that are in the following classifications are eligible to voluntarily enter the EST Program without having to go through Civil Service testing procedures:

- Plant Operator I
- Plant Operator II
- Senior Plant Operator
- Plant Operations Shift Supervisor
- Maintenance Mechanic I
- Maintenance Mechanic II
- Senior Maintenance Mechanic
- Facilities Maintenance Supervisor

(F) EST PROGRAM TEAM

There is hereby created an EST Program Team, to be composed of as many persons as necessary. The Director of Public Works shall select the members of the team. The EST Program Team shall select one of its members as chair, meet as often as necessary; and propose rules for its procedure.

The purpose of the EST Program Team will be to monitor the progress of those in the EST transitional classifications, preferably meeting on a monthly basis with such individuals. The EST Program team shall have the following objectives:

1. To provide needed training
 2. To maximize a given employee's opportunities within the program;
- and
3. To meet the operational needs of the division

(G) PROGRESS, EXIT AND RE-ENTRY PROVISIONS

All persons selected for and entering the EST Program are required to spend a minimum of one year at each level. If an employee cannot meet each level's requirements within the year, an additional six months will be allowed. If an employee cannot meet each level's requirements within the total 18-month timeframe, he/she must exit the program and return to their original classification.

All persons entering the program are eventually required to reach the EST II level, except existing shift supervisors, who shall be required to reach the EST III level.

At any time while in a transitional classification, an EST Program participant may voluntarily exit the program and return to their original classification. Classification seniority for such persons shall include time spent in the transitional classification. An employee who voluntarily exits the EST Program will not be able to re-enter the program for a minimum of two years unless the EST Oversight Committee waives the provision for the person. Neither will such an employee be guaranteed the right to re-enter the EST Program.

Irrespective of the reason for exiting the EST Program, if an employee re-enters the EST Program, all time previously spent in the program will not count toward the minimum of one year at each level.