

## REGULATION 6 Pay Plan

### 6.31 Credential Based Bonus Program

**6.31-J - CLASS A OR CLASS E WATER OR WASTEWATER OPERATOR CERTIFICATION FOR EMPLOYEES IN THE WATER DEPARTMENT.** In accordance with Pennsylvania Act 11, issued by the Commonwealth of Pennsylvania, Department of Environmental Protection, employees in the Water Department in the classes and assignments listed below who are responsible for process control decisions and who secure and maintain a Class A or E Water or Wastewater Operator Certification shall be eligible for an annual lump sum salary differential in accordance with the conditions of this regulation.

Employees must submit proof of current certification. Employees must meet all currency requirements established by the Pennsylvania Department of Environmental Protection to remain eligible to receive the differential in subsequent years and must submit proof of current registration each year.

Employees who have been the subject of any disciplinary action leading to suspension during a calendar year will not be eligible to receive the differential during that calendar year.

The initial differential shall be paid in a lump sum in the first pay period of December 2014 for those employees who secure the registration prior to December 1, 2014.

Employees will be eligible to receive only one differential authorized by this regulation during any year.

| Classes   | Assignment  | Bonus Amount            |
|---|---|-------------------------|
| Water <del>Plant Manager</del> <u>Utility Director</u> (3C28) | Operations Division<br><br><u>Bureau of Laboratory Services</u> | \$1,000 annual lump sum |
| Water Plant Assistant Manager (3B59)                          |   |                         |
| Environmental Engineer 3 & 4 (3B63, 3B64)                     |   |                         |
| Water Transport Engineer 1& 2 (3B47, 3B48)                    |   |                         |
| Water Conveyance Systems Superintendent (7B07)                |   |                         |
| Water Engineering Assistant Manager (3C08)                    |   |                         |
| Chief Water Transport Operations Engineer (3C27)              |   |                         |
| Water Pollution Control Plant Operations Supervisor (7E49)    |   |                         |
| Water Maintenance Superintendent (Treatment Plant) (7J32)     |   |                         |
| <u>Laboratory Director (3H38)</u>                             |   |                         |
| <u>Administrative Scientist (3H79)</u>                        |   |                         |
| <u>Water Engineering Projects Assistant Manager (3B83)</u>    |   |                         |
| Water Treatment Plant Operator (7E45)                         | Operations Division<br>Bureau of Laboratory Services            | \$500 annual lump sum   |
| Water Treatment Plant Operations Crew Chief (7E46)            |   |                         |
| Water Maintenance Superintendent (Treatment Plant) (7J32)     |   |                         |
| Water Maintenance Supervisor (7J33)                           |   |                         |

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| Water Conveyance Systems Assistant Superintendent (7B06)                           |  |  |
| Water Transport System Operator (7E61)   |  |  |
| Science Technician (Water) (3G32)  |  |  |
| Chemical Technician Supervisor (3G31)  |  |  |
| Industrial Waste Control Technician 2 (3A72)                                       |  |  |
| Industrial Waste Control Supervisor (3A73)   |  |  |
| Engineering Specialist (Civil) (Environmental) (Mechanical) (3B74)                 |  |  |
| Environmental Engineer 2 (3B62)  |  |  |
| <del>Environmental Engineer 3 &amp; 4 (3B63, 3B64) (Positions in BLS)</del>        |  |  |
| <del>Engineering Supervisor 1 (3B81) (Water Resources)</del>                       |  |  |
| <del>Engineering Supervisor 2 (3B82) (Water Resources)</del>                       |  |  |
| Civil Engineer 2 (3B06)  |  |  |
| Mechanical Engineer 2 (3B22)   |  |  |
| <del>Staff Engineer 1 (Sanitary/Environmental Specialty) (3B75) and 2 (3B76)</del> |  |  |