

WATER AND WASTEWATER OPERATOR

COMPENSATORY INCENTIVE FOR LICENSE ACQUISITION

On January 15, 2015 a newly developed job descriptions for the Title of Plant Operator I, II, III was approved for modification by the Civil Service Commission and approved by Commissioner's Court on January 26, 2015.

This modification of Plant Operator initiates an operator license requirement program that would train our employees at the highest level possible to establish accountability and professionalism in the operation of our Water and Sewer plants.

The adopted license program would be provided as a requirement under TCEQ license rules and regulations and would accept any changes and modifications established in future program modifications.

This compensatory incentive is established upon employee successfully meeting all the requirements of the TCEQ operator license requirement and successfully testing and receiving the required license. In addition, if an employee does not maintain their license as required with continuing education and renewal requirements, this incentive in pay and/or stipend is to be eliminated and the employee demoted to prior operator status.

Only required licensure for the operation of the Plants within the Water and Wastewater system is valid for such incentive pay.

Below is the incentive pay to be used in employee pay rates. Stipend will only be for the first 80 hours worked in the pay period.

TCEQ Operator License	Title	Employee Incentive	Pay Incentive
Class D (Entry)	Operator I	Maintain Employment	\$0.00 / Hour
Class C (2 Years)	Operator II	N/A	\$1.00 / Hour
Class B (5 Years)	Operator III	N/A	\$1.00 / Hour

Dual Certification:

There is a benefit in employing personnel that have the operational capability to operate both the Water and Wastewater treatment plants; therefore, it has been approved that any operational personnel that acquire their license to operator plants other than their current assignment, Webb County will provide a Pay Stipend in the amount \$0.50 per hour when the

employee has successfully acquired their additional license. Stipend will only be for the first 80 hours worked in the pay period.

TCEQ Current License	Title	License Acquisition	Pay Stipend
Class C (Water)	Operator II	Class C (Wastewater)	\$0.50 / Hour
Class C (Wastewater)	Operator II	Class C (Water)	\$0.50 / Hour
Class B (Water)	Operator III	Class C (Wastewater)	\$0.50 / Hour
Class B (Wastewater)	Operator III	Class C (Water)	\$0.50 / Hour
Class B (Water)	Operator III	Class B (Water)	\$0.50 / Hour
Class B (Wastewater)	Operator III	Class B (Wastewater)	\$0.50 / Hour

Timeline for Compensation:

Webb County will provide for salary adjustments at two (2) periods within the fiscal year. Date of Issue of the license as provided by TCEQ will determine when the incentive and/or stipend takes place. Acquisition of license between October 1st and May 31st will allocate incentive and adjust employee rate on April 1st of each year. And acquisition of license between April 1st and September 31st will allocate incentive and adjust employee rate on October 1st of each year.