

**RICHMOND
WATER & SEWER**


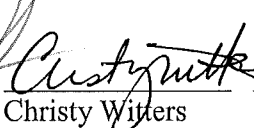
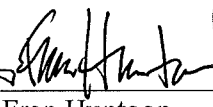
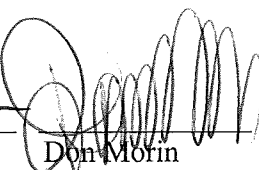
POLICY PERTAINING TO WAGE INCREASES DUE TO ACHIEVING CERTIFICATIONS

It is the intention of the Richmond Water and Sewer Department to reward employees who attain Water and Wastewater Certifications with the following pay increases.

- \$0.50/hr increase for each of the following certifications: Water 3, Wastewater 1, Wastewater 2, and Wastewater 3.
- \$1.00/hr increase for each of the following certifications: Wastewater 4 and Wastewater 5.

Each employee will move up one grade on the pay grid once they have attained a certification. They will be placed at a step on their new grade which will provide them with at least the increased outlined above.

Adopted: July 15, 2019

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Bard Hill David Sander Christy Winters Fran Huntoon Don Morin