

**RICHMOND  
WATER & SEWER**

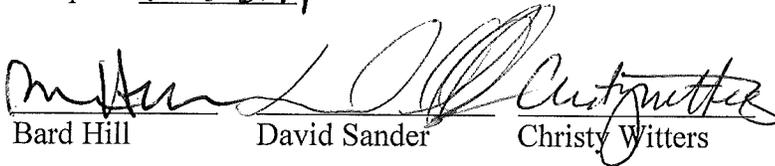
**POLICY PERTAINING TO WAGE INCREASES FOR EMPLOYEES ENROLLED IN THE  
VERMONT RURAL WATER ASSOCIATION APPRENTICESHIP PROGRAM**

It is the intention of the Richmond Water and Sewer Department to reward employees enrolled in the Vermont Rural Water Association Apprenticeship program as follows:

- Starting wage at Grade 2, Step 1
- Wage for months 7-12: Grade 2, Step 2
- Wage for months 13-18: Grade 3, Step 1
- Wage for months 19-24: Grade 3, Step 2
- Wage starting in month 25: Grade 4, Step 1

Employee will move along the grid at one step per year after reaching month 25. No further grade increase will be given in the position.

Adopted: 11.18.2019

  
Bard Hill      David Sander      Christy Witters      Fran Huntoon      Don Morin