

**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:

The employee will start at the step in Grade 2 that is closest to, but greater than, \$13.50 per hour.

Months 7-12: Step in Grade 2 that is closest to, but greater than, \$0.50 above the current rate the employee is earning.

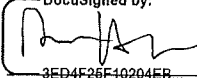
Months 13-18: Step in Grade 3 that is closest to, but greater than, \$0.50 above the current rate the employee is earning.

Months 19-24: Step in Grade 3 that is closest to, but greater than, \$0.50 above the current rate the employee is earning.

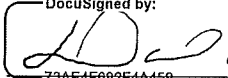
Month 25: Step in Grade 4 that is closest to, but greater than, \$0.50 above the current rate the employee is earning.

If the wages on the pay grid are adjusted the employee receives the pay rate equal to the new pay rate in the grade/step that they are at. The employee only moves grades/steps as outlined above until they reach month 25, at which point they will move along the grid at one step per year.

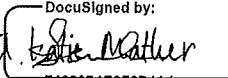
Adopted: 11/16/2020

DocuSigned by:  
  
3ED4F26F40204EB...

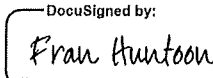
Bard Hill

DocuSigned by:  
  
73AE4F892F4A459...

David Sander

DocuSigned by:  
  
F4629B1E0F8B4A4...

Katie Mather

DocuSigned by:  
  
30A7E7E2E0AA489...

Fran Huntoon

Don Morin