

8.5 Certification Incentive Bonus

Certain personnel holding positions in the Operations and Maintenance (O&M), and Laboratory Departments are required to obtain certification commensurate with his/her position from the California Department of Public Health (CDPH), California Water Environment Association (CWEA), the American Water Works Association California/Nevada Section (AWWA CA/NV), State Water Resources Control Board (SWRCB), or other certifying boards.

Those who become employed by MCWD in positions requiring certification and whose employment commences after the effective date of this certification requirement, must obtain the specified grade of certification within one (1) year following the date upon which they have fulfilled the experience requirement. However, employees must obtain the required level of certification before he/she can be promoted to any other position for which he/she applies. For more information on what type of certification is required, employees should refer to the classification job description and discuss with his/her immediate supervisor.

MCWD shall pay one-time bonuses of two hundred fifty dollars (\$250) per certificate for employees who obtain the following certificates from the SWRCB: Wastewater Treatment Operator II, III, IV, V; from the CDPH: Water Distribution Operator II, III, IV, V, and Water Treatment Operator II, III, IV, V; CWEA: Collection System Maintenance II, III, IV, V; Laboratory Analyst II, III, IV, V; AWWA CA-NV: Water Quality Analyst II, III, IV; Backflow Prevention Assembly Tester, Cross Connection Control Specialist, Water Conservation Practitioner I, II, III; and, any other pertinent certifications on which the parties may agree.

After providing proof of completion of a course of study or passing of a certification or licensing exam, employees will be reimbursed for the cost of licenses, including Department of Motor Vehicle Class B licenses, certificates and renewals which are required to perform his/her job duties.

The District will pay for employees memberships in professional organizations and associations that issue certifications/licenses required for the employee's current position.