

Montpelier Water Treatment Facility  
 Proficiency Chart  
 Updated: 7/30/2021

**Incentive Program**

Water License Held	Bonus /Month	Yearly Total	WW License Held	Bonus /Month	Yearly Total
Class 2	None	None	Grade 2 DM	\$10	\$120
Class 3	\$25	\$300	Grade 3 DM	\$25	\$300
Passed Grade 4 Test	\$50	\$600	Grade 4 DM	\$50	\$600
Class 4C	\$75	\$900	Grade 5 DM	\$75	\$900

District Heat On-Call	\$50/ Week
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Pay Grade	Pay Grade 15	Pay Grade 16	Pay Grade 17	Pay Grade 18	Pay Grade 19
Skill	Operator 1	Operator 2	Operator 3	Operator 4	Assistant Chief Operator
Daily Lab Tests	In Training	Capable	Proficient	Proficient	Proficient
Weekend Duties	In Training	Capable	Proficient	Proficient	Proficient
Lawn Mower / Plowing/ Bucket Truck	In Training	Capable	Proficient	Proficient	Proficient
Major Alarm Response	In Training	Capable	Proficient	Proficient	Proficient
Discharge Permit Understanding	In Training	Capable	Proficient	Proficient	Proficient
Monthly Bac-T Sampleing	In Training	Capable	Proficient	Proficient	Proficient
Process Control	In Training	Capable	Proficient	Proficient	Proficient
Pump Repair	In Training	Capable	Proficient	Proficient	Proficient
Quarterly Disinfection Byproducts Testing	In Training	Capable	Proficient	Proficient	Proficient
State & Federal Sampleing	In Training	Capable	Proficient	Proficient	Proficient
SDS and Confined Space Safety	In Training	Capable	Proficient	Proficient	Proficient
Disinfection Maintenance/Operation	In Training	Capable	Proficient	Proficient	Proficient
Off sight Water Pump/Vacuum Station O&M	In Training	Capable	Proficient	Proficient	Proficient
Valve Maintaince	In Training	Capable	Proficient	Proficient	Proficient
Source Protection Plan Updates	In Training	Capable	Proficient	Proficient	Proficient
Manager Plus	In Training	Capable	Proficient	Proficient	Proficient
Public Notice (Boil Water)	In Training	Capable	Proficient	Proficient	Proficient
Public Tours	In Training	Capable	Proficient	Proficient	Proficient
State Reporting	No Experience	In Training	Capable	Proficient	Proficient
Annual Chemical Inventory Reporting	No Experience	In Training	Capable	Proficient	Proficient
Independent Working	No Experience	No Experience	In Training	Capable	Proficient
Operator Management	No Experience	No Experience	In Training	Capable	Proficient
District Heat City SCADA Controls DP setting	No Experience	No Experience	In Training	Capable	Proficient
District Heat Pump Switchover / City Hall valves	No Experience	No Experience	In Training	Capable	Proficient
District Heat Chemical Treatment	No Experience	No Experience	In Training	Capable	Proficient
District Heat Makeup Water Control	No Experience	No Experience	In Training	Capable	Proficient
District Heat Equipment Repair Coordination	No Experience	No Experience	In Training	Capable	Proficient
Water Resource Recovery Facility Chart Requirements	No Experience	No Experience	No Experience	Operator 1	Operator 2
Water License Required	Working Towards License (O.I.T)	O.I.T/4A	Class 4B	Class 4C	Class 4C
Wastewater License Required	None	None	None	None	Grade 2DM

Operators working at the Facility as of June, 2021 will remain at their current pay grade regardless of liscense status  
 Cross-training schedules shall be approved by the Chief Operators and the Public Works Director  
 Only one Assistant Chief Operator position shall be available and shall include plant management responsibilities in the absence of the Chief Operator  
 Grades 18 & 19 Must be in District Heat Call Rotation