

# Montpelier Water Resource Recovery Facility

Proficiency Chart

Updated: 7/30/2021

## Incentive Program

Water License Held	Bonus /Month	Yearly Total	Wastewater License Held	Bonus /Month	Yearly Total
Class 2	\$10	\$120	Grade 2 DM	None	None
Class 3	\$25	\$300	Grade 3 DM	\$25	\$300
Class 4A	\$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
Bucket Loader / Plowing	In Training	Capable	Proficient	Proficient	Proficient
Major Alarm Response	In Training	Capable	Proficient	Proficient	Proficient
SDS and Confined Space Safety	In Training	Capable	Proficient	Proficient	Proficient
Discharge Permit Understanding	In Training	Capable	Proficient	Proficient	Proficient
Solids Handling (Dewatering/Thickening Equipment)	In Training	Capable	Proficient	Proficient	Proficient
Process Control	In Training	Capable	Proficient	Proficient	Proficient
Pump Repair	In Training	Capable	Proficient	Proficient	Proficient
Receiving Station - Operation and Maintenance	In Training	Capable	Proficient	Proficient	Proficient
Asset Management (Manager Plus)	In Training	Capable	Proficient	Proficient	Proficient
Microscopic Examination	In Training	Capable	Proficient	Proficient	Proficient
State Lab Tests	In Training	Capable	Proficient	Proficient	Proficient
Disinfection Sysytem - Maintenance/Operation	In Training	Capable	Proficient	Proficient	Proficient
Digested Gas Safety and Flare Operations	In Training	Capable	Proficient	Proficient	Proficient
Anaerobic Digester Operation	In Training	Capable	Proficient	Proficient	Proficient
Public Notice Reporting	In Training	Capable	Proficient	Proficient	Proficient
Public Tours	In Training	Capable	Proficient	Proficient	Proficient
State Reporting (DMR/Quarterly Solids Reports, etc.)	In Training	In Training	Capable	Proficient	Proficient
Billing	In Training	In Training	Capable	Proficient	Proficient
Violation Reporting	No Experience	No Experience	In Training	Capable	Proficient
Team 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 Treatment Plant Chart Requirements	No Experience	No Experience	No Experience	Operator 1	Operator 2
Wastewater License Required	Grade 2DM in 6 Months	Grade 2DM	Grade 3DM	Grade 5DM	Grade 5DM
Water License Required	None	None	None	None	Class 2

Operators working at the Facility as of July, 2021 will remain at the current pay grade regardless of license 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