

EMPLOYEES' EDUCATIONAL INCENTIVES PROGRAM

W
G.T.S
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CERTIFICATIONS:

1. EMPLOYEES WHO RECEIVE CERTIFICATIONS THAT ENHANCE JOB KNOWLEDGE AND PERFORMANCE OF THEIR JOB DUTIES AND/OR RESPONSIBILITIES SHALL RECEIVE AN ADDITIONAL .50 PER HOUR. EMPLOYEE MAY RECEIVE FOUR A MAXIMUM OF FOUR (4) CERTIFICATES ANNUALLY.

2. EMPLOYEES WHO OBTAIN A CERTIFICATION THAT ALLOWS THE EMPLOYEE TO BE PROMOTED TO ANOTHER POSITION WITHIN HIS\HER DEPARTMENT, BE ASSIGNED ADDITIONAL DUTIES OR ANY OPEN POSITION WITH THE CITY, I.E. PIPE PATCH SYSTEM APPLICATOR, SHALL RECEIVE AN ADDITIONAL \$1.25 PER HOUR.

COLLEGE DEGREES:

1. EMPLOYEES WHO OBTAIN AN AA DEGREE WHICH ENHANCES HIS\HER JOB KNOWLEDGE AND PERFORMANCE SHALL RECEIVE AN ADDITIONAL \$.72 PER HOUR.

2. EMPLOYEES WHO OBTAIN A B.A.\B.S DEGREE WHICH ENHANCES HIS\HER JOB KNOWLEDGE AND PERFORMANCE OR ALLOW A PROMOTION OF THE EMPLOYEE IN HIS AREA OR ANY OPEN POSITION FOR THE CITY SHALL RECEIVE AN ADDITIONAL \$1.15 PER HOUR.

3. EMPLOYEES WHO OBTAIN AN MASTER DEGREE WHICH ENHANCES HIS\HER JOB KNOWLEDGE AND PERFORMANCE OR ALLOW A PROMOTION OF THE EMPLOYEE IN HIS AREA OR ANY OPEN POSITION FOR THE CITY SHALL RECEIVE AN ADDITIONAL \$1.44 PER HOUR.

******TO BE ENTITLED TO EITHER OF THE ABOVE INCENTIVE PAY, THE CERTIFICATIONS AND COLLEGE DEGREES MUST NOT BE A PART OF THE JOB REQUIREMENT.**

APPROVED AND ACCEPTED
IN BOARD MEETING

OCT 03 2016

Walter W. Osborn