

Rescinded and
Replaced with
Resolution
No. 161-03

VANDENBERG VILLAGE COMMUNITY SERVICES DISTRICT

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Resolution No. 144-99

October 7, 1999

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE VANDENBERG VILLAGE COMMUNITY SERVICES DISTRICT ESTABLISHING BONUS PAY FOR STATE CERTIFICATION IN WATER TREATMENT AND WATER DISTRIBUTION

WHEREAS, the District's Utility Service Persons have stated to the Board of Directors that their current pay established by the 1998 ACWA Salary Survey does not adequately recognize and compensate them for their combined water treatment and water distribution duties, and;

WHEREAS, the Board referred this matter to the Personnel Committee to recommend a solution to provide for recognition of the significant responsibilities associated with protecting the health and sanitation of District residents as licensed Water Treatment Operators, and to recommend adjustments in the compensation of these operators, and;

WHEREAS, a Personnel Committee Member and the management Staff met with the affected employees on September 29th, 1999, and negotiated a tentative agreement to resolve these matters by paying to field employees whose duties involve water treatment and water distribution, with a \$350 per month limit, a monthly bonus for State licensure as follows:

License Grade Held	Water Treatment	Water Distribution
Grade I	\$50	\$50
Grade II	\$175	\$75
Grade III	\$275	\$100
Grade IV	\$350	\$150

WHEREAS, the Board of Directors finds the proposed tentative agreement outlined above accomplishes the dual objectives of recognizing and compensating field employees for their water treatment knowledge, expertise, and skills.

NOW, THEREFORE BE IT RESOLVED, that the Board of Directors of the Vandenberg Village Community Services District hereby establishes the above bonus pay amounts for field employees who hold State of California Water Treatment Operator or Water Distribution license(s), effective as of July 1999.

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PASSED AND ADOPTED by the Board of Directors of the Vandenberg Village Community Services District this 7th day of October, 1999 upon motion by Director White, seconded by Director Ellis, and as approved by the following vote:

AYES: Directors Cobb, Ellis, Flaherty and White
NOES: None
ABSENT: Director Moore

Bob Flaherty, President
Board of Directors

ATTEST:

Reina I. Karr
Secretary to the Board of Directors

SECRETARY'S CERTIFICATE

I, Reina I. Karr, Secretary of the Board of Directors of the Vandenberg Village Community Services District, hereby certify that the foregoing is a true and correct copy of Resolution No.144-99 passed and adopted by the Board of Directors of the Vandenberg Village Community Services District at its Regular Meeting held on the 7th day of October, 1999.

Reina I. Karr
Secretary to the Board of Directors