

**Exhibit A: Voluntary Certification Pay Matrix**

Classifications	Current MOU: Voluntary Certification Pay				If Ratified: Voluntary Certification Pay			
	D3	D4	D5	Chief DO	D3	D4	D5	Chief DO
<b>Water Distribution Operator Series</b>								
Water Production Superintendent					\$1.00	\$2.00	\$3.00	\$5.00
Senior Water Distribution Operations Supervisor								\$5.00
Water Distribution Operations Supervisor		\$0.55	\$0.80			\$2.00	\$3.00	
<b>Water Treatment Operator Series</b>	T3	T4	T5	Chief PO	T3	T4	T5	Chief PO
Water Production Superintendent					\$1.00	\$2.00	\$3.00	\$5.00
Senior Water Operations Supervisor								\$5.00
Water Operations Supervisor			5%				\$3.00	
<b>Water System Technician Series</b>	D3	D4	D5	BF Tester	D3	D4	D5	BF Tester
Water Systems District Manager		\$0.55	\$0.80			\$2.00	\$3.00	
Water Systems Technician Supervisor		\$0.55	\$0.80	\$0.50		\$2.00	\$3.00	\$2.00
Water Systems Technician IV		\$0.55	\$0.80	\$0.50	\$1.00	\$2.00	\$3.00	\$2.00
<b>Wastewater Treatment Operations Series</b>	Grade III	Grade IV	Grade V		Grade III	Grade IV	Grade V	
Wastewater Treatment Superintendent								
Senior Wastewater Operations Supervisor							\$3.00	
Wastewater Operations Supervisor						\$2.00	\$3.00	
<b>Plant Technician Series</b>	CWEA 2	CWEA 3	CWEA 4		CWEA 2	CWEA 3	CWEA 4	
Principal Plant Technician Supervisor	\$0.55	\$0.80	\$1.05		\$1.00	\$2.00	\$3.00	
Senior Plant Technician Supervisor	\$0.55	\$0.80	\$1.05		\$1.00	\$2.00	\$3.00	
Plant Technician Supervisor	\$0.55	\$0.80	\$1.05		\$1.00	\$2.00	\$3.00	
<b>Water Utility Worker Series</b>	CWEA 2	CWEA 3	CWEA 4		CWEA 2	CWEA 3	CWEA 4	
General Water Utility Supervisor	\$0.55	\$0.80	\$1.05		\$1.00	\$2.00	\$3.00	
Principal Water Utility Supervisor	\$0.55	\$0.80	\$1.05		\$1.00	\$2.00	\$3.00	
Senior Water Utility Supervisor	\$0.55	\$0.80	\$1.05		\$1.00	\$2.00	\$3.00	
Water Utility Supervisor	\$0.55	\$0.80	\$1.05		\$1.00	\$2.00	\$3.00	
<b>Pure Water Plant Operator Series</b>					AWTO 3	AWTO 4	AWTO 5	
Pure Water Treatment Superintendent					\$1.00	\$2.00	\$3.00	
Senior Pure Water Plant Operations Supervisor					\$1.00	\$2.00	\$3.00	
Pure Water Plant Operations Supervisor					\$1.00	\$2.00	\$3.00	
<b>Plant Process Control Electrician Series</b>	Level I	Level II	Level III		CWEA 2	CWEA 3	CWEA 4	
Plant Process Control Supervisor	\$0.55	\$0.80			\$1.00	\$2.00	\$3.00	
<b>Instrumentation and Controls Technician Series</b>	Level I	Level II	Level III		CWEA 2	CWEA 3	CWEA 4	
Instrumentation and Controls Supervisor	\$0.55	\$0.80			\$1.00	\$2.00	\$3.00	
<b>Power Plant Operator Series</b>	Stat Eng II	Stat Eng I	Chief		Stat Eng II	Stat Eng I	Chief	
Power Plant Superintendent	\$0.30	\$0.80	\$1.05		\$1.00	\$2.00	\$3.00	
Senior Power Plant Supervisor	\$0.30	\$0.80	\$1.05		\$1.00	\$2.00	\$3.00	
Power Plant Supervisor	\$0.30	\$0.80	\$1.05		\$1.00	\$2.00	\$3.00	

\*Blank cells represent no voluntary certification pay