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Amended proposal from IBEW Local 332 to The City of San Jose

The provisions contained herein are individual proposals. Language not changed herein will remain unchanged. The Union reserves the right to amend, withdraw or add to this proposal.

### 5.19.1 Instrumentation Incentive Pay

Effective as soon as practicable, Employees in the Instrument Control Series who possess a California Water Environment Association (CWEA) Electrical & Instrumentation Technologist Certification (EIT) **grade 4** certification shall be eligible for a **10 6%** instrumentation certification incentive in addition to their base salary, each bi-weekly pay period. EIT **grade 3** certification shall be eligible for a **4%** instrumentation certification incentive. EIT **grade 2** certification shall be eligible for a **2%** instrumentation certification incentive. The California Water Environment certification is subject to the approval and determination of the Department Director or designee. Employees in classifications that require this certification as a minimum qualification are not eligible for the CWEA certification incentive.

*The California Water Environment Association(CWEA), Electrical &Instrumentation Technologist(EIT) certificate has levels that go from Grade 1 to Grade 4. Grade levels go from entry level (Grade 1) to the management level (Grade 4). Grade levels 2,3, and 4 require a combination of experience and/or education in the vocation to qualify for the test. Since Grade 1 is an entry level test, there are no qualifications and anybody can take the test. However, Grade 1 is designed for a person with about 1 year of experience in the vocation.*

*This certification program provides assurance of professional competency, training and safe work practices.*