

CITY OF ANGLETON SKILL-BASED PAY

Program Proposal

*Skill Based Pay-
City of Angleton Field
Personnel*

- ◆ A program that allows workers room for advancement as well as an incentive to invest their time at the City of Angleton.



How It Works

- ◇ It gives room for advancement
- ◇ It gives employees a goal to aim for
- ◇ It finds those interested in being more than just average
- ◇ Employees advance only when they demonstrate that they possess the skills & abilities to do so



Skill Based Pay

Non-exempt

- ◇ Consolidates some job titles
- ◇ Establishes market entry rate and range
- ◇ Creates Skill- adds value above current skills that pushes individuals to advance
- ◇ Establishes a skill value grid

Three Guiding Principles

- ◇ An employee's capacity to perform the tasks, and competencies, in a skill zone will add defined value to the organization
- ◇ The skill task is the logical unit upon which the training curriculum is based
- ◇ Can greatly increase employee retention

Benefits to City of Angleton Field Staff

- ◆ Increases the number of long-term employees (Employee Retention), thus increasing years of experience in field
- ◆ Increases the number of state certified maintenance technicians in the field enlarging pool of skilled workers
- ◆ Increases employee morale
- ◆ Decreases money and time spent on hiring/training new employees
- ◆ Increases production & quality in the field
- ◆ Increases customer service

City of Angleton

Field Personnel

Current Compensation Plan

- ◇ Starting Pay \$17.18/hr.
- ◇ Annual Increases (pre-determined)
- ◇ Potential for pay increase on reviews (non-existent)

City of Angleton

Field Personnel

Proposed Skill Based Pay

- ◇ Start Pay \$17.18/hr.
- ◇ Up to 8% every six months based on skills and abilities for first 2 years
- ◇ Then 8% annual based on skills and abilities up to level VIII.

TBD

Perspective Employees Future with City of Angleton

Exp on the job	Class Code	Job Title	Salary Range	Minimum	Midpoint	\$ Per Hour	Annually
0-6 months	Entry	Maintenance Tech.				\$17.18	\$35,734.40
6-12 Months	I	Maintenance Tech				\$18.55	\$38,584.00
12-18 M Months	II	Maintenance Tech				\$20.03	\$41,662.40
18-24 Months	III	Maintenance Tech				\$21.63	\$44,990.40
2+ Years	IV	Maintenance Tech				\$23.36	\$48,588.80
3+ Years	V	Certified Technician				\$25.23	\$52,478.40
4+ Years	VI	Certified Technician				\$27.25	\$56,680.00
5+ Years	VII	CMT				\$29.43	\$61,214.40
6+ Years	VIII	CMT				\$31.78	\$66,102.40

Entry Level- MT

0-6 Months
Experience

\$35,734.40
Annually

\$17.18/hour



ENTRY LEVEL – MT QUALIFICATIONS

High School Graduate or
possess a GED.

Ability to pass all pre-
employment
qualifications.

Little or no experience.

Possess a State of Texas
Class C Drivers License.

Ability to obtain a Class
C Water/Wastewater
license within 3 years
from hire date. (TCEQ-2
years experience and 60
hours)

Ability to read and
understand departmental
and safety policies.

Ability to be on-call per
our procedures.

Ability to obtain Class B
CDL within 6 months.

Level 1- MT

- ◇ 6 Months to 1 Year Experience
- ◇ \$38,584.00 Annually
- ◇ \$18.55/hour

LEVEL I- UMT

QUALIFICATIONS

- ◇ 6-months experience and pass entry-level test, orientation, and or qualifications.
- ◇ Complete Unit 1 Basic Waterworks course. (20 Hour Course)
- ◇ Must obtain Class-B CDL.
- ◇ Comprehend and execute written and verbal instructions, proper use of iWorQ systems.
- ◇ Use personal protective equipment. (Hardhat, gloves, safety vest, rubber boots, etc.)
- ◇ Properly utilize and maintain hand and power tools.
- ◇ Communicate effectively in different platforms.
- ◇ Ability to perform safety and maintenance inspections on department vehicles.
- ◇ Demonstrate self-control and teamwork.
- ◇ Must be able to identify water/wastewater and service line parts.
- ◇ Must be able to make a street repair, water main, and service line repair.

Level II- UMT

- ◇ 12 to 18 Months Experience
- ◇ \$41,662.40 Annually
- ◇ \$20.03/hour

LEVEL II- UMT

QUALIFICATIONS

- ◇ 1 year experience and pass all previous levels test and or qualifications.
- ◇ Ability to complete 1 of the additional required TEEX courses (20 hours) need for TCEQ Certifications.
- ◇ Ability to read utility maps and locate and mark lines using the map/GIS.
- ◇ Ability to identify size and type of pipe.
- ◇ Ability to determine drainage grades and calculations.
- ◇ Ability to decide on how to repair streets, water/wastewater main lines, taps, and service lines.
- ◇ Receive training on track hoe, and backhoe on how to backfill and level job sites. Minimum of 20 hours total. Begin driving large CDL equipment.
- ◇ Ability to perform safety and maintenance inspection on the department equipment. (Track hoe, Backhoe, etc.)
- ◇ Ability to secure and set up traffic control.
- ◇ Ability to operate power tools, and motorized equipment

LEVEL III- UMT



- ◇ 18 Months to 2 Years Experience
- ◇ \$44,990.40
- ◇ \$21.63/hour

LEVEL III- UMT QUALIFICATIONS

- ◇ 18 months experience and pass all previous levels test and or qualifications.
- ◇ Must have completed at least 3 of the required TEEX courses (total of 60 hours) needed for TCEQ certifications.
- ◇ Continue training on Backhoe, track hoe (loading, unloading, proper operation of controls, and maintenance of machine/trailer). 40 hours minimum. Also, begin Gradall training and street sweeper operations.
- ◇ Ability to install hydraulic shoring.
- ◇ Install, repair and maintain water/sewer mains or service lines.
- ◇ Install, repair and maintain water/sewer service taps.
- ◇ Must be able to repair/replace all meters.
- ◇ Trained on installation, repair and maintenance fire Hydrants and valves.

Level IV- UMT

- ◇ 2 + Years
Experience
- ◇ \$48,588.80 Annually
- ◇ \$23.36/hour

LEVEL IV- UMT QUALIFICATIONS

- ◇ 2 years experience and pass all previous levels test and or qualifications.
- ◇ Must have completed all of the required TEEEX courses (total of 60 hours) needed for TCEQ certifications.
- ◇ Ability to obtain a Class C certification. (Water or Wastewater)
- ◇ Receive training on backhoe (learn how to dig up main line, service line, and taps for repair) 60 hours minimum.
- ◇ Begin training on operation and maintenance of water wells, and water towers.
- ◇ Test for chlorine and take water samples to the lab.
- ◇ Begin training on operation/maintenance of lift stations.
- ◇ Continue training on installation, repair and maintenance of fire hydrants and valves.

*Level V-
CT-1*

- ◇ 3+ Years Experience
- ◇ \$52,478.40 Annually
- ◇ \$25.23/hour

LEVEL V- CERTIFIED TECHNICIAN I QUALIFICATIONS

- ◆ 3+ years experience and pass all previous levels test and or qualifications.
- ◆ Must Posses a Class C Water/Wastewater certification.
- ◆ Must complete at least 2 courses from TEEEX needed (40 hours) to maintain or upgrade to a Class B TCEQ certification.
- ◆ Demonstrate attention to detail, and customer service attitude.
- ◆ Demonstrate good judgment, team leadership, flexibility, and self-motivation.
- ◆ Continue training on the operation and maintenance of water wells. (TCEQ requires a “C” Ground water certificate or equal to turn on or off the wells.) Operation of lift stations.
- ◆ Must have ability to operate backhoe and properly dig up main lines, service lines and taps for repairs. Gradall operation (40 hours)
- ◆ Ability to install, repair and maintain fire Hydrants and valves.
- ◆ Train on Leak Detection Equipment.
- ◆ Train on Valve Maintenance Equipment.

Level VI- CT-2

- ◇ 4+ Years Experience
- ◇ \$56,680.00 Annually
- ◇ \$27.25/hour

LEVEL VI- CERTIFIED TECHNICIAN II QUALIFICATIONS

- ◇ 4+ years experience and pass all previous levels test and or qualifications.
- ◇ Must Posses a Class C Water/wastewater certificate.
- ◇ Must complete at least 2 courses from TEEX needed (40 hours) to upgrade TCEQ certifications.
- ◇ Ability to obtain a Class B License
- ◇ Continue training on the operation and maintenance of water wells. Operation of lift stations.
- ◇ Continue training on Valve Maintenance Equipment and data entry.
- ◇ Plan and conduct a safety meeting on a job-related topic.

Level VII- CMT-1

- ◇ 5+ Years Experience
- ◇ \$61,214.40 Annually
- ◇ \$29.43/hour

LEVEL VII- CERTIFIED MASTER TECH I QUALIFICATIONS

5+ years experience and pass all previous levels test and or qualifications.

Ability to train others on all mastered tasks to this level.

Must posses a Class C Water and Wastewater certification.

Must complete at least 2 courses from TEEX needed (40 hours) to maintain or upgrade TCEQ certifications.

Ability to plan and execute repair job, as crew leader with minimum supervision.

Assist Supervisors with safety and housekeeping inspection.

Ability to operate Leak Detection Equipment, continue training on data entry.

Ability to operate Valve Maintenance Equipment, continue training on data entry.

Level VIII- CMT-2

- ◇ 6+ Years Experience
- ◇ \$66,102.40 Annually
- ◇ \$31.78/hour

***LEVEL VIII-
CERTIFIED
MASTER TECH II
QUALIFICATIONS***

- ◇ 6+ years experience and pass all previous levels test and or qualifications.
- ◇ Must possess a B Water/wastewater certification.
- ◇ Must complete at least 1 course per year from TEEEX needed (20 hours) to maintain or upgrade TCEQ certifications.
- ◇ Must be able to work proficiently in system and Utility Construction.
- ◇ Plan and conduct 1 safety meeting per year on a job-related topic.
- ◇ Ability to operate all wells and elevated storage tanks and lift stations.
- ◇ Ability to operate leak detection program.
- ◇ Ability to operate valve maintenance program.