

**CITY OF FORTUNA
UTILITY WORKER QUALIFICATION/INCENTIVE MATRIX**

Reviewed and Updated June 2016
Reviewed and Updated September 2017

NOTE: MUST BE MINIMUM OF 18 YEARS OF AGE IN ORDER TO DRIVE CITY VEHICLES.

	II	III	Lead	Utilities Superintendent (exempt)
Minimum Level of Supervision	General Supervision of lead utility worker	General direction of lead utility worker	General direction of General Services Superintendent	General direction of PW Director and coordination with Chief Plant Operator
Skill Level	Entry, no experience or certification required at time of hire.	Mid-level experienced, with certification	Top-level experienced, front line supervisor, with certification	Top-level experienced, LRO of Water, Division Manager
Probationary period	24 months	18 months	18 months	n/a
Certifications/Job Requirements	Valid CDL	D1 Valid CDL	D2 T1 Class B	D3 T2 Class B
Note: Required at time of hire unless otherwise noted.	D1 within 24 months Class B CDL within 6 months	D2 within 18 months T1 within 18 months Class B CDL within 6 month	D3 within 18 months T2 within 18 months BF within 18 month	T3 within 18 months BF within 18 months
Covered by DOT?	Yes – Class A or B CDL	Yes – Class A or B CDL	Yes – Class A or B CDL	Yes – Class A or B CDL
Drug Testing	Yes. DOT- preemployment and random	Yes. DOT- preemployment and random	Yes. DOT- preemployment and random	Yes. DOT- preemployment and random
Respond to call-outs/pager duty? If yes – 30 minute response required.	Yes	Yes	Yes	Yes
Desired Level of Education/Experience	Prior work in related field preferred	2 years of increasingly responsible work experience similar to Fortuna Utility Worker II	3 years of increasingly responsible work experience similar to Fortuna Utility Worker III, including one year in a position requiring D2 and T1, and 1 year of supervisory experience	4 years of increasingly responsible work experience similar to Fortuna Lead Utility Worker including three years in a position requiring D2 and T2, and 3 years of supervisory experience

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City Paid Training (Job Class plus one level up.)	BF D1 D2 T1 T2 Class B	BF D2 D3 T1 T2 Class B	BF D3 D4 T2 T3 Class B	BF D4 T3
Incentives per MOU If certificate achieved before July 1, 2011	\$50/month residency incentive 2.5% for each (no limit): T2, BF, D2, D3 Pager pay: \$29/day	\$50/month residency incentive 2.5% for each (no limit): T2, BF, D2, D3 Pager pay: \$29/day	\$50/month residency incentive Pager pay: \$29/day	\$35/month residency incentive
Incentives per MOU If certificate achieved on, or after, July 1, 2011	\$50/month residency incentive \$630/yr for each (no limit): T2, BF, D2, D3 Pager pay: \$29/day	\$50/month residency incentive \$630/yr for each (no limit): T2, BF, D3 Pager pay: \$29/day	\$50/month residency incentive \$630/yr for each (no limit): D4, T3 Pager pay: \$29/day	\$35/month residency incentive

*Certifications:

WW - Wastewater Treatment Plant Operator:
T - Water Treatment:
D - Water Distribution (Utility Workers):
Laboratory Technician

State Water Resources Control Board (SWRCB)
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California Water Environment Association (CWEA), OR
American Water Works Association (AWWA)