

16b.

For the calendar years of 2019 and 2020 the Edmonson County Water District wage scale was based on a 25 step and grade scale. Step defined tenure and grade defined position or title. A new employee started out in step 1 and at the end of their 90-day introductory period if they were retained for employment, they were given a \$.50 per hour increase, while still remaining in step 1. On an employee's hire date anniversary, they were given an increase in wages dependent on what grade they were in, on the scale. After an employee reached step 25 (25th hire date anniversary) they were no longer eligible for a wage increase unless they receive a promotion or by the approval by the Board of Commissioners.

Starting the beginning of calendar year 2021, the Edmonson County Water District changed the wage scale from 25 steps and grade scale to 16 steps and grade scale also adding \$1.00 to the beginning of the scale and \$.50 to the end of the scale. Step defines tenure and grade defines position or title. The change in the wage scale was approved on November 10, 2020, at a regularly scheduled meeting, by the Edmonson County Water Districts' Board of Commissioners. A new employee begins in step 1 and at the end of their 90-day introductory period if they are retained for employment, they are given a \$.50 per hour increase while still remaining in step 1. On an employee's hire date anniversary, they are given an increase in wages dependent on what grade they are in on the scale. After an employee has reached step 16 (16th. hire date anniversary), they will no longer be eligible for a wage increase, unless they receive a promotion or by the approval of the Board of Commissioners.

When an employee is promoted by merit, filling a position that has become vacant or acquiring certification from the Energy and Environment, they are moved to a different grade, but stay in the same step.