

MEMORANDUM OF AGREEMENT

BETWEEN

THE CITY OF GROTON
AND

UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY,
ALLIED INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL UNION, LOCAL
9411-00 (UTILITIES)

THIS MEMORANDUM OF AGREEMENT is between the City of Groton, hereinafter referred to as “the City”, and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, Local 9411-00 (Utilities) hereinafter referred to as “Union”.

1. The parties agreed during negotiations that the following position descriptions would be written to reflect the actual essential duties of the positions: Watershed Patrol and Surveillance Level II; Watershed Patrol and Surveillance Level III.
2. The attached position description replaces the following:

Reservoir Patrolperson. The position title on page 36 “Reservoir Patrolperson” will be changed to read “Watershed Patrol and Surveillance”, the classifications will be changed from “Reservoir Patrolperson Level II” to “Watershed Patrol and Surveillance Level II” respectively, and “Reservoir Patrolperson Level III” will be changed to read “Watershed Patrol and Surveillance Level III” respectively. Pages 73 and 74 of the current contract will be replaced with pages 73 to 74A (attached).

3. The parties further agree that all other Articles and Sections of the existing Collective Bargaining Agreement (July 1, 2016 to June 30, 2019) between the City of Groton and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, Local 9411-00 (Utilities) shall remain in full force and effect.

IN WITNESS WHEREOF, said parties have caused the Agreement to be executed by their duly authorized representative on this 14 day of September, 2017.

WITNESS



FOR THE CITY OF GROTON


KEITH HEDRICK, MAYOR

WITNESS



 9/14/17
KEVIN ZIOLKOVSKI, PRESIDENT

UNITED STEEL, PAPER AND FORESTRY,
RUBBER, MANUFACTURING, ENERGY,
ALLIED INDUSTRIAL AND SERVICE
WORKERS INTERNATIONAL UNION, LOCAL
9411-00



**CITY OF GROTON
POSITION DESCRIPTION**



GROTON UTILITIES

WATERSHED PATROL AND SURVEILLANCE LEVEL I

Position Title: Watershed Patrol and Surveillance Level II
Department: Utilities
Section: Water Division
Reports to: Chief Plant Operator, Water Treatment Plant or Designee
Union: United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union
FLSA Status: Non Exempt
Approved By:
Approval Date:

SUMMARY

The Watershed Patrol and Surveillance, under the general supervision of the Chief Plant Operator, Water Treatment Plant or designee, patrols the watershed by vehicle, bicycle or on foot as required in addition to the duties listed below.

ESSENTIAL DUTIES AND RESPONSIBILITIES

1. Performs work according to applicable Federal and State safety regulations and maintains conformance with regulatory requirements.
2. Patrols the watershed by vehicle, bicycle or on foot as required.
3. Patrols reservoir / watershed area daily (time of patrol is optional); and must work under special schedules in the event of storms or gate guard duties as required.
4. Assists in measuring and recording rainfall and snowfall at reservoirs, measures reservoir elevations and stream flow daily, and performs more frequent inspections under unusual weather conditions.
5. Assists in conducting the annual Sanitary Survey and compiles report of potential pollution sources in watershed / reservoir area and assists in report preparation for CT DPH.
6. Assists in collecting water samples and adjusting reservoir controls as required; collects samples from the reservoir / watershed, and others as required and delivers them to appropriate laboratory periodically for analysis.
7. Assists in responsibility for the control of water flow from reservoirs to the terminal reservoir including minimum streamflow requirements.

8. Assists in monitoring and recording all activities within watershed/reservoir area for compliance with regulations and requirements; reports deviations to appropriate supervisor and/or authority.
9. Assists in escorts for authorized walks, hikes, and tours on watershed and reservoir properties.
10. Reports law violators on City of Groton property to supervisor.
11. Monitors and reports status of outside contractors working on the watershed.
12. Reports on all fires on City of Groton watershed properties.
13. Responds to all spills, auto accidents, or other such emergency conditions throughout the watershed reservoir properties, for assistance as assigned.
14. Performs general observations of dams, underdraws, piezometer readings and compiles reports as required to be submitted to supervisor.
15. Assists in observing, monitoring, and reporting and reporting on property in watershed/reservoir area for violations of sanitary conditions and compiles reports as required.
16. Assists in conducting, monitoring and maintaining records for Timber Maintenance Program, including conducting daily checks of the vendors.
17. Observes and reports conditions of the patrol vehicles and schedules any authorized maintenance (lubrication, mechanical maintenance, radio maintenance, and other maintenance required to keep the vehicles in good operating conditions).
18. Assists all City and Utility personnel on all functions relating to Watershed and Reservoir operations as directed.
19. Projects a professional image and is courteous when dealing with the public.

QUALIFICATIONS

Must possess and maintain a valid driver's license and be able to safely operate a vehicle.

Must be generally familiar with City of Groton property lines.

Must have working knowledge of computers and technology.

Must have general knowledge of reservoir operations and understanding of the use of gates at the various reservoir locations.

Must be available to work required special schedules such as, but not limited to, severe weather such as tropical storms or hurricanes, heatwaves and manmade disasters. Also must be available for Operations Complex Guard shack duties.

EDUCATION AND/OR EXPERIENCE

High school education or equivalent. Training in mathematics, general science, and English. Forestry, environmental studies and map reading desirable.

One year in related water department or equivalent experience.

Be willing to participate in continuing educational opportunities.

LANGUAGE SKILLS

Ability to read, speak, write and comprehend the English language.

Ability to establish and maintain effective working relationships with superiors, subordinates, associates, officials of other agencies and the general public.

REASONING ABILITY

Must have a basic knowledge of mathematics.

PHYSICAL DEMANDS

The physical demands described are representative of those that must be met by an employee to successfully perform the essential functions of this job. Must be in good physical condition. The employee is frequently required to stand, sit, walk, use hands to fingers, and reach with hands and arms. The employee must occasionally lift and/or move up to 50 pounds. Specific vision abilities required for this job include close vision and the ability to adjust focus.

WORKING ENVIRONMENT

The work environment requires the individual to walk on uneven ground while in the field. Individual may be exposed to inclement weather, driving on snowy or icy roads, storms, hurricanes, etc.

I have read and understand my position description.

EMPLOYEE'S SIGNATURE

DATE

APPENDIX A - RATE SCHEDULES AND REQUIRED CERTIFICATIONS

NOTE: The employee listed above shall not advance beyond the step indicated without first acquiring all certifications required for the position as indicated in Appendix A.

CHIEF PLANT OPERATORS					
CLASSIFICATION	REVIEW PERIOD	CURRENT RATE	2.25% 7/1/2016	2.25% 7/1/2017	2.0% 7/1/2018
CPO, PAF/CPO, WTP¹	Top Step	\$ 41.82	\$ 42.76	\$ 43.72	\$ 44.59
	Year 2	\$ 40.61	\$ 41.52	\$ 42.45	\$ 43.30
	Year 1	\$ 39.43	\$ 40.32	\$ 41.23	\$ 42.05
¹ CPO, PAF - DEEP Wastewater Treatment Class IV or acquire within two (2) years. CPO, WTP - DPH Water Treatment Class IV; DPH Water Distribution Class II.					

EQUIPMENT OPERATORS					
CLASSIFICATION	REVIEW PERIOD	CURRENT RATE	2.25% 7/1/2016	2.25% 7/1/2017	2.0% 7/1/2018
Equipment Operators¹					
Class II	Top Step	\$ 33.78	\$ 34.54	\$ 35.32	\$ 36.03
Class II	24 months	\$ 32.88	\$ 33.62	\$ 34.38	\$ 35.07
Class II	12 months	\$ 31.55	\$ 32.26	\$ 32.99	\$ 33.65
Class II	Start	\$ 30.74	\$ 31.43	\$ 32.14	\$ 32.78
¹ Required: DPH Distribution Class II. Recommend: DPH Water Distribution Class III, NEWEA Sewer Collection Class III.					

WATERSHED PATROL AND SURVEILLANCE LEVEL II AND LEVEL III					
CLASSIFICATION	REVIEW PERIOD	CURRENT RATE	2.25% 7/1/2016	2.25% 7/1/2017	2.0% 7/1/2018
Watershed Patrol and Surveillance Level III	Top Step	\$ 30.22	\$ 34.00	\$ 34.77	\$ 35.47
	24 months	\$ 27.33	\$ 33.23	\$ 33.98	\$ 34.66
	12 months	\$ 24.36	\$ 32.21	\$ 32.93	\$ 33.59
	Start	\$ 21.42	\$ 30.68	\$ 31.37	\$ 32.00
Watershed Patrol and Surveillance Level II	24 months	\$ 21.66	\$ 27.94	\$ 28.57	\$ 29.14
	12 months	\$ 20.54	\$ 24.91	\$ 25.47	\$ 25.98
	Start	\$ 20.19	\$ 21.90	\$ 22.39	\$ 22.84
Watershed Patrol and Surveillance Level I	24 months	\$ 18.49	\$ 20.67	\$ 21.14	\$ 21.56

	12 months	\$ 17.51	\$ 19.65	\$ 20.09	\$ 20.49
	Start	\$ 16.09	\$ 18.85	\$ 19.27	\$ 19.66
<p>Note: Watershed Patrol and Surveillance Benjamin Gardner and PT Watershed Patrol and Surveillance Fred Fricano will receive contractual general wages based on percentages in the contract.</p>					

**CITY OF GROTON AND LOCAL 9411-00
MOU DATED**