

PROFESSIONAL MANAGERS AND SUPERVISORS ASSOCIATION
Effective October 1, 2014

1. Employees in the PMSA unit may receive a 5% stipend for designations as follows:
 - a. Professional Engineer
 - b. Certified Solaris Administrator
 - c. Certified Java Developer
 - d. ORACLE Certified Professional
 - e. Air Conditioning Contractors of America (ACCA)
 - f. Refrigerant Transition & Recovery Certification Types I, II, III
 - g. Microsoft Certified Professional
 - h. Microsoft Certified System Engineer
 - i. Certified Lotus Specialist
 - j. Certified Lotus Professional
 - k. Cisco Certified Network Associate
 - l. Cisco Certified Network Professional
 - m. Certified Professional Public Buyer
 - n. Certified Records Manager
 - o. Certified Public Purchasing Officer
 - p. American Institute of Certified Planners
 - q. Informix Certified Developer
 - r. Informix Certified Database Administrator
 - s. Senior Certified Crime Scene Analyst
 - t. Certified Emergency Manager

2. Employees in the PMSA bargaining unit may receive 2.5% stipend for designations as follows:
 - a. Oracle Master
 - b. A+ Certification
 - c. Certified Payroll Professional
 - d. Certified Crime Scene Analyst
 - e. Certified Parking Facility Manager
3. An employee who is assigned within a cost center wherein a work unit's primary function is storm water, or water distribution or wastewater collection; or an employee who is assigned as a manager or supervisor over more than one cost center at least one of which is storm water, or water distribution, or wastewater collection shall receive no more than one of the below as indicated:
4. **Storm Water Division:** 2.0% stipend for holding a Class B Stormwater Certificate or a 2.5% for holding a Class A Stormwater Certificate.
5. **Water Distribution Division:** 2.0% stipend for holding a Class B Water Distribution Certificate or a 2.5% for holding a Class A Water Distribution Certificate.
6. **Wastewater Collection Division:** 2.0% stipend for holding a Class B wastewater collection certificate or a 2.5% for holding a Class A wastewater collection certificate.
7. All employees hired on or after October 1, 2009 shall be not be eligible for any stipend or incentives as described above. All employees who after October 1, 2009 that are receiving incentives and stipends as described above will be grandfathered and will continue to receive such stipends and incentives.]