

**APPENDIX "A"  
PAY GRID**

<b>Effective Date</b>	<b><u>May 1, 2008</u></b>	<b><u>May 1, 2009</u></b>	<b><u>May 1, 2010</u></b>	<b><u>May 1, 2011</u></b>
<b><u>Dealer</u></b>				
Probation	10.87	11.19	11.47	11.70
Level 1	11.10	11.43	11.71	11.95
Level 2	12.09	12.45	12.76	13.02
Level 3	12.43	12.80	13.12	13.39
Level 4	13.10	13.50	13.83	14.11
Level 5	13.77	14.18	14.53	14.82
Poker/Roulette Premium (training)	0.20	0.20	0.20	0.20
Poker/Roulette Premium (final)	0.40	0.40	0.40	0.40
<b><u>Assistant Pit Boss</u></b>				
Probation	15.00	15.45	15.83	16.15
Level 1	17.72	18.25	18.71	19.08
Level 2	18.27	18.82	19.29	19.67
<b><u>Bar</u></b>				
Bartender (probation)	12.26	12.63	12.95	13.21
Bartender (Level 1)	13.43	13.84	14.18	14.47
Bartender (Level 2)	14.58	15.02	15.40	15.70
Server (probation)	10.74	11.07	11.34	11.57
Server (Level 1)	11.42	11.76	12.05	12.29
Server (Level 2)	12.09	12.45	12.76	13.02
<b><u>Bank</u></b>				
Probation	14.80	15.24	15.63	15.94
Level 1	15.45	15.92	16.31	16.64
Level 2	16.46	16.95	17.37	17.72
Level 3	17.48	18.01	18.46	18.82
Level 4	18.81	19.37	19.85	20.25
Level 5	19.47	20.05	20.55	20.96
<b><u>Slots</u></b>				
Probation	18.81	19.37	19.85	20.25
Level 1	20.14	20.75	21.26	21.69
Level 2	22.84	23.53	24.12	24.60
<b><u>Door/Security</u></b>				
Probation	14.52	14.96	15.33	15.64
Level 1	14.80	15.24	15.63	15.94
Level 2	15.45	15.92	16.31	16.64

**APPENDIX “A”**

**PAY GIRD (Continued)**

<b>Effective Date</b>	<b><u>May 1, 2008</u></b>	<b><u>May 1, 2009</u></b>	<b><u>May 1, 2010</u></b>	<b><u>May 1, 2011</u></b>
<b><u>Maintenance Assistant</u></b>				
Probation	14.80	15.24	15.63	15.94
Level 1	16.14	16.62	17.04	17.38
Level 2	16.70	17.21	17.64	17.99
<b><u>Administrative Assistant</u></b>				
Probation	16.58	17.08	17.51	17.86
Level 1	17.21	17.73	18.17	18.54
Level 2	18.21	18.75	19.22	19.61
Level 3	19.22	19.80	20.29	20.70
Level 4	20.27	20.87	21.40	21.82
<b><u>Marketing Assistant</u></b>				
Probation	17.21	17.73	18.17	18.54
Level 1	18.21	18.75	19.22	19.61
Level 2	19.22	19.80	20.29	20.70
Level 3	20.51	21.13	21.66	22.09
Level 4	21.62	22.27	22.83	23.28
<b><u>Special Events Coordinator</u></b>				
Probation	14.80	15.24	15.63	15.94
Level 1	15.45	15.92	16.31	16.64
Level 2	16.46	16.95	17.37	17.72
Level 3	17.49	18.02	18.47	18.84
Level 4	18.54	19.09	19.57	19.96
<b><u>Receptionist (student grant position)</u></b>				
Probation	12.41	12.78	13.10	13.36
Level 1	13.28	13.68	14.02	14.30
Level 2	14.14	14.56	14.93	15.22

\*IN THE EVENT THE STUDENT GRANT PROGRAM PAYS GREATER THAN THE RATE OF PAY ABOVE, THE EMPLOYEE SHALL RECEIVE THE RATE CLOSEST TO, BUT NOT LESS THAN THE ABOVE RATE.

## ATTACHMENT APPENDIX "A"

1. Employee's shall advance from one level to the next after each Season provided the employee has:
  - a) worked not less than 200 hours and
  - b) received a Performance Evaluation of satisfactory or better.
2. The full time administrative employees shall advance from one level to the next level on their anniversary date (date to hire) subject to a Performance Evaluation of the satisfactory or better.

## **APPENDIX "B"**

### **MONETARY SETTLEMENT**

1. Effective May 1, 2008 the employer will assign a wage increase of 3.5% to all wage rates as reflected in Appendix "A" wage grid.
2. Effective May 1, 2009 the employer will assign a wage increase of 3.0% to all wage rates as reflected in Appendix "A" wage grid.
3. Effective May 1, 2010 the employer will assign a wage increase of 2.5% to all wage rates as reflected in Appendix "A" wage grid.
4. Effective May 1, 2011 the employer will assign a wage increase of 2.0% to all wage rates as reflected in Appendix "A" wage grid.

Unless otherwise provided, the provisions of this Memorandum of Settlement have force and effect on the date of ratification.