

### Schedule "A" – Rates of Pay

<b>January 1, 2011 2.0%</b>						
Range	Step 1	Step 2	Step 3	Step 4	Step 5	
1	\$24,197.90	\$24,923.83	\$25,671.55	\$26,441.69	\$27,234.95	Students/Attendants
2	\$36,122.66	\$37,206.34	\$38,322.52	\$39,472.20	\$40,656.36	Custodian/Landfill Attendant
3	\$39,910.00	\$41,107.31	\$42,340.53	\$43,610.74	\$44,919.06	Parks/Rec Caretaker
4	\$41,960.77	\$43,219.60	\$44,516.19	\$45,851.67	\$47,227.22	Reception/Depot Coordinator
5	\$45,857.10	\$47,232.81	\$48,649.80	\$50,109.29	\$51,612.56	NLC Technician
6	\$47,175.02	\$48,590.27	\$50,047.98	\$51,549.42	\$53,095.91	Facilities Maintenance
7	\$48,606.41	\$50,064.60	\$51,566.54	\$53,113.53	\$54,706.94	NLC Operation Supervisor
8	\$53,344.29	\$54,944.62	\$56,592.95	\$58,290.74	\$60,039.46	Programmer, I, Equip. Op I, II, Finance Asst/Dev. Off.
9	\$58,828.98	\$60,593.85	\$62,411.67	\$64,284.01	\$66,212.54	
10	\$62,156.58	\$64,021.28	\$65,941.92	\$67,920.17	\$69,957.78	Fire Chief/Bylaw
11	\$62,959.53	\$64,848.32	\$66,793.76	\$68,797.58	\$70,861.50	Equip. Operator III/Programmer II
12	\$65,178.24	\$67,133.60	\$69,147.60	\$71,222.03	\$73,358.69	

Subject to a satisfactory performance evaluation, employees will receive merit increase annually on the increment date in the position they hold. The maximum of these increases is not to exceed the top of the range.

**Schedule "A" – Rates of Pay**

<b>January 1, 2012 2.25%</b>						
Range	Step 1	Step 2	Step 3	Step 4	Step 5	
1	\$24,742.35	\$25,484.62	\$26,249.16	\$27,036.63	\$27,847.73	Students/Attendants
2	\$36,935.42	\$38,043.48	\$39,184.78	\$40,360.33	\$41,571.13	Custodian/Landfill Attendant
3	\$40,807.97	\$42,032.22	\$43,293.19	\$44,591.98	\$45,929.73	Parks/Rec Caretaker
4	\$42,904.89	\$44,192.04	\$45,517.80	\$46,883.34	\$48,289.84	Reception/Depot Coordinator
5	\$46,888.88	\$48,295.55	\$49,744.42	\$51,236.74	\$52,773.84	NLC Technician
6	\$48,236.46	\$49,683.55	\$51,174.06	\$52,709.29	\$54,290.56	Facilities Maintenance
7	\$49,700.05	\$51,191.05	\$52,726.79	\$54,308.59	\$55,937.84	NLC Operation Supervisor
8	\$54,544.53	\$56,180.87	\$57,866.29	\$59,602.28	\$61,390.35	Programmer, I, Equip. Op I, II, Finance Asst/Dev. Off.
9	\$60,152.63	\$61,957.22	\$63,815.93	\$65,730.40	\$67,702.32	
10	\$63,555.10	\$65,461.76	\$67,425.61	\$69,448.37	\$71,531.83	Fire Chief/Bylaw
11	\$64,376.12	\$66,307.40	\$68,296.62	\$70,345.53	\$72,455.88	Equip. Operator III/Programmer II
12	\$66,644.76	\$68,644.10	\$70,703.42	\$72,824.53	\$75,009.26	

Subject to a satisfactory performance evaluation, employees will receive merit increase annually on the increment date in the position they hold. The maximum of these increases is not to exceed the top of the range.

**Schedule "A" – Rates of Pay**

<b>January 1, 2013 2.50%</b>						
Range	Step 1	Step 2	Step 3	Step 4	Step 5	
1	\$25,360.91	\$26,121.73	\$26,905.39	\$27,712.55	\$28,543.93	Students/Attendants
2	\$37,858.80	\$38,994.57	\$40,164.40	\$41,369.34	\$42,610.41	Custodian/Landfill Attendant
3	\$41,828.17	\$43,083.03	\$44,375.52	\$45,706.78	\$47,077.98	Parks/Rec Caretaker
4	\$43,977.51	\$45,296.85	\$46,655.75	\$48,055.42	\$49,497.08	Reception/Depot Coordinator
5	\$48,061.11	\$49,502.94	\$50,988.03	\$52,517.66	\$54,093.19	NLC Technician
6	\$49,442.37	\$50,925.64	\$52,453.41	\$54,027.02	\$55,647.83	Facilities Maintenance
7	\$50,942.55	\$52,470.83	\$54,044.96	\$55,666.30	\$57,336.29	NLC Operation Supervisor
8	\$55,908.15	\$57,585.39	\$59,312.94	\$61,092.33	\$62,925.11	Programmer, I, Equip. Op I, II, Finance Asst/Dev. Off.
9	\$61,656.45	\$63,506.15	\$65,411.33	\$67,373.66	\$69,394.87	
10	\$65,143.98	\$67,098.30	\$69,111.25	\$71,184.58	\$73,320.13	Fire Chief/Bylaw
11	\$65,985.52	\$67,965.09	\$70,004.04	\$72,104.17	\$74,267.28	Equip. Operator III/Programmer II
12	\$68,310.87	\$70,360.20	\$72,471.00	\$74,645.14	\$76,884.49	

Subject to a satisfactory performance evaluation, employees will receive merit increase annually on the increment date in the position they hold. The maximum of these increases is not to exceed the top of the range.

**APPENDIX "A"**  
**Town of Watson Lake**

<b>Position</b>	<b>Probation Months</b>	<b>Standard Weekly Hours of Work</b>
Land Fill Attendant	3 months	40
Custodian	3 months	40
Greyhound Attendant	3 months	40
Recycling Co-ordinator	3 months	40
Receptionist I	3 months	35
Depot/Receptionist II	3 months	40
NLC I/T Technician	6 months	40
Facilities Maintenance	3 months	40
NLC Operations Supervisor	3 months	40
Equipment Operator I	3 months	40
Equipment Operator II	3 months	40
Equipment Operator III	3 months	40
Programmer I & III	3 months	40
Finance Asst/Development Off	3 months	35
Fire Chief/By-Law Off.	6 months	40
Parks & Rec. Caretaker	6 months	40
Facility Supervisor	3 months	40

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**APPENDIX “B”**  
**Town of Watson Lake**

The weekly work week shall be as outlined below:

Administration	Monday – Friday	1 hour unpaid meal break	(8:30am-4:30pm)
Public Works	Monday – Friday	1/2 hour unpaid meal break	(7:30am-3:30pm)
Fire Dept	Monday – Friday	1 hour unpaid meal break	(8:00am-5:00pm)
Greyhound Attendant	Monday – Saturday		( 5:00pm-10:30pm)
Greyhound Attnnd/Receptionist	Tuesday – Friday		(8:00am-5:00pm)
	Mondays	1 hour unpaid meal break	(2:00pm-10:00pm)
Pool/Lucky Lake	Monday – Sunday		(8:00am-8:00pm)
Parks/Recreation	Monday-Friday	1 hour unpaid meal break	
Summer			(8:00am-5:00pm)
Winter			(8:00am-10:00pm)
Northern Lights Centre		2 hours unpaid meal break	
Summer	Monday – Sunday		(12:00pm-10:00pm)
Winter	Tuesday – Saturday	1/2 hour unpaid meal break	(8:30am-5:00pm)
Recycling Depot	Monday – Saturday	½ hour unpaid meal break	(8:00am-6:00pm)
Land Fill Attendant			(12:00pm-6:00pm)

Note:

An employee’s working schedule will not be altered unless he/she has been given a minimum of seven (7) working days advance notice of the alteration. Where the Employer fails to give an employee seven (7) working days advance notice of an alteration in his/her normal work schedule, the Employer shall pay the Employee at the rate of time and one half (1 1/2T) for all regular hours worked on the first day or shift worked following receipt of the notice of change. Subsequent day or shifts worked on the revised hours shall be paid for at straight time, subject to the overtime provisions of this agreement.

**APPENDIX "C"**  
**Prepaid Leave Plan**

Re: Town of Watson Lake Prepaid Leave Plan – Agreement

I have read the terms and conditions of the Town of Watson Lake Prepaid Leave Plan. I understand and agree to participate in the plan under the following terms and conditions.

1. Participation Date: I shall become a participant effective \_\_\_\_\_
  
2. Release period: My release period of leave shall be from \_\_\_\_\_ to \_\_\_\_\_
  
3. Contributions: In accordance with Sections \_\_\_\_\_, I direct the percentage amounts as set out in this release be withheld from my current Compensation Amount with respect to my participation in the Plan for the following years.  
  
First year \_\_\_\_\_  
Second year \_\_\_\_\_  
Third year \_\_\_\_\_  
Fourth year \_\_\_\_\_  
Fifth year \_\_\_\_\_
  
4. Release Payment: During my release period, the Town of Watson Lake will pay me a salary through payroll equal to the accumulated contributions and interest (the amount to be determined just before the release period) less any required deductions and withholdings.
  
5. Withdrawal: