

**Schedule "A" – Rates of Pay**

| Range | Step 1      | Step 2      | Step 3       | Step 4       | Step 5      |                                 |
|-------|-------------|-------------|--------------|--------------|-------------|---------------------------------|
| 1     | \$23,032.46 | \$23,723.43 | \$ 24,435.13 | \$ 25,168.19 | \$25,923.23 | Students/Attendants             |
| 2     | \$34,382.88 | \$35,414.37 | \$ 36,476.80 | \$ 37,571.10 | \$38,698.24 | Custodian/Security Guard        |
| 3     | \$37,987.82 | \$39,127.45 | \$ 40,301.28 | \$ 41,510.32 | \$42,755.63 | Parks/Rec Caretaker             |
| 4     | \$39,939.82 | \$41,138.01 | \$ 42,372.16 | \$ 43,643.32 | \$44,952.62 | Reception/Depot Crdnator        |
| 5     | \$43,648.48 | \$44,957.94 | \$ 46,306.68 | \$ 47,695.88 | \$49,126.75 | NLC Technician                  |
| 6     | \$44,902.93 | \$46,250.02 | \$ 47,637.52 | \$ 49,066.65 | \$50,538.65 | Facilities Maintenance          |
| 7     | \$46,265.38 | \$47,653.34 | \$ 49,082.94 | \$ 50,555.43 | \$52,072.09 | NLC Operation Mngr.             |
| 8     | \$50,775.06 | \$52,298.32 | \$ 53,867.27 | \$ 55,483.28 | \$57,147.78 | Programmer,Equip.Op.II          |
| 9     | \$55,995.60 | \$57,675.47 | \$ 59,405.74 | \$ 61,187.91 | \$63,023.54 | Admin Asst./Finance Off.        |
| 10    | \$59,162.93 | \$60,937.82 | \$ 62,765.96 | \$ 64,648.94 | \$66,588.40 | Fire Chief/Bylaw                |
| 11    | \$59,927.21 | \$61,725.03 | \$ 63,576.78 | \$ 65,484.08 | \$67,448.61 | Eq.Op.III/Comm.Dev.Off/Rec.Dir. |
| 12    | \$62,039.07 | \$63,900.24 | \$ 65,817.25 | \$ 67,791.76 | \$69,825.52 | P/W Supervisor                  |
|       |             |             |              |              |             |                                 |

All employees will subject to satisfactory job performance receive a pay step increase on their increment date each year.

**Economic Increases:**

The above Schedule "A" will change on January 1, 2010 to reflect the economic increase on January 1, 2010 of 3% or application of Article 53, whichever is the greater.

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

| <b>Position</b>              | <b>Probation Months</b> | <b>Standard Weekly Hours<br/>of Work</b> |
|------------------------------|-------------------------|--|
| Custodian                    | 3 months                | 40                                       |
| Greyhound Attendant          | 3 months                | 40                                       |
| Parks & Recreation Caretaker | 3 months                | 40                                       |
| Recycling Co-ordinator       | 3 months                | 40                                       |
| Secretary/Receptionist I     | 3 months                | 35                                       |
| Secretary/Receptionist II    | 3 months                | 40                                       |
| NLC I/T Technician           | 6 months                | 40                                       |
| Facilities Maintenance       | 3 months                | 40                                       |
| NLC Operations Manager       | 3 months                | 40                                       |
| Equipment Operator I         | 3 months                | 40                                       |
| Equipment Operator II        | 3 months                | 40                                       |
| Community Dev. Officer       | 3 months                | 40                                       |
| Admin. Assistant             | 3 months                | 35                                       |
| Financial Officer            | 6 months                | 35                                       |
| Fire Chief/By-Law Off.       | 6 months                | 40                                       |
| Equipment Operator II        | 6 months                | 40                                       |
| Public Works Supervisor      | 6 months                | 40                                       |
| Parks & Recreation Director  | 6 months                | 40                                       |

---

**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 Attnd/Receptionist | Tuesday – Friday   |                            | (8:00am-5:00pm)   |
|                              | Mondays            | 1 hour unpaid meal break   | (2:00pm-10:00pm)  |
| Pool/Lucky Lake              | Monday – Friday    |                            | (8:00am-8:00pm)   |
| Lucky Lake                   | Saturday           |                            | (12:00pm -5:00pm) |
| Pool                         | Sunday             |                            | (12:00pm-7:00pm)  |
| 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  | unpaid ½ hour meal break   | (8:00am-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: