

Waterwell offers two paths on which employees can grow their careers. All new hires begin on equal ground with a starting salary of \$17.00/hr and, after a successful probation period, advancement to the Irrigation Technician or Expert Installer position will follow. The enclosed raise scale details the hourly wage increases available to employees upon completion of written tests and/or practical experience.

Employees are encouraged to express their desire to obtain higher levels. If the employee is not recommended for training of a specific level but wishes to advance their skills, they are welcomed to do so at their own costs. In these cases, materials will still be provided but the employee will not be paid for their time. Without recommendation from management, no raise will be allocated to employees choosing to further their skills.

Employees will be recommended for advancement based on supervisor feedback and management's assessment of the quality of their work, behavior and abilities. All recommended training is paid per CNESST requirements at the employee's current base salary. Materials are provided.

Full time positions in the Irrigation Technician category are available for the 2020 season. This position requires a full-time availability from April to December. Due to the nature of operations, weekend work is required on a rotational basis from all employees, regardless of seniority.

IRRIGATION TECHNICIAN

Crew Chief (I)

Pre-requisite: Driver's license, bilingualism

- ❖ Theory course
- ❖ 10 days field introduction
- ❖ Execution of basic to intermediate irrigation skills under guidance of a supervisor
- ❖ 5 hours experience driving Waterwell service truck
- ❖ Written exam (70%)
- ❖ Supervisor attestation
- ❖ Completion of CPR and ASP certifications within 2 years of hiring

Irrigation Specific Plumbing (II)

Pre-requisite: Crew Chief (I) or Installations II

- ❖ Theory course
- ❖ Completion of 5 water exits based on theory course teachings and approved by supervisor
- ❖ Written Exam (70%)
- ❖ Supervisor attestation

Landscape Lighting Technician (III)

Pre-requisite: Irrigation Technician I

- ❖ Theory course
- ❖ 40 hours field experience
- ❖ Written exam (70%)
- ❖ Supervisor attestation

Install Crew Chief (IV)

Pre-requisite: Large Vehicle Driver, Residential Machinery

- ❖ Field training
- ❖ Perform as joint Install Crew Chief for 5 installation projects
- ❖ Written Exam (70%)
- ❖ Supervisor attestation

EXPERT INSTALLER

*Each level must be completed in sequence.

Installations I

Pre-requisite: ASP Construction Certification (*Course: Santé et sécurité générale sur les chantiers de construction*)

- ❖ 1650 hours field experience (1 year)
- ❖ Good comprehension of Waterwell Installation procedure
- ❖ Ability to install heads, valves, and timer, wire up timer and valves.
- ❖ Supervisor attestation

Installations II

Pre-requisite: CPR / First Aid

- ❖ 3300 hours field experience (2 years)
- ❖ Valid drivers' license
- ❖ Ability to dismantle and reassemble the major components and perform minor trouble shooting.
- ❖ Ability to work without supervision on job sites
- ❖ Supervisor attestation
- ❖ Written exam (70%)

Installations III

- ❖ 4900 hours field experience (3 years)
- ❖ Ability to perform advanced trouble shooting
- ❖ Ability to communicate and represent Waterwell to the clients
- ❖ Plumbing (See Irrigation Technician level B)
- ❖ Supervisor attestation
- ❖ Able to be dispatched for service calls if needed

OUTSIDE TRAINING

These courses can be completed at any point during an employees' career. Proof of completion must be provided in order to obtain the associated pay increase.

CPR/First Aid Training

- ❖ Completion of a registered 16 hour course
- ❖ Available in French or in English
- ❖ Register a copy of the certification in your employee file
- ❖ Carry the card on your person during all working hours.
- ❖ Course financed by Waterwell (\$175.00)
(over 2 pay cheques beginning with the 3rd of the season)

ASP Construction (Santé et Sécurité Générale sur les chantiers de construction)

- ❖ Completion of course as taught by ASP Construction
- ❖ Available in French or in English
- ❖ Register a copy of the certification in your employee file.
- ❖ Carry the card on your person during all working hours.
- ❖ Course costs financed by Waterwell (\$275.00)
(over 4 pay cheques beginning with the 3rd of the season)

*Changes made 2018. All employees having levels that do not reflect this trajectory will remain as they were at the end of the 2017 season.

ADVANCED SKILLS

Advanced skills are offered to employees whose abilities are extraordinary and/or elect for the courses. Advanced skills allow employees to increase their opportunities for shift hours by being multi-faceted as well supplement their hourly wage. Waterwell encourages all employees to obtain as many competencies as possible for the function of the company as well as themselves.

Submersible Pumps

Pre-requisite: Irrigation Technician III

- ❖ Theory course
- ❖ Completion of 20 hours service and/or installation work based on theory course teachings and approved by supervisor
- ❖ Written Exam (70%)
- ❖ Supervisor attestation

Large Vehicle / Trailer Driver

Pre-requisite: Irrigation Technician IV or Installations III

- ❖ Theory Course
- ❖ 5 hours logged driving time
- ❖ Practical exam (85%)
- ❖ Supervisor attestation

Residential Machinery Operator (Small Machine)

Pre-requisite: Irrigation Technician III or Installations III

- ❖ Theory Course
- ❖ Introduction to machine functions
- ❖ 25 hours logged operating time
- ❖ Written exam (70%)
- ❖ Supervisor attestation

Commercial Machinery Operator (Large Machine)

Pre-requisite: Residential Machinery Operator

- ❖ Theory Course
- ❖ Introduction to machine functions
- ❖ Introduction to attachment functions
- ❖ 50 hours logged operating, including 5 hours per attachment
- ❖ Practical test per attachment and bi-directional driving
- ❖ Written exam (70%)
- ❖ Supervisor attestation

CAREER DEVELOPMENT PROGRAM

Raise Scale 2020		Hourly Raise	Annual Raise (based on 2000 hrs)
TESTS	Crew Chief	\$0.90	\$1,800.00
	CPR Certification	\$0.20	\$400.00
	ASP Construction Safety Course	\$0.30	\$600.00
	Irrigation Specific Plumbing	\$0.20	\$400.00
	Submersible Pumps	\$0.40	\$800.00
	Landscape Lighting	\$0.40	\$800.00
	Residential Machinery	\$0.20	\$400.00
	Commercial Machinery	\$0.50	\$1,000.00
	Install Crew Chief	\$0.40	\$800.00
	Large Vehicle Driver	\$0.40	\$800.00
APPRENTICESHIP	Crew Chief	\$2.60	\$5,200.00
	Installations I	\$0.40	\$800.00
	Installations II	\$0.90	\$1,800.00
	Installations III	\$0.90	\$1,800.00
	Irrigation Specific Plumbing	\$0.40	\$800.00
	Submersible Pumps	\$0.80	\$1,600.00
	Landscape Lighting	\$0.40	\$800.00
	Residential Machinery	\$0.40	\$800.00
	Commercial Machinery	\$1.50	\$3,000.00
	Installation Crew Chief	\$1.10	\$2,200.00

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