



# Training, Pensions and Benefits Update

Operators Webinar

Carl Yates, Chief Executive Officer

December 16/20 2020

# Training and Certification

- AFNWA program is underway to support Operators who wish to advance their certification credentials in water treatment, wastewater treatment, water distribution and wastewater collection
- AFNWA will pay for training manuals or courses offered through ACWWA
- Subject to demand, AFNWA will also facilitate courses for Operators including exam preparation workshops.
- AFNWA will also pay for courses and tutors to raise literacy skills including math.
- AFNWA will reimburse exam costs once proof of certification is obtained
- Once hired with AFNWA, Operators will be supported to attend NS, PEI or NB Community Colleges for career advancement

# Training and Certification

- Emails sent to Operators with updates from New Brunswick and Nova Scotia Environment on Certification Exams:
  - In New Brunswick, exams held every second Thursday of each month in Moncton at NB Community College
  - Wade Wheaton offered to monitor exams in First Nations communities [506 862-8471] and supports trades advancement in First Nations communities
- In Nova Scotia, exams are carried out in different regions on a monthly basis [check NS Environment website for updates]

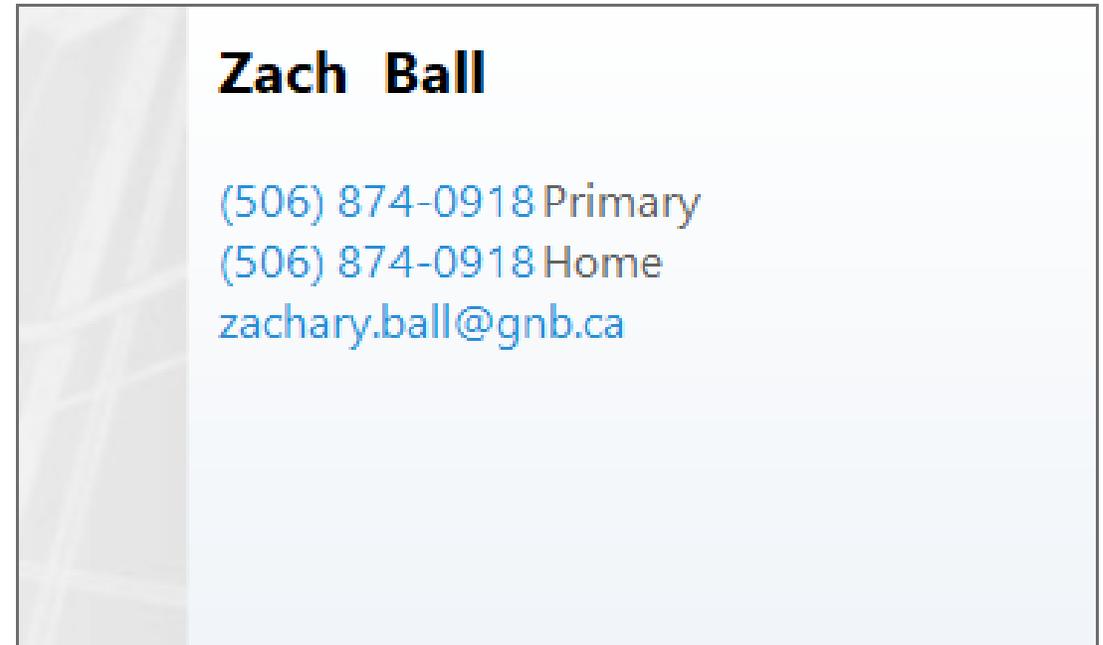
**NOVA SCOTIA WATER AND WASTEWATER  
OPERATOR CERTIFICATION EXAM SCHEDULE**

<b>Exam Date</b>	<b>Location</b>	<b>Application Deadline</b>
October 7, 2020	Truro	September 18, 2020
October 14, 2020	Liverpool	September 25, 2020
October 21, 2020	Sydney	October 2, 2020
November 18, 2020	Halifax	October 19, 2020
December 16, 2020	Yarmouth	November 16, 2020
February 24, 2021	Truro	January 25, 2021
March 31, 2021	Kentville	March 1, 2021
May 5, 2021	Sydney	April 5, 2021
June 9, 2021	Halifax	May 5, 2021
July 15, 2021	Bridgewater	June 15, 2021
August 25, 2021	Truro	July 25, 2021
September 29, 2021	Sydney	August 29, 2021
November 3, 2021	Halifax	October 3, 2021
December 8, 2021	Yarmouth	November 8, 2021

- Applications received after the deadline will not be accepted.
- All exams will start at 1:00 PM. Examinees are asked to arrive at the session between 30 minutes and 15 minutes before the exam starts.
- Some sessions may reach capacity due to social distancing requirements. Applications will be reviewed on a first come first serve basis.
- Masks must be worn at all times
- Examinees must provide their own pencils and calculator. NSE will not provide any material beyond the exam and formula sheet.
- Addresses for exam sessions will be posted on our website at least 2 weeks in advance of each exam date.
- Unless prior arrangements have been made, the exam fee must be paid at the time the exam is written. Please pay by cheque or money order made payable to "Nova Scotia Minister of Finance". Payment by cash or credit card is not accepted.

# Certification Contacts

- **Prince Edward Island, Ben Lanigan**
- Phone: 902-368-5043
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- [bpklanigan@gov.pe.ca](mailto:bpklanigan@gov.pe.ca)
  
- **Nova Scotia, Sarah Borden**
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# AFNWA Pension and Benefits

- AFNWA offers a defined contribution pension plan for employees on a 50/50 cost sharing basis:
  - 5.6 % of salary up to the CPP Yearly Maximum Pensionable Earnings [YMPE]
  - 7.6% of salary above CPP YMPE
- AFNWA offers a health and dental program for employees on a 50/50 cost sharing basis [single or family plans]
- AFNWA offers a Long-Term Disability Plan, Sick Leave and Personal Leave benefits as noted in approved HR Policy

# Operator Salaries

- AFNWA has a compensation policy approved by the AFNWA Board
- Salaries are based on job evaluations utilizing the Korn Ferry HAY methodology
- The salary range for an Operator is \$44,726 to \$55,907 depending on the Operator's level of certification. There are eight steps in the range starting at Operator in Training with increments after each subsequent certification.
- The maximum salary is \$55,907 for an Operator with Level 2 certification in all four categories

# Supervisor/Lead Operator

- There will be a Supervisor assigned to each Operational Hub
- The Operations Supervisor salary will range from \$49,869 to \$62,336
- There are eight steps in the range with a maximum pay of \$62,336 when Level 2 certification is obtained in all four categories

# Other Compensation Benefits

- Operators will be paid overtime at time and one half for hours worked beyond a forty hour week
- Operators will be paid double time for working on statutory holidays
- Vacation is based on years of service as noted in approved HR Policy



**Wela'lin**