

CUPE 2021 TO 2025 SALARY SCHEDULE

(CONTINUED)

| CLASSIFICATION | Class Code | EFFECTIVE DATE MARCH 1, 2023 - 1.50% | | | EFFECTIVE DATE DECEMBER 31, 2023 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2024 Special Wage Adjustment (2) | | | EFFECTIVE DATE MARCH 1, 2024 1.50% + \$0.50 Per Hour** | | | EFFECTIVE SEPTEMBER 1, 2024 1.50% + \$0.50 Per Hour** | | |
|---|------------|---|--------------------|--------------------|---|--------------------|--------------------|--|--------------------|--------------------|--|--------------------|--------------------|---|--------------------|--------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| 311 CUSTOMER SERVICE REPRESENTATIVE I * 2 | 391 | | | | | | | | | | | | | | | |
| 1 | | \$1,218.00 | | \$15.23 | \$1,236.27 | | \$15.45 | \$1,593.47 | | \$19.92 | \$1,617.37 | | \$20.22 | \$1,641.63 | | \$20.52 |
| 2 | | \$1,318.52 | | \$16.48 | \$1,338.30 | | \$16.73 | \$1,684.81 | | \$21.06 | \$1,710.08 | | \$21.38 | \$1,735.73 | | \$21.70 |
| 3 | | \$1,443.81 | | \$18.05 | \$1,465.47 | | \$18.32 | \$1,779.89 | | \$22.25 | \$1,806.59 | | \$22.58 | \$1,833.69 | | \$22.92 |
| 4 | | \$1,566.12 | | \$19.58 | \$1,589.61 | | \$19.87 | \$1,840.02 | | \$23.00 | \$1,867.62 | | \$23.35 | \$1,895.63 | | \$23.70 |
| 5 | | \$1,692.90 | | \$21.16 | \$1,718.29 | | \$21.48 | | | | | | | | | |
| 6 | | \$1,734.80 | | \$21.68 | \$1,760.82 | | \$22.01 | | | | | | | | | |
| 311 CUSTOMER SERVICE REPRESENTATIVE II 2 | 392 | | | | | | | | | | | | | | | |
| 1 | | \$1,719.74 | | \$21.50 | \$1,745.54 | | \$21.82 | \$1,957.36 | | \$24.47 | \$1,986.72 | | \$24.83 | \$2,016.52 | | \$25.21 |
| 2 | | \$1,795.81 | | \$22.45 | \$1,822.75 | | \$22.78 | \$2,035.54 | | \$25.44 | \$2,066.08 | | \$25.83 | \$2,097.07 | | \$26.21 |
| 3 | | \$1,861.44 | | \$23.27 | \$1,889.36 | | \$23.62 | \$2,117.38 | | \$26.47 | \$2,149.14 | | \$26.86 | \$2,181.38 | | \$27.27 |
| 4 | | \$1,934.53 | | \$24.18 | \$1,963.54 | | \$24.54 | \$2,189.57 | | \$27.37 | \$2,222.41 | | \$27.78 | \$2,255.75 | | \$28.20 |
| 5 | | \$2,013.58 | | \$25.17 | \$2,043.78 | | \$25.55 | | | | | | | | | |
| 6 | | \$2,063.42 | | \$25.79 | \$2,094.37 | | \$26.18 | | | | | | | | | |
| 311 CUSTOMER SERVICE SPECIALIST I 2 | 393 | | | | | | | | | | | | | | | |
| 1 | | \$2,080.70 | | \$26.01 | \$2,111.91 | | \$26.40 | \$2,368.58 | | \$29.61 | \$2,404.11 | | \$30.05 | \$2,440.17 | | \$30.50 |
| 2 | | \$2,168.70 | | \$27.11 | \$2,201.23 | | \$27.52 | \$2,455.64 | | \$30.70 | \$2,492.47 | | \$31.16 | \$2,529.86 | | \$31.62 |
| 3 | | \$2,249.24 | | \$28.12 | \$2,282.98 | | \$28.54 | \$2,550.11 | | \$31.88 | \$2,588.36 | | \$32.35 | \$2,627.19 | | \$32.84 |
| 4 | | \$2,321.61 | | \$29.02 | \$2,356.44 | | \$29.46 | | | | | | | | | |
| 5 | | \$2,402.87 | | \$30.04 | \$2,438.91 | | \$30.49 | | | | | | | | | |
| 311 CUSTOMER SERVICE SPECIALIST II 2 | 394 | | | | | | | | | | | | | | | |
| 1 | | \$2,289.51 | | \$28.62 | \$2,323.85 | | \$29.05 | \$2,513.72 | | \$31.42 | \$2,551.42 | | \$31.89 | \$2,589.69 | | \$32.37 |
| 2 | | \$2,381.99 | | \$29.77 | \$2,417.72 | | \$30.22 | \$2,605.50 | | \$32.57 | \$2,644.58 | | \$33.06 | \$2,684.25 | | \$33.55 |
| 3 | | \$2,455.07 | | \$30.69 | \$2,491.90 | | \$31.15 | | | | | | | | | |
| 311 KNOWLEDGE MGMT LIAISON | 395 | | | | | | | | | | | | | | | |
| 1 | | \$2,289.51 | | \$28.62 | \$2,323.85 | | \$29.05 | | | | \$2,358.71 | | \$29.48 | \$2,394.09 | | \$29.93 |
| 2 | | \$2,381.99 | | \$29.77 | \$2,417.72 | | \$30.22 | | | | \$2,453.98 | | \$30.67 | \$2,490.79 | | \$31.13 |
| 3 | | \$2,455.07 | | \$30.69 | \$2,491.90 | | \$31.15 | | | | \$2,529.28 | | \$31.62 | \$2,567.22 | | \$32.09 |
| 4 | | \$2,528.72 | | \$31.61 | \$2,566.66 | | \$32.08 | | | | \$2,605.16 | | \$32.56 | \$2,644.23 | | \$33.05 |
| 5 | | \$2,604.59 | | \$32.56 | \$2,643.66 | | \$33.05 | | | | \$2,683.31 | | \$33.54 | \$2,723.56 | | \$34.04 |
| ACCOUNTING TECHNICIAN 1 | 2558 | | | | | | | | | | | | | | | |
| 1 | | \$2,032.97 | \$29.04 | | \$2,063.46 | \$29.48 | | | | | \$2,094.41 | \$29.92 | | \$2,125.83 | \$30.37 | |
| 2 | | \$2,134.39 | \$30.49 | | \$2,166.41 | \$30.95 | | | | | \$2,198.90 | \$31.41 | | \$2,231.89 | \$31.88 | |
| 3 | | \$2,220.90 | \$31.73 | | \$2,254.21 | \$32.20 | | | | | \$2,288.03 | \$32.69 | | \$2,322.35 | \$33.18 | |
| 4 | | \$2,317.85 | \$33.11 | | \$2,352.62 | \$33.61 | | | | | \$2,387.91 | \$34.11 | | \$2,423.73 | \$34.62 | |
| ACCOUNTING TECHNICIAN 2 | 2559 | | | | | | | | | | | | | | | |
| 1 | | \$2,379.00 | \$33.99 | | \$2,414.69 | \$34.50 | | | | | \$2,450.91 | \$35.01 | | \$2,487.67 | \$35.54 | |
| 2 | | \$2,453.58 | \$35.05 | | \$2,490.38 | \$35.58 | | | | | \$2,527.74 | \$36.11 | | \$2,565.66 | \$36.65 | |
| 3 | | \$2,531.14 | \$36.16 | | \$2,569.11 | \$36.70 | | | | | \$2,607.65 | \$37.25 | | \$2,646.76 | \$37.81 | |
| ACCOUNTING TECHNICIAN 3 | 2560 | | | | | | | | | | | | | | | |
| 1 | | \$2,577.38 | \$36.82 | | \$2,616.04 | \$37.37 | | | | | \$2,655.28 | \$37.93 | | \$2,695.11 | \$38.50 | |
| 2 | | \$2,659.41 | \$37.99 | | \$2,699.30 | \$38.56 | | | | | \$2,739.79 | \$39.14 | | \$2,780.89 | \$39.73 | |
| 3 | | \$2,738.47 | \$39.12 | | \$2,779.54 | \$39.71 | | | | | \$2,821.24 | \$40.30 | | \$2,863.55 | \$40.91 | |
| 4 | | \$2,823.48 | \$40.34 | | \$2,865.84 | \$40.94 | | | | | \$2,908.82 | \$41.55 | | \$2,952.46 | \$42.18 | |
| ACTIVE LIVING SUPERVISOR | 1200 | | | | | | | | | | | | | | | |
| 1 | | \$2,037.44 | | \$25.47 | \$2,068.00 | | \$25.85 | | | | \$2,099.02 | | \$26.24 | \$2,130.51 | | \$26.63 |
| 2 | | \$2,137.38 | | \$26.72 | \$2,169.44 | | \$27.12 | | | | \$2,201.98 | | \$27.52 | \$2,235.01 | | \$27.94 |
| 3 | | \$2,246.26 | | \$28.08 | \$2,279.95 | | \$28.50 | | | | \$2,314.15 | | \$28.93 | \$2,348.86 | | \$29.36 |
| 4 | | \$2,355.14 | | \$29.44 | \$2,390.47 | | \$29.88 | | | | \$2,426.32 | | \$30.33 | \$2,462.72 | | \$30.78 |
| ANALYST - NETWORK SYSTEMS | 14 | | | | | | | | | | | | | | | |
| 1 | | \$2,244.77 | \$32.07 | | \$2,278.44 | \$32.55 | | | | | \$2,312.61 | \$33.04 | | \$2,347.30 | \$33.53 | |
| 2 | | \$2,334.26 | \$33.35 | | \$2,369.27 | \$33.85 | | | | | \$2,404.81 | \$34.35 | | \$2,440.88 | \$34.87 | |
| 3 | | \$2,426.73 | \$34.67 | | \$2,463.13 | \$35.19 | | | | | \$2,500.08 | \$35.72 | | \$2,537.58 | \$36.25 | |
| 4 | | \$2,523.68 | \$36.05 | | \$2,561.54 | \$36.59 | | | | | \$2,599.96 | \$37.14 | | \$2,638.96 | \$37.70 | |
| 5 | | \$2,626.60 | \$37.52 | | \$2,666.00 | \$38.09 | | | | | \$2,705.99 | \$38.66 | | \$2,746.58 | \$39.24 | |

CUPE 2021 TO 2025 SALARY SCHEDULE

| CLASSIFICATION | Class Code | EFFECTIVE DATE OCTOBER 31, 2019 - 1.5% | | | EFFECTIVE DATE MARCH 1, 2021 - 1.70% | | | EFFECTIVE DATE MARCH 1, 2022 - 1.00% | | | EFFECTIVE DATE DECEMBER 31, 2022 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2023 Living Wage* & Special Wage Adjustment (1) | | |
|------------------------------------|------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| ANALYST - OPERATIONS | 10 | | | | | | | | | | | | | | | |
| 1 | | \$2,186.11 | \$31.23 | | \$2,223.27 | \$31.76 | | \$2,245.51 | \$32.08 | | \$2,279.19 | \$32.56 | | | | |
| 2 | | \$2,293.23 | \$32.76 | | \$2,332.22 | \$33.32 | | \$2,355.54 | \$33.65 | | \$2,390.87 | \$34.16 | | | | |
| 3 | | \$2,359.48 | \$33.71 | | \$2,399.59 | \$34.28 | | \$2,423.58 | \$34.62 | | \$2,459.94 | \$35.14 | | | | |
| 4 | | \$2,475.05 | \$35.36 | | \$2,517.13 | \$35.96 | | \$2,542.30 | \$36.32 | | \$2,580.44 | \$36.86 | | | | |
| 5 | | \$2,589.22 | \$36.99 | | \$2,633.24 | \$37.62 | | \$2,659.57 | \$37.99 | | \$2,699.46 | \$38.56 | | | | |
| 6 | | \$2,697.75 | \$38.54 | | \$2,743.61 | \$39.19 | | \$2,771.05 | \$39.59 | | \$2,812.62 | \$40.18 | | | | |
| ANALYST PROGRAMMER 1 | 11 | | | | | | | | | | | | | | | |
| 1 | | \$1,792.86 | \$25.61 | | \$1,823.34 | \$26.05 | | \$1,841.58 | \$26.31 | | \$1,869.20 | \$26.70 | | | | |
| 2 | | \$1,885.89 | \$26.94 | | \$1,917.95 | \$27.40 | | \$1,937.13 | \$27.67 | | \$1,966.19 | \$28.09 | | | | |
| 3 | | \$1,956.36 | \$27.95 | | \$1,989.62 | \$28.42 | | \$2,009.52 | \$28.71 | | \$2,039.66 | \$29.14 | | | | |
| 4 | | \$2,042.34 | \$29.18 | | \$2,077.06 | \$29.67 | | \$2,097.83 | \$29.97 | | \$2,129.30 | \$30.42 | | | | |
| 5 | | \$2,129.73 | \$30.42 | | \$2,165.94 | \$30.94 | | \$2,187.60 | \$31.25 | | \$2,220.41 | \$31.72 | | | | |
| 6 | | \$2,219.94 | \$31.71 | | \$2,257.68 | \$32.25 | | \$2,280.25 | \$32.58 | | \$2,314.46 | \$33.06 | | | | |
| ANALYST PROGRAMMER 2 | 12 | | | | | | | | | | | | | | | |
| 1 | | \$2,186.11 | \$31.23 | | \$2,223.27 | \$31.76 | | \$2,245.51 | \$32.08 | | \$2,279.19 | \$32.56 | | | | |
| 2 | | \$2,293.23 | \$32.76 | | \$2,332.22 | \$33.32 | | \$2,355.54 | \$33.65 | | \$2,390.87 | \$34.16 | | | | |
| 3 | | \$2,359.48 | \$33.71 | | \$2,399.59 | \$34.28 | | \$2,423.58 | \$34.62 | | \$2,459.94 | \$35.14 | | | | |
| 4 | | \$2,475.05 | \$35.36 | | \$2,517.13 | \$35.96 | | \$2,542.30 | \$36.32 | | \$2,580.44 | \$36.86 | | | | |
| 5 | | \$2,589.22 | \$36.99 | | \$2,633.24 | \$37.62 | | \$2,659.57 | \$37.99 | | \$2,699.46 | \$38.56 | | | | |
| 6 | | \$2,697.75 | \$38.54 | | \$2,743.61 | \$39.19 | | \$2,771.05 | \$39.59 | | \$2,812.62 | \$40.18 | | | | |
| ANALYST PROGRAMMER-CONTROL SYSTEMS | 13 | | | | | | | | | | | | | | | |
| 1 | | \$2,186.11 | \$31.23 | | \$2,223.27 | \$31.76 | | \$2,245.51 | \$32.08 | | \$2,279.19 | \$32.56 | | | | |
| 2 | | \$2,293.23 | \$32.76 | | \$2,332.22 | \$33.32 | | \$2,355.54 | \$33.65 | | \$2,390.87 | \$34.16 | | | | |
| 3 | | \$2,359.48 | \$33.71 | | \$2,399.59 | \$34.28 | | \$2,423.58 | \$34.62 | | \$2,459.94 | \$35.14 | | | | |
| 4 | | \$2,475.05 | \$35.36 | | \$2,517.13 | \$35.96 | | \$2,542.30 | \$36.32 | | \$2,580.44 | \$36.86 | | | | |
| 5 | | \$2,589.22 | \$36.99 | | \$2,633.24 | \$37.62 | | \$2,659.57 | \$37.99 | | \$2,699.46 | \$38.56 | | | | |
| 6 | | \$2,697.75 | \$38.54 | | \$2,743.61 | \$39.19 | | \$2,771.05 | \$39.59 | | \$2,812.62 | \$40.18 | | | | |
| APPRAISER 1 | 21 | | | | | | | | | | | | | | | |
| 1 | | \$1,658.96 | \$23.70 | | \$1,687.16 | \$24.10 | | \$1,704.04 | \$24.34 | | \$1,729.60 | \$24.71 | | | | |
| 2 | | \$1,743.53 | \$24.91 | | \$1,773.17 | \$25.33 | | \$1,790.90 | \$25.58 | | \$1,817.77 | \$25.97 | | | | |
| 3 | | \$1,835.15 | \$26.22 | | \$1,866.35 | \$26.66 | | \$1,885.01 | \$26.93 | | \$1,913.28 | \$27.33 | | | | |
| 4 | | \$1,947.91 | \$27.83 | | \$1,981.02 | \$28.30 | | \$2,000.83 | \$28.58 | | \$2,030.84 | \$29.01 | | | | |
| 5 | | \$2,066.30 | \$29.52 | | \$2,101.43 | \$30.02 | | \$2,122.44 | \$30.32 | | \$2,154.28 | \$30.78 | | | | |
| APPRAISER 2 | 22 | | | | | | | | | | | | | | | |
| 1 | | \$2,083.22 | \$29.76 | | \$2,118.63 | \$30.27 | | \$2,139.82 | \$30.57 | | \$2,171.92 | \$31.03 | | | | |
| 2 | | \$2,188.93 | \$31.27 | | \$2,226.14 | \$31.80 | | \$2,248.40 | \$32.12 | | \$2,282.13 | \$32.60 | | | | |
| 3 | | \$2,320.01 | \$33.14 | | \$2,359.45 | \$33.71 | | \$2,383.05 | \$34.04 | | \$2,418.79 | \$34.55 | | | | |
| 4 | | \$2,446.86 | \$34.96 | | \$2,488.46 | \$35.55 | | \$2,513.35 | \$35.90 | | \$2,551.05 | \$36.44 | | | | |
| APPRAISER 3 | 23 | | | | | | | | | | | | | | | |
| 1 | | \$2,448.27 | \$34.98 | | \$2,489.89 | \$35.57 | | \$2,514.79 | \$35.93 | | \$2,552.52 | \$36.46 | | | | |
| 2 | | \$2,572.31 | \$36.75 | | \$2,616.04 | \$37.37 | | \$2,642.20 | \$37.75 | | \$2,681.83 | \$38.31 | | | | |
| 3 | | \$2,707.62 | \$38.68 | | \$2,753.65 | \$39.34 | | \$2,781.18 | \$39.73 | | \$2,822.90 | \$40.33 | | | | |
| 4 | | \$2,854.21 | \$40.77 | | \$2,902.73 | \$41.47 | | \$2,931.75 | \$41.88 | | \$2,975.73 | \$42.51 | | | | |
| APPRAISER ACCREDITED | 24 | | | | | | | | | | | | | | | |
| 1 | | \$2,686.48 | \$38.38 | | \$2,732.15 | \$39.03 | | \$2,759.47 | \$39.42 | | \$2,800.86 | \$40.01 | | | | |
| 2 | | \$2,854.21 | \$40.77 | | \$2,902.73 | \$41.47 | | \$2,931.75 | \$41.88 | | \$2,975.73 | \$42.51 | | | | |
| 3 | | \$3,020.52 | \$43.15 | | \$3,071.87 | \$43.88 | | \$3,102.59 | \$44.32 | | \$3,149.13 | \$44.99 | | | | |
| 4 | | \$3,207.99 | \$45.83 | | \$3,262.52 | \$46.61 | | \$3,295.15 | \$47.07 | | \$3,344.57 | \$47.78 | | | | |
| 5 | | \$3,401.08 | \$48.59 | | \$3,458.90 | \$49.41 | | \$3,493.49 | \$49.91 | | \$3,545.89 | \$50.66 | | | | |
| AQUATIC DEVELOPMENT SUPERVISOR | 1230 | | | | | | | | | | | | | | | |
| 1 | | \$2,062.08 | | \$25.78 | \$2,097.13 | | \$26.21 | \$2,118.10 | | \$26.48 | \$2,149.87 | | \$26.87 | | | |
| 2 | | \$2,157.92 | | \$26.97 | \$2,194.60 | | \$27.43 | \$2,216.55 | | \$27.71 | \$2,249.80 | | \$28.12 | | | |
| 3 | | \$2,265.04 | | \$28.31 | \$2,303.55 | | \$28.79 | \$2,326.58 | | \$29.08 | \$2,361.48 | | \$29.52 | | | |
| ARBORIST 1 | 30 | | | | | | | | | | | | | | | |
| 1 | | \$1,901.39 | | \$23.77 | \$1,933.72 | | \$24.17 | \$1,953.05 | | \$24.41 | \$1,982.35 | | \$24.78 | | | |
| 2 | | \$1,939.42 | | \$24.24 | \$1,972.39 | | \$24.65 | \$1,992.12 | | \$24.90 | \$2,022.00 | | \$25.27 | | | |

CUPE 2021 TO 2025 SALARY SCHEDULE

(CONTINUED)

| CLASSIFICATION | Class Code | EFFECTIVE DATE MARCH 1, 2023 - 1.50% | | | EFFECTIVE DATE DECEMBER 31, 2023 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2024 Special Wage Adjustment (2) | | | EFFECTIVE DATE MARCH 1, 2024 1.50% + \$0.50 Per Hour** | | | EFFECTIVE SEPTEMBER 1, 2024 1.50% + \$0.50 Per Hour** | | |
|------------------------------------|------------|---|--------------------|--------------------|---|--------------------|--------------------|--|--------------------|--------------------|--|--------------------|--------------------|---|--------------------|--------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| ANALYST - OPERATIONS | 10 | | | | | | | | | | | | | | | |
| 1 | | \$2,313.38 | \$33.05 | | \$2,348.08 | \$33.54 | | | | | \$2,383.30 | \$34.05 | | \$2,419.05 | \$34.56 | |
| 2 | | \$2,426.73 | \$34.67 | | \$2,463.13 | \$35.19 | | | | | \$2,500.08 | \$35.72 | | \$2,537.58 | \$36.25 | |
| 3 | | \$2,496.84 | \$35.67 | | \$2,534.29 | \$36.20 | | | | | \$2,572.30 | \$36.75 | | \$2,610.89 | \$37.30 | |
| 4 | | \$2,619.14 | \$37.42 | | \$2,658.43 | \$37.98 | | | | | \$2,698.31 | \$38.55 | | \$2,738.78 | \$39.13 | |
| 5 | | \$2,739.96 | \$39.14 | | \$2,781.06 | \$39.73 | | | | | \$2,822.77 | \$40.33 | | \$2,865.11 | \$40.93 | |
| 6 | | \$2,854.81 | \$40.78 | | \$2,897.63 | \$41.39 | | | | | \$2,941.09 | \$42.02 | | \$2,985.21 | \$42.65 | |
| ANALYST PROGRAMMER 1 | 11 | | | | | | | | | | | | | | | |
| 1 | | \$1,897.24 | \$27.10 | | \$1,925.70 | \$27.51 | | | | | \$1,954.58 | \$27.92 | | \$1,983.90 | \$28.34 | |
| 2 | | \$1,995.68 | \$28.51 | | \$2,025.61 | \$28.94 | | | | | \$2,056.00 | \$29.37 | | \$2,086.84 | \$29.81 | |
| 3 | | \$2,070.26 | \$29.58 | | \$2,101.31 | \$30.02 | | | | | \$2,132.83 | \$30.47 | | \$2,164.82 | \$30.93 | |
| 4 | | \$2,161.24 | \$30.87 | | \$2,193.66 | \$31.34 | | | | | \$2,226.56 | \$31.81 | | \$2,259.96 | \$32.29 | |
| 5 | | \$2,253.72 | \$32.20 | | \$2,287.52 | \$32.68 | | | | | \$2,321.83 | \$33.17 | | \$2,356.66 | \$33.67 | |
| 6 | | \$2,349.17 | \$33.56 | | \$2,384.41 | \$34.06 | | | | | \$2,420.18 | \$34.57 | | \$2,456.48 | \$35.09 | |
| ANALYST PROGRAMMER 2 | 12 | | | | | | | | | | | | | | | |
| 1 | | \$2,313.38 | \$33.05 | | \$2,348.08 | \$33.54 | | | | | \$2,383.30 | \$34.05 | | \$2,419.05 | \$34.56 | |
| 2 | | \$2,426.73 | \$34.67 | | \$2,463.13 | \$35.19 | | | | | \$2,500.08 | \$35.72 | | \$2,537.58 | \$36.25 | |
| 3 | | \$2,496.84 | \$35.67 | | \$2,534.29 | \$36.20 | | | | | \$2,572.30 | \$36.75 | | \$2,610.89 | \$37.30 | |
| 4 | | \$2,619.14 | \$37.42 | | \$2,658.43 | \$37.98 | | | | | \$2,698.31 | \$38.55 | | \$2,738.78 | \$39.13 | |
| 5 | | \$2,739.96 | \$39.14 | | \$2,781.06 | \$39.73 | | | | | \$2,822.77 | \$40.33 | | \$2,865.11 | \$40.93 | |
| 6 | | \$2,854.81 | \$40.78 | | \$2,897.63 | \$41.39 | | | | | \$2,941.09 | \$42.02 | | \$2,985.21 | \$42.65 | |
| ANALYST PROGRAMMER-CONTROL SYSTEMS | 13 | | | | | | | | | | | | | | | |
| 1 | | \$2,313.38 | \$33.05 | | \$2,348.08 | \$33.54 | | | | | \$2,383.30 | \$34.05 | | \$2,419.05 | \$34.56 | |
| 2 | | \$2,426.73 | \$34.67 | | \$2,463.13 | \$35.19 | | | | | \$2,500.08 | \$35.72 | | \$2,537.58 | \$36.25 | |
| 3 | | \$2,496.84 | \$35.67 | | \$2,534.29 | \$36.20 | | | | | \$2,572.30 | \$36.75 | | \$2,610.89 | \$37.30 | |
| 4 | | \$2,619.14 | \$37.42 | | \$2,658.43 | \$37.98 | | | | | \$2,698.31 | \$38.55 | | \$2,738.78 | \$39.13 | |
| 5 | | \$2,739.96 | \$39.14 | | \$2,781.06 | \$39.73 | | | | | \$2,822.77 | \$40.33 | | \$2,865.11 | \$40.93 | |
| 6 | | \$2,854.81 | \$40.78 | | \$2,897.63 | \$41.39 | | | | | \$2,941.09 | \$42.02 | | \$2,985.21 | \$42.65 | |
| APPRAISER 1 | 21 | | | | | | | | | | | | | | | |
| 1 | | \$1,755.54 | \$25.08 | | \$1,781.87 | \$25.46 | | | | | \$1,808.60 | \$25.84 | | \$1,835.73 | \$26.22 | |
| 2 | | \$1,845.03 | \$26.36 | | \$1,872.71 | \$26.75 | | | | | \$1,900.80 | \$27.15 | | \$1,929.31 | \$27.56 | |
| 3 | | \$1,941.98 | \$27.74 | | \$1,971.11 | \$28.16 | | | | | \$2,000.68 | \$28.58 | | \$2,030.69 | \$29.01 | |
| 4 | | \$2,061.31 | \$29.45 | | \$2,092.23 | \$29.89 | | | | | \$2,123.61 | \$30.34 | | \$2,155.46 | \$30.79 | |
| 5 | | \$2,186.60 | \$31.24 | | \$2,219.39 | \$31.71 | | | | | \$2,252.69 | \$32.18 | | \$2,286.48 | \$32.66 | |
| APPRAISER 2 | 22 | | | | | | | | | | | | | | | |
| 1 | | \$2,204.49 | \$31.49 | | \$2,237.56 | \$31.97 | | | | | \$2,271.13 | \$32.44 | | \$2,305.19 | \$32.93 | |
| 2 | | \$2,316.36 | \$33.09 | | \$2,351.11 | \$33.59 | | | | | \$2,386.37 | \$34.09 | | \$2,422.17 | \$34.60 | |
| 3 | | \$2,455.07 | \$35.07 | | \$2,491.90 | \$35.60 | | | | | \$2,529.28 | \$36.13 | | \$2,567.22 | \$36.67 | |
| 4 | | \$2,589.31 | \$36.99 | | \$2,628.15 | \$37.55 | | | | | \$2,667.57 | \$38.11 | | \$2,707.59 | \$38.68 | |
| APPRAISER 3 | 23 | | | | | | | | | | | | | | | |
| 1 | | \$2,590.80 | \$37.01 | | \$2,629.66 | \$37.57 | | | | | \$2,669.11 | \$38.13 | | \$2,709.15 | \$38.70 | |
| 2 | | \$2,722.06 | \$38.89 | | \$2,762.89 | \$39.47 | | | | | \$2,804.33 | \$40.06 | | \$2,846.40 | \$40.66 | |
| 3 | | \$2,865.25 | \$40.93 | | \$2,908.22 | \$41.55 | | | | | \$2,951.85 | \$42.17 | | \$2,996.13 | \$42.80 | |
| 4 | | \$3,020.37 | \$43.15 | | \$3,065.67 | \$43.80 | | | | | \$3,111.66 | \$44.45 | | \$3,158.33 | \$45.12 | |
| APPRAISER ACCREDITED | 24 | | | | | | | | | | | | | | | |
| 1 | | \$2,842.87 | \$40.61 | | \$2,885.52 | \$41.22 | | | | | \$2,928.80 | \$41.84 | | \$2,972.73 | \$42.47 | |
| 2 | | \$3,020.37 | \$43.15 | | \$3,065.67 | \$43.80 | | | | | \$3,111.66 | \$44.45 | | \$3,158.33 | \$45.12 | |
| 3 | | \$3,196.37 | \$45.66 | | \$3,244.31 | \$46.35 | | | | | \$3,292.98 | \$47.04 | | \$3,342.37 | \$47.75 | |
| 4 | | \$3,394.74 | \$48.50 | | \$3,445.66 | \$49.22 | | | | | \$3,497.35 | \$49.96 | | \$3,549.81 | \$50.71 | |
| 5 | | \$3,599.08 | \$51.42 | | \$3,653.07 | \$52.19 | | | | | \$3,707.87 | \$52.97 | | \$3,763.48 | \$53.76 | |
| AQUATIC DEVELOPMENT SUPERVISOR | 1230 | | | | | | | | | | | | | | | |
| 1 | | \$2,182.12 | | \$27.28 | \$2,214.85 | | \$27.69 | | | | \$2,248.08 | | \$28.10 | \$2,281.80 | | \$28.52 |
| 2 | | \$2,283.55 | | \$28.54 | \$2,317.80 | | \$28.97 | | | | \$2,352.57 | | \$29.41 | \$2,387.85 | | \$29.85 |
| 3 | | \$2,396.90 | | \$29.96 | \$2,432.86 | | \$30.41 | | | | \$2,469.35 | | \$30.87 | \$2,506.39 | | \$31.33 |
| ARBORIST 1 | 30 | | | | | | | | | | | | | | | |
| 1 | | \$2,012.09 | | \$25.15 | \$2,042.27 | | \$25.53 | | | | \$2,072.90 | | \$25.91 | \$2,103.99 | | \$26.30 |
| 2 | | \$2,052.33 | | \$25.65 | \$2,083.11 | | \$26.04 | | | | \$2,114.36 | | \$26.43 | \$2,146.07 | | \$26.83 |

CUPE 2021 TO 2025 SALARY SCHEDULE

| CLASSIFICATION | Class Code | EFFECTIVE DATE OCTOBER 31, 2019 - 1.5% | | | EFFECTIVE DATE MARCH 1, 2021 - 1.70% | | | EFFECTIVE DATE MARCH 1, 2022 - 1.00% | | | EFFECTIVE DATE DECEMBER 31, 2022 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2023 Living Wage* & Special Wage Adjustment (1) | | |
|------------------------------|------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| ARBORIST 2 | 31 | | | | | | | | | | | | | | | |
| 1 | | \$2,005.70 | | \$25.07 | \$2,039.79 | | \$25.50 | \$2,060.19 | | \$25.75 | \$2,091.09 | | \$26.14 | | | |
| 2 | | \$2,045.81 | | \$25.57 | \$2,080.59 | | \$26.01 | \$2,101.39 | | \$26.27 | \$2,132.92 | | \$26.66 | | | |
| ARBORIST 3 | 32 | | | | | | | | | | | | | | | |
| 1 | | \$2,086.04 | | \$26.08 | \$2,121.50 | | \$26.52 | \$2,142.71 | | \$26.78 | \$2,174.85 | | \$27.19 | | | |
| 2 | | \$2,132.55 | | \$26.66 | \$2,168.80 | | \$27.11 | \$2,190.49 | | \$27.38 | \$2,223.35 | | \$27.79 | | | |
| ASSESSOR | 69 | | | | | | | | | | | | | | | |
| 1 | | \$2,854.21 | \$40.77 | | \$2,902.73 | \$41.47 | | \$2,931.75 | \$41.88 | | \$2,975.73 | \$42.51 | | | | |
| 2 | | \$3,020.52 | \$43.15 | | \$3,071.87 | \$43.88 | | \$3,102.59 | \$44.32 | | \$3,149.13 | \$44.99 | | | | |
| 3 | | \$3,207.99 | \$45.83 | | \$3,262.52 | \$46.61 | | \$3,295.15 | \$47.07 | | \$3,344.57 | \$47.78 | | | | |
| 4 | | \$3,401.08 | \$48.59 | | \$3,458.90 | \$49.41 | | \$3,493.49 | \$49.91 | | \$3,545.89 | \$50.66 | | | | |
| ASSESSOR 2 | 72 | | | | | | | | | | | | | | | |
| 1 | | \$2,188.93 | \$31.27 | | \$2,226.14 | \$31.80 | | \$2,248.40 | \$32.12 | | \$2,282.13 | \$32.60 | | | | |
| 2 | | \$2,320.01 | \$33.14 | | \$2,359.45 | \$33.71 | | \$2,383.05 | \$34.04 | | \$2,418.79 | \$34.55 | | | | |
| 3 | | \$2,446.86 | \$34.96 | | \$2,488.46 | \$35.55 | | \$2,513.35 | \$35.90 | | \$2,551.05 | \$36.44 | | | | |
| ASSESSOR 3 - ACCREDITED | 75 | | | | | | | | | | | | | | | |
| 1 | | \$2,587.81 | \$36.97 | | \$2,631.81 | \$37.60 | | \$2,658.12 | \$37.97 | | \$2,698.00 | \$38.54 | | | | |
| 2 | | \$2,744.27 | \$39.20 | | \$2,790.92 | \$39.87 | | \$2,818.83 | \$40.27 | | \$2,861.11 | \$40.87 | | | | |
| 3 | | \$2,911.99 | \$41.60 | | \$2,961.50 | \$42.31 | | \$2,991.11 | \$42.73 | | \$3,035.98 | \$43.37 | | | | |
| ASSESSOR 4 - SPECIALIST | 76 | | | | | | | | | | | | | | | |
| 1 | | \$2,686.48 | \$38.38 | | \$2,732.15 | \$39.03 | | \$2,759.47 | \$39.42 | | \$2,800.86 | \$40.01 | | | | |
| 2 | | \$2,854.21 | \$40.77 | | \$2,902.73 | \$41.47 | | \$2,931.75 | \$41.88 | | \$2,975.73 | \$42.51 | | | | |
| 3 | | \$3,020.52 | \$43.15 | | \$3,071.87 | \$43.88 | | \$3,102.59 | \$44.32 | | \$3,149.13 | \$44.99 | | | | |
| 4 | | \$3,207.99 | \$45.83 | | \$3,262.52 | \$46.61 | | \$3,295.15 | \$47.07 | | \$3,344.57 | \$47.78 | | | | |
| 5 | | \$3,401.08 | \$48.59 | | \$3,458.90 | \$49.41 | | \$3,493.49 | \$49.91 | | \$3,545.89 | \$50.66 | | | | |
| ASSISTANT - COMMUNICATIONS | 77 | | | | | | | | | | | | | | | |
| 1 | | \$1,815.42 | \$25.93 | | \$1,846.28 | \$26.38 | | \$1,864.74 | \$26.64 | | \$1,892.71 | \$27.04 | | | | |
| 2 | | \$1,907.03 | \$27.24 | | \$1,939.45 | \$27.71 | | \$1,958.85 | \$27.98 | | \$1,988.23 | \$28.40 | | | | |
| 3 | | \$2,007.11 | \$28.67 | | \$2,041.23 | \$29.16 | | \$2,061.64 | \$29.45 | | \$2,092.56 | \$29.89 | | | | |
| 4 | | \$2,094.49 | \$29.92 | | \$2,130.10 | \$30.43 | | \$2,151.40 | \$30.73 | | \$2,183.67 | \$31.20 | | | | |
| 5 | | \$2,200.20 | \$31.43 | | \$2,237.61 | \$31.97 | | \$2,259.98 | \$32.29 | | \$2,293.88 | \$32.77 | | | | |
| ASSISTANT - FIELD ASSESSMENT | 67 | | | | | | | | | | | | | | | |
| 1 | | \$1,771.21 | \$25.30 | | \$1,801.32 | \$25.73 | | \$1,819.34 | \$25.99 | | \$1,846.63 | \$26.38 | | | | |
| 2 | | \$1,863.13 | \$26.62 | | \$1,894.81 | \$27.07 | | \$1,913.75 | \$27.34 | | \$1,942.46 | \$27.75 | | | | |
| 3 | | \$1,956.10 | \$27.94 | | \$1,989.36 | \$28.42 | | \$2,009.25 | \$28.70 | | \$2,039.39 | \$29.13 | | | | |
| 4 | | \$2,049.02 | \$29.27 | | \$2,083.85 | \$29.77 | | \$2,104.69 | \$30.07 | | \$2,136.26 | \$30.52 | | | | |
| 5 | | \$2,143.48 | \$30.62 | | \$2,179.92 | \$31.14 | | \$2,201.71 | \$31.45 | | \$2,234.74 | \$31.92 | | | | |
| ASSISTANT - LABORATORY | 84 | | | | | | | | | | | | | | | |
| 1 | | \$1,271.35 | \$18.16 | | \$1,292.97 | \$18.47 | | \$1,305.90 | \$18.66 | | \$1,325.49 | \$18.94 | | | | |
| 2 | | \$1,334.78 | \$19.07 | | \$1,357.47 | \$19.39 | | \$1,371.05 | \$19.59 | | \$1,391.61 | \$19.88 | | | | |
| 3 | | \$1,391.16 | \$19.87 | | \$1,414.81 | \$20.21 | | \$1,428.96 | \$20.41 | | \$1,450.39 | \$20.72 | | | | |
| 4 | | \$1,427.81 | \$20.40 | | \$1,452.08 | \$20.74 | | \$1,466.60 | \$20.95 | | \$1,488.60 | \$21.27 | | | | |
| 5 | | \$1,456.00 | \$20.80 | | \$1,480.75 | \$21.15 | | \$1,495.56 | \$21.37 | | \$1,517.99 | \$21.69 | | | | |
| 6 | | \$1,512.38 | \$21.61 | | \$1,538.09 | \$21.97 | | \$1,553.47 | \$22.19 | | \$1,576.77 | \$22.53 | | | | |
| ASSISTANT 1 - PLANNING | 81 | | | | | | | | | | | | | | | |
| 1 | | \$1,864.75 | \$26.64 | | \$1,896.45 | \$27.09 | | \$1,915.41 | \$27.36 | | \$1,944.14 | \$27.77 | | | | |
| 2 | | \$1,956.36 | \$27.95 | | \$1,989.62 | \$28.42 | | \$2,009.52 | \$28.71 | | \$2,039.66 | \$29.14 | | | | |
| 3 | | \$2,039.52 | \$29.14 | | \$2,074.20 | \$29.63 | | \$2,094.94 | \$29.93 | | \$2,126.36 | \$30.38 | | | | |
| 4 | | \$2,128.32 | \$30.40 | | \$2,164.50 | \$30.92 | | \$2,186.15 | \$31.23 | | \$2,218.94 | \$31.70 | | | | |
| 5 | | \$2,211.48 | \$31.59 | | \$2,249.08 | \$32.13 | | \$2,271.57 | \$32.45 | | \$2,305.64 | \$32.94 | | | | |
| 6 | | \$2,290.41 | \$32.72 | | \$2,329.35 | \$33.28 | | \$2,352.64 | \$33.61 | | \$2,387.93 | \$34.11 | | | | |
| ASSISTANT 2 - PLANNING | 82 | | | | | | | | | | | | | | | |
| 1 | | \$2,290.41 | \$32.72 | | \$2,329.35 | \$33.28 | | \$2,352.64 | \$33.61 | | \$2,387.93 | \$34.11 | | | | |
| 2 | | \$2,359.48 | \$33.71 | | \$2,399.59 | \$34.28 | | \$2,423.58 | \$34.62 | | \$2,459.94 | \$35.14 | | | | |
| 3 | | \$2,475.05 | \$35.36 | | \$2,517.13 | \$35.96 | | \$2,542.30 | \$36.32 | | \$2,580.44 | \$36.86 | | | | |
| 4 | | \$2,587.81 | \$36.97 | | \$2,631.81 | \$37.60 | | \$2,658.12 | \$37.97 | | \$2,698.00 | \$38.54 | | | | |
| 5 | | \$2,701.98 | \$38.60 | | \$2,747.91 | \$39.26 | | \$2,775.39 | \$39.65 | | \$2,817.02 | \$40.24 | | | | |

CUPE 2021 TO 2025 SALARY SCHEDULE

(CONTINUED)

| CLASSIFICATION | Class Code | EFFECTIVE DATE MARCH 1, 2023 - 1.50% | | | EFFECTIVE DATE DECEMBER 31, 2023 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2024 Special Wage Adjustment (2) | | | EFFECTIVE DATE MARCH 1, 2024 1.50% + \$0.50 Per Hour** | | | EFFECTIVE SEPTEMBER 1, 2024 1.50% + \$0.50 Per Hour** | | |
|------------------------------|------------|---|--------------------|--------------------|---|--------------------|--------------------|--|--------------------|--------------------|--|--------------------|--------------------|---|--------------------|--------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| ARBORIST 2 | 31 | | | | | | | | | | | | | | | |
| 1 | | \$2,122.46 | | \$26.53 | \$2,154.30 | | \$26.93 | | | | \$2,186.61 | | \$27.33 | \$2,219.41 | | \$27.74 |
| 2 | | \$2,164.91 | | \$27.06 | \$2,197.38 | | \$27.47 | | | | \$2,230.34 | | \$27.88 | \$2,263.80 | | \$28.30 |
| ARBORIST 3 | 32 | | | | | | | | | | | | | | | |
| 1 | | \$2,207.48 | | \$27.59 | \$2,240.59 | | \$28.01 | | | | \$2,274.20 | | \$28.43 | \$2,308.31 | | \$28.85 |
| 2 | | \$2,256.70 | | \$28.21 | \$2,290.55 | | \$28.63 | | | | \$2,324.91 | | \$29.06 | \$2,359.78 | | \$29.50 |
| ASSESSOR | 69 | | | | | | | | | | | | | | | |
| 1 | | \$3,020.37 | \$43.15 | | \$3,065.67 | \$43.80 | | | | | \$3,111.66 | \$44.45 | | \$3,158.33 | \$45.12 | |
| 2 | | \$3,196.37 | \$45.66 | | \$3,244.31 | \$46.35 | | | | | \$3,292.98 | \$47.04 | | \$3,342.37 | \$47.75 | |
| 3 | | \$3,394.74 | \$48.50 | | \$3,445.66 | \$49.22 | | | | | \$3,497.35 | \$49.96 | | \$3,549.81 | \$50.71 | |
| 4 | | \$3,599.08 | \$51.42 | | \$3,653.07 | \$52.19 | | | | | \$3,707.87 | \$52.97 | | \$3,763.48 | \$53.76 | |
| ASSESSOR 2 | 72 | | | | | | | | | | | | | | | |
| 1 | | \$2,316.36 | \$33.09 | | \$2,351.11 | \$33.59 | | | | | \$2,386.37 | \$34.09 | | \$2,422.17 | \$34.60 | |
| 2 | | \$2,455.07 | \$35.07 | | \$2,491.90 | \$35.60 | | | | | \$2,529.28 | \$36.13 | | \$2,567.22 | \$36.67 | |
| 3 | | \$2,589.31 | \$36.99 | | \$2,628.15 | \$37.55 | | | | | \$2,667.57 | \$38.11 | | \$2,707.59 | \$38.68 | |
| ASSESSOR 3 - ACCREDITED | 75 | | | | | | | | | | | | | | | |
| 1 | | \$2,738.47 | \$39.12 | | \$2,779.54 | \$39.71 | | | | | \$2,821.24 | \$40.30 | | \$2,863.55 | \$40.91 | |
| 2 | | \$2,904.03 | \$41.49 | | \$2,947.59 | \$42.11 | | | | | \$2,991.80 | \$42.74 | | \$3,036.68 | \$43.38 | |
| 3 | | \$3,081.52 | \$44.02 | | \$3,127.74 | \$44.68 | | | | | \$3,174.66 | \$45.35 | | \$3,222.28 | \$46.03 | |
| ASSESSOR 4 - SPECIALIST | 76 | | | | | | | | | | | | | | | |
| 1 | | \$2,842.87 | \$40.61 | | \$2,885.52 | \$41.22 | | | | | \$2,928.80 | \$41.84 | | \$2,972.73 | \$42.47 | |
| 2 | | \$3,020.37 | \$43.15 | | \$3,065.67 | \$43.80 | | | | | \$3,111.66 | \$44.45 | | \$3,158.33 | \$45.12 | |
| 3 | | \$3,196.37 | \$45.66 | | \$3,244.31 | \$46.35 | | | | | \$3,292.98 | \$47.04 | | \$3,342.37 | \$47.75 | |
| 4 | | \$3,394.74 | \$48.50 | | \$3,445.66 | \$49.22 | | | | | \$3,497.35 | \$49.96 | | \$3,549.81 | \$50.71 | |
| 5 | | \$3,599.08 | \$51.42 | | \$3,653.07 | \$52.19 | | | | | \$3,707.87 | \$52.97 | | \$3,763.48 | \$53.76 | |
| ASSISTANT - COMMUNICATIONS | 77 | | | | | | | | | | | | | | | |
| 1 | | \$1,921.10 | \$27.44 | | \$1,949.92 | \$27.86 | | | | | \$1,979.17 | \$28.27 | | \$2,008.85 | \$28.70 | |
| 2 | | \$2,018.05 | \$28.83 | | \$2,048.32 | \$29.26 | | | | | \$2,079.05 | \$29.70 | | \$2,110.23 | \$30.15 | |
| 3 | | \$2,123.95 | \$30.34 | | \$2,155.81 | \$30.80 | | | | | \$2,188.15 | \$31.26 | | \$2,220.97 | \$31.73 | |
| 4 | | \$2,216.43 | \$31.66 | | \$2,249.67 | \$32.14 | | | | | \$2,283.42 | \$32.62 | | \$2,317.67 | \$33.11 | |
| 5 | | \$2,328.29 | \$33.26 | | \$2,363.22 | \$33.76 | | | | | \$2,398.66 | \$34.27 | | \$2,434.64 | \$34.78 | |
| ASSISTANT - FIELD ASSESSMENT | 67 | | | | | | | | | | | | | | | |
| 1 | | \$1,874.33 | \$26.78 | | \$1,902.44 | \$27.18 | | | | | \$1,930.98 | \$27.59 | | \$1,959.94 | \$28.00 | |
| 2 | | \$1,971.60 | \$28.17 | | \$2,001.17 | \$28.59 | | | | | \$2,031.19 | \$29.02 | | \$2,061.66 | \$29.45 | |
| 3 | | \$2,069.98 | \$29.57 | | \$2,101.03 | \$30.01 | | | | | \$2,132.54 | \$30.46 | | \$2,164.53 | \$30.92 | |
| 4 | | \$2,168.30 | \$30.98 | | \$2,200.83 | \$31.44 | | | | | \$2,233.84 | \$31.91 | | \$2,267.35 | \$32.39 | |
| 5 | | \$2,268.26 | \$32.40 | | \$2,302.29 | \$32.89 | | | | | \$2,336.82 | \$33.38 | | \$2,371.87 | \$33.88 | |
| ASSISTANT - LABORATORY | 84 | | | | | | | | | | | | | | | |
| 1 | | \$1,345.37 | \$19.22 | | \$1,365.55 | \$19.51 | | | | | \$1,386.03 | \$19.80 | | \$1,406.82 | \$20.10 | |
| 2 | | \$1,412.49 | \$20.18 | | \$1,433.67 | \$20.48 | | | | | \$1,455.18 | \$20.79 | | \$1,477.01 | \$21.10 | |
| 3 | | \$1,472.15 | \$21.03 | | \$1,494.23 | \$21.35 | | | | | \$1,516.64 | \$21.67 | | \$1,539.39 | \$21.99 | |
| 4 | | \$1,510.93 | \$21.58 | | \$1,533.59 | \$21.91 | | | | | \$1,556.60 | \$22.24 | | \$1,579.95 | \$22.57 | |
| 5 | | \$1,540.76 | \$22.01 | | \$1,563.87 | \$22.34 | | | | | \$1,587.33 | \$22.68 | | \$1,611.14 | \$23.02 | |
| 6 | | \$1,600.42 | \$22.86 | | \$1,624.43 | \$23.21 | | | | | \$1,648.79 | \$23.55 | | \$1,673.53 | \$23.91 | |
| ASSISTANT 1 - PLANNING | 81 | | | | | | | | | | | | | | | |
| 1 | | \$1,973.31 | \$28.19 | | \$2,002.91 | \$28.61 | | | | | \$2,032.95 | \$29.04 | | \$2,063.44 | \$29.48 | |
| 2 | | \$2,070.26 | \$29.58 | | \$2,101.31 | \$30.02 | | | | | \$2,132.83 | \$30.47 | | \$2,164.82 | \$30.93 | |
| 3 | | \$2,158.26 | \$30.83 | | \$2,190.63 | \$31.29 | | | | | \$2,223.49 | \$31.76 | | \$2,256.84 | \$32.24 | |
| 4 | | \$2,252.22 | \$32.17 | | \$2,286.01 | \$32.66 | | | | | \$2,320.30 | \$33.15 | | \$2,355.10 | \$33.64 | |
| 5 | | \$2,340.22 | \$33.43 | | \$2,375.33 | \$33.93 | | | | | \$2,410.96 | \$34.44 | | \$2,447.12 | \$34.96 | |
| 6 | | \$2,423.75 | \$34.63 | | \$2,460.11 | \$35.14 | | | | | \$2,497.01 | \$35.67 | | \$2,534.46 | \$36.21 | |
| ASSISTANT 2 - PLANNING | 82 | | | | | | | | | | | | | | | |
| 1 | | \$2,423.75 | \$34.63 | | \$2,460.11 | \$35.14 | | | | | \$2,497.01 | \$35.67 | | \$2,534.46 | \$36.21 | |
| 2 | | \$2,496.84 | \$35.67 | | \$2,534.29 | \$36.20 | | | | | \$2,572.30 | \$36.75 | | \$2,610.89 | \$37.30 | |
| 3 | | \$2,619.14 | \$37.42 | | \$2,658.43 | \$37.98 | | | | | \$2,698.31 | \$38.55 | | \$2,738.78 | \$39.13 | |
| 4 | | \$2,738.47 | \$39.12 | | \$2,779.54 | \$39.71 | | | | | \$2,821.24 | \$40.30 | | \$2,863.55 | \$40.91 | |
| 5 | | \$2,859.28 | \$40.85 | | \$2,902.17 | \$41.46 | | | | | \$2,945.70 | \$42.08 | | \$2,989.89 | \$42.71 | |

CUPE 2021 TO 2025 SALARY SCHEDULE

| CLASSIFICATION | Class Code | EFFECTIVE DATE OCTOBER 31, 2019 - 1.5% | | | EFFECTIVE DATE MARCH 1, 2021 - 1.70% | | | EFFECTIVE DATE MARCH 1, 2022 - 1.00% | | | EFFECTIVE DATE DECEMBER 31, 2022 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2023 Living Wage* & Special Wage Adjustment (1) | | |
|--|------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| ATTENDANT - LABORATORY 2 | 92 | | | | | | | | | | | | | | | |
| 1 | | \$1,448.95 | \$20.70 | | \$1,473.58 | \$21.05 | | \$1,488.32 | \$21.26 | | \$1,510.64 | \$21.58 | | | | |
| 2 | | \$1,532.11 | \$21.89 | | \$1,558.15 | \$22.26 | | \$1,573.74 | \$22.48 | | \$1,597.34 | \$22.82 | | | | |
| 3 | | \$1,618.09 | \$23.12 | | \$1,645.60 | \$23.51 | | \$1,662.05 | \$23.74 | | \$1,686.98 | \$24.10 | | | | |
| 4 | | \$1,702.66 | \$24.32 | | \$1,731.60 | \$24.74 | | \$1,748.92 | \$24.98 | | \$1,775.15 | \$25.36 | | | | |
| ATTENDANT - LOCKER ROOM | 122 | | | | | | | | | | | | | | | |
| 1 | | \$1,320.69 | | \$16.51 | \$1,343.14 | | \$16.79 | \$1,356.57 | | \$16.96 | \$1,376.92 | | \$17.21 | | | |
| BEHAVIOURAL HEALTH NURSE | 1681 | | | | | | | | | | | | | | | |
| 1 | | \$2,726.04 | \$38.94 | | \$2,772.39 | \$39.61 | | \$2,800.11 | \$40.00 | | \$2,842.11 | \$40.60 | | | | |
| 2 | | \$2,821.45 | \$40.31 | | \$2,869.42 | \$40.99 | | \$2,898.11 | \$41.40 | | \$2,941.58 | \$42.02 | | | | |
| 3 | | \$2,920.21 | \$41.72 | | \$2,969.85 | \$42.43 | | \$2,999.55 | \$42.85 | | \$3,044.54 | \$43.49 | | | | |
| 4 | | \$3,022.41 | \$43.18 | | \$3,073.79 | \$43.91 | | \$3,104.53 | \$44.35 | | \$3,151.10 | \$45.02 | | | | |
| 5 | | \$3,128.20 | \$44.69 | | \$3,181.38 | \$45.45 | | \$3,213.19 | \$45.90 | | \$3,261.39 | \$46.59 | | | | |
| 6 | | \$3,237.68 | \$46.25 | | \$3,292.72 | \$47.04 | | \$3,325.65 | \$47.51 | | \$3,375.54 | \$48.22 | | | | |
| BRIDGE WORKER-CUPE | 251 | | | | | | | | | | | | | | | |
| 1 | | \$1,966.23 | | \$24.58 | \$1,999.66 | | \$25.00 | \$2,019.65 | | \$25.25 | \$2,049.95 | | \$25.62 | | | |
| 2 | | \$2,042.34 | | \$25.53 | \$2,077.06 | | \$25.96 | \$2,097.83 | | \$26.22 | \$2,129.30 | | \$26.62 | | | |
| 3 | | \$2,145.23 | | \$26.82 | \$2,181.70 | | \$27.27 | \$2,203.52 | | \$27.54 | \$2,236.57 | | \$27.96 | | | |
| 4 | | \$2,212.89 | | \$27.66 | \$2,250.51 | | \$28.13 | \$2,273.01 | | \$28.41 | \$2,307.11 | | \$28.84 | | | |
| BUYER 1 | 271 | | | | | | | | | | | | | | | |
| 1 | | \$1,874.61 | \$26.78 | | \$1,906.48 | \$27.24 | | \$1,925.55 | \$27.51 | | \$1,954.43 | \$27.92 | | | | |
| 2 | | \$1,966.23 | \$28.09 | | \$1,999.66 | \$28.57 | | \$2,019.65 | \$28.85 | | \$2,049.95 | \$29.28 | | | | |
| 3 | | \$2,049.39 | \$29.28 | | \$2,084.23 | \$29.77 | | \$2,105.07 | \$30.07 | | \$2,136.65 | \$30.52 | | | | |
| 4 | | \$2,125.50 | \$30.36 | | \$2,161.64 | \$30.88 | | \$2,183.25 | \$31.19 | | \$2,216.00 | \$31.66 | | | | |
| BUYER 2 | 272 | | | | | | | | | | | | | | | |
| 1 | | \$2,224.17 | \$31.77 | | \$2,261.98 | \$32.31 | | \$2,284.60 | \$32.64 | | \$2,318.87 | \$33.13 | | | | |
| 2 | | \$2,336.92 | \$33.38 | | \$2,376.65 | \$33.95 | | \$2,400.42 | \$34.29 | | \$2,436.42 | \$34.81 | | | | |
| 3 | | \$2,439.82 | \$34.85 | | \$2,481.29 | \$35.45 | | \$2,506.11 | \$35.80 | | \$2,543.70 | \$36.34 | | | | |
| 4 | | \$2,559.62 | \$36.57 | | \$2,603.14 | \$37.19 | | \$2,629.17 | \$37.56 | | \$2,668.61 | \$38.12 | | | | |
| 5 | | \$2,678.02 | \$38.26 | | \$2,723.55 | \$38.91 | | \$2,750.78 | \$39.30 | | \$2,792.04 | \$39.89 | | | | |
| 6 | | \$2,803.46 | \$40.05 | | \$2,851.12 | \$40.73 | | \$2,879.63 | \$41.14 | | \$2,922.83 | \$41.75 | | | | |
| BYLAW SUPPORT WORKER | 1794 | | | | | | | | | | | | | | | |
| 1 | | \$1,130.41 | \$16.15 | | \$1,149.62 | \$16.42 | | \$1,161.12 | \$16.59 | | \$1,178.54 | \$16.84 | | | | |
| CARETAKER | 320 | | | | | | | | | | | | | | | |
| 1 | | \$1,861.93 | | \$23.27 | \$1,893.58 | | \$23.67 | \$1,912.52 | | \$23.91 | \$1,941.20 | | \$24.27 | | | |
| CARPENTER 1 | 330 | | | | | | | | | | | | | | | |
| 1 | | \$2,607.05 | | \$32.59 | \$2,651.37 | | \$33.14 | \$2,677.88 | | \$33.47 | \$2,718.05 | | \$33.98 | \$2,750.05 | | \$34.38 |
| CASHIER/CLERK - AQUATIC AND RECREATION FACILITIES * | 360 | | | | | | | | | | | | | | | |
| 1 | | \$1,129.00 | | \$14.11 | \$1,148.19 | | \$14.35 | \$1,159.67 | | \$14.50 | \$1,177.07 | | \$14.71 | \$1,200.00 | | \$15.00 |
| 2 | | \$1,245.98 | | \$15.57 | \$1,267.17 | | \$15.84 | \$1,279.84 | | \$16.00 | \$1,299.03 | | \$16.24 | | | |
| 3 | | \$1,364.38 | | \$17.05 | \$1,387.57 | | \$17.34 | \$1,401.45 | | \$17.52 | \$1,422.47 | | \$17.78 | | | |
| 4 | | \$1,479.96 | | \$18.50 | \$1,505.12 | | \$18.81 | \$1,520.17 | | \$19.00 | \$1,542.97 | | \$19.29 | | | |
| 5 | | \$1,599.76 | | \$20.00 | \$1,626.96 | | \$20.34 | \$1,643.23 | | \$20.54 | \$1,667.88 | | \$20.85 | | | |
| CLAIMS ADJUSTOR 1 | 1251 | | | | | | | | | | | | | | | |
| 1 | | \$1,771.72 | \$25.31 | | \$1,801.84 | \$25.74 | | \$1,819.86 | \$26.00 | | \$1,847.16 | \$26.39 | | | | |
| 2 | | \$1,843.61 | \$26.34 | | \$1,874.95 | \$26.78 | | \$1,893.70 | \$27.05 | | \$1,922.10 | \$27.46 | | | | |
| 3 | | \$1,926.76 | \$27.53 | | \$1,959.52 | \$27.99 | | \$1,979.11 | \$28.27 | | \$2,008.80 | \$28.70 | | | | |
| 4 | | \$2,005.70 | \$28.65 | | \$2,039.79 | \$29.14 | | \$2,060.19 | \$29.43 | | \$2,091.09 | \$29.87 | | | | |
| 5 | | \$2,093.08 | \$29.90 | | \$2,128.67 | \$30.41 | | \$2,149.95 | \$30.71 | | \$2,182.20 | \$31.17 | | | | |
| 6 | | \$2,183.29 | \$31.19 | | \$2,220.41 | \$31.72 | | \$2,242.61 | \$32.04 | | \$2,276.25 | \$32.52 | | | | |
| CLAIMS ADJUSTOR 2 | 1252 | | | | | | | | | | | | | | | |
| 1 | | \$2,277.73 | \$32.54 | | \$2,316.45 | \$33.09 | | \$2,339.61 | \$33.42 | | \$2,374.71 | \$33.92 | | | | |
| 2 | | \$2,374.98 | \$33.93 | | \$2,415.36 | \$34.51 | | \$2,439.51 | \$34.85 | | \$2,476.10 | \$35.37 | | | | |
| 3 | | \$2,473.64 | \$35.34 | | \$2,515.70 | \$35.94 | | \$2,540.85 | \$36.30 | | \$2,578.97 | \$36.84 | | | | |
| 4 | | \$2,583.58 | \$36.91 | | \$2,627.51 | \$37.54 | | \$2,653.78 | \$37.91 | | \$2,693.59 | \$38.48 | | | | |
| 5 | | \$2,696.34 | \$38.52 | | \$2,742.18 | \$39.17 | | \$2,769.60 | \$39.57 | | \$2,811.15 | \$40.16 | | | | |
| 6 | | \$2,810.51 | \$40.15 | | \$2,858.29 | \$40.83 | | \$2,886.87 | \$41.24 | | \$2,930.18 | \$41.86 | | | | |

CUPE 2021 TO 2025 SALARY SCHEDULE

(CONTINUED)

| CLASSIFICATION | Class Code | EFFECTIVE DATE MARCH 1, 2023 - 1.50% | | | EFFECTIVE DATE DECEMBER 31, 2023 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2024 Special Wage Adjustment (2) | | | EFFECTIVE DATE MARCH 1, 2024 1.50% + \$0.50 Per Hour** | | | EFFECTIVE SEPTEMBER 1, 2024 1.50% + \$0.50 Per Hour** | | |
|--|------------|---|--------------------|--------------------|---|--------------------|--------------------|--|--------------------|--------------------|--|--------------------|--------------------|---|--------------------|--------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| ATTENDANT - LABORATORY 2 | 92 | | | | | | | | | | | | | | | |
| 1 | | \$1,533.30 | \$21.90 | | \$1,556.30 | \$22.23 | | | | | \$1,579.65 | \$22.57 | | \$1,603.34 | \$22.90 | |
| 2 | | \$1,621.30 | \$23.16 | | \$1,645.62 | \$23.51 | | | | | \$1,670.31 | \$23.86 | | \$1,695.36 | \$24.22 | |
| 3 | | \$1,712.29 | \$24.46 | | \$1,737.97 | \$24.83 | | | | | \$1,764.04 | \$25.20 | | \$1,790.50 | \$25.58 | |
| 4 | | \$1,801.78 | \$25.74 | | \$1,828.81 | \$26.13 | | | | | \$1,856.24 | \$26.52 | | \$1,884.08 | \$26.92 | |
| ATTENDANT - LOCKER ROOM | 122 | | | | | | | | | | | | | | | |
| 1 | | \$1,397.57 | | \$17.47 | \$1,418.54 | | \$17.73 | | | | \$1,439.81 | | \$18.00 | \$1,461.41 | | \$18.27 |
| BEHAVIOURAL HEALTH NURSE | 1681 | | | | | | | | | | | | | | | |
| 1 | | \$2,884.74 | \$41.21 | | \$2,928.01 | \$41.83 | | | | | \$2,971.93 | \$42.46 | | \$3,016.51 | \$43.09 | |
| 2 | | \$2,985.71 | \$42.65 | | \$3,030.49 | \$43.29 | | | | | \$3,075.95 | \$43.94 | | \$3,122.09 | \$44.60 | |
| 3 | | \$3,090.21 | \$44.15 | | \$3,136.56 | \$44.81 | | | | | \$3,183.61 | \$45.48 | | \$3,231.36 | \$46.16 | |
| 4 | | \$3,198.37 | \$45.69 | | \$3,246.34 | \$46.38 | | | | | \$3,295.04 | \$47.07 | | \$3,344.46 | \$47.78 | |
| 5 | | \$3,310.31 | \$47.29 | | \$3,359.96 | \$48.00 | | | | | \$3,410.36 | \$48.72 | | \$3,461.52 | \$49.45 | |
| 6 | | \$3,426.17 | \$48.95 | | \$3,477.56 | \$49.68 | | | | | \$3,529.73 | \$50.42 | | \$3,582.67 | \$51.18 | |
| BRIDGE WORKER-CUPE | 251 | | | | | | | | | | | | | | | |
| 1 | | \$2,080.70 | | \$26.01 | \$2,111.91 | | \$26.40 | | | | \$2,143.59 | | \$26.79 | \$2,175.74 | | \$27.20 |
| 2 | | \$2,161.24 | | \$27.02 | \$2,193.66 | | \$27.42 | | | | \$2,226.56 | | \$27.83 | \$2,259.96 | | \$28.25 |
| 3 | | \$2,270.12 | | \$28.38 | \$2,304.17 | | \$28.80 | | | | \$2,338.74 | | \$29.23 | \$2,373.82 | | \$29.67 |
| 4 | | \$2,341.72 | | \$29.27 | \$2,376.84 | | \$29.71 | | | | \$2,412.49 | | \$30.16 | \$2,448.68 | | \$30.61 |
| BUYER 1 | 271 | | | | | | | | | | | | | | | |
| 1 | | \$1,983.75 | \$28.34 | | \$2,013.50 | \$28.76 | | | | | \$2,043.71 | \$29.20 | | \$2,074.36 | \$29.63 | |
| 2 | | \$2,080.70 | \$29.72 | | \$2,111.91 | \$30.17 | | | | | \$2,143.59 | \$30.62 | | \$2,175.74 | \$31.08 | |
| 3 | | \$2,168.70 | \$30.98 | | \$2,201.23 | \$31.45 | | | | | \$2,234.25 | \$31.92 | | \$2,267.76 | \$32.40 | |
| 4 | | \$2,249.24 | \$32.13 | | \$2,282.98 | \$32.61 | | | | | \$2,317.22 | \$33.10 | | \$2,351.98 | \$33.60 | |
| BUYER 2 | 272 | | | | | | | | | | | | | | | |
| 1 | | \$2,353.65 | \$33.62 | | \$2,388.95 | \$34.13 | | | | | \$2,424.79 | \$34.64 | | \$2,461.16 | \$35.16 | |
| 2 | | \$2,472.97 | \$35.33 | | \$2,510.07 | \$35.86 | | | | | \$2,547.72 | \$36.40 | | \$2,585.93 | \$36.94 | |
| 3 | | \$2,581.85 | \$36.88 | | \$2,620.58 | \$37.44 | | | | | \$2,659.89 | \$38.00 | | \$2,699.79 | \$38.57 | |
| 4 | | \$2,708.63 | \$38.69 | | \$2,749.26 | \$39.28 | | | | | \$2,790.50 | \$39.86 | | \$2,832.36 | \$40.46 | |
| 5 | | \$2,833.92 | \$40.48 | | \$2,876.43 | \$41.09 | | | | | \$2,919.58 | \$41.71 | | \$2,963.37 | \$42.33 | |
| 6 | | \$2,966.67 | \$42.38 | | \$3,011.17 | \$43.02 | | | | | \$3,056.34 | \$43.66 | | \$3,102.18 | \$44.32 | |
| BYLAW SUPPORT WORKER | 1794 | | | | | | | | | | | | | | | |
| 1 | | \$1,196.21 | \$17.09 | | \$1,214.16 | \$17.35 | | | | | \$1,232.37 | \$17.61 | | \$1,250.86 | \$17.87 | |
| CARETAKER | 320 | | | | | | | | | | | | | | | |
| 1 | | \$1,970.32 | | \$24.63 | \$1,999.88 | | \$25.00 | | | | \$2,029.88 | | \$25.37 | \$2,060.32 | | \$25.75 |
| CARPENTER 1 | 330 | | | | | | | | | | | | | | | |
| 1 | | \$2,791.30 | | \$34.89 | \$2,833.17 | | \$35.41 | | | | \$2,875.67 | | \$35.95 | \$2,918.81 | | \$36.49 |
| CASHIER/CLERK - AQUATIC AND RECREATION FACILITIES * | 360 | | | | | | | | | | | | | | | |
| 1 | | \$1,218.00 | | \$15.23 | \$1,236.27 | | \$15.45 | | | | \$1,254.81 | | \$15.69 | \$1,273.64 | | \$15.92 |
| 2 | | \$1,318.52 | | \$16.48 | \$1,338.30 | | \$16.73 | | | | \$1,358.37 | | \$16.98 | \$1,378.75 | | \$17.23 |
| 3 | | \$1,443.81 | | \$18.05 | \$1,465.47 | | \$18.32 | | | | \$1,487.45 | | \$18.59 | \$1,509.76 | | \$18.87 |
| 4 | | \$1,566.12 | | \$19.58 | \$1,589.61 | | \$19.87 | | | | \$1,613.45 | | \$20.17 | \$1,637.65 | | \$20.47 |
| 5 | | \$1,692.90 | | \$21.16 | \$1,718.29 | | \$21.48 | | | | \$1,744.06 | | \$21.80 | \$1,770.23 | | \$22.13 |
| CLAIMS ADJUSTOR 1 | 1251 | | | | | | | | | | | | | | | |
| 1 | | \$1,874.86 | \$26.78 | | \$1,902.99 | \$27.19 | | | | | \$1,931.53 | \$27.59 | | \$1,960.50 | \$28.01 | |
| 2 | | \$1,950.93 | \$27.87 | | \$1,980.20 | \$28.29 | | | | | \$2,009.90 | \$28.71 | | \$2,040.05 | \$29.14 | |
| 3 | | \$2,038.93 | \$29.13 | | \$2,069.52 | \$29.56 | | | | | \$2,100.56 | \$30.01 | | \$2,132.07 | \$30.46 | |
| 4 | | \$2,122.46 | \$30.32 | | \$2,154.30 | \$30.78 | | | | | \$2,186.61 | \$31.24 | | \$2,219.41 | \$31.71 | |
| 5 | | \$2,214.94 | \$31.64 | | \$2,248.16 | \$32.12 | | | | | \$2,281.88 | \$32.60 | | \$2,316.11 | \$33.09 | |
| 6 | | \$2,310.39 | \$33.01 | | \$2,345.05 | \$33.50 | | | | | \$2,380.23 | \$34.00 | | \$2,415.93 | \$34.51 | |
| CLAIMS ADJUSTOR 2 | 1252 | | | | | | | | | | | | | | | |
| 1 | | \$2,410.33 | \$34.43 | | \$2,446.48 | \$34.95 | | | | | \$2,483.18 | \$35.47 | | \$2,520.43 | \$36.01 | |
| 2 | | \$2,513.24 | \$35.90 | | \$2,550.94 | \$36.44 | | | | | \$2,589.21 | \$36.99 | | \$2,628.04 | \$37.54 | |
| 3 | | \$2,617.65 | \$37.40 | | \$2,656.92 | \$37.96 | | | | | \$2,696.77 | \$38.53 | | \$2,737.22 | \$39.10 | |
| 4 | | \$2,733.99 | \$39.06 | | \$2,775.00 | \$39.64 | | | | | \$2,816.63 | \$40.24 | | \$2,858.87 | \$40.84 | |
| 5 | | \$2,853.31 | \$40.76 | | \$2,896.11 | \$41.37 | | | | | \$2,939.56 | \$41.99 | | \$2,983.65 | \$42.62 | |
| 6 | | \$2,974.13 | \$42.49 | | \$3,018.74 | \$43.12 | | | | | \$3,064.02 | \$43.77 | | \$3,109.98 | \$44.43 | |

CUPE 2021 TO 2025 SALARY SCHEDULE

| CLASSIFICATION | Class Code | EFFECTIVE DATE OCTOBER 31, 2019 - 1.5% | | | EFFECTIVE DATE MARCH 1, 2021 - 1.70% | | | EFFECTIVE DATE MARCH 1, 2022 - 1.00% | | | EFFECTIVE DATE DECEMBER 31, 2022 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2023 Living Wage* & Special Wage Adjustment (1) | | |
|--|------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| CLERK 1 - PARKS TEMPORARY 1 | 371 | \$1,498.28 | | \$18.73 | \$1,523.75 | | \$19.05 | \$1,538.99 | | \$19.24 | \$1,562.07 | | \$19.53 | | | |
| CLERK 2 - PARKS TEMPORARY 1 | 372 | \$1,775.95 | | \$22.20 | \$1,806.14 | | \$22.58 | \$1,824.20 | | \$22.80 | \$1,851.57 | | \$23.14 | | | |
| CLERK 3 - PARKS TEMPORARY 1 | 373 | \$1,980.33 | | \$24.75 | \$2,013.99 | | \$25.17 | \$2,034.13 | | \$25.43 | \$2,064.64 | | \$25.81 | | | |
| CLERK A - 35HR 1 | 361 | \$1,129.00 | \$16.13 | | \$1,148.19 | \$16.40 | | \$1,159.67 | \$16.57 | | \$1,177.07 | \$16.82 | | | | |
| 2 | | \$1,245.98 | \$17.80 | | \$1,267.17 | \$18.10 | | \$1,279.84 | \$18.28 | | \$1,299.03 | \$18.56 | | | | |
| 3 | | \$1,364.38 | \$19.49 | | \$1,387.57 | \$19.82 | | \$1,401.45 | \$20.02 | | \$1,422.47 | \$20.32 | | | | |
| 4 | | \$1,479.96 | \$21.14 | | \$1,505.12 | \$21.50 | | \$1,520.17 | \$21.72 | | \$1,542.97 | \$22.04 | | | | |
| 5 | | \$1,599.76 | \$22.85 | | \$1,626.96 | \$23.24 | | \$1,643.23 | \$23.47 | | \$1,667.88 | \$23.83 | | | | |
| CLERK A - 40HR * 1 | 361 | \$1,129.00 | | \$14.11 | \$1,148.19 | | \$14.35 | \$1,159.67 | | \$14.50 | \$1,177.07 | | \$14.71 | \$1,200.00 | | \$15.00 |
| 2 | | \$1,245.98 | | \$15.57 | \$1,267.17 | | \$15.84 | \$1,279.84 | | \$16.00 | \$1,299.03 | | \$16.24 | | | |
| 3 | | \$1,364.38 | | \$17.05 | \$1,387.57 | | \$17.34 | \$1,401.45 | | \$17.52 | \$1,422.47 | | \$17.78 | | | |
| 4 | | \$1,479.96 | | \$18.50 | \$1,505.12 | | \$18.81 | \$1,520.17 | | \$19.00 | \$1,542.97 | | \$19.29 | | | |
| 5 | | \$1,599.76 | | \$20.00 | \$1,626.96 | | \$20.34 | \$1,643.23 | | \$20.54 | \$1,667.88 | | \$20.85 | | | |
| CLERK B 1 | 362 | \$1,625.13 | \$23.22 | \$20.31 | \$1,652.76 | \$23.61 | \$20.66 | \$1,669.29 | \$23.85 | \$20.87 | \$1,694.33 | \$24.20 | \$21.18 | | | |
| 2 | | \$1,697.02 | \$24.24 | \$21.21 | \$1,725.87 | \$24.66 | \$21.57 | \$1,743.13 | \$24.90 | \$21.79 | \$1,769.27 | \$25.28 | \$22.12 | | | |
| 3 | | \$1,759.04 | \$25.13 | \$21.99 | \$1,788.94 | \$25.56 | \$22.36 | \$1,806.83 | \$25.81 | \$22.59 | \$1,833.93 | \$26.20 | \$22.92 | | | |
| 4 | | \$1,828.10 | \$26.12 | \$22.85 | \$1,859.18 | \$26.56 | \$23.24 | \$1,877.77 | \$26.83 | \$23.47 | \$1,905.94 | \$27.23 | \$23.82 | | | |
| 5 | | \$1,902.80 | \$27.18 | \$23.79 | \$1,935.15 | \$27.65 | \$24.19 | \$1,954.50 | \$27.92 | \$24.43 | \$1,983.82 | \$28.34 | \$24.80 | | | |
| CLERK C 1 | 364 | \$1,966.23 | \$28.09 | \$24.58 | \$1,999.66 | \$28.57 | \$25.00 | \$2,019.65 | \$28.85 | \$25.25 | \$2,049.95 | \$29.28 | \$25.62 | | | |
| 2 | | \$2,049.39 | \$29.28 | \$25.62 | \$2,084.23 | \$29.77 | \$26.05 | \$2,105.07 | \$30.07 | \$26.31 | \$2,136.65 | \$30.52 | \$26.71 | | | |
| 3 | | \$2,125.50 | \$30.36 | \$26.57 | \$2,161.64 | \$30.88 | \$27.02 | \$2,183.25 | \$31.19 | \$27.29 | \$2,216.00 | \$31.66 | \$27.70 | | | |
| CLERK - PRINCIPAL 1 | 365 | \$2,393.30 | \$34.19 | \$29.92 | \$2,433.99 | \$34.77 | \$30.42 | \$2,458.33 | \$35.12 | \$30.73 | \$2,495.20 | \$35.65 | \$31.19 | | | |
| 2 | | \$2,449.68 | \$35.00 | \$30.62 | \$2,491.33 | \$35.59 | \$31.14 | \$2,516.24 | \$35.95 | \$31.45 | \$2,553.98 | \$36.49 | \$31.92 | | | |
| 3 | | \$2,525.80 | \$36.08 | \$31.57 | \$2,568.73 | \$36.70 | \$32.11 | \$2,594.42 | \$37.06 | \$32.43 | \$2,633.34 | \$37.62 | \$32.92 | | | |
| 4 | | \$2,589.22 | \$36.99 | \$32.37 | \$2,633.24 | \$37.62 | \$32.92 | \$2,659.57 | \$37.99 | \$33.24 | \$2,699.46 | \$38.56 | \$33.74 | | | |
| CLERK - SENIOR 1 | 366 | \$2,163.56 | \$30.91 | \$27.04 | \$2,200.34 | \$31.43 | \$27.50 | \$2,222.34 | \$31.75 | \$27.78 | \$2,255.68 | \$32.22 | \$28.20 | | | |
| 2 | | \$2,250.95 | \$32.16 | \$28.14 | \$2,289.21 | \$32.70 | \$28.62 | \$2,312.10 | \$33.03 | \$28.90 | \$2,346.79 | \$33.53 | \$29.33 | | | |
| 3 | | \$2,320.01 | \$33.14 | \$29.00 | \$2,359.45 | \$33.71 | \$29.49 | \$2,383.05 | \$34.04 | \$29.79 | \$2,418.79 | \$34.55 | \$30.23 | | | |
| COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - OPERATOR IN TRAINING 1 | 1575 | \$1,849.80 | | \$23.12 | \$1,881.24 | | \$23.52 | \$1,900.06 | | \$23.75 | \$1,928.56 | | \$24.11 | | | |
| COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 1A 1 | 1576 | \$1,891.06 | | \$23.64 | \$1,923.21 | | \$24.04 | \$1,942.44 | | \$24.28 | \$1,971.58 | | \$24.64 | | | |
| COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 1B 1 | 1577 | \$1,935.43 | | \$24.19 | \$1,968.33 | | \$24.60 | \$1,988.01 | | \$24.85 | \$2,017.83 | | \$25.22 | | | |
| COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 2A 1 | 1578 | \$1,970.50 | | \$24.63 | \$2,004.00 | | \$25.05 | \$2,024.04 | | \$25.30 | \$2,054.40 | | \$25.68 | | | |
| COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 2B 1 | 1579 | \$2,039.63 | | \$25.50 | \$2,074.30 | | \$25.93 | \$2,095.04 | | \$26.19 | \$2,126.47 | | \$26.58 | | | |
| COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 3A 1 - With Provincial Certification | 1582 | \$2,134.54 | | \$26.68 | \$2,170.83 | | \$27.14 | \$2,192.53 | | \$27.41 | \$2,225.42 | | \$27.82 | | | |
| COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 3B 1 - With Provincial Certification | 1583 | \$2,236.67 | | \$27.96 | \$2,274.70 | | \$28.43 | \$2,297.45 | | \$28.72 | \$2,331.91 | | \$29.15 | | | |

CUPE 2021 TO 2025 SALARY SCHEDULE

(CONTINUED)

| CLASSIFICATION | Class Code | EFFECTIVE DATE MARCH 1, 2023 - 1.50% | | | EFFECTIVE DATE DECEMBER 31, 2023 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2024 Special Wage Adjustment (2) | | | EFFECTIVE DATE MARCH 1, 2024 1.50% + \$0.50 Per Hour** | | | EFFECTIVE SEPTEMBER 1, 2024 1.50% + \$0.50 Per Hour** | | |
|--|------------|---|--------------------|--------------------|---|--------------------|--------------------|--|--------------------|--------------------|--|--------------------|--------------------|---|--------------------|--------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| CLERK 1 - PARKS TEMPORARY 1 | 371 | \$1,585.51 | | \$19.82 | \$1,609.29 | | \$20.12 | | | | \$1,633.43 | | \$20.42 | \$1,657.93 | | \$20.72 |
| CLERK 2 - PARKS TEMPORARY 1 | 372 | \$1,879.34 | | \$23.49 | \$1,907.53 | | \$23.84 | | | | \$1,936.14 | | \$24.20 | \$1,965.18 | | \$24.56 |
| CLERK 3 - PARKS TEMPORARY 1 | 373 | \$2,095.61 | | \$26.20 | \$2,127.05 | | \$26.59 | | | | \$2,158.95 | | \$26.99 | \$2,191.34 | | \$27.39 |
| CLERK A - 35HR 1 | 361 | \$1,194.72 | \$17.07 | | \$1,212.64 | \$17.32 | | | | | \$1,230.83 | \$17.58 | | \$1,249.30 | \$17.85 | |
| 2 | | \$1,318.52 | \$18.84 | | \$1,338.30 | \$19.12 | | | | | \$1,358.37 | \$19.41 | | \$1,378.75 | \$19.70 | |
| 3 | | \$1,443.81 | \$20.63 | | \$1,465.47 | \$20.94 | | | | | \$1,487.45 | \$21.25 | | \$1,509.76 | \$21.57 | |
| 4 | | \$1,566.12 | \$22.37 | | \$1,589.61 | \$22.71 | | | | | \$1,613.45 | \$23.05 | | \$1,637.65 | \$23.40 | |
| 5 | | \$1,692.90 | \$24.18 | | \$1,718.29 | \$24.55 | | | | | \$1,744.06 | \$24.92 | | \$1,770.23 | \$25.29 | |
| CLERK A - 40HR * 1 | 361 | \$1,218.00 | | \$15.23 | \$1,236.27 | | \$15.45 | | | | \$1,254.81 | | \$15.69 | \$1,273.64 | | \$15.92 |
| 2 | | \$1,318.52 | | \$16.48 | \$1,338.30 | | \$16.73 | | | | \$1,358.37 | | \$16.98 | \$1,378.75 | | \$17.23 |
| 3 | | \$1,443.81 | | \$18.05 | \$1,465.47 | | \$18.32 | | | | \$1,487.45 | | \$18.59 | \$1,509.76 | | \$18.87 |
| 4 | | \$1,566.12 | | \$19.58 | \$1,589.61 | | \$19.87 | | | | \$1,613.45 | | \$20.17 | \$1,637.65 | | \$20.47 |
| 5 | | \$1,692.90 | | \$21.16 | \$1,718.29 | | \$21.48 | | | | \$1,744.06 | | \$21.80 | \$1,770.23 | | \$22.13 |
| CLERK B 1 | 362 | \$1,719.74 | \$24.57 | \$21.50 | \$1,745.54 | \$24.94 | \$21.82 | | | | \$1,771.72 | \$25.31 | \$22.15 | \$1,798.30 | \$25.69 | \$22.48 |
| 2 | | \$1,795.81 | \$25.65 | \$22.45 | \$1,822.75 | \$26.04 | \$22.78 | | | | \$1,850.09 | \$26.43 | \$23.13 | \$1,877.84 | \$26.83 | \$23.47 |
| 3 | | \$1,861.44 | \$26.59 | \$23.27 | \$1,889.36 | \$26.99 | \$23.62 | | | | \$1,917.70 | \$27.40 | \$23.97 | \$1,946.47 | \$27.81 | \$24.33 |
| 4 | | \$1,934.53 | \$27.64 | \$24.18 | \$1,963.54 | \$28.05 | \$24.54 | | | | \$1,993.00 | \$28.47 | \$24.91 | \$2,022.89 | \$28.90 | \$25.29 |
| 5 | | \$2,013.58 | \$28.77 | \$25.17 | \$2,043.78 | \$29.20 | \$25.55 | | | | \$2,074.44 | \$29.63 | \$25.93 | \$2,105.55 | \$30.08 | \$26.32 |
| CLERK C 1 | 364 | \$2,080.70 | \$29.72 | \$26.01 | \$2,111.91 | \$30.17 | \$26.40 | | | | \$2,143.59 | \$30.62 | \$26.79 | \$2,175.74 | \$31.08 | \$27.20 |
| 2 | | \$2,168.70 | \$30.98 | \$27.11 | \$2,201.23 | \$31.45 | \$27.52 | | | | \$2,234.25 | \$31.92 | \$27.93 | \$2,267.76 | \$32.40 | \$28.35 |
| 3 | | \$2,249.24 | \$32.13 | \$28.12 | \$2,282.98 | \$32.61 | \$28.54 | | | | \$2,317.22 | \$33.10 | \$28.97 | \$2,351.98 | \$33.60 | \$29.40 |
| CLERK - PRINCIPAL 1 | 365 | \$2,532.63 | \$36.18 | \$31.66 | \$2,570.62 | \$36.72 | \$32.13 | | | | \$2,609.18 | \$37.27 | \$32.61 | \$2,648.32 | \$37.83 | \$33.10 |
| 2 | | \$2,592.29 | \$37.03 | \$32.40 | \$2,631.18 | \$37.59 | \$32.89 | | | | \$2,670.65 | \$38.15 | \$33.38 | \$2,710.71 | \$38.72 | \$33.88 |
| 3 | | \$2,672.84 | \$38.18 | \$33.41 | \$2,712.93 | \$38.76 | \$33.91 | | | | \$2,753.62 | \$39.34 | \$34.42 | \$2,794.93 | \$39.93 | \$34.94 |
| 4 | | \$2,739.96 | \$39.14 | \$34.25 | \$2,781.06 | \$39.73 | \$34.76 | | | | \$2,822.77 | \$40.33 | \$35.28 | \$2,865.11 | \$40.93 | \$35.81 |
| CLERK - SENIOR 1 | 366 | \$2,289.51 | \$32.71 | \$28.62 | \$2,323.85 | \$33.20 | \$29.05 | | | | \$2,358.71 | \$33.70 | \$29.48 | \$2,394.09 | \$34.20 | \$29.93 |
| 2 | | \$2,381.99 | \$34.03 | \$29.77 | \$2,417.72 | \$34.54 | \$30.22 | | | | \$2,453.98 | \$35.06 | \$30.67 | \$2,490.79 | \$35.58 | \$31.13 |
| 3 | | \$2,455.07 | \$35.07 | \$30.69 | \$2,491.90 | \$35.60 | \$31.15 | | | | \$2,529.28 | \$36.13 | \$31.62 | \$2,567.22 | \$36.67 | \$32.09 |
| COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - OPERATOR IN TRAINING 1 | 1575 | \$1,957.48 | | \$24.47 | \$1,986.85 | | \$24.84 | | | | \$2,016.65 | | \$25.21 | \$2,046.90 | | \$25.59 |
| COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 1A 1 | 1576 | \$2,001.15 | | \$25.01 | \$2,031.17 | | \$25.39 | | | | \$2,061.64 | | \$25.77 | \$2,092.56 | | \$26.16 |
| COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 1B 1 | 1577 | \$2,048.10 | | \$25.60 | \$2,078.82 | | \$25.99 | | | | \$2,110.00 | | \$26.38 | \$2,141.65 | | \$26.77 |
| COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 2A 1 | 1578 | \$2,085.22 | | \$26.07 | \$2,116.50 | | \$26.46 | | | | \$2,148.24 | | \$26.85 | \$2,180.47 | | \$27.26 |
| COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 2B 1 | 1579 | \$2,158.37 | | \$26.98 | \$2,190.74 | | \$27.38 | | | | \$2,223.60 | | \$27.80 | \$2,256.96 | | \$28.21 |
| COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 3A 1 - With Provincial Certification | 1582 | \$2,258.80 | | \$28.24 | \$2,292.69 | | \$28.66 | | | | \$2,327.08 | | \$29.09 | \$2,361.98 | | \$29.52 |
| COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 3B 1 - With Provincial Certification | 1583 | \$2,366.89 | | \$29.59 | \$2,402.39 | | \$30.03 | | | | \$2,438.42 | | \$30.48 | \$2,475.00 | | \$30.94 |

CUPE 2021 TO 2025 SALARY SCHEDULE

| CLASSIFICATION | Class Code | EFFECTIVE DATE OCTOBER 31, 2019 - 1.5% | | | EFFECTIVE DATE MARCH 1, 2021 - 1.70% | | | EFFECTIVE DATE MARCH 1, 2022 - 1.00% | | | EFFECTIVE DATE DECEMBER 31, 2022 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2023 Living Wage* & Special Wage Adjustment (1) | | |
|--|------------|--|--|--|--|--|--|--|--|--|--|--|--|---|--------------------|--------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 4A 1 | 1584 | \$2,372.86 | | \$29.66 | \$2,413.19 | | \$30.16 | \$2,437.33 | | \$30.47 | \$2,473.89 | | \$30.92 | | | |
| COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 4B 1 - With Provincial Certification | 1585 | \$2,648.31 | | \$33.10 | \$2,693.34 | | \$33.67 | \$2,720.27 | | \$34.00 | \$2,761.07 | | \$34.51 | | | |
| COLLECTION SYSTEMS SCADA OPR 1 2 | 1586 | \$2,314.93 \$2,372.86 | | \$28.94 \$29.66 | \$2,354.28 \$2,413.20 | | \$29.43 \$30.16 | \$2,377.82 \$2,437.33 | | \$29.72 \$30.47 | \$2,413.49 \$2,473.89 | | \$30.17 \$30.92 | | | |
| COMMUNICATIONS OPERATOR (CO) 1 - First 12 Months 2 - After 12 Months 3 - After 24 Months 4 - After 36 Months In accordance with Supplementary Agreement: Communications salary rates paid may be higher than shown. | 1890 | \$1,844.47 \$2,196.04 \$2,516.98 \$2,877.88 | | \$21.96 \$26.14 \$29.96 \$34.26 | \$1,875.83 \$2,233.37 \$2,559.77 \$2,926.80 | | \$22.33 \$26.59 \$30.47 \$34.84 | \$1,894.59 \$2,255.71 \$2,585.37 \$2,956.07 | | \$22.55 \$26.85 \$30.78 \$35.19 | \$1,923.00 \$2,289.54 \$2,624.15 \$3,000.41 | | \$22.89 \$27.26 \$31.24 \$35.72 | | | |
| COMMUNICATION TECHNOLOGIST - GRADE 1 1 2 3 4 | 2541 | \$2,454.10 \$2,540.00 \$2,628.90 \$2,720.91 | | \$30.68 \$31.75 \$32.86 \$34.01 | \$2,495.82 \$2,583.18 \$2,673.59 \$2,767.17 | | \$31.20 \$32.29 \$33.42 \$34.59 | \$2,520.78 \$2,609.01 \$2,700.32 \$2,794.84 | | \$31.51 \$32.61 \$33.75 \$34.94 | \$2,558.59 \$2,648.14 \$2,740.83 \$2,836.76 | | \$31.98 \$33.10 \$34.26 \$35.46 | | | |
| COMMUNICATION TECHNOLOGIST - GRADE 2 1 2 | 2542 | \$2,911.37 \$3,013.27 | | \$36.39 \$37.67 | \$2,960.87 \$3,064.50 | | \$37.01 \$38.31 | \$2,990.48 \$3,095.14 | | \$37.38 \$38.69 | \$3,035.33 \$3,141.57 | | \$37.94 \$39.27 | | | |
| CONSTABLE - OPERATIONS 1 2 3 4 5 6 | 405 | \$1,921.13 \$2,016.97 \$2,101.54 \$2,195.98 \$2,283.36 \$2,362.30 | \$27.44 \$28.81 \$30.02 \$31.37 \$32.62 \$33.75 | | \$1,953.79 \$2,051.26 \$2,137.27 \$2,233.31 \$2,322.18 \$2,402.45 | \$27.91 \$29.30 \$30.53 \$31.90 \$33.17 \$34.32 | | \$1,973.32 \$2,071.77 \$2,158.64 \$2,255.64 \$2,345.40 \$2,426.48 | \$28.19 \$29.60 \$30.84 \$32.22 \$33.51 \$34.66 | | \$2,002.92 \$2,102.85 \$2,191.02 \$2,289.48 \$2,380.58 \$2,462.88 | \$28.61 \$30.04 \$31.30 \$32.71 \$34.01 \$35.18 | | | | |
| COORDINATOR - EDUCATION - NATURE PARKS 1 2 3 4 5 6 | 446 | \$1,691.38 \$1,775.95 \$1,857.70 \$1,936.63 \$2,024.02 \$2,128.32 | | \$21.14 \$22.20 \$23.22 \$24.21 \$25.30 \$26.60 | \$1,720.13 \$1,806.14 \$1,889.28 \$1,969.55 \$2,058.43 \$2,164.50 | | \$21.50 \$22.58 \$23.62 \$24.62 \$25.73 \$27.06 | \$1,737.34 \$1,824.20 \$1,908.17 \$1,989.25 \$2,079.01 \$2,186.15 | | \$21.72 \$22.80 \$23.85 \$24.87 \$25.99 \$27.33 | \$1,763.40 \$1,851.57 \$1,936.80 \$2,019.09 \$2,110.20 \$2,218.94 | | \$22.04 \$23.14 \$24.21 \$25.24 \$26.38 \$27.74 | | | |
| COORDINATOR - EQUIPMENT 1 2 3 4 | 451 | \$2,063.48 \$2,163.56 \$2,250.95 \$2,320.01 | \$29.48 \$30.91 \$32.16 \$33.14 | | \$2,098.56 \$2,200.34 \$2,289.21 \$2,359.45 | \$29.98 \$31.43 \$32.70 \$33.71 | | \$2,119.55 \$2,222.34 \$2,312.10 \$2,383.05 | \$30.28 \$31.75 \$33.03 \$34.04 | | \$2,151.34 \$2,255.68 \$2,346.79 \$2,418.79 | \$30.73 \$32.22 \$33.53 \$34.55 | | | | |
| COORDINATOR - STORES 1 | 477 | \$2,317.19 | | \$28.96 | \$2,356.58 | | \$29.46 | \$2,380.15 | | \$29.75 | \$2,415.85 | | \$30.20 | | | |
| COORDINATOR - TRANSIT INFORMATION 1 2 3 4 | 480 | \$2,218.53 \$2,310.14 \$2,410.22 \$2,507.47 | \$31.69 \$33.00 \$34.43 \$35.82 | | \$2,256.24 \$2,349.42 \$2,451.19 \$2,550.10 | \$32.23 \$33.56 \$35.02 \$36.43 | | \$2,278.81 \$2,372.91 \$2,475.70 \$2,575.60 | \$32.55 \$33.90 \$35.37 \$36.79 | | \$2,312.99 \$2,408.50 \$2,512.84 \$2,614.23 | \$33.04 \$34.41 \$35.90 \$37.35 | | | | |
| CORPORATE WEB SERVICES SPECIALIST 1 2 3 4 5 6 | 2909 | \$2,082.46 \$2,155.35 \$2,230.78 \$2,308.86 \$2,389.67 \$2,473.31 | \$29.75 \$30.79 \$31.67 \$32.98 \$34.14 \$35.33 | | \$2,117.86 \$2,191.99 \$2,268.71 \$2,348.11 \$2,430.29 \$2,515.35 | \$30.26 \$31.31 \$32.41 \$33.54 \$34.72 \$35.93 | | \$2,139.04 \$2,213.91 \$2,291.39 \$2,371.59 \$2,454.60 \$2,540.51 | \$30.56 \$31.63 \$32.73 \$33.88 \$35.07 \$36.29 | | \$2,171.13 \$2,247.11 \$2,325.76 \$2,407.17 \$2,491.42 \$2,578.62 | \$31.02 \$32.10 \$33.23 \$34.39 \$35.59 \$36.84 | | | | |

CUPE 2021 TO 2025 SALARY SCHEDULE

(CONTINUED)

| CLASSIFICATION | Class Code | EFFECTIVE DATE MARCH 1, 2023 - 1.50% | | | EFFECTIVE DATE DECEMBER 31, 2023 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2024 Special Wage Adjustment (2) | | | EFFECTIVE DATE MARCH 1, 2024 1.50% + \$0.50 Per Hour** | | | EFFECTIVE SEPTEMBER 1, 2024 1.50% + \$0.50 Per Hour** | | |
|--|------------|--|--|--|--|--|--|--|--------------------|--------------------|--|--|--|--|--|--|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 4A 1 | 1584 | \$2,510.99 | | \$31.39 | \$2,548.66 | | \$31.86 | | | | \$2,586.89 | | \$32.34 | \$2,625.69 | | \$32.82 |
| COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 4B 1 - With Provincial Certification | 1585 | \$2,802.49 | | \$35.03 | \$2,844.53 | | \$35.56 | | | | \$2,887.19 | | \$36.09 | \$2,930.50 | | \$36.63 |
| COLLECTION SYSTEMS SCADA OPR 1 2 | 1586 | \$2,449.69 \$2,511.00 | | \$30.62 \$31.39 | \$2,486.44 \$2,548.66 | | \$31.08 \$31.86 | | | | \$2,523.74 \$2,586.89 | | \$31.55 \$32.34 | \$2,561.59 \$2,625.70 | | \$32.02 \$32.82 |
| COMMUNICATIONS OPERATOR (CO) 1 - First 12 Months 2 - After 12 Months 3 - After 24 Months 4 - After 36 Months In accordance with Supplementary Agreement: Communications salary rates paid may be higher than shown. | 1890 | \$1,951.85 \$2,323.88 \$2,663.51 \$3,045.41 | | \$23.24 \$27.67 \$31.71 \$36.25 | \$1,981.13 \$2,358.74 \$2,703.46 \$3,091.10 | | \$23.58 \$28.08 \$32.18 \$36.80 | | | | \$2,010.84 \$2,394.12 \$2,744.01 \$3,137.46 | | \$23.94 \$28.50 \$32.67 \$37.35 | \$2,041.01 \$2,430.04 \$2,785.17 \$3,184.52 | | \$24.30 \$28.93 \$33.16 \$37.91 |
| COMMUNICATION TECHNOLOGIST - GRADE 1 1 2 3 4 | 2541 | \$2,596.97 \$2,687.87 \$2,781.94 \$2,879.31 | | \$32.46 \$33.60 \$34.77 \$35.99 | \$2,635.93 \$2,728.18 \$2,823.67 \$2,922.50 | | \$32.95 \$34.10 \$35.30 \$36.53 | | | | \$2,675.46 \$2,769.11 \$2,866.03 \$2,966.34 | | \$33.44 \$34.61 \$35.83 \$37.08 | \$2,715.60 \$2,810.64 \$2,909.02 \$3,010.84 | | \$33.94 \$35.13 \$36.36 \$37.64 |
| COMMUNICATION TECHNOLOGIST - GRADE 2 1 2 | 2542 | \$3,080.86 \$3,188.69 | | \$38.51 \$39.86 | \$3,127.08 \$3,236.52 | | \$39.09 \$40.46 | | | | \$3,173.98 \$3,285.07 | | \$39.67 \$41.06 | \$3,221.59 \$3,334.35 | | \$40.27 \$41.68 |
| CONSTABLE - OPERATIONS 1 2 3 4 5 6 | 405 | \$2,032.97 \$2,134.39 \$2,223.88 \$2,323.82 \$2,416.29 \$2,499.82 | \$29.04 \$30.49 \$31.77 \$33.20 \$34.52 \$35.71 | | \$2,063.46 \$2,166.41 \$2,257.24 \$2,358.67 \$2,452.54 \$2,537.32 | \$29.48 \$30.95 \$32.25 \$33.70 \$35.04 \$36.25 | | | | | \$2,094.41 \$2,198.90 \$2,291.10 \$2,384.05 \$2,489.33 \$2,575.38 | \$29.92 \$31.41 \$32.73 \$34.20 \$35.56 \$36.79 | | \$2,125.83 \$2,231.89 \$2,325.47 \$2,429.97 \$2,526.67 \$2,614.01 | \$30.37 \$31.88 \$33.22 \$34.71 \$36.10 \$37.34 | |
| COORDINATOR - EDUCATION - NATURE PARKS 1 2 3 4 5 6 | 446 | \$1,789.85 \$1,879.34 \$1,965.85 \$2,049.37 \$2,141.85 \$2,252.22 | | \$22.37 \$23.49 \$24.57 \$25.62 \$26.77 \$28.15 | \$1,816.69 \$1,907.53 \$1,995.34 \$2,080.11 \$2,173.98 \$2,286.01 | \$22.71 \$23.84 \$24.94 \$26.00 \$27.17 \$28.58 | | | | | \$1,843.94 \$1,936.14 \$2,025.27 \$2,111.32 \$2,206.59 \$2,320.30 | | \$23.05 \$24.20 \$25.32 \$26.39 \$27.58 \$29.00 | \$1,871.60 \$1,965.18 \$2,055.64 \$2,142.99 \$2,239.69 \$2,355.10 | | \$23.40 \$24.56 \$25.70 \$26.79 \$28.00 \$29.44 |
| COORDINATOR - EQUIPMENT 1 2 3 4 | 451 | \$2,183.61 \$2,289.51 \$2,381.99 \$2,455.07 | \$31.19 \$32.71 \$34.03 \$35.07 | | \$2,216.37 \$2,323.85 \$2,417.72 \$2,491.90 | \$31.66 \$33.20 \$34.54 \$35.60 | | | | | \$2,249.61 \$2,358.71 \$2,453.98 \$2,529.28 | \$32.14 \$33.70 \$35.06 \$36.13 | | \$2,283.36 \$2,394.09 \$2,490.79 \$2,567.22 | \$32.62 \$34.20 \$35.58 \$36.67 | |
| COORDINATOR - STORES 1 | 477 | \$2,452.09 | | \$30.65 | \$2,488.87 | | \$31.11 | | | | \$2,526.20 | | \$31.58 | \$2,564.10 | | \$32.05 |
| COORDINATOR - TRANSIT INFORMATION 1 2 3 4 | 480 | \$2,347.68 \$2,444.63 \$2,550.53 \$2,653.45 | \$33.54 \$34.92 \$36.44 \$37.91 | | \$2,382.90 \$2,481.30 \$2,588.79 \$2,693.25 | \$34.04 \$35.45 \$36.98 \$38.47 | | | | | \$2,418.64 \$2,518.52 \$2,627.62 \$2,733.65 | \$34.55 \$35.98 \$37.54 \$39.05 | | \$2,454.92 \$2,556.30 \$2,667.04 \$2,774.65 | \$35.07 \$36.52 \$38.10 \$39.64 | |
| CORPORATE WEB SERVICES SPECIALIST 1 2 3 4 5 6 | 2909 | \$2,203.69 \$2,280.82 \$2,360.65 \$2,443.27 \$2,528.79 \$2,617.30 | \$31.48 \$32.58 \$33.72 \$34.90 \$36.13 \$37.39 | | \$2,236.75 \$2,315.03 \$2,396.06 \$2,479.92 \$2,566.72 \$2,656.55 | \$31.95 \$33.07 \$34.23 \$35.43 \$36.67 \$37.95 | | | | | \$2,270.30 \$2,349.76 \$2,432.00 \$2,517.12 \$2,605.22 \$2,696.40 | \$32.43 \$33.57 \$34.74 \$35.96 \$37.22 \$38.52 | | \$2,304.35 \$2,385.01 \$2,468.48 \$2,554.88 \$2,644.30 \$2,736.85 | \$32.92 \$34.07 \$35.26 \$36.50 \$37.78 \$39.10 | |

CUPE 2021 TO 2025 SALARY SCHEDULE

| CLASSIFICATION | Class Code | EFFECTIVE DATE OCTOBER 31, 2019 - 1.5% | | | EFFECTIVE DATE MARCH 1, 2021 - 1.70% | | | EFFECTIVE DATE MARCH 1, 2022 - 1.00% | | | EFFECTIVE DATE DECEMBER 31, 2022 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2023 Living Wage* & Special Wage Adjustment (1) | | |
|---|------------|--|--|--|--|--|--------------------|--|--|--|--|--|--------------------|---|--------------------|--------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| CREW LEAD- LANE LINER 1 | 350 | \$2,342.56 | | \$29.28 | \$2,382.39 | | \$29.78 | \$2,406.21 | | \$30.08 | \$2,442.30 | | \$30.53 | | | |
| CREW LEAD - TRAFFIC SIGNALS ¹ 1 | 355 | \$2,912.98 | | \$36.41 | \$2,962.50 | | \$37.03 | \$2,992.13 | | \$37.40 | \$3,037.01 | | \$37.96 | \$3,069.01 | | \$38.36 |
| CURATOR - MUSEUM 1 2 3 4 5 6 | 500 | \$1,690.66 \$1,770.31 \$1,853.74 \$1,941.09 \$2,032.54 \$2,128.32 | \$24.15 \$25.29 \$26.48 \$27.73 \$29.04 \$30.40 | | \$1,719.40 \$1,800.41 \$1,885.25 \$1,974.08 \$2,067.10 \$2,164.50 | \$24.56 \$25.72 \$26.93 \$28.20 \$29.53 \$30.92 | | \$1,736.59 \$1,818.41 \$1,904.10 \$1,993.82 \$2,087.77 \$2,186.15 | \$24.81 \$25.98 \$27.20 \$28.48 \$29.83 \$31.23 | | \$1,762.64 \$1,845.69 \$1,932.66 \$2,023.73 \$2,119.08 \$2,218.94 | \$25.18 \$26.37 \$27.61 \$28.91 \$30.27 \$31.70 | | | | |
| CUSTODIAL 1 | 357 | \$1,320.69 | \$18.87 | \$16.51 | \$1,343.14 | \$19.19 | \$16.79 | \$1,356.57 | \$19.38 | \$16.96 | \$1,376.92 | \$19.67 | \$17.21 | | | |
| DEVELOPMENT PLANNING OFFICER 1 2 3 4 5 6 | 83 | \$2,573.72 \$2,701.98 \$2,779.50 \$2,866.89 \$2,952.87 \$3,044.49 | \$36.77 \$38.60 \$39.71 \$40.96 \$42.18 \$43.49 | | \$2,617.47 \$2,747.91 \$2,826.75 \$2,915.63 \$3,003.07 \$3,096.24 | \$37.39 \$39.26 \$40.38 \$41.65 \$42.90 \$44.23 | | \$2,643.65 \$2,775.39 \$2,855.02 \$2,944.78 \$3,033.10 \$3,127.20 | \$37.77 \$39.65 \$40.79 \$42.07 \$43.33 \$44.67 | | \$2,683.30 \$2,817.02 \$2,897.85 \$2,988.96 \$3,078.59 \$3,174.11 | \$38.33 \$40.24 \$41.40 \$42.70 \$43.98 \$45.34 | | | | |
| DISPATCHER - EMERGENCY SERVICES- W & O 1 2 3 4 5 6 | 1876 | \$1,691.38 \$1,775.95 \$1,857.70 \$1,936.63 \$2,024.02 \$2,128.32 | | \$21.14 \$22.20 \$23.22 \$24.21 \$25.30 \$26.60 | \$1,720.13 \$1,806.14 \$1,889.28 \$1,969.55 \$2,058.43 \$2,164.50 | \$21.50 \$22.58 \$23.62 \$24.62 \$25.73 \$27.06 | | \$1,737.34 \$1,824.20 \$1,908.17 \$1,989.25 \$2,079.01 \$2,186.15 | | \$21.72 \$22.80 \$23.85 \$24.87 \$25.99 \$27.33 | \$1,763.40 \$1,851.57 \$1,936.80 \$2,019.09 \$2,110.20 \$2,218.94 | \$22.04 \$23.14 \$24.21 \$25.24 \$26.38 \$27.74 | | | | |
| ELECTRICIAN - GENERAL ¹ 2 - With Contractor's Licence | 631 | \$2,744.10 \$2,872.92 | | \$34.30 \$35.91 | \$2,790.75 \$2,921.76 | | \$34.88 \$36.52 | \$2,818.65 \$2,950.98 | | \$35.23 \$36.89 | \$2,860.93 \$2,995.25 | | \$35.76 \$37.44 | \$2,892.93 \$3,027.25 | | \$36.16 \$37.84 |
| ELECTRICIAN/PLANT OPERATOR 1 | 633 | \$2,576.54 | | \$32.21 | \$2,620.34 | | \$32.75 | \$2,646.54 | | \$33.08 | \$2,686.24 | | \$33.58 | | | |
| ENFORCEMENT SERVICES OFFICER 1 2 3 4 5 | 1816 | \$2,253.76 \$2,341.15 \$2,405.99 \$2,527.20 \$2,641.37 | \$32.20 \$33.45 \$34.37 \$36.10 \$37.73 | | \$2,292.08 \$2,380.95 \$2,446.89 \$2,570.17 \$2,686.28 | \$32.74 \$34.01 \$34.96 \$36.72 \$38.38 | | \$2,315.00 \$2,404.76 \$2,471.36 \$2,595.87 \$2,713.14 | \$33.07 \$34.35 \$35.31 \$37.08 \$38.76 | | \$2,349.72 \$2,440.83 \$2,508.43 \$2,634.81 \$2,753.84 | \$33.57 \$34.87 \$35.83 \$37.64 \$39.34 | | | | |
| ENGINE DRIVER &/OR CONDUCTOR 1 | 641 | \$2,294.64 | | \$28.68 | \$2,333.65 | | \$29.17 | \$2,356.99 | | \$29.46 | \$2,392.34 | | \$29.90 | | | |
| FABRICATOR - SIGN 1 | 711 | \$2,217.12 | | \$27.71 | \$2,254.81 | | \$28.19 | \$2,277.36 | | \$28.47 | \$2,311.52 | | \$28.89 | | | |
| FABRICATOR - SIGN ASSISTANT 1 2 3 4 5 6 | 712 | \$1,661.78 \$1,746.35 \$1,812.60 \$1,880.25 \$1,962.00 \$2,042.34 | \$20.77 \$21.83 \$22.66 \$23.50 \$24.53 \$25.53 | | \$1,690.03 \$1,776.04 \$1,843.41 \$1,912.22 \$1,995.36 \$2,077.06 | \$21.13 \$22.20 \$23.04 \$23.90 \$24.94 \$25.96 | | \$1,706.93 \$1,793.80 \$1,861.84 \$1,931.34 \$2,015.31 \$2,097.83 | \$21.34 \$22.42 \$23.27 \$24.14 \$25.19 \$26.22 | | \$1,732.54 \$1,820.71 \$1,889.77 \$1,960.31 \$2,045.54 \$2,129.30 | \$21.66 \$22.76 \$23.62 \$24.50 \$25.57 \$26.62 | | | | |
| FIELD SERVICES COORDINATOR 1 2 3 | 2803 | \$2,587.81 \$2,701.98 \$2,780.91 | \$36.97 \$38.60 \$39.73 | | \$2,631.81 \$2,747.91 \$2,828.19 | \$37.60 \$39.26 \$40.40 | | \$2,658.12 \$2,775.39 \$2,856.47 | \$37.97 \$39.65 \$40.81 | | \$2,698.00 \$2,817.02 \$2,899.32 | \$38.54 \$40.24 \$41.42 | | | | |
| FINISHER - CONCRETE ¹ 1 | 721 | \$2,032.05 | | \$25.40 | \$2,066.60 | | \$25.83 | \$2,087.26 | | \$26.09 | \$2,118.57 | | \$26.48 | \$2,148.17 | | \$26.85 |
| FOREPERSON - ELECTRICAL MAINTENANCE AND CONSTRUCTION ¹ 1 2 - With Contractor's Licence | 801 | \$2,887.94 \$3,025.78 | | \$36.10 \$37.82 | \$2,937.03 \$3,077.22 | | \$36.71 \$38.47 | \$2,966.40 \$3,107.99 | | \$37.08 \$38.85 | \$3,010.90 \$3,154.61 | | \$37.64 \$39.43 | \$3,040.50 \$3,184.21 | | \$38.01 \$39.80 |

CUPE 2021 TO 2025 SALARY SCHEDULE

(CONTINUED)

| CLASSIFICATION | Class Code | EFFECTIVE DATE MARCH 1, 2023 - 1.50% | | | EFFECTIVE DATE DECEMBER 31, 2023 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2024 Special Wage Adjustment (2) | | | EFFECTIVE DATE MARCH 1, 2024 1.50% + \$0.50 Per Hour** | | | EFFECTIVE SEPTEMBER 1, 2024 1.50% + \$0.50 Per Hour** | | |
|---|------------|--|--|--|--|--|--------------------|--|--------------------|--------------------|--|--|--------------------|--|--|--|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| CREW LEAD- LANE LINER 1 | 350 | \$2,478.94 | | \$30.99 | \$2,516.12 | | \$31.45 | | | | \$2,553.86 | | \$31.92 | \$2,592.17 | | \$32.40 |
| CREW LEAD - TRAFFIC SIGNALS ¹ 1 | 355 | \$3,115.04 | | \$38.94 | \$3,161.77 | | \$39.52 | | | | \$3,209.19 | | \$40.11 | \$3,257.33 | | \$40.72 |
| CURATOR - MUSEUM 1 2 3 4 5 6 | 500 | \$1,789.08 \$1,873.37 \$1,961.65 \$2,054.09 \$2,150.87 \$2,252.22 | \$25.56 \$26.76 \$28.02 \$29.34 \$30.73 \$32.17 | | \$1,815.92 \$1,901.48 \$1,991.08 \$2,084.90 \$2,183.13 \$2,286.01 | \$25.94 \$27.16 \$28.44 \$29.78 \$31.19 \$32.66 | | | | | \$1,843.16 \$1,930.00 \$2,020.94 \$2,116.17 \$2,215.88 \$2,320.30 | \$26.33 \$27.57 \$28.87 \$30.23 \$31.66 \$33.15 | | \$1,870.80 \$1,958.95 \$2,051.26 \$2,147.92 \$2,249.12 \$2,355.10 | \$26.73 \$27.98 \$29.30 \$30.68 \$32.13 \$33.64 | |
| CUSTODIAL 1 | 357 | \$1,397.57 | \$19.97 | \$17.47 | \$1,418.54 | \$20.26 | \$17.73 | | | | \$1,439.81 | \$20.57 | \$18.00 | \$1,461.41 | \$20.88 | \$18.27 |
| DEVELOPMENT PLANNING OFFICER 1 2 3 4 5 6 | 83 | \$2,723.55 \$2,859.28 \$2,941.31 \$3,033.79 \$3,124.77 \$3,221.72 | \$38.91 \$40.85 \$42.02 \$43.34 \$44.64 \$46.02 | | \$2,764.40 \$2,902.17 \$2,985.43 \$3,079.30 \$3,171.65 \$3,270.05 | \$39.49 \$41.46 \$42.65 \$43.99 \$45.31 \$46.71 | | | | | \$2,805.87 \$2,945.70 \$3,030.22 \$3,125.49 \$3,219.22 \$3,319.10 | \$40.08 \$42.08 \$43.29 \$44.65 \$45.99 \$47.42 | | \$2,847.96 \$2,989.89 \$3,075.67 \$3,172.37 \$3,267.51 \$3,368.89 | \$40.69 \$42.71 \$43.94 \$45.32 \$46.68 \$48.13 | |
| DISPATCHER - EMERGENCY SERVICES- W & O 1 2 3 4 5 6 | 1876 | \$1,789.85 \$1,879.34 \$1,965.85 \$2,049.37 \$2,141.85 \$2,252.22 | | \$22.37 \$23.49 \$24.57 \$25.62 \$26.77 \$28.15 | \$1,816.69 \$1,907.53 \$1,995.34 \$2,080.11 \$2,173.98 \$2,286.01 | \$22.71 \$23.84 \$24.94 \$26.00 \$27.17 \$28.58 | | | | | \$1,843.94 \$1,936.14 \$2,025.27 \$2,111.32 \$2,206.59 \$2,320.30 | \$23.05 \$24.20 \$25.32 \$26.39 \$27.58 \$29.00 | | \$1,871.60 \$1,965.18 \$2,055.64 \$2,142.99 \$2,239.69 \$2,355.10 | | \$23.40 \$24.56 \$25.70 \$26.79 \$28.00 \$29.44 |
| ELECTRICIAN - GENERAL ¹ 2 - With Contractor's Licence | 631 | \$2,936.33 \$3,072.66 | | \$36.70 \$38.41 | \$2,980.37 \$3,118.75 | \$37.25 \$38.98 | | | | | \$3,025.08 \$3,165.53 | | \$37.81 \$39.57 | \$3,070.46 \$3,213.01 | | \$38.38 \$40.16 |
| ELECTRICIAN/PLANT OPERATOR 1 | 633 | \$2,726.53 | | \$34.08 | \$2,767.43 | | \$34.59 | | | | \$2,808.94 | | \$35.11 | \$2,851.08 | | \$35.64 |
| ENFORCEMENT SERVICES OFFICER 1 2 3 4 5 | 1816 | \$2,384.97 \$2,477.45 \$2,546.06 \$2,674.33 \$2,795.14 | \$34.07 \$35.39 \$36.37 \$38.20 \$39.93 | | \$2,420.75 \$2,514.61 \$2,584.25 \$2,714.44 \$2,837.07 | \$34.58 \$35.92 \$36.92 \$38.78 \$40.53 | | | | | \$2,457.06 \$2,552.33 \$2,623.01 \$2,755.16 \$2,879.63 | \$35.10 \$36.46 \$37.47 \$39.36 \$41.14 | | \$2,493.91 \$2,590.61 \$2,662.36 \$2,796.49 \$2,922.82 | \$35.63 \$37.01 \$38.03 \$39.95 \$41.75 | |
| ENGINE DRIVER &/OR CONDUCTOR 1 | 641 | \$2,428.23 | | \$30.35 | \$2,464.65 | | \$30.81 | | | | \$2,501.62 | | \$31.27 | \$2,539.14 | | \$31.74 |
| FABRICATOR - SIGN 1 | 711 | \$2,346.19 | | \$29.33 | \$2,381.38 | | \$29.77 | | | | \$2,417.10 | | \$30.21 | \$2,453.36 | | \$30.67 |
| FABRICATOR - SIGN ASSISTANT 1 2 3 4 5 6 | 712 | \$1,758.52 \$1,848.02 \$1,918.12 \$1,989.71 \$2,076.22 \$2,161.24 | \$21.98 \$23.10 \$23.98 \$24.87 \$25.95 \$27.02 | | \$1,784.90 \$1,875.74 \$1,946.89 \$2,019.56 \$2,107.37 \$2,193.66 | \$22.31 \$23.45 \$24.34 \$25.24 \$26.34 \$27.42 | | | | | \$1,811.68 \$1,903.87 \$1,976.09 \$2,049.85 \$2,138.98 \$2,226.56 | \$22.65 \$23.80 \$24.70 \$25.62 \$26.74 \$27.83 | | \$1,838.85 \$1,932.43 \$2,005.74 \$2,080.60 \$2,171.06 \$2,259.96 | | \$22.99 \$24.16 \$25.07 \$26.01 \$27.14 \$28.25 |
| FIELD SERVICES COORDINATOR 1 2 3 | 2803 | \$2,738.47 \$2,859.28 \$2,942.81 | \$39.12 \$40.85 \$42.04 | | \$2,779.54 \$2,902.17 \$2,986.95 | \$39.71 \$41.46 \$42.67 | | | | | \$2,821.24 \$2,945.70 \$3,031.75 | \$40.30 \$42.08 \$43.31 | | \$2,863.55 \$2,989.89 \$3,077.23 | \$40.91 \$42.71 \$43.96 | |
| FINISHER - CONCRETE ¹ 1 | 721 | \$2,180.39 | | \$27.25 | \$2,213.10 | | \$27.66 | | | | \$2,246.30 | | \$28.08 | \$2,279.99 | | \$28.50 |
| FOREPERSON - ELECTRICAL MAINTENANCE AND CONSTRUCTION ¹ 1 2 - With Contractor's Licence | 801 | \$3,086.10 \$3,231.98 | | \$38.58 \$40.40 | \$3,132.40 \$3,280.46 | \$39.15 \$41.01 | | | | | \$3,179.38 \$3,329.66 | | \$39.74 \$41.62 | \$3,227.07 \$3,379.61 | | \$40.34 \$42.25 |

| CLASSIFICATION | Class Code | EFFECTIVE DATE OCTOBER 31, 2019 - 1.5% | | | EFFECTIVE DATE MARCH 1, 2021 - 1.70% | | | EFFECTIVE DATE MARCH 1, 2022 - 1.00% | | | EFFECTIVE DATE DECEMBER 31, 2022 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2023 Living Wage* & Special Wage Adjustment (1) | | |
|--|------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| | | | | | | | | | | | | | | | | |
| GARDENER 2 | 922 | | | | | | | | | | | | | | | |
| 1 | | \$1,956.36 | | \$24.45 | \$1,989.62 | | \$24.87 | \$2,009.52 | \$25.12 | \$2,039.66 | | \$25.50 | | | | |
| 2 | | \$2,042.34 | | \$25.53 | \$2,077.06 | | \$25.96 | \$2,097.83 | \$26.22 | \$2,129.30 | | \$26.62 | | | | |
| GARDENER 3 | 923 | | | | | | | | | | | | | | | |
| 1 | | \$2,083.22 | | \$26.04 | \$2,118.63 | | \$26.48 | \$2,139.82 | \$26.75 | \$2,171.92 | | \$27.15 | | | | |
| 2 | | \$2,166.38 | | \$27.08 | \$2,203.21 | | \$27.54 | \$2,225.24 | \$27.82 | \$2,258.62 | | \$28.23 | | | | |
| HANDI TRANSIT SERVICE INSPECTOR | 1043 | | | | | | | | | | | | | | | |
| 1 | | \$1,890.23 | \$27.00 | | \$1,922.37 | \$27.46 | | \$1,941.59 | \$27.74 | \$1,970.71 | \$28.15 | | | | | |
| 2 | | \$1,956.39 | \$27.95 | | \$1,989.65 | \$28.42 | | \$2,009.55 | \$28.71 | \$2,039.69 | \$29.14 | | | | | |
| 3 | | \$2,024.86 | \$28.93 | | \$2,059.29 | \$29.42 | | \$2,079.88 | \$29.71 | \$2,111.08 | \$30.16 | | | | | |
| 4 | | \$2,095.73 | \$29.94 | | \$2,131.36 | \$30.45 | | \$2,152.68 | \$30.75 | \$2,184.97 | \$31.21 | | | | | |
| 5 | | \$2,169.09 | \$30.99 | | \$2,205.96 | \$31.51 | | \$2,228.02 | \$31.83 | \$2,261.44 | \$32.31 | | | | | |
| HELPER-LANDFILL/DIRECTOR TRAFFIC | 3005 | | | | | | | | | | | | | | | |
| 1 | | \$1,861.93 | | \$23.27 | \$1,893.58 | | \$23.67 | \$1,912.52 | | \$23.91 | | \$24.27 | | | | |
| HELPER - REFUSE | 1041 | | | | | | | | | | | | | | | |
| 1 | | \$1,861.93 | | \$23.27 | \$1,893.58 | | \$23.67 | \$1,912.52 | | \$23.91 | | \$24.27 | | | | |
| HELPER - TRADES | 1042 | | | | | | | | | | | | | | | |
| 1 | | \$1,901.39 | \$27.16 | \$23.77 | \$1,933.72 | \$27.62 | \$24.17 | \$1,953.05 | \$27.90 | \$24.41 | \$1,982.35 | \$28.32 | \$24.78 | | | |
| INSPECTOR - BUILDING | 1122 | | | | | | | | | | | | | | | |
| 1 | | \$2,387.12 | \$34.10 | | \$2,427.70 | \$34.68 | | \$2,451.98 | \$35.03 | | \$2,488.76 | \$35.55 | | | | |
| 2 | | \$2,468.87 | \$35.27 | | \$2,510.84 | \$35.87 | | \$2,535.95 | \$36.23 | | \$2,573.99 | \$36.77 | | | | |
| 3 | | \$2,550.62 | \$36.44 | | \$2,593.98 | \$37.06 | | \$2,619.92 | \$37.43 | | \$2,659.22 | \$37.99 | | | | |
| 4 | | \$2,660.56 | \$38.01 | | \$2,705.79 | \$38.65 | | \$2,732.85 | \$39.04 | | \$2,773.84 | \$39.63 | | | | |
| 5 | | \$2,777.55 | \$39.68 | | \$2,824.76 | \$40.35 | | \$2,853.01 | \$40.76 | | \$2,895.81 | \$41.37 | | | | |
| 6 | | \$2,898.76 | \$41.41 | | \$2,948.04 | \$42.11 | | \$2,977.52 | \$42.54 | | \$3,022.18 | \$43.17 | | | | |
| INSPECTOR - CROSS CONNECTION & BACK FLOW PREVENTION ¹ | 1120 | | | | | | | | | | | | | | | |
| 1 | | \$2,274.36 | \$32.49 | | \$2,313.02 | \$33.04 | | \$2,336.15 | \$33.37 | | \$2,371.20 | \$33.87 | | \$2,399.20 | \$34.27 | |
| 2 | | \$2,387.12 | \$34.10 | | \$2,427.70 | \$34.68 | | \$2,451.98 | \$35.03 | | \$2,488.76 | \$35.55 | | \$2,516.76 | \$35.95 | |
| 3 | | \$2,468.87 | \$35.27 | | \$2,510.84 | \$35.87 | | \$2,535.95 | \$36.23 | | \$2,573.99 | \$36.77 | | \$2,601.99 | \$37.17 | |
| 4 | | \$2,550.62 | \$36.44 | | | | | | | | | | | | | |

CUPE 2021 TO 2025 SALARY SCHEDULE

(CONTINUED)

| CLASSIFICATION | Class Code | EFFECTIVE DATE MARCH 1, 2023 - 1.50% | | | EFFECTIVE DATE DECEMBER 31, 2023 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2024 Special Wage Adjustment (2) | | | EFFECTIVE DATE MARCH 1, 2024 1.50% + \$0.50 Per Hour** | | | EFFECTIVE SEPTEMBER 1, 2024 1.50% + \$0.50 Per Hour** | | |
|---|------------|---|--------------------|--------------------|---|--------------------|--------------------|--|--------------------|--------------------|--|--------------------|--------------------|---|--------------------|--------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| GARDENER 2 | 922 | | | | | | | | | | | | | | | |
| 1 | | \$2,070.26 | | \$25.88 | \$2,101.31 | | \$26.27 | | | | \$2,132.83 | | \$26.66 | \$2,164.82 | | \$27.06 |
| 2 | | \$2,161.24 | | \$27.02 | \$2,193.66 | | \$27.42 | | | | \$2,226.56 | | \$27.83 | \$2,259.96 | | \$28.25 |
| GARDENER 3 | 923 | | | | | | | | | | | | | | | |
| 1 | | \$2,204.49 | | \$27.56 | \$2,237.56 | | \$27.97 | | | | \$2,271.13 | | \$28.39 | \$2,305.19 | | \$28.81 |
| 2 | | \$2,292.50 | | \$28.66 | \$2,326.88 | | \$29.09 | | | | \$2,361.79 | | \$29.52 | \$2,397.21 | | \$29.97 |
| HANDI TRANSIT SERVICE INSPECTOR | 1043 | | | | | | | | | | | | | | | |
| 1 | | \$2,000.27 | \$28.58 | | \$2,030.28 | \$29.00 | | | | | \$2,060.73 | \$29.44 | | \$2,091.64 | \$29.88 | |
| 2 | | \$2,070.28 | \$29.58 | | \$2,101.34 | \$30.02 | | | | | \$2,132.86 | \$30.47 | | \$2,164.85 | \$30.93 | |
| 3 | | \$2,142.74 | \$30.61 | | \$2,174.89 | \$31.07 | | | | | \$2,207.51 | \$31.54 | | \$2,240.62 | \$32.01 | |
| 4 | | \$2,217.74 | \$31.68 | | \$2,251.01 | \$32.16 | | | | | \$2,284.77 | \$32.64 | | \$2,319.04 | \$33.13 | |
| 5 | | \$2,295.36 | \$32.79 | | \$2,329.79 | \$33.28 | | | | | \$2,364.74 | \$33.78 | | \$2,400.21 | \$34.29 | |
| HELPER-LANDFILL/DIRECTOR TRAFFIC | 3005 | | | | | | | | | | | | | | | |
| 1 | | \$1,970.32 | | \$24.63 | \$1,999.88 | | \$25.00 | | | | \$2,029.88 | | \$25.37 | \$2,060.32 | | \$25.75 |
| HELPER - REFUSE | 1041 | | | | | | | | | | | | | | | |
| 1 | | \$1,970.32 | | \$24.63 | \$1,999.88 | | \$25.00 | | | | \$2,029.88 | | \$25.37 | \$2,060.32 | | \$25.75 |
| HELPER - TRADES | 1042 | | | | | | | | | | | | | | | |
| 1 | | \$2,012.09 | \$28.74 | \$25.15 | \$2,042.27 | \$29.18 | \$25.53 | | | | \$2,072.90 | \$29.61 | \$25.91 | \$2,103.99 | \$30.06 | \$26.30 |
| INSPECTOR - BUILDING | 1122 | | | | | | | | | | | | | | | |
| 1 | | \$2,526.09 | \$36.09 | | \$2,563.98 | \$36.63 | | | | | \$2,602.44 | \$37.18 | | \$2,641.48 | \$37.74 | |
| 2 | | \$2,612.60 | \$37.32 | | \$2,651.79 | \$37.88 | | | | | \$2,691.56 | \$38.45 | | \$2,731.94 | \$39.03 | |
| 3 | | \$2,699.11 | \$38.56 | | \$2,739.59 | \$39.14 | | | | | \$2,780.69 | \$39.72 | | \$2,822.40 | \$40.32 | |
| 4 | | \$2,815.45 | \$40.22 | | \$2,857.68 | \$40.82 | | | | | \$2,900.54 | \$41.44 | | \$2,944.05 | \$42.06 | |
| 5 | | \$2,939.24 | \$41.99 | | \$2,983.33 | \$42.62 | | | | | \$3,028.08 | \$43.26 | | \$3,073.50 | \$43.91 | |
| 6 | | \$3,067.52 | \$43.82 | | \$3,113.53 | \$44.48 | | | | | \$3,160.23 | \$45.15 | | \$3,207.64 | \$45.82 | |
| INSPECTOR - CROSS CONNECTION & BACK FLOW PREVENTION ¹ | 1120 | | | | | | | | | | | | | | | |
| 1 | | \$2,435.18 | \$34.79 | | \$2,471.71 | \$35.31 | | | | | \$2,508.79 | \$35.84 | | \$2,546.42 | \$36.38 | |
| 2 | | \$2,554.51 | \$36.49 | | \$2,592.83 | \$37.04 | | | | | \$2,631.72 | \$37.60 | | \$2,671.19 | \$38.16 | |
| 3 | | \$2,641.02 | \$37.73 | | \$2,680.63 | \$38.29 | | | | | \$2,720.84 | \$38.87 | | \$2,761.65 | \$39.45 | |
| 4 | | \$2,727.53 | \$38.96 | | \$2,768.44 | \$39.55 | | | | | \$2,809.97 | \$40.14 | | \$2,852.12 | \$40.74 | |
| 5 | | \$2,843.87 | \$40.63 | | \$2,886.52 | \$41.24 | | | | | \$2,929.82 | \$41.85 | | \$2,973.77 | \$42.48 | |
| 6 | | \$2,967.66 | \$42.40 | | \$3,012.18 | \$43.03 | | | | | \$3,057.36 | \$43.68 | | \$3,103.22 | \$44.33 | |
| INSPECTOR - EQUIPMENT AND MAINTENANCE | 1125 | | | | | | | | | | | | | | | |
| 1 | | \$2,748.80 | | \$34.36 | \$2,790.04 | | \$34.88 | | | | \$2,831.89 | | \$35.40 | \$2,874.36 | | \$35.93 |
| 2 | | \$2,878.57 | | \$35.98 | \$2,921.75 | | \$36.52 | | | | \$2,965.57 | | \$37.07 | \$3,010.06 | | \$37.63 |
| 3 | | \$2,918.84 | | \$36.49 | \$2,962.62 | | \$37.03 | | | | \$3,007.06 | | \$37.59 | \$3,052.17 | | \$38.15 |
| INSP INDUSTRIAL WASTE SERV 1 | 1151 | | | | | | | | | | | | | | | |
| 1 | | \$1,695.87 | \$24.23 | | \$1,721.30 | \$24.59 | | | | | \$1,747.12 | \$24.96 | | \$1,773.33 | \$25.33 | |
| 2 | | \$1,755.90 | \$25.08 | | \$1,782.24 | \$25.46 | | | | | \$1,808.97 | \$25.84 | | \$1,836.11 | \$26.23 | |
| 3 | | \$1,818.06 | \$25.97 | | \$1,845.33 | \$26.36 | | | | | \$1,873.01 | \$26.76 | | \$1,901.10 | \$27.16 | |
| 4 | | \$1,882.42 | \$26.89 | | \$1,910.65 | \$27.30 | | | | | \$1,939.31 | \$27.70 | | \$1,968.40 | \$28.12 | |
| 5 | | \$1,949.06 | \$27.84 | | \$1,978.29 | \$28.26 | | | | | \$2,007.97 | \$28.69 | | \$2,038.09 | \$29.12 | |
| 6 | | \$2,018.05 | \$28.83 | | \$2,048.32 | \$29.26 | | | | | \$2,079.05 | \$29.70 | | \$2,110.23 | \$30.15 | |
| INSP INDUSTRIAL WASTE SERV 2 | 1152 | | | | | | | | | | | | | | | |
| 1 | | \$2,028.52 | \$28.98 | | \$2,058.95 | \$29.41 | | | | | \$2,089.83 | \$29.85 | | \$2,121.18 | \$30.30 | |
| 2 | | \$2,099.52 | \$29.99 | | \$2,131.01 | \$30.44 | | | | | \$2,162.98 | \$30.90 | | \$2,195.42 | \$31.36 | |
| 3 | | \$2,173.00 | \$31.04 | | \$2,205.60 | \$31.51 | | | | | \$2,238.68 | \$31.98 | | \$2,272.26 | \$32.46 | |
| 4 | | \$2,249.06 | \$32.13 | | \$2,282.79 | \$32.61 | | | | | \$2,317.03 | \$33.10 | | \$2,351.79 | \$33.60 | |
| 5 | | \$2,327.77 | \$33.25 | | \$2,362.69 | \$33.75 | | | | | \$2,398.13 | \$34.26 | | \$2,434.10 | \$34.77 | |
| INSP INDUSTRIAL WASTE SERV 3 | 1153 | | | | | | | | | | | | | | | |
| 1 | | \$2,283.73 | \$32.62 | | \$2,317.99 | \$33.11 | | | | | \$2,352.76 | \$33.61 | | \$2,388.05 | \$34.11 | |
| 2 | | \$2,363.66 | \$33.77 | | \$2,399.12 | \$34.27 | | | | | \$2,435.10 | \$34.79 | | \$2,471.63 | \$35.31 | |
| 3 | | \$2,446.39 | \$34.95 | | \$2,483.09 | \$35.47 | | | | | \$2,520.33 | \$36.00 | | \$2,558.14 | \$36.54 | |
| 4 | | \$2,532.01 | \$36.17 | | \$2,569.99 | \$36.71 | | | | | \$2,608.54 | \$37.26 | | \$2,647.67 | \$37.82 | |
| 5 | | \$2,620.63 | \$37.44 | | \$2,659.94 | \$38.00 | | | | | \$2,699.84 | \$38.57 | | \$2,740.34 | \$39.15 | |
| INSPECTOR - LICENCE 1 | 1161 | | | | | | | | | | | | | | | |
| 1 | | \$1,613.84 | \$23.05 | | \$1,638.05 | \$23.40 | | | | | \$1,662.62 | \$23.75 | | \$1,687.56 | \$24.11 | |
| 2 | | \$1,694.39 | \$24.21 | | \$1,719.80 | \$24.57 | | | | | \$1,745.60 | \$24.94 | | \$1,771.78 | \$25.31 | |
| 3 | | \$1,763.00 | \$25.19 | | \$1,789.44 | \$25.56 | | | | | \$1,816.29 | \$25.95 | | \$1,843.53 | \$26.34 | |
| 4 | | \$1,848.02 | \$26.40 | | \$1,875.74 | \$26.80 | | | | | \$1,903.87 | \$27.20 | | \$1,932.43 | \$27.61 | |
| 5 | | \$1,930.05 | \$27.57 | | \$1,959.00 | \$27.99 | | | | | \$1,988.39 | \$28.41 | | \$2,018.21 | \$28.83 | |
| 6 | | \$2,018.05 | \$28.83 | | \$2,048.32 | \$29.26 | | | | | \$2,079.05 | \$29.70 | | \$2,110.23 | \$30.15 | |

CUPE 2021 TO 2025 SALARY SCHEDULE

| CLASSIFICATION | Class Code | EFFECTIVE DATE OCTOBER 31, 2019 - 1.5% | | | EFFECTIVE DATE MARCH 1, 2021 - 1.70% | | | EFFECTIVE DATE MARCH 1, 2022 - 1.00% | | | EFFECTIVE DATE DECEMBER 31, 2022 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2023 Living Wage* & Special Wage Adjustment (1) | | |
|--|------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| INSPECTOR - LICENCE 2 | 1162 | | | | | | | | | | | | | | | |
| 1 | | \$1,775.95 | \$25.37 | | \$1,806.14 | \$25.80 | | \$1,824.20 | \$26.06 | | \$1,851.57 | \$26.45 | | | | |
| 2 | | \$1,857.70 | \$26.54 | | \$1,889.28 | \$26.99 | | \$1,908.17 | \$27.26 | | \$1,936.80 | \$27.67 | | | | |
| 3 | | \$1,936.63 | \$27.67 | | \$1,969.55 | \$28.14 | | \$1,989.25 | \$28.42 | | \$2,019.09 | \$28.84 | | | | |
| 4 | | \$2,024.02 | \$28.91 | | \$2,058.43 | \$29.41 | | \$2,079.01 | \$29.70 | | \$2,110.20 | \$30.15 | | | | |
| 5 | | \$2,128.32 | \$30.40 | | \$2,164.50 | \$30.92 | | \$2,186.15 | \$31.23 | | \$2,218.94 | \$31.70 | | | | |
| INSPECTOR - PROPERTY | 1174 | | | | | | | | | | | | | | | |
| 1 | | \$1,866.16 | \$26.66 | | \$1,897.88 | \$27.11 | | \$1,916.86 | \$27.38 | | \$1,945.61 | \$27.79 | | | | |
| 2 | | \$1,957.77 | \$27.97 | | \$1,991.06 | \$28.44 | | \$2,010.97 | \$28.73 | | \$2,041.13 | \$29.16 | | | | |
| 3 | | \$2,019.79 | \$28.85 | | \$2,054.13 | \$29.34 | | \$2,074.67 | \$29.64 | | \$2,105.79 | \$30.08 | | | | |
| 4 | | \$2,087.45 | \$29.82 | | \$2,122.93 | \$30.33 | | \$2,144.16 | \$30.63 | | \$2,176.32 | \$31.09 | | | | |
| 5 | | \$2,155.09 | \$30.79 | | \$2,191.72 | \$31.31 | | \$2,213.64 | \$31.62 | | \$2,246.85 | \$32.10 | | | | |
| 6 | | \$2,224.91 | \$31.78 | | \$2,262.74 | \$32.32 | | \$2,285.37 | \$32.65 | | \$2,319.65 | \$33.14 | | | | |
| INSPECTOR - REGIONAL STREETS | 1177 | | | | | | | | | | | | | | | |
| 1 | | \$1,963.41 | \$28.05 | | \$1,996.79 | \$28.53 | | \$2,016.76 | \$28.81 | | \$2,047.01 | \$29.24 | | | | |
| 2 | | \$2,066.30 | \$29.52 | | \$2,101.43 | \$30.02 | | \$2,122.44 | \$30.32 | | \$2,154.28 | \$30.78 | | | | |
| 3 | | \$2,155.10 | \$30.79 | | \$2,191.74 | \$31.31 | | \$2,213.65 | \$31.62 | | \$2,246.86 | \$32.10 | | | | |
| 4 | | \$2,265.04 | \$32.36 | | \$2,303.55 | \$32.91 | | \$2,326.58 | \$33.24 | | \$2,361.48 | \$33.74 | | | | |
| 5 | | \$2,358.07 | \$33.69 | | \$2,398.15 | \$34.26 | | \$2,422.14 | \$34.60 | | \$2,458.47 | \$35.12 | | | | |
| 6 | | \$2,476.46 | \$35.38 | | \$2,518.56 | \$35.98 | | \$2,543.75 | \$36.34 | | \$2,581.90 | \$36.88 | | | | |
| INSPECTOR - SENIOR - CROSS CONNECTION & BACK FLOW PREVENTION ¹ | 1119 | | | | | | | | | | | | | | | |
| 1 | | \$2,873.69 | \$41.05 | | \$2,922.55 | \$41.75 | | \$2,951.77 | \$42.17 | | \$2,996.05 | \$42.80 | | \$3,024.05 | \$43.20 | |
| INSPECTOR - SENIOR HOUSING | 1123 | | | | | | | | | | | | | | | |
| 1 | | \$3,042.18 | \$43.46 | | \$3,093.89 | \$44.20 | | \$3,124.83 | \$44.64 | | \$3,171.71 | \$45.31 | | | | |
| INSPECTOR - SENIOR METER READING/ CUSTOMER BILLING | 1180 | | | | | | | | | | | | | | | |
| 1 | | \$2,200.20 | \$31.43 | | \$2,237.61 | \$31.97 | | \$2,259.98 | \$32.29 | | \$2,293.88 | \$32.77 | | | | |
| INSPECTOR - WASTEWATER CONTRACTS | 1179 | | | | | | | | | | | | | | | |
| 1 | | \$1,815.42 | | \$22.69 | \$1,846.28 | | \$23.08 | \$1,864.74 | | \$23.31 | \$1,892.71 | | \$23.66 | | | |
| 2 | | \$1,907.03 | | \$23.84 | \$1,939.45 | | \$24.24 | \$1,958.85 | | \$24.49 | \$1,988.23 | | \$24.85 | | | |
| 3 | | \$2,052.21 | | \$25.65 | \$2,087.10 | | \$26.09 | \$2,107.97 | | \$26.35 | \$2,139.59 | | \$26.74 | | | |
| 4 | | \$2,195.98 | | \$27.45 | \$2,233.31 | | \$27.92 | \$2,255.64 | | \$28.20 | \$2,289.48 | | \$28.62 | | | |
| 5 | | \$2,339.74 | | \$29.25 | \$2,379.52 | | \$29.74 | \$2,403.31 | | \$30.04 | \$2,439.36 | | \$30.49 | | | |
| 6 | | \$2,476.46 | | \$30.96 | \$2,518.56 | | \$31.48 | \$2,543.75 | | \$31.80 | \$2,581.91 | | \$32.27 | | | |
| INSPECTOR - WATER METER | 1181 | | | | | | | | | | | | | | | |
| 1 | | \$1,952.14 | \$27.89 | | \$1,985.32 | \$28.36 | | \$2,005.17 | \$28.65 | | \$2,035.25 | \$29.08 | | | | |
| 2 | | \$2,053.62 | \$29.34 | | \$2,088.53 | \$29.84 | | \$2,109.41 | \$30.13 | | \$2,141.06 | \$30.59 | | | | |
| 3 | | \$2,125.50 | \$30.36 | | \$2,161.64 | \$30.88 | | \$2,183.25 | \$31.19 | | \$2,216.00 | \$31.66 | | | | |
| INSPECTOR - WEED | 1185 | | | | | | | | | | | | | | | |
| 1 | | \$2,229.80 | | \$27.87 | \$2,267.71 | | \$28.35 | \$2,290.39 | | \$28.63 | \$2,324.74 | | \$29.06 | | | |
| INSTALLER - RADIO/ELECTRONIC | 1192 | | | | | | | | | | | | | | | |
| 1 | | \$2,005.70 | | \$25.07 | \$2,039.79 | | \$25.50 | \$2,060.19 | | \$25.75 | \$2,091.09 | | \$26.14 | | | |
| 2 | | \$2,107.18 | | \$26.34 | \$2,143.00 | | \$26.79 | \$2,164.43 | | \$27.06 | \$2,196.90 | | \$27.46 | | | |
| INSTALLER - SENIOR RADIO/ELECTRONIC | 1193 | | | | | | | | | | | | | | | |
| 1 | | \$2,212.89 | | \$27.66 | \$2,250.51 | | \$28.13 | \$2,273.01 | | \$28.41 | \$2,307.11 | | \$28.84 | | | |
| INSTRUCTOR - AQUATICS | 1218 | | | | | | | | | | | | | | | |
| 1 | | \$1,262.67 | | \$15.78 | \$1,284.14 | | \$16.05 | \$1,296.98 | | \$16.21 | \$1,316.43 | | \$16.46 | | | |
| 2 | | \$1,308.47 | | \$16.36 | \$1,330.71 | | \$16.63 | \$1,344.02 | | \$16.80 | \$1,364.18 | | \$17.05 | | | |
| 3 | | \$1,355.92 | | \$16.95 | \$1,378.97 | | \$17.24 | \$1,392.76 | | \$17.41 | \$1,413.66 | | \$17.67 | | | |
| INSTRUCTOR - FIELD | 1211 | | | | | | | | | | | | | | | |
| 1 | | \$2,389.08 | \$34.13 | \$29.86 | \$2,429.69 | \$34.71 | \$30.37 | \$2,453.99 | \$35.06 | \$30.67 | \$2,490.80 | \$35.58 | \$31.13 | | | |
| INSTRUCTOR GUARD ² | 1219 | | | | | | | | | | | | | | | |
| 1 | | \$1,518.01 | | \$18.98 | \$1,543.82 | | \$19.30 | \$1,559.26 | | \$19.49 | \$1,582.65 | | \$19.78 | | | |
| 2 | | \$1,699.84 | | \$21.25 | \$1,728.73 | | \$21.61 | \$1,746.02 | | \$21.83 | \$1,772.21 | | \$22.15 | | | |
| INSTRUCTOR GUARD - HEAD ² | 1221 | | | | | | | | | | | | | | | |
| 1 | | \$1,909.06 | | \$23.86 | \$1,941.51 | | \$24.27 | \$1,960.93 | | \$24.51 | \$1,990.34 | | \$24.88 | | | |
| 2 | | \$1,963.41 | | \$24.54 | \$1,996.79 | | \$24.96 | \$2,016.76 | | \$25.21 | \$2,047.01 | | \$25.59 | | | |
| 3 | | \$2,019.34 | | \$25.24 | \$2,053.67 | | \$25.67 | \$2,074.21 | | \$25.93 | \$2,105.32 | | \$26.32 | | | |
| 4 | | \$2,076.89 | | \$25.96 | \$2,112.20 | | \$26.40 | \$2,133.32 | | \$26.67 | \$2,165.32 | | \$27.07 | | | |
| INSTRUCTOR GUARD - IN CHARGE ² | 1220 | | | | | | | | | | | | | | | |
| 1 | | \$1,750.58 | | \$21.88 | \$1,780.34 | | \$22.25 | \$1,798.14 | | \$22.48 | \$1,825.11 | | \$22.81 | | | |
| 2 | | \$1,835.15 | | \$22.94 | \$1,866.35 | | \$23.33 | \$1,885.01 | | \$23.56 | \$1,913.28 | | \$23.92 | | | |

CUPE 2021 TO 2025 SALARY SCHEDULE

(CONTINUED)

| CLASSIFICATION | Class Code | EFFECTIVE DATE MARCH 1, 2023 - 1.50% | | | EFFECTIVE DATE DECEMBER 31, 2023 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2024 Special Wage Adjustment (2) | | | EFFECTIVE DATE MARCH 1, 2024 1.50% + \$0.50 Per Hour** | | | EFFECTIVE SEPTEMBER 1, 2024 1.50% + \$0.50 Per Hour** | | |
|--|------------|---|--------------------|--------------------|---|--------------------|--------------------|--|--------------------|--------------------|--|--------------------|--------------------|---|--------------------|--------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| INSPECTOR - LICENCE 2 | 1162 | | | | | | | | | | | | | | | |
| 1 | | \$1,879.34 | \$26.85 | | \$1,907.53 | \$27.25 | | | | | \$1,936.14 | \$27.66 | | \$1,965.18 | \$28.07 | |
| 2 | | \$1,965.85 | \$28.08 | | \$1,995.34 | \$28.50 | | | | | \$2,025.27 | \$28.93 | | \$2,055.64 | \$29.37 | |
| 3 | | \$2,049.37 | \$29.28 | | \$2,080.11 | \$29.72 | | | | | \$2,111.32 | \$30.16 | | \$2,142.99 | \$30.61 | |
| 4 | | \$2,141.85 | \$30.60 | | \$2,173.98 | \$31.06 | | | | | \$2,206.59 | \$31.52 | | \$2,239.69 | \$32.00 | |
| 5 | | \$2,252.22 | \$32.17 | | \$2,286.01 | \$32.66 | | | | | \$2,320.30 | \$33.15 | | \$2,355.10 | \$33.64 | |
| INSPECTOR - PROPERTY | 1174 | | | | | | | | | | | | | | | |
| 1 | | \$1,974.80 | \$28.21 | | \$2,004.42 | \$28.63 | | | | | \$2,034.49 | \$29.06 | | \$2,065.00 | \$29.50 | |
| 2 | | \$2,071.75 | \$29.60 | | \$2,102.82 | \$30.04 | | | | | \$2,134.37 | \$30.49 | | \$2,166.38 | \$30.95 | |
| 3 | | \$2,137.38 | \$30.53 | | \$2,169.44 | \$30.99 | | | | | \$2,201.98 | \$31.46 | | \$2,235.01 | \$31.93 | |
| 4 | | \$2,208.97 | \$31.56 | | \$2,242.10 | \$32.03 | | | | | \$2,275.74 | \$32.51 | | \$2,309.87 | \$33.00 | |
| 5 | | \$2,280.55 | \$32.58 | | \$2,314.76 | \$33.07 | | | | | \$2,349.48 | \$33.56 | | \$2,384.72 | \$34.07 | |
| 6 | | \$2,354.44 | \$33.63 | | \$2,389.76 | \$34.14 | | | | | \$2,425.60 | \$34.65 | | \$2,461.99 | \$35.17 | |
| INSPECTOR - REGIONAL STREETS | 1177 | | | | | | | | | | | | | | | |
| 1 | | \$2,077.71 | \$29.68 | | \$2,108.88 | \$30.13 | | | | | \$2,140.51 | \$30.58 | | \$2,172.62 | \$31.04 | |
| 2 | | \$2,186.60 | \$31.24 | | \$2,219.39 | \$31.71 | | | | | \$2,252.69 | \$32.18 | | \$2,286.48 | \$32.66 | |
| 3 | | \$2,280.56 | \$32.58 | | \$2,314.77 | \$33.07 | | | | | \$2,349.49 | \$33.56 | | \$2,384.74 | \$34.07 | |
| 4 | | \$2,396.90 | \$34.24 | | \$2,432.86 | \$34.76 | | | | | \$2,469.35 | \$35.28 | | \$2,506.39 | \$35.81 | |
| 5 | | \$2,495.34 | \$35.65 | | \$2,532.77 | \$36.18 | | | | | \$2,570.77 | \$36.73 | | \$2,609.33 | \$37.28 | |
| 6 | | \$2,620.63 | \$37.44 | | \$2,659.94 | \$38.00 | | | | | \$2,699.84 | \$38.57 | | \$2,740.34 | \$39.15 | |
| INSPECTOR - SENIOR - CROSS CONNECTION & BACK FLOW PREVENTION ¹ | 1119 | | | | | | | | | | | | | | | |
| 1 | | \$3,069.41 | \$43.85 | | \$3,115.45 | \$44.51 | | | | | \$3,162.18 | \$45.17 | | \$3,209.62 | \$45.85 | |
| INSPECTOR - SENIOR HOUSING | 1123 | | | | | | | | | | | | | | | |
| 1 | | \$3,219.28 | \$45.99 | | \$3,267.57 | \$46.68 | | | | | \$3,316.58 | \$47.38 | | \$3,366.33 | \$48.09 | |
| INSPECTOR - SENIOR METER READING/ CUSTOMER BILLING | 1180 | | | | | | | | | | | | | | | |
| 1 | | \$2,328.29 | \$33.26 | | \$2,363.22 | \$33.76 | | | | | \$2,398.66 | \$34.27 | | \$2,434.64 | \$34.78 | |
| INSPECTOR - WASTEWATER CONTRACTS | 1179 | | | | | | | | | | | | | | | |
| 1 | | \$1,921.10 | | \$24.01 | \$1,949.92 | | \$24.37 | | | | \$1,979.17 | | \$24.74 | \$2,008.85 | | \$25.11 |
| 2 | | \$2,018.05 | | \$25.23 | \$2,048.32 | | \$25.60 | | | | \$2,079.05 | | \$25.99 | \$2,110.23 | | \$26.38 |
| 3 | | \$2,171.68 | | \$27.15 | \$2,204.26 | | \$27.55 | | | | \$2,237.32 | | \$27.97 | \$2,270.88 | | \$28.39 |
| 4 | | \$2,323.82 | | \$29.05 | \$2,358.67 | | \$29.48 | | | | \$2,394.05 | | \$29.93 | \$2,429.97 | | \$30.37 |
| 5 | | \$2,475.95 | | \$30.95 | \$2,513.09 | | \$31.41 | | | | \$2,550.79 | | \$31.88 | \$2,589.05 | | \$32.36 |
| 6 | | \$2,620.63 | | \$32.76 | \$2,659.94 | | \$33.25 | | | | \$2,699.84 | | \$33.75 | \$2,740.34 | | \$34.25 |
| INSPECTOR - WATER METER | 1181 | | | | | | | | | | | | | | | |
| 1 | | \$2,065.78 | \$29.51 | | \$2,096.77 | \$29.95 | | | | | \$2,128.22 | \$30.40 | | \$2,160.14 | \$30.86 | |
| 2 | | \$2,173.17 | \$31.05 | | \$2,205.77 | \$31.51 | | | | | \$2,238.86 | \$31.98 | | \$2,272.44 | \$32.46 | |
| 3 | | \$2,249.24 | \$32.13 | | \$2,282.98 | \$32.61 | | | | | \$2,317.22 | \$33.10 | | \$2,351.98 | \$33.60 | |
| INSPECTOR - WEED | 1185 | | | | | | | | | | | | | | | |
| 1 | | \$2,359.61 | | \$29.50 | \$2,395.01 | | \$29.94 | | | | \$2,430.93 | | \$30.39 | \$2,467.40 | | \$30.84 |
| INSTALLER - RADIO/ELECTRONIC | 1192 | | | | | | | | | | | | | | | |
| 1 | | \$2,122.46 | | \$26.53 | \$2,154.30 | | \$26.93 | | | | \$2,186.61 | | \$27.33 | \$2,219.41 | | \$27.74 |
| 2 | | \$2,229.85 | | \$27.87 | \$2,263.30 | | \$28.29 | | | | \$2,297.25 | | \$28.72 | \$2,331.71 | | \$29.15 |
| INSTALLER - SENIOR RADIO/ELECTRONIC | 1193 | | | | | | | | | | | | | | | |
| 1 | | \$2,341.72 | | \$29.27 | \$2,376.84 | | \$29.71 | | | | \$2,412.49 | | \$30.16 | \$2,448.68 | | \$30.61 |
| INSTRUCTOR - AQUATICS | 1218 | | | | | | | | | | | | | | | |
| 1 | | \$1,336.18 | | \$16.70 | \$1,356.22 | | \$16.95 | | | | \$1,376.56 | | \$17.21 | \$1,397.21 | | \$17.47 |
| 2 | | \$1,384.64 | | \$17.31 | \$1,405.41 | | \$17.57 | | | | \$1,426.49 | | \$17.83 | \$1,447.89 | | \$18.10 |
| 3 | | \$1,434.86 | | \$17.94 | \$1,456.38 | | \$18.20 | | | | \$1,478.23 | | \$18.48 | \$1,500.40 | | \$18.76 |
| INSTRUCTOR - FIELD | 1211 | | | | | | | | | | | | | | | |
| 1 | | \$2,528.16 | \$36.12 | \$31.60 | \$2,566.08 | \$36.66 | \$32.08 | | | | \$2,604.57 | \$37.21 | \$32.56 | \$2,643.64 | \$37.77 | \$33.05 |
| INSTRUCTOR GUARD ² | 1219 | | | | | | | | | | | | | | | |
| 1 | | \$1,606.39 | | \$20.08 | \$1,630.48 | | \$20.38 | \$1,678.48 | | \$20.98 | \$1,703.66 | | \$21.30 | \$1,729.22 | | \$21.62 |
| 2 | | \$1,798.80 | | \$22.48 | \$1,825.78 | | \$22.82 | \$1,873.78 | | \$23.42 | \$1,901.88 | | \$23.77 | \$1,930.41 | | \$24.13 |
| INSTRUCTOR GUARD - HEAD ² | 1221 | | | | | | | | | | | | | | | |
| 1 | | \$2,020.20 | | \$25.25 | \$2,050.50 | | \$25.63 | \$2,104.10 | | \$26.30 | \$2,135.66 | | \$26.70 | \$2,167.70 | | \$27.10 |
| 2 | | \$2,077.71 | | \$25.97 | \$2,108.88 | | \$26.36 | \$2,163.28 | | \$27.04 | \$2,195.73 | | \$27.45 | \$2,228.66 | | \$27.86 |
| 3 | | \$2,136.90 | | \$26.71 | \$2,168.95 | | \$27.11 | \$2,208.15 | | \$27.60 | \$2,241.27 | | \$28.02 | \$2,274.89 | | \$28.44 |
| 4 | | \$2,197.60 | | \$27.47 | \$2,230.77 | | \$27.88 | \$2,249.97 | | \$28.12 | \$2,283.72 | | \$28.55 | \$2,317.97 | | \$28.97 |
| INSTRUCTOR GUARD - IN CHARGE ² | 1220 | | | | | | | | | | | | | | | |
| 1 | | \$1,852.49 | | \$23.16 | \$1,880.28 | | \$23.50 | \$1,907.48 | | \$23.84 | \$1,936.09 | | \$24.20 | \$1,965.13 | | \$24.56 |
| 2 | | \$1,941.98 | | \$24.27 | \$1,971.11 | | \$24.64 | \$1,999.11 | | \$24.99 | \$2,029.10 | | \$25.36 | \$2,059.54 | | \$25.74 |

CUPE 2021 TO 2025 SALARY SCHEDULE

| CLASSIFICATION | Class Code | EFFECTIVE DATE OCTOBER 31, 2019 - 1.5% | | | EFFECTIVE DATE MARCH 1, 2021 - 1.70% | | | EFFECTIVE DATE MARCH 1, 2022 - 1.00% | | | EFFECTIVE DATE DECEMBER 31, 2022 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2023 Living Wage* & Special Wage Adjustment (1) | | |
|--|------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| KENNEL ASSISTANT | 117 | | | | | | | | | | | | | | | |
| 1 | | \$1,366.99 | | \$17.09 | \$1,390.23 | | \$17.38 | \$1,404.13 | | \$17.55 | \$1,425.19 | | \$17.81 | | | |
| 2 | | \$1,414.83 | | \$17.69 | \$1,438.88 | | \$17.99 | \$1,453.27 | | \$18.17 | \$1,475.07 | | \$18.44 | | | |
| 3 | | \$1,464.35 | | \$18.30 | \$1,489.25 | | \$18.62 | \$1,504.14 | | \$18.80 | \$1,526.70 | | \$19.08 | | | |
| 4 | | \$1,515.60 | | \$18.95 | \$1,541.37 | | \$19.27 | \$1,556.78 | | \$19.46 | \$1,580.13 | | \$19.75 | | | |
| 5 | | \$1,568.65 | | \$19.61 | \$1,595.32 | | \$19.94 | \$1,611.27 | | \$20.14 | \$1,635.44 | | \$20.44 | | | |
| LABOURER 1 | 1411 | | | | | | | | | | | | | | | |
| 1 | | \$1,370.02 | | \$17.13 | \$1,393.31 | | \$17.42 | \$1,407.24 | | \$17.59 | \$1,428.35 | | \$17.85 | | | |
| LABOURER 2 | 1412 | | | | | | | | | | | | | | | |
| 1 | | \$1,581.44 | | \$19.77 | \$1,608.33 | | \$20.10 | \$1,624.41 | | \$20.31 | \$1,648.77 | | \$20.61 | | | |
| 2 | | \$1,792.86 | | \$22.41 | \$1,823.34 | | \$22.79 | \$1,841.58 | | \$23.02 | \$1,869.20 | | \$23.36 | | | |
| LABOURER - SKILLED | 1413 | | | | | | | | | | | | | | | |
| 1 | | \$1,861.93 | | \$23.27 | \$1,893.58 | | \$23.67 | \$1,912.52 | | \$23.91 | \$1,941.20 | | \$24.27 | | | |
| LEGAL ASSISTANT 1 | 2281 | | | | | | | | | | | | | | | |
| 1 | | \$1,759.04 | \$25.13 | | \$1,788.94 | \$25.56 | | \$1,806.83 | \$25.81 | | \$1,833.93 | \$26.20 | | | | |
| 2 | | \$1,828.10 | \$26.12 | | \$1,859.18 | \$26.56 | | \$1,877.77 | \$26.83 | | \$1,905.94 | \$27.23 | | | | |
| 3 | | \$1,902.80 | \$27.18 | | \$1,935.15 | \$27.65 | | \$1,954.50 | \$27.92 | | \$1,983.82 | \$28.34 | | | | |
| 4 | | \$1,974.70 | \$28.21 | | \$2,008.27 | \$28.69 | | \$2,028.35 | \$28.98 | | \$2,058.78 | \$29.41 | | | | |
| 5 | | \$2,046.10 | \$29.23 | | \$2,080.88 | \$29.73 | | \$2,101.69 | \$30.02 | | \$2,133.22 | \$30.47 | | | | |
| LEGAL ASSISTANT 2 | 2282 | | | | | | | | | | | | | | | |
| 1 | | \$2,049.39 | \$29.28 | | \$2,084.23 | \$29.77 | | \$2,105.07 | \$30.07 | | \$2,136.65 | \$30.52 | | | | |
| 2 | | \$2,125.50 | \$30.36 | | \$2,161.64 | \$30.88 | | \$2,183.25 | \$31.19 | | \$2,216.00 | \$31.66 | | | | |
| 3 | | \$2,210.52 | \$31.58 | | \$2,248.10 | \$32.12 | | \$2,270.58 | \$32.44 | | \$2,304.64 | \$32.92 | | | | |
| LEGAL ASSISTANT 3 | 2283 | | | | | | | | | | | | | | | |
| 1 | | \$2,163.56 | \$30.91 | | \$2,200.34 | \$31.43 | | \$2,222.34 | \$31.75 | | \$2,255.68 | \$32.22 | | | | |
| 2 | | \$2,250.95 | \$32.16 | | \$2,289.21 | \$32.70 | | \$2,312.10 | \$33.03 | | \$2,346.79 | \$33.53 | | | | |
| 3 | | \$2,320.01 | \$33.14 | | \$2,359.45 | \$33.71 | | \$2,383.05 | \$34.04 | | \$2,418.79 | \$34.55 | | | | |
| LIBRARIAN - COMPUTER | 1445 | | | | | | | | | | | | | | | |
| 1 | | \$1,588.49 | \$22.69 | | \$1,615.49 | \$23.08 | | \$1,631.65 | \$23.31 | | \$1,656.12 | \$23.66 | | | | |
| 2 | | \$1,666.01 | \$23.80 | | \$1,694.33 | \$24.20 | | \$1,711.28 | \$24.45 | | \$1,736.94 | \$24.81 | | | | |
| 3 | | \$1,746.35 | \$24.95 | | \$1,776.04 | \$25.37 | | \$1,793.80 | \$25.63 | | \$1,820.71 | \$26.01 | | | | |
| 4 | | \$1,823.87 | \$26.06 | | \$1,854.88 | \$26.50 | | \$1,873.43 | \$26.76 | | \$1,901.53 | \$27.16 | | | | |
| 5 | | \$1,907.03 | \$27.24 | | \$1,939.45 | \$27.71 | | \$1,958.85 | \$27.98 | | \$1,988.23 | \$28.40 | | | | |
| 6 | | \$2,019.79 | \$28.85 | | \$2,054.13 | \$29.34 | | \$2,074.67 | \$29.64 | | \$2,105.79 | \$30.08 | | | | |
| LIBRARIAN - GRADE 1 ² | 1441 | | | | | | | | | | | | | | | |
| 1 | | \$2,200.23 | \$31.43 | | \$2,237.63 | \$31.97 | | \$2,260.01 | \$32.29 | | \$2,293.91 | \$32.77 | | | | |
| 2 | | \$2,308.76 | \$32.98 | | \$2,348.00 | \$33.54 | | \$2,371.48 | \$33.88 | | \$2,407.06 | \$34.39 | | | | |
| 3 | | \$2,372.18 | \$33.89 | | \$2,412.51 | \$34.46 | | \$2,436.63 | \$34.81 | | \$2,473.18 | \$35.33 | | | | |
| 4 | | \$2,442.66 | \$34.90 | | \$2,484.18 | \$35.49 | | \$2,509.02 | \$35.84 | | \$2,546.66 | \$36.38 | | | | |
| 5 | | \$2,504.67 | \$35.78 | | \$2,547.25 | \$36.39 | | \$2,572.73 | \$36.75 | | \$2,611.32 | \$37.30 | | | | |
| 6 | | \$2,565.28 | \$36.65 | | \$2,608.89 | \$37.27 | | \$2,634.98 | \$37.64 | | \$2,674.51 | \$38.21 | | | | |
| LIBRARIAN - GRADE 2 ² | 1442 | | | | | | | | | | | | | | | |
| 1 | | \$2,565.28 | \$36.65 | | \$2,608.89 | \$37.27 | | \$2,634.98 | \$37.64 | | \$2,674.51 | \$38.21 | | | | |
| 2 | | \$2,627.30 | \$37.53 | | \$2,671.96 | \$38.17 | | \$2,698.68 | \$38.55 | | \$2,739.16 | \$39.13 | | | | |
| 3 | | \$2,696.36 | \$38.52 | | \$2,742.20 | \$39.17 | | \$2,769.62 | \$39.57 | | \$2,811.17 | \$40.16 | | | | |
| 4 | | \$2,749.92 | \$39.28 | | \$2,796.67 | \$39.95 | | \$2,824.64 | \$40.35 | | \$2,867.01 | \$40.96 | | | | |
| 5 | | \$2,817.58 | \$40.25 | | \$2,865.48 | \$40.94 | | \$2,894.13 | \$41.34 | | \$2,937.55 | \$41.96 | | | | |
| LIBRARY - SERVICE ASSISTANT 1 ² | 1453 | | | | | | | | | | | | | | | |
| 1 | | \$1,075.44 | \$15.36 | | \$1,093.72 | \$15.62 | | \$1,104.66 | \$15.78 | | \$1,121.23 | \$16.02 | | | | |
| 2 | | \$1,129.00 | \$16.13 | | \$1,148.19 | \$16.40 | | \$1,159.67 | \$16.57 | | \$1,177.07 | \$16.82 | | | | |
| 3 | | \$1,245.98 | \$17.80 | | \$1,267.17 | \$18.10 | | \$1,279.84 | \$18.28 | | \$1,299.03 | \$18.56 | | | | |
| 4 | | \$1,364.38 | \$19.49 | | \$1,387.58 | \$19.82 | | \$1,401.45 | \$20.02 | | \$1,422.47 | \$20.32 | | | | |
| 5 | | \$1,479.96 | \$21.14 | | \$1,505.12 | \$21.50 | | \$1,520.17 | \$21.72 | | \$1,542.97 | \$22.04 | | | | |
| 6 | | \$1,599.76 | \$22.85 | | \$1,626.96 | \$23.24 | | \$1,643.23 | \$23.47 | | \$1,667.88 | \$23.83 | | | | |
| LIBRARY - SERVICE ASSISTANT 2 ² | 1454 | | | | | | | | | | | | | | | |
| 1 | | \$1,368.61 | \$19.55 | | \$1,391.88 | \$19.88 | | \$1,405.79 | \$20.08 | | \$1,426.88 | \$20.38 | | | | |
| 2 | | \$1,465.86 | \$20.94 | | \$1,490.78 | \$21.30 | | \$1,505.69 | \$21.51 | | \$1,528.28 | \$21.83 | | | | |
| 3 | | \$1,580.03 | \$22.57 | | \$1,606.89 | \$22.96 | | \$1,622.96 | \$23.19 | | \$1,647.31 | \$23.53 | | | | |
| 4 | | \$1,687.15 | \$24.10 | | \$1,715.83 | \$24.51 | | \$1,732.99 | \$24.76 | | \$1,758.99 | \$25.13 | | | | |
| 5 | | \$1,792.86 | \$25.61 | | \$1,823.34 | \$26.05 | | \$1,841.58 | \$26.31 | | \$1,869.20 | \$26.70 | | | | |

CUPE 2021 TO 2025 SALARY SCHEDULE

(CONTINUED)

| CLASSIFICATION | Class Code | EFFECTIVE DATE MARCH 1, 2023 - 1.50% | | | EFFECTIVE DATE DECEMBER 31, 2023 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2024 Special Wage Adjustment (2) | | | EFFECTIVE DATE MARCH 1, 2024 1.50% + \$0.50 Per Hour** | | | EFFECTIVE SEPTEMBER 1, 2024 1.50% + \$0.50 Per Hour** | | |
|--|------------|---|--------------------|--------------------|---|--------------------|--------------------|--|--------------------|--------------------|--|--------------------|--------------------|---|--------------------|--------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| KENNEL ASSISTANT | 117 | | | | | | | | | | | | | | | |
| 1 | | \$1,446.57 | | \$18.08 | \$1,468.27 | | \$18.35 | | | | \$1,490.29 | | \$18.63 | \$1,512.65 | | \$18.91 |
| 2 | | \$1,497.20 | | \$18.71 | \$1,519.66 | | \$19.00 | | | | \$1,542.45 | | \$19.28 | \$1,565.59 | | \$19.57 |
| 3 | | \$1,549.60 | | \$19.37 | \$1,572.84 | | \$19.66 | | | | \$1,596.44 | | \$19.96 | \$1,620.38 | | \$20.25 |
| 4 | | \$1,603.84 | | \$20.05 | \$1,627.89 | | \$20.35 | | | | \$1,652.31 | | \$20.65 | \$1,677.10 | | \$20.96 |
| 5 | | \$1,659.97 | | \$20.75 | \$1,684.87 | | \$21.06 | | | | \$1,710.14 | | \$21.38 | \$1,735.80 | | \$21.70 |
| LABOURER 1 | 1411 | | | | | | | | | | | | | | | |
| 1 | | \$1,449.78 | | \$18.12 | \$1,471.52 | | \$18.39 | | | | \$1,493.60 | | \$18.67 | \$1,516.00 | | \$18.95 |
| LABOURER 2 | 1412 | | | | | | | | | | | | | | | |
| 1 | | \$1,673.51 | | \$20.92 | \$1,698.61 | | \$21.23 | | | | \$1,724.09 | | \$21.55 | \$1,749.95 | | \$21.87 |
| 2 | | \$1,897.24 | | \$23.72 | \$1,925.70 | | \$24.07 | | | | \$1,954.58 | | \$24.43 | \$1,983.90 | | \$24.80 |
| LABOURER - SKILLED | 1413 | | | | | | | | | | | | | | | |
| 1 | | \$1,970.32 | | \$24.63 | \$1,999.88 | | \$25.00 | | | | \$2,029.88 | | \$25.37 | \$2,060.32 | | \$25.75 |
| LEGAL ASSISTANT 1 | 2281 | | | | | | | | | | | | | | | |
| 1 | | \$1,861.44 | \$26.59 | | \$1,889.36 | \$26.99 | | | | | \$1,917.70 | \$27.40 | | \$1,946.47 | \$27.81 | |
| 2 | | \$1,934.53 | \$27.64 | | \$1,963.54 | \$28.05 | | | | | \$1,993.00 | \$28.47 | | \$2,022.89 | \$28.90 | |
| 3 | | \$2,013.58 | \$28.77 | | \$2,043.78 | \$29.20 | | | | | \$2,074.44 | \$29.63 | | \$2,105.55 | \$30.08 | |
| 4 | | \$2,089.66 | \$29.85 | | \$2,121.00 | \$30.30 | | | | | \$2,152.82 | \$30.75 | | \$2,185.11 | \$31.22 | |
| 5 | | \$2,165.22 | \$30.93 | | \$2,197.69 | \$31.40 | | | | | \$2,230.66 | \$31.87 | | \$2,264.12 | \$32.34 | |
| LEGAL ASSISTANT 2 | 2282 | | | | | | | | | | | | | | | |
| 1 | | \$2,168.70 | \$30.98 | | \$2,201.23 | \$31.45 | | | | | \$2,234.25 | \$31.92 | | \$2,267.76 | \$32.40 | |
| 2 | | \$2,249.24 | \$32.13 | | \$2,282.98 | \$32.61 | | | | | \$2,317.22 | \$33.10 | | \$2,351.98 | \$33.60 | |
| 3 | | \$2,339.21 | \$33.42 | | \$2,374.30 | \$33.92 | | | | | \$2,409.91 | \$34.43 | | \$2,446.06 | \$34.94 | |
| LEGAL ASSISTANT 3 | 2283 | | | | | | | | | | | | | | | |
| 1 | | \$2,289.51 | \$32.71 | | \$2,323.85 | \$33.20 | | | | | \$2,358.71 | \$33.70 | | \$2,394.09 | \$34.20 | |
| 2 | | \$2,381.99 | \$34.03 | | \$2,417.72 | \$34.54 | | | | | \$2,453.98 | \$35.06 | | \$2,490.79 | \$35.58 | |
| 3 | | \$2,455.07 | \$35.07 | | \$2,491.90 | \$35.60 | | | | | \$2,529.28 | \$36.13 | | \$2,567.22 | \$36.67 | |
| LIBRARIAN - COMPUTER | 1445 | | | | | | | | | | | | | | | |
| 1 | | \$1,680.96 | \$24.01 | | \$1,706.18 | \$24.37 | | | | | \$1,731.77 | \$24.74 | | \$1,757.75 | \$25.11 | |
| 2 | | \$1,763.00 | \$25.19 | | \$1,789.44 | \$25.56 | | | | | \$1,816.29 | \$25.95 | | \$1,843.53 | \$26.34 | |
| 3 | | \$1,848.02 | \$26.40 | | \$1,875.74 | \$26.80 | | | | | \$1,903.87 | \$27.20 | | \$1,932.41 | \$27.61 | |
| 4 | | \$1,930.05 | \$27.57 | | \$1,959.00 | \$27.99 | | | | | \$1,988.39 | \$28.41 | | \$2,018.21 | \$28.83 | |
| 5 | | \$2,018.05 | \$28.83 | | \$2,048.32 | \$29.26 | | | | | \$2,079.05 | \$29.70 | | \$2,110.23 | \$30.15 | |
| 6 | | \$2,137.38 | \$30.53 | | \$2,169.44 | \$30.99 | | | | | \$2,201.98 | \$31.46 | | \$2,235.01 | \$31.93 | |
| LIBRARIAN - GRADE 1 ² | 1441 | | | | | | | | | | | | | | | |
| 1 | | \$2,328.31 | \$33.26 | | \$2,363.24 | \$33.76 | | \$2,470.34 | \$35.29 | | \$2,507.39 | \$35.82 | | \$2,545.01 | \$36.36 | |
| 2 | | \$2,443.16 | \$34.90 | | \$2,479.81 | \$35.43 | | \$2,586.91 | \$36.96 | | \$2,625.71 | \$37.51 | | \$2,665.10 | \$38.07 | |
| 3 | | \$2,510.28 | \$35.86 | | \$2,547.94 | \$36.40 | | \$2,655.04 | \$37.93 | | \$2,694.86 | \$38.50 | | \$2,735.28 | \$39.08 | |
| 4 | | \$2,584.86 | \$36.93 | | \$2,623.63 | \$37.48 | | \$2,730.73 | \$39.01 | | \$2,771.69 | \$39.60 | | \$2,813.27 | \$40.19 | |
| 5 | | \$2,650.49 | \$37.86 | | \$2,690.24 | \$38.43 | | \$2,797.34 | \$39.96 | | \$2,839.30 | \$40.56 | | \$2,881.89 | \$41.17 | |
| 6 | | \$2,714.62 | \$38.78 | | \$2,755.34 | \$39.36 | | \$2,862.44 | \$40.89 | | \$2,905.38 | \$41.51 | | \$2,948.96 | \$42.13 | |
| LIBRARIAN - GRADE 2 ² | 1442 | | | | | | | | | | | | | | | |
| 1 | | \$2,714.62 | \$38.78 | | \$2,755.34 | \$39.36 | | \$2,862.44 | \$40.89 | | \$2,905.38 | \$41.51 | | \$2,948.96 | \$42.13 | |
| 2 | | \$2,780.25 | \$39.72 | | \$2,821.95 | \$40.31 | | \$2,929.05 | \$41.84 | | \$2,972.99 | \$42.47 | | \$3,017.59 | \$43.11 | |
| 3 | | \$2,853.34 | \$40.76 | | \$2,896.14 | \$41.37 | | \$3,003.24 | \$42.90 | | \$3,048.28 | \$43.55 | | \$3,094.01 | \$44.20 | |
| 4 | | \$2,910.01 | \$41.57 | | \$2,953.66 | \$42.20 | | \$3,060.76 | \$43.73 | | \$3,106.68 | \$44.38 | | \$3,153.28 | \$45.05 | |
| 5 | | \$2,981.61 | \$42.59 | | \$3,026.33 | \$43.23 | | \$3,133.43 | \$44.76 | | \$3,180.43 | \$45.43 | | \$3,228.14 | \$46.12 | |
| LIBRARY - SERVICE ASSISTANT 1 ² | 1453 | | | | | | | | | | | | | | | |
| 1 | | \$1,138.04 | \$16.26 | | \$1,155.11 | \$16.50 | | \$1,290.21 | \$18.43 | | \$1,309.57 | \$18.71 | | \$1,329.21 | \$18.99 | |
| 2 | | \$1,194.72 | \$17.07 | | \$1,212.64 | \$17.32 | | \$1,342.84 | \$19.18 | | \$1,362.99 | \$19.47 | | \$1,383.43 | \$19.76 | |
| 3 | | \$1,318.52 | \$18.84 | | \$1,338.30 | \$19.12 | | \$1,402.70 | \$20.04 | | \$1,423.74 | \$20.34 | | \$1,445.09 | \$20.64 | |
| 4 | | \$1,443.81 | \$20.63 | | \$1,465.47 | \$20.94 | | | | | | | | | | |
| 5 | | \$1,566.12 | \$22.37 | | \$1,589.61 | \$22.71 | | | | | | | | | | |
| 6 | | \$1,692.90 | \$24.18 | | \$1,718.29 | \$24.55 | | | | | | | | | | |
| LIBRARY - SERVICE ASSISTANT 2 ² | 1454 | | | | | | | | | | | | | | | |
| 1 | | \$1,448.28 | \$20.69 | | \$1,470.01 | \$21.00 | | \$1,559.55 | \$22.28 | | \$1,582.95 | \$22.61 | | \$1,606.69 | \$22.95 | |
| 2 | | \$1,551.20 | \$22.16 | | \$1,574.47 | \$22.49 | | \$1,625.79 | \$23.23 | | \$1,650.18 | \$23.57 | | \$1,674.93 | \$23.93 | |
| 3 | | \$1,672.02 | \$23.89 | | \$1,697.10 | \$24.24 | | \$1,748.42 | \$24.98 | | \$1,774.65 | \$25.35 | | \$1,801.27 | \$25.73 | |
| 4 | | \$1,785.37 | \$25.51 | | \$1,812.15 | \$25.89 | | \$1,863.48 | \$26.62 | | \$1,891.43 | \$27.02 | | \$1,919.80 | \$27.43 | |
| 5 | | \$1,897.24 | \$27.10 | | \$1,925.70 | \$27.51 | | \$1,976.80 | \$28.24 | | \$2,006.45 | \$28.66 | | \$2,036.54 | \$29.09 | |

CUPE 2021 TO 2025 SALARY SCHEDULE

| CLASSIFICATION | Class Code | EFFECTIVE DATE OCTOBER 31, 2019 - 1.5% | | | EFFECTIVE DATE MARCH 1, 2021 - 1.70% | | | EFFECTIVE DATE MARCH 1, 2022 - 1.00% | | | EFFECTIVE DATE DECEMBER 31, 2022 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2023 Living Wage* & Special Wage Adjustment (1) | | |
|---|-------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| LIBRARY - SERVICE ASSISTANT 3 ² | 1455 | | | | | | | | | | | | | | | |
| 1 | | \$1,646.28 | \$23.52 | | \$1,674.26 | \$23.92 | | \$1,691.01 | \$24.16 | | \$1,716.37 | \$24.52 | | | | |
| 2 | | \$1,726.62 | \$24.67 | | \$1,755.97 | \$25.09 | | \$1,773.53 | \$25.34 | | \$1,800.13 | \$25.72 | | | | |
| 3 | | \$1,811.19 | \$25.87 | | \$1,841.98 | \$26.31 | | \$1,860.40 | \$26.58 | | \$1,888.30 | \$26.98 | | | | |
| 4 | | \$1,892.94 | \$27.04 | | \$1,925.12 | \$27.50 | | \$1,944.37 | \$27.78 | | \$1,973.53 | \$28.19 | | | | |
| 5 | | \$1,971.87 | \$28.17 | | \$2,005.39 | \$28.65 | | \$2,025.44 | \$28.93 | | \$2,055.83 | \$29.37 | | | | |
| LIBRARY - SERVICE ASSISTANT 4 ² | 1456 | | | | | | | | | | | | | | | |
| 1 | | \$1,870.39 | \$26.72 | | \$1,902.18 | \$27.17 | | \$1,921.20 | \$27.45 | | \$1,950.02 | \$27.86 | | | | |
| 2 | | \$1,939.45 | \$27.71 | | \$1,972.42 | \$28.18 | | \$1,992.14 | \$28.46 | | \$2,022.03 | \$28.89 | | | | |
| 3 | | \$2,007.11 | \$28.67 | | \$2,041.23 | \$29.16 | | \$2,061.64 | \$29.45 | | \$2,092.56 | \$29.89 | | | | |
| 4 | | \$2,078.99 | \$29.70 | | \$2,114.33 | \$30.20 | | \$2,135.47 | \$30.51 | | \$2,167.51 | \$30.96 | | | | |
| 5 | | \$2,160.74 | \$30.87 | | \$2,197.47 | \$31.39 | | \$2,219.45 | \$31.71 | | \$2,252.74 | \$32.18 | | | | |
| LIBRARY - SERVICE ASSISTANT 5 | 1457 | | | | | | | | | | | | | | | |
| 1 | | \$2,046.57 | \$29.24 | | \$2,081.36 | \$29.73 | | \$2,102.18 | \$30.03 | | \$2,133.71 | \$30.48 | | | | |
| 2 | | \$2,125.50 | \$30.36 | | \$2,161.64 | \$30.88 | | \$2,183.25 | \$31.19 | | \$2,216.00 | \$31.66 | | | | |
| 3 | | \$2,200.20 | \$31.43 | | \$2,237.61 | \$31.97 | | \$2,259.98 | \$32.29 | | \$2,293.88 | \$32.77 | | | | |
| 4 | | \$2,276.32 | \$32.52 | | \$2,315.01 | \$33.07 | | \$2,338.16 | \$33.40 | | \$2,373.24 | \$33.90 | | | | |
| 5 | | \$2,351.02 | \$33.59 | | \$2,390.99 | \$34.16 | | \$2,414.90 | \$34.50 | | \$2,451.12 | \$35.02 | | | | |
| LIBRARY SHELVER * ² | 2021 | | | | | | | | | | | | | | | |
| 1 | | | \$11.95 | | | \$12.16 | | | \$12.28 | | | | | | | |
| 2 | | | \$13.31 | | | \$13.53 | | | \$13.67 | | | | | | | |
| 1 - Effective October 1 2022 | | | | | | | | | \$13.50 | | | \$13.70 | | | \$15.00 | |
| 2 - Effective October 1 2022 | | | | | | | | | \$14.00 | | | \$14.21 | | | \$15.50 | |
| LOCKSMITH | 1478 | | | | | | | | | | | | | | | |
| 1 | | \$2,361.90 | | \$29.52 | \$2,402.05 | | \$30.03 | \$2,426.07 | | \$30.33 | \$2,462.46 | | \$30.78 | | | |
| MACHINIST ¹ | 1511 | | | | | | | | | | | | | | | |
| 1 | | \$2,608.46 | | \$32.61 | \$2,652.80 | | \$33.16 | \$2,679.33 | | \$33.49 | \$2,719.52 | | \$33.99 | \$2,751.52 | | \$34.39 |
| MACHINIST - LEADING ¹ | 1512 | | | | | | | | | | | | | | | |
| 1 | | \$2,698.67 | | \$33.73 | \$2,744.55 | | \$34.31 | \$2,771.99 | | \$34.65 | \$2,813.57 | | \$35.17 | \$2,845.57 | | \$35.57 |
| MAINTENANCE WORKER 1 | 1561 | | | | | | | | | | | | | | | |
| 1 | | \$1,723.80 | | \$21.55 | \$1,753.10 | | \$21.91 | \$1,770.63 | | \$22.13 | \$1,797.19 | | \$22.46 | | | |
| 2 | | \$1,812.60 | | \$22.66 | \$1,843.41 | | \$23.04 | \$1,861.84 | | \$23.27 | \$1,889.77 | | \$23.62 | | | |
| 3 | | \$1,880.25 | | \$23.50 | \$1,912.22 | | \$23.90 | \$1,931.34 | | \$24.14 | \$1,960.31 | | \$24.50 | | | |
| 4 | | \$1,956.36 | | \$24.45 | \$1,989.62 | | \$24.87 | \$2,009.52 | | \$25.12 | \$2,039.66 | | \$25.50 | | | |
| 5 | | \$2,042.34 | | \$25.53 | \$2,077.06 | | \$25.96 | \$2,097.83 | | \$26.22 | \$2,129.30 | | \$26.62 | | | |
| 6 | | \$2,129.73 | | \$26.62 | \$2,165.94 | | \$27.07 | \$2,187.60 | | \$27.34 | \$2,220.41 | | \$27.76 | | | |
| MAINTENANCE WORKER 2 | 1562 | | | | | | | | | | | | | | | |
| 1 | | \$1,880.25 | | \$23.50 | \$1,912.22 | | \$23.90 | \$1,931.34 | | \$24.14 | \$1,960.31 | | \$24.50 | | | |
| 2 | | \$1,956.36 | | \$24.45 | \$1,989.62 | | \$24.87 | \$2,009.52 | | \$25.12 | \$2,039.66 | | \$25.50 | | | |
| 3 | | \$2,042.34 | | \$25.53 | \$2,077.06 | | \$25.96 | \$2,097.83 | | \$26.22 | \$2,129.30 | | \$26.62 | | | |
| 4 | | \$2,129.73 | | \$26.62 | \$2,165.94 | | \$27.07 | \$2,187.60 | | \$27.34 | \$2,220.41 | | \$27.76 | | | |
| 5 | | \$2,215.71 | | \$27.70 | \$2,253.38 | | \$28.17 | \$2,275.91 | | \$28.45 | \$2,310.05 | | \$28.88 | | | |
| MAINTENANCE WORKER - COLLECTION SYSTEMS | 1537 | | | | | | | | | | | | | | | |
| 1 | | \$2,231.21 | | \$27.89 | \$2,269.14 | | \$28.36 | \$2,291.84 | | \$28.65 | \$2,326.21 | | \$29.08 | | | |
| MAINTENANCE WORKER - FLEET | 1535 | | | | | | | | | | | | | | | |
| 1 | | \$2,126.91 | | \$26.59 | \$2,163.07 | | \$27.04 | \$2,184.70 | | \$27.31 | \$2,217.47 | | \$27.72 | | | |
| 2 | | \$2,193.16 | | \$27.41 | \$2,230.44 | | \$27.88 | \$2,252.75 | | \$28.16 | \$2,286.54 | | \$28.58 | | | |
| 3 | | \$2,259.40 | | \$28.24 | \$2,297.81 | | \$28.72 | \$2,320.79 | | \$29.01 | \$2,355.60 | | \$29.45 | | | |
| 4 | | \$2,329.88 | | \$29.12 | \$2,369.48 | | \$29.62 | \$2,393.18 | | \$29.91 | \$2,429.08 | | \$30.36 | | | |
| MAINTENANCE WORKER - GENERAL | 1548 | | | | | | | | | | | | | | | |
| 1 | | \$1,861.93 | | \$23.27 | \$1,893.58 | | \$23.67 | \$1,912.52 | | \$23.91 | \$1,941.20 | | \$24.27 | | | |
| MAINTENANCE WORKER - SHOP - STREETS AND TRANSPORTATION | 1574 | | | | | | | | | | | | | | | |
| 1 | | \$1,661.78 | | \$20.77 | \$1,690.03 | | \$21.13 | \$1,706.93 | | \$21.34 | \$1,732.54 | | \$21.66 | | | |
| 2 | | \$1,746.35 | | \$21.83 | \$1,776.04 | | \$22.20 | \$1,793.80 | | \$22.42 | \$1,820.71 | | \$22.76 | | | |
| 3 | | \$1,812.60 | | \$22.66 | \$1,843.41 | | \$23.04 | \$1,861.84 | | \$23.27 | \$1,889.77 | | \$23.62 | | | |
| 4 | | \$1,880.25 | | \$23.50 | \$1,912.22 | | \$23.90 | \$1,931.34 | | \$24.14 | \$1,960.31 | | \$24.50 | | | |
| 5 | | \$1,956.36 | | \$24.45 | \$1,989.62 | | \$24.87 | \$2,009.52 | | \$25.12 | \$2,039.66 | | \$25.50 | | | |
| 6 | | \$2,042.34 | | \$25.53 | \$2,077.06 | | \$25.96 | \$2,097.83 | | \$26.22 | \$2,129.30 | | \$26.62 | | | |
| MAINTENANCE WORKER - SKILLED "A" | 1549 | | | | | | | | | | | | | | | |
| 1 | | \$1,928.17 | | \$24.10 | \$1,960.95 | | \$24.51 | \$1,980.56 | | \$24.76 | \$2,010.27 | | \$25.13 | | | |
| MAINTENANCE WORKER - SKILLED "A"-SEWER | 1580 | | | | | | | | | | | | | | | |
| 1 | | \$1,928.17 | | \$24.10 | \$1,960.95 | | \$24.51 | \$1,980.56 | | \$24.76 | \$2,010.27 | | \$25.13 | | | |

CUPE 2021 TO 2025 SALARY SCHEDULE

(CONTINUED)

| CLASSIFICATION | Class Code | EFFECTIVE DATE MARCH 1, 2023 - 1.50% | | | EFFECTIVE DATE DECEMBER 31, 2023 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2024 Special Wage Adjustment (2) | | | EFFECTIVE DATE MARCH 1, 2024 1.50% + \$0.50 Per Hour** | | | EFFECTIVE SEPTEMBER 1, 2024 1.50% + \$0.50 Per Hour** | | |
|---|-------------|---|--------------------|--------------------|---|--------------------|--------------------|--|--------------------|--------------------|--|--------------------|--------------------|---|--------------------|--------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| LIBRARY - SERVICE ASSISTANT 3 ² | 1455 | | | | | | | | | | | | | | | |
| 1 | | \$1,742.12 | \$24.89 | | \$1,768.25 | \$25.26 | | \$1,819.57 | \$25.99 | | \$1,846.87 | \$26.38 | | \$1,874.57 | \$26.78 | |
| 2 | | \$1,827.14 | \$26.10 | | \$1,854.54 | \$26.49 | | \$1,905.87 | \$27.23 | | \$1,934.45 | \$27.64 | | \$1,963.47 | \$28.05 | |
| 3 | | \$1,916.63 | \$27.38 | | \$1,945.38 | \$27.79 | | \$1,996.70 | \$28.52 | | \$2,026.65 | \$28.95 | | \$2,057.05 | \$29.39 | |
| 4 | | \$2,003.14 | \$28.62 | | \$2,033.18 | \$29.05 | | \$2,084.51 | \$29.78 | | \$2,115.78 | \$30.23 | | \$2,147.51 | \$30.68 | |
| 5 | | \$2,086.66 | \$29.81 | | \$2,117.96 | \$30.26 | | \$2,169.06 | \$30.99 | | \$2,201.60 | \$31.45 | | \$2,234.62 | \$31.92 | |
| LIBRARY - SERVICE ASSISTANT 4 ² | 1456 | | | | | | | | | | | | | | | |
| 1 | | \$1,979.27 | \$28.28 | | \$2,008.96 | \$28.70 | | \$2,060.28 | \$29.43 | | \$2,091.19 | \$29.87 | | \$2,122.56 | \$30.32 | |
| 2 | | \$2,052.36 | \$29.32 | | \$2,083.14 | \$29.76 | | \$2,134.47 | \$30.49 | | \$2,166.48 | \$30.95 | | \$2,198.98 | \$31.41 | |
| 3 | | \$2,123.95 | \$30.34 | | \$2,155.81 | \$30.80 | | \$2,207.13 | \$31.53 | | \$2,240.24 | \$32.00 | | \$2,273.85 | \$32.48 | |
| 4 | | \$2,200.02 | \$31.43 | | \$2,233.02 | \$31.90 | | \$2,284.34 | \$32.63 | | \$2,318.61 | \$33.12 | | \$2,353.39 | \$33.62 | |
| 5 | | \$2,286.53 | \$32.66 | | \$2,320.83 | \$33.15 | | \$2,371.93 | \$33.88 | | \$2,407.51 | \$34.39 | | \$2,443.62 | \$34.91 | |
| LIBRARY - SERVICE ASSISTANT 5 | 1457 | | | | | | | | | | | | | | | |
| 1 | | \$2,165.71 | \$30.94 | | \$2,198.20 | \$31.40 | | | | | \$2,231.17 | \$31.87 | | \$2,264.64 | \$32.35 | |
| 2 | | \$2,249.24 | \$32.13 | | \$2,282.98 | \$32.61 | | | | | \$2,317.22 | \$33.10 | | \$2,351.98 | \$33.60 | |
| 3 | | \$2,328.29 | \$33.26 | | \$2,363.22 | \$33.76 | | | | | \$2,398.66 | \$34.27 | | \$2,434.64 | \$34.78 | |
| 4 | | \$2,408.84 | \$34.41 | | \$2,444.97 | \$34.93 | | | | | \$2,481.64 | \$35.45 | | \$2,518.87 | \$35.98 | |
| 5 | | \$2,487.89 | \$35.54 | | \$2,525.21 | \$36.07 | | | | | \$2,563.08 | \$36.62 | | \$2,601.53 | \$37.16 | |
| LIBRARY SHELVER ² | 2021 | | | | | | | | | | | | | | | |
| 1 | | | | | | | | | | | | | | | | |
| 2 | | | | | | | | | | | | | | | | |
| 1 - Effective October 1 2022 | | | \$15.23 | | | \$15.45 | | | \$17.17 | | | \$17.43 | | | \$17.69 | |
| 2 - Effective October 1 2022 | | | \$15.73 | | | \$15.97 | | | \$17.17 | | | \$17.43 | | | \$17.69 | |
| LOCKSMITH | 1478 | | | | | | | | | | | | | | | |
| 1 | | \$2,499.40 | | \$31.24 | \$2,536.89 | | \$31.71 | | | | \$2,574.94 | | \$32.19 | \$2,613.56 | | \$32.67 |
| MACHINIST ¹ | 1511 | | | | | | | | | | | | | | | |
| 1 | | \$2,792.80 | | \$34.91 | \$2,834.69 | | \$35.43 | | | | \$2,877.21 | | \$35.97 | \$2,920.37 | | \$36.50 |
| MACHINIST - LEADING ¹ | 1512 | | | | | | | | | | | | | | | |
| 1 | | \$2,888.25 | | \$36.10 | \$2,931.58 | | \$36.64 | | | | \$2,975.55 | | \$37.19 | \$3,020.18 | | \$37.75 |
| MAINTENANCE WORKER 1 | 1561 | | | | | | | | | | | | | | | |
| 1 | | \$1,824.15 | | \$22.80 | \$1,851.51 | | \$23.14 | | | | \$1,879.29 | | \$23.49 | \$1,907.48 | | \$23.84 |
| 2 | | \$1,918.12 | | \$23.98 | \$1,946.89 | | \$24.34 | | | | \$1,976.09 | | \$24.70 | \$2,005.74 | | \$25.07 |
| 3 | | \$1,989.71 | | \$24.87 | \$2,019.56 | | \$25.24 | | | | \$2,049.85 | | \$25.62 | \$2,080.60 | | \$26.01 |
| 4 | | \$2,070.26 | | \$25.88 | \$2,101.31 | | \$26.27 | | | | \$2,132.83 | | \$26.66 | \$2,164.82 | | \$27.06 |
| 5 | | \$2,161.24 | | \$27.02 | \$2,193.66 | | \$27.42 | | | | \$2,226.56 | | \$27.83 | \$2,259.96 | | \$28.25 |
| 6 | | \$2,253.72 | | \$28.17 | \$2,287.52 | | \$28.59 | | | | \$2,321.83 | | \$29.02 | \$2,356.66 | | \$29.46 |
| MAINTENANCE WORKER 2 | 1562 | | | | | | | | | | | | | | | |
| 1 | | \$1,989.71 | | \$24.87 | \$2,019.56 | | \$25.24 | | | | \$2,049.85 | | \$25.62 | \$2,080.60 | | \$26.01 |
| 2 | | \$2,070.26 | | \$25.88 | \$2,101.31 | | \$26.27 | | | | \$2,132.83 | | \$26.66 | \$2,164.82 | | \$27.06 |
| 3 | | \$2,161.24 | | \$27.02 | \$2,193.66 | | \$27.42 | | | | \$2,226.56 | | \$27.83 | \$2,259.96 | | \$28.25 |
| 4 | | \$2,253.72 | | \$28.17 | \$2,287.52 | | \$28.59 | | | | \$2,321.83 | | \$29.02 | \$2,356.66 | | \$29.46 |
| 5 | | \$2,344.70 | | \$29.31 | \$2,379.87 | | \$29.75 | | | | \$2,415.57 | | \$30.19 | \$2,451.80 | | \$30.65 |
| MAINTENANCE WORKER - COLLECTION SYSTEMS | 1537 | | | | | | | | | | | | | | | |
| 1 | | \$2,361.11 | | \$29.51 | \$2,396.52 | | \$29.96 | | | | \$2,432.47 | | \$30.41 | \$2,468.96 | | \$30.86 |
| MAINTENANCE WORKER - FLEET | 1535 | | | | | | | | | | | | | | | |
| 1 | | \$2,250.73 | | \$28.13 | \$2,284.49 | | \$28.56 | | | | \$2,318.76 | | \$28.98 | \$2,353.54 | | \$29.42 |
| 2 | | \$2,320.83 | | \$29.01 | \$2,355.65 | | \$29.45 | | | | \$2,390.98 | | \$29.89 | \$2,426.85 | | \$30.34 |
| 3 | | \$2,390.94 | | \$29.89 | \$2,426.80 | | \$30.34 | | | | \$2,463.20 | | \$30.79 | \$2,500.15 | | \$31.25 |
| 4 | | \$2,465.51 | | \$30.82 | \$2,502.50 | | \$31.28 | | | | \$2,540.03 | | \$31.75 | \$2,578.13 | | \$32.23 |
| MAINTENANCE WORKER - GENERAL | 1548 | | | | | | | | | | | | | | | |
| 1 | | \$1,970.32 | | \$24.63 | \$1,999.88 | | \$25.00 | | | | \$2,029.88 | | \$25.37 | \$2,060.32 | | \$25.75 |
| MAINTENANCE WORKER - SHOP - STREETS AND TRANSPORTATION | 1574 | | | | | | | | | | | | | | | |
| 1 | | \$1,758.52 | | \$21.98 | \$1,784.90 | | \$22.31 | | | | \$1,811.68 | | \$22.65 | \$1,838.85 | | \$22.99 |
| 2 | | \$1,848.02 | | \$23.10 | \$1,875.74 | | \$23.45 | | | | \$1,903.87 | | \$23.80 | \$1,932.43 | | \$24.16 |
| 3 | | \$1,918.12 | | \$23.98 | \$1,946.89 | | \$24.34 | | | | \$1,976.09 | | \$24.70 | \$2,005.74 | | \$25.07 |
| 4 | | \$1,989.71 | | \$24.87 | \$2,019.56 | | \$25.24 | | | | \$2,049.85 | | \$25.62 | \$2,080.60 | | \$26.01 |
| 5 | | \$2,070.26 | | \$25.88 | \$2,101.31 | | \$26.27 | | | | \$2,132.83 | | \$26.66 | \$2,164.82 | | \$27.06 |
| 6 | | \$2,161.24 | | \$27.02 | \$2,193.66 | | \$27.42 | | | | \$2,226.56 | | \$27.83 | \$2,259.96 | | \$28.25 |
| MAINTENANCE WORKER - SKILLED "A" | 1549 | | | | | | | | | | | | | | | |
| 1 | | \$2,040.43 | | \$25.51 | \$2,071.03 | | \$25.89 | | | | \$2,102.10 | | \$26.28 | \$2,133.63 | | \$26.67 |
| MAINTENANCE WORKER - SKILLED "A"-SEWER | 1580 | | | | | | | | | | | | | | | |
| 1 | | \$2,040.43 | | \$25.51 | \$2,071.03 | | \$25.89 | | | | \$2,102.10 | | \$26.28 | \$2,133.63 | | \$26.67 |

CUPE 2021 TO 2025 SALARY SCHEDULE

| CLASSIFICATION | Class Code | EFFECTIVE DATE OCTOBER 31, 2019 - 1.5% | | | EFFECTIVE DATE MARCH 1, 2021 - 1.70% | | | EFFECTIVE DATE MARCH 1, 2022 - 1.00% | | | EFFECTIVE DATE DECEMBER 31, 2022 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2023 Living Wage* & Special Wage Adjustment (1) | | |
|--|------------|--|--|--------------------|--|--|--------------------|--|--|--------------------|--|--|--------------------|---|--------------------|--------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| MAINTENANCE WORKER - SKILLED - B1 (SEWER) 1 - With Provincial Certification | 1539 | \$2,154.14 | | \$26.93 | \$2,190.76 | | \$27.38 | \$2,212.67 | | \$27.66 | \$2,245.86 | | \$28.07 | | | |
| MAINTENANCE WORKER-SKILLED "B"-GRADE 1 1 | 1550 | \$2,154.14 | | \$26.93 | \$2,190.76 | | \$27.38 | \$2,212.67 | | \$27.66 | \$2,245.86 | | \$28.07 | | | |
| MAINTENANCE WORKER-SKILLED "B"-GRADE 2 1 - With Provincial Certification | 1551 | \$2,311.99 | | \$28.90 | \$2,351.29 | | \$29.39 | \$2,374.80 | | \$29.69 | \$2,410.43 | | \$30.13 | | | |
| MAINTENANCE WORKER-SKILLED "C"-GRADE 1 1 - With Provincial Certification | 1552 | \$2,432.69 | | \$30.41 | \$2,474.05 | | \$30.93 | \$2,498.79 | | \$31.23 | \$2,536.27 | | \$31.70 | | | |
| MAINTENANCE WORKER-SKILLED "C"-GRADE 2 1 - With Provincial Certification | 1553 | \$2,543.08 | | \$31.79 | \$2,586.32 | | \$32.33 | \$2,612.18 | | \$32.65 | \$2,651.36 | | \$33.14 | | | |
| MECHANIC-GARAGE FIRST CLASS/MACHINIST** 1 | 1621 | \$2,704.63 | | \$33.81 | \$2,750.61 | | \$34.38 | \$2,778.12 | | \$34.73 | \$2,819.79 | | \$35.25 | \$2,931.79 | | \$36.65 |
| MECHANIC - HEATING 1 - With Gas Fitter "B" 2 - With Gas Fitter "A" | 1627 | \$2,539.40 | | \$31.74 | \$2,582.57 | | \$32.28 | \$2,608.39 | | \$32.60 | \$2,647.52 | | \$33.09 | \$2,735.52 | | \$34.19 |
| | | \$2,714.17 | | \$33.93 | \$2,760.31 | | \$34.50 | \$2,787.92 | | \$34.85 | \$2,829.73 | | \$35.37 | \$2,917.73 | | \$36.47 |
| MECHANIC - JOURNEY INDUSTRIAL 1 | 1631 | \$2,752.55 | | \$34.41 | \$2,799.35 | | \$34.99 | \$2,827.34 | | \$35.34 | \$2,869.75 | | \$35.87 | \$2,901.75 | | \$36.27 |
| MECHANIC - LEAD HEAVY DUTY EQUIPMENT** 1 | 1637 | \$2,794.84 | | \$34.94 | \$2,842.35 | | \$35.53 | \$2,870.77 | | \$35.88 | \$2,913.84 | | \$36.42 | \$3,025.84 | | \$37.82 |
| MECHANIC - LEADING JOURNEY INDUSTRIAL 1 | 1632 | \$2,859.68 | | \$35.75 | \$2,908.29 | | \$36.35 | \$2,937.37 | | \$36.72 | \$2,981.43 | | \$37.27 | \$3,013.43 | | \$37.67 |
| MECHANIC - LIGHT VEHICLE** 1 | 1635 | \$2,472.60 | | \$30.91 | \$2,514.64 | | \$31.43 | \$2,539.78 | | \$31.75 | \$2,577.88 | | \$32.22 | \$2,689.88 | | \$33.62 |
| MECHANIC - REFRIGERATION 1 | 1641 | \$2,657.79 | | \$33.22 | \$2,702.97 | | \$33.79 | \$2,730.00 | | \$34.13 | \$2,770.95 | | \$34.64 | \$2,858.95 | | \$35.74 |
| METER READER 1 2 3 4 5 | 1671 | \$1,698.43 \$1,783.00 \$1,829.51 \$1,899.98 \$1,957.77 | \$24.26 \$25.47 \$26.14 \$27.14 \$27.97 | | \$1,727.30 \$1,813.31 \$1,860.61 \$1,932.28 \$1,991.06 | \$24.68 \$25.90 \$26.58 \$27.60 \$28.44 | | \$1,744.57 \$1,831.44 \$1,879.22 \$1,951.61 \$2,010.97 | \$24.92 \$26.16 \$26.85 \$27.88 \$28.73 | | \$1,770.74 \$1,858.91 \$1,907.41 \$1,980.88 \$2,041.13 | \$25.30 \$26.56 \$27.25 \$28.30 \$29.16 | | | | |
| METER READER - COMMERCIAL 1 2 3 4 5 | 1673 | \$1,698.43 \$1,783.00 \$1,829.51 \$1,899.98 \$1,957.77 | \$24.26 \$25.47 \$26.14 \$27.14 \$27.97 | | \$1,727.30 \$1,813.31 \$1,860.61 \$1,932.28 \$1,991.06 | \$24.68 \$25.90 \$26.58 \$27.60 \$28.44 | | \$1,744.57 \$1,831.44 \$1,879.22 \$1,951.61 \$2,010.97 | \$24.92 \$26.16 \$26.85 \$27.88 \$28.73 | | \$1,770.74 \$1,858.91 \$1,907.41 \$1,980.88 \$2,041.13 | \$25.30 \$26.56 \$27.25 \$28.30 \$29.16 | | | | |
| NURSE - OCCUPATIONAL HEALTH 1 2 3 4 5 6 | 1676 | \$2,892.06 \$2,993.28 \$3,098.05 \$3,206.47 \$3,318.70 \$3,434.86 | \$41.32 \$42.76 \$44.26 \$45.81 \$47.41 \$49.07 | | \$2,941.22 \$3,044.17 \$3,150.71 \$3,260.99 \$3,375.12 \$3,493.25 | \$42.02 \$43.49 \$45.01 \$46.59 \$48.22 \$49.90 | | \$2,970.64 \$3,074.61 \$3,182.22 \$3,293.59 \$3,408.87 \$3,528.18 | \$42.44 \$43.92 \$45.46 \$47.05 \$48.70 \$50.40 | | \$3,015.20 \$3,120.73 \$3,229.95 \$3,343.00 \$3,460.00 \$3,581.10 | \$43.07 \$44.58 \$46.14 \$47.76 \$49.43 \$51.16 | | | | |
| OCCUPATIONAL THERAPIST 1 2 3 4 5 6 | 1679 | \$2,405.99 \$2,513.11 \$2,607.54 \$2,721.71 \$2,844.33 \$2,915.06 | \$34.37 \$35.90 \$37.25 \$38.88 \$40.63 \$41.64 | | \$2,446.89 \$2,555.83 \$2,651.87 \$2,767.98 \$2,892.69 \$2,964.61 | \$34.96 \$36.51 \$37.88 \$39.54 \$41.32 \$42.35 | | \$2,471.36 \$2,581.39 \$2,678.39 \$2,795.66 \$2,921.62 \$2,994.26 | \$35.31 \$36.88 \$38.26 \$39.94 \$41.74 \$42.78 | | \$2,508.43 \$2,620.11 \$2,718.57 \$2,837.60 \$2,965.44 \$3,039.17 | \$35.83 \$37.43 \$38.84 \$40.54 \$42.36 \$43.42 | | | | |
| OFFICER 1 - REAL ESTATE 1 2 3 4 5 | 1831 | \$1,658.96 \$1,743.53 \$1,835.15 \$1,947.91 \$2,071.94 | \$23.70 \$24.91 \$26.22 \$27.83 \$29.60 | | \$1,687.16 \$1,773.17 \$1,866.35 \$1,981.02 \$2,107.16 | \$24.10 \$25.33 \$26.66 \$28.30 \$30.10 | | \$1,704.04 \$1,790.90 \$1,885.01 \$2,000.83 \$2,128.24 | \$24.34 \$25.58 \$26.93 \$28.58 \$30.40 | | \$1,729.60 \$1,817.77 \$1,913.28 \$2,030.84 \$2,160.16 | \$24.71 \$25.97 \$27.33 \$29.01 \$30.86 | | | | |
| OFFICER 2 - REAL ESTATE 1 2 3 4 | 1832 | \$2,071.94 \$2,194.57 \$2,318.60 \$2,446.86 | \$29.60 \$31.35 \$33.12 \$34.96 | | \$2,107.16 \$2,231.87 \$2,358.02 \$2,488.46 | \$30.10 \$31.88 \$33.69 \$35.55 | | \$2,128.24 \$2,254.19 \$2,381.60 \$2,513.35 | \$30.40 \$32.20 \$34.02 \$35.90 | | \$2,160.16 \$2,288.01 \$2,417.32 \$2,551.05 | \$30.86 \$32.69 \$34.53 \$36.44 | | | | |

CUPE 2021 TO 2025 SALARY SCHEDULE

(CONTINUED)

| CLASSIFICATION | Class Code | EFFECTIVE DATE MARCH 1, 2023 - 1.50% | | | EFFECTIVE DATE DECEMBER 31, 2023 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2024 Special Wage Adjustment (2) | | | EFFECTIVE DATE MARCH 1, 2024 1.50% + \$0.50 Per Hour** | | | EFFECTIVE SEPTEMBER 1, 2024 1.50% + \$0.50 Per Hour** | | |
|--|------------|--|--|--------------------|--|--|--------------------|--|--------------------|--------------------|--|--|--------------------|--|--|--------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| MAINTENANCE WORKER - SKILLED - B1 (SEWER) 1 - With Provincial Certification | 1539 | \$2,279.55 | | \$28.49 | \$2,313.74 | | \$28.92 | | | | \$2,348.45 | | \$29.36 | \$2,383.67 | | \$29.80 |
| MAINTENANCE WORKER-SKILLED "B"-GRADE 1 1 | 1550 | \$2,279.55 | | \$28.49 | \$2,313.74 | | \$28.92 | | | | \$2,348.45 | | \$29.36 | \$2,383.67 | | \$29.80 |
| MAINTENANCE WORKER-SKILLED "B"-GRADE 2 1 - With Provincial Certification | 1551 | \$2,446.58 | | \$30.58 | \$2,483.28 | | \$31.04 | | | | \$2,520.53 | | \$31.51 | \$2,558.34 | | \$31.98 |
| MAINTENANCE WORKER-SKILLED "C"-GRADE 1 1 - With Provincial Certification | 1552 | \$2,574.32 | | \$32.18 | \$2,612.93 | | \$32.66 | | | | \$2,652.12 | | \$33.15 | \$2,691.91 | | \$33.65 |
| MAINTENANCE WORKER-SKILLED "C"-GRADE 2 1 - With Provincial Certification | 1553 | \$2,691.13 | | \$33.64 | \$2,731.50 | | \$34.14 | | | | \$2,772.47 | | \$34.66 | \$2,814.06 | | \$35.18 |
| MECHANIC-GARAGE FIRST CLASS/MACHINIST** 1 | 1621 | \$2,975.77 | | \$37.20 | \$3,020.40 | | \$37.76 | | | | \$3,105.71 | | \$38.82 | \$3,192.29 | | \$39.90 |
| MECHANIC - HEATING 1 - With Gas Fitter "B" 2 - With Gas Fitter "A" | 1627 | \$2,776.55 \$2,961.50 | | \$34.71 \$37.02 | \$2,818.20 \$3,005.92 | | \$35.23 \$37.57 | | | | \$2,860.47 \$3,051.01 | | \$35.76 \$38.14 | \$2,903.38 \$3,096.78 | | \$36.29 \$38.71 |
| MECHANIC - JOURNEY INDUSTRIAL 1 | 1631 | \$2,945.28 | | \$36.82 | \$2,989.46 | | \$37.37 | | | | \$3,034.30 | | \$37.93 | \$3,079.81 | | \$38.50 |
| MECHANIC - LEAD HEAVY DUTY EQUIPMENT** 1 | 1637 | \$3,071.22 | | \$38.39 | \$3,117.29 | | \$38.97 | | | | \$3,204.05 | | \$40.05 | \$3,292.11 | | \$41.15 |
| MECHANIC - LEADING JOURNEY INDUSTRIAL 1 | 1632 | \$3,058.63 | | \$38.23 | \$3,104.51 | | \$38.81 | | | | \$3,151.08 | | \$39.39 | \$3,198.35 | | \$39.98 |
| MECHANIC - LIGHT VEHICLE** 1 | 1635 | \$2,730.23 | | \$34.13 | \$2,771.18 | | \$34.64 | | | | \$2,852.75 | | \$35.66 | \$2,935.54 | | \$36.69 |
| MECHANIC - REFRIGERATION 1 | 1641 | \$2,901.84 | | \$36.27 | \$2,945.37 | | \$36.82 | | | | \$2,989.55 | | \$37.37 | \$3,034.39 | | \$37.93 |
| METER READER 1 2 3 4 5 | 1671 | \$1,797.30 \$1,886.80 \$1,936.02 \$2,010.59 \$2,071.75 | \$25.68 \$26.95 \$27.66 \$28.72 \$29.60 | | \$1,824.26 \$1,915.10 \$1,965.06 \$2,040.75 \$2,102.82 | \$26.06 \$27.36 \$28.07 \$29.15 \$30.04 | | | | | \$1,851.63 \$1,943.82 \$1,994.53 \$2,071.36 \$2,134.37 | \$26.45 \$27.77 \$28.49 \$29.59 \$30.49 | | \$1,879.40 \$1,972.98 \$2,024.45 \$2,102.43 \$2,166.38 | \$26.85 \$28.19 \$28.92 \$30.03 \$30.95 | |
| METER READER - COMMERCIAL 1 2 3 4 5 | 1673 | \$1,797.30 \$1,886.80 \$1,936.02 \$2,010.59 \$2,071.75 | \$25.68 \$26.95 \$27.66 \$28.72 \$29.60 | | \$1,824.26 \$1,915.10 \$1,965.06 \$2,040.75 \$2,102.82 | \$26.06 \$27.36 \$28.07 \$29.15 \$30.04 | | | | | \$1,851.63 \$1,943.82 \$1,994.53 \$2,071.36 \$2,134.37 | \$26.45 \$27.77 \$28.49 \$29.59 \$30.49 | | \$1,879.40 \$1,972.98 \$2,024.45 \$2,102.43 \$2,166.38 | \$26.85 \$28.19 \$28.92 \$30.03 \$30.95 | |
| NURSE - OCCUPATIONAL HEALTH 1 2 3 4 5 6 | 1676 | \$3,060.42 \$3,167.54 \$3,278.40 \$3,393.14 \$3,511.90 \$3,634.82 | \$43.72 \$45.25 \$46.83 \$48.47 \$50.17 \$51.93 | | \$3,106.33 \$3,215.05 \$3,327.58 \$3,444.04 \$3,564.58 \$3,689.34 | \$44.38 \$45.93 \$47.54 \$49.20 \$50.92 \$52.70 | | | | | \$3,152.92 \$3,263.28 \$3,377.49 \$3,495.70 \$3,618.05 \$3,744.68 | \$45.04 \$46.62 \$48.25 \$49.94 \$51.69 \$53.50 | | \$3,200.22 \$3,312.23 \$3,428.15 \$3,548.14 \$3,672.32 \$3,800.85 | \$45.72 \$47.32 \$48.97 \$50.69 \$52.46 \$54.30 | |
| OCCUPATIONAL THERAPIST 1 2 3 4 5 6 | 1679 | \$2,546.05 \$2,659.41 \$2,759.35 \$2,880.16 \$3,009.92 \$3,084.76 | \$36.37 \$37.99 \$39.42 \$41.15 \$43.00 \$44.07 | | \$2,584.24 \$2,699.30 \$2,800.74 \$2,923.36 \$3,055.07 \$3,131.03 | \$36.92 \$38.56 \$40.01 \$41.76 \$43.64 \$44.73 | | | | | \$2,623.01 \$2,739.79 \$2,842.75 \$2,967.21 \$3,100.90 \$3,178.00 | \$37.47 \$39.14 \$40.61 \$42.39 \$44.30 \$45.40 | | \$2,662.35 \$2,780.89 \$2,885.39 \$3,011.72 \$3,147.41 \$3,225.67 | \$38.03 \$39.73 \$41.22 \$43.02 \$44.96 \$46.08 | |
| OFFICER 1 - REAL ESTATE 1 2 3 4 5 | 1831 | \$1,755.54 \$1,845.03 \$1,941.98 \$2,061.31 \$2,192.56 | \$25.08 \$26.36 \$27.74 \$29.45 \$31.32 | | \$1,781.87 \$1,872.71 \$1,971.11 \$2,092.23 \$2,225.45 | \$25.46 \$26.75 \$28.16 \$29.89 \$31.79 | | | | | \$1,808.60 \$1,900.80 \$2,000.68 \$2,123.61 \$2,258.83 | \$25.84 \$27.15 \$28.58 \$30.34 \$32.27 | | \$1,835.73 \$1,929.31 \$2,030.69 \$2,155.46 \$2,292.71 | \$26.22 \$27.56 \$29.01 \$30.79 \$32.75 | |
| OFFICER 2 - REAL ESTATE 1 2 3 4 | 1832 | \$2,192.56 \$2,322.33 \$2,453.58 \$2,589.31 | \$31.32 \$33.18 \$35.05 \$36.99 | | \$2,225.45 \$2,357.16 \$2,490.38 \$2,628.15 | \$31.79 \$33.67 \$35.58 \$37.55 | | | | | \$2,258.83 \$2,392.52 \$2,527.74 \$2,667.57 | \$32.27 \$34.18 \$36.11 \$38.11 | | \$2,292.71 \$2,428.41 \$2,565.66 \$2,707.59 | \$32.75 \$34.69 \$36.65 \$38.68 | |

CUPE 2021 TO 2025 SALARY SCHEDULE

| CLASSIFICATION | Class Code | EFFECTIVE DATE OCTOBER 31, 2019 - 1.5% | | | EFFECTIVE DATE MARCH 1, 2021 - 1.70% | | | EFFECTIVE DATE MARCH 1, 2022 - 1.00% | | | EFFECTIVE DATE DECEMBER 31, 2022 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2023 Living Wage* & Special Wage Adjustment (1) | | |
|--|------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| OFFICER 3 - REAL ESTATE | 1833 | | | | | | | | | | | | | | | |
| 1 | | \$2,446.86 | \$34.96 | | \$2,488.46 | \$35.55 | | \$2,513.35 | \$35.90 | | \$2,551.05 | \$36.44 | | | | |
| 2 | | \$2,527.20 | \$36.10 | | \$2,570.17 | \$36.72 | | \$2,595.87 | \$37.08 | | \$2,634.81 | \$37.64 | | | | |
| 3 | | \$2,617.41 | \$37.39 | | \$2,661.91 | \$38.03 | | \$2,688.53 | \$38.41 | | \$2,728.85 | \$38.98 | | | | |
| 4 | | \$2,707.62 | \$38.68 | | \$2,753.65 | \$39.34 | | \$2,781.18 | \$39.73 | | \$2,822.90 | \$40.33 | | | | |
| OFFICER - ANIMAL SERVICE 1 | 1780 | | | | | | | | | | | | | | | |
| 1 | | \$1,918.31 | | \$23.98 | \$1,950.92 | | \$24.39 | \$1,970.43 | | \$24.63 | \$1,999.98 | | \$25.00 | | | |
| 2 | | \$2,014.15 | | \$25.18 | \$2,048.39 | | \$25.60 | \$2,068.88 | | \$25.86 | \$2,099.91 | | \$26.25 | | | |
| 3 | | \$2,093.08 | | \$26.16 | \$2,128.67 | | \$26.61 | \$2,149.95 | | \$26.87 | \$2,182.20 | | \$27.28 | | | |
| OFFICER - ANIMAL SERVICE 2 | 1781 | | | | | | | | | | | | | | | |
| 1 | | \$2,167.79 | | \$27.10 | \$2,204.64 | | \$27.56 | \$2,226.69 | | \$27.83 | \$2,260.09 | | \$28.25 | | | |
| OFFICER - BICYCLE RECOVERY | 1790 | | | | | | | | | | | | | | | |
| 1 | | \$2,067.71 | \$29.54 | | \$2,102.86 | \$30.04 | | \$2,123.89 | \$30.34 | | \$2,155.75 | \$30.80 | | | | |
| OFFICER - BYLAW ENFORCEMENT | 1795 | | | | | | | | | | | | | | | |
| 1 | | \$1,981.30 | \$28.30 | | \$2,014.98 | \$28.79 | | \$2,035.13 | \$29.07 | | \$2,065.66 | \$29.51 | | | | |
| 2 | | \$2,063.86 | \$29.48 | | \$2,098.94 | \$29.98 | | \$2,119.93 | \$30.28 | | \$2,151.73 | \$30.74 | | | | |
| 3 | | \$2,149.85 | \$30.71 | | \$2,186.40 | \$31.23 | | \$2,208.26 | \$31.55 | | \$2,241.38 | \$32.02 | | | | |
| 4 | | \$2,226.27 | \$31.80 | | \$2,264.12 | \$32.34 | | \$2,286.76 | \$32.67 | | \$2,321.06 | \$33.16 | | | | |
| 5 | | \$2,302.97 | \$32.90 | | \$2,342.12 | \$33.46 | | \$2,365.54 | \$33.79 | | \$2,401.03 | \$34.30 | | | | |
| 6 | | \$2,382.30 | \$33.75 | | \$2,402.45 | \$34.32 | | \$2,426.48 | \$34.66 | | \$2,462.88 | \$35.18 | | | | |
| OFFICER - PROJECTS 1 | 1818 | | | | | | | | | | | | | | | |
| 1 | | \$2,104.36 | \$30.06 | | \$2,140.13 | \$30.57 | | \$2,161.53 | \$30.88 | | \$2,193.96 | \$31.34 | | | | |
| 2 | | \$2,208.66 | \$31.55 | | \$2,246.21 | \$32.09 | | \$2,268.67 | \$32.41 | | \$2,302.70 | \$32.90 | | | | |
| 3 | | \$2,308.73 | \$32.98 | | \$2,347.98 | \$33.54 | | \$2,371.46 | \$33.88 | | \$2,407.03 | \$34.39 | | | | |
| 4 | | \$2,421.49 | \$34.59 | | \$2,462.66 | \$35.18 | | \$2,487.29 | \$35.53 | | \$2,524.59 | \$36.07 | | | | |
| 5 | | \$2,537.07 | \$36.24 | | \$2,580.20 | \$36.86 | | \$2,606.00 | \$37.23 | | \$2,645.09 | \$37.79 | | | | |
| 6 | | \$2,656.88 | \$37.96 | | \$2,702.04 | \$38.60 | | \$2,729.06 | \$38.99 | | \$2,770.00 | \$39.57 | | | | |
| OFFICER - ZONING DEVELOPMENT | 681 | | | | | | | | | | | | | | | |
| 1 | | \$2,181.88 | \$31.17 | | \$2,218.97 | \$31.70 | | \$2,241.16 | \$32.02 | | \$2,274.78 | \$32.50 | | | | |
| 2 | | \$2,341.15 | \$33.45 | | \$2,380.95 | \$34.01 | | \$2,404.76 | \$34.35 | | \$2,440.83 | \$34.87 | | | | |
| 3 | | \$2,405.99 | \$34.37 | | \$2,446.89 | \$34.96 | | \$2,471.36 | \$35.31 | | \$2,508.43 | \$35.83 | | | | |
| 4 | | \$2,527.20 | \$36.10 | | \$2,570.17 | \$36.72 | | \$2,595.87 | \$37.08 | | \$2,634.81 | \$37.64 | | | | |
| 5 | | \$2,641.37 | \$37.73 | | \$2,686.28 | \$38.38 | | \$2,713.14 | \$38.76 | | \$2,753.84 | \$39.34 | | | | |
| 6 | | \$2,754.13 | \$39.34 | | \$2,800.95 | \$40.01 | | \$2,828.96 | \$40.41 | | \$2,871.40 | \$41.02 | | | | |
| ENFORCEMENT SERVICES OFFICER-IN-TRAINING | 1817 | | | | | | | | | | | | | | | |
| 1 | | \$1,788.64 | \$25.55 | | \$1,819.04 | \$25.99 | | \$1,837.23 | \$26.25 | | \$1,864.79 | \$26.64 | | | | |
| 2 | | \$1,878.84 | \$26.84 | | \$1,910.78 | \$27.30 | | \$1,929.89 | \$27.57 | | \$1,958.84 | \$27.98 | | | | |
| 3 | | \$1,956.36 | \$27.95 | | \$1,989.62 | \$28.42 | | \$2,009.52 | \$28.71 | | \$2,039.66 | \$29.14 | | | | |
| 4 | | \$2,038.52 | \$29.14 | | \$2,074.20 | \$29.63 | | \$2,094.94 | \$29.93 | | \$2,126.36 | \$30.38 | | | | |
| 5 | | \$2,128.32 | \$30.40 | | \$2,164.50 | \$30.92 | | \$2,186.15 | \$31.23 | | \$2,218.94 | \$31.70 | | | | |
| 6 | | \$2,211.48 | \$31.59 | | \$2,249.08 | \$32.13 | | \$2,271.57 | \$32.45 | | \$2,305.64 | \$32.94 | | | | |
| OPERATOR - COMMUNICATIONS LEAD | 1896 | | | 42 Hours | | | 42 Hours | | | 42 Hours | | | 42 Hours | | | |
| 1 | | \$3,271.01 | | \$38.94 | \$3,326.62 | | \$39.60 | \$3,359.89 | | \$40.00 | \$3,410.28 | | \$40.60 | | | |
| In accordance with Supplementary Agreement: Communications salary rates paid may be higher than shown. | | | | | | | | | | | | | | | | |
| OPERATOR - COMPUTER | 1857 | | | | | | | | | | | | | | | |
| 1 | | \$1,657.55 | \$23.68 | | \$1,685.73 | \$24.08 | | \$1,702.59 | \$24.32 | | \$1,728.13 | \$24.69 | | | | |
| 2 | | \$1,742.12 | \$24.89 | | \$1,771.74 | \$25.31 | | \$1,789.46 | \$25.56 | | \$1,816.30 | \$25.95 | | | | |
| 3 | | \$1,792.86 | \$25.61 | | \$1,823.34 | \$26.05 | | \$1,841.58 | \$26.31 | | \$1,869.20 | \$26.70 | | | | |
| 4 | | \$1,912.67 | \$27.32 | | \$1,945.19 | \$27.79 | | \$1,964.64 | \$28.07 | | \$1,994.11 | \$28.49 | | | | |
| 5 | | \$2,005.70 | \$28.65 | | \$2,039.79 | \$29.14 | | \$2,060.19 | \$29.43 | | \$2,091.09 | \$29.87 | | | | |
| 6 | | \$2,110.00 | \$30.14 | | \$2,145.87 | \$30.66 | | \$2,167.33 | \$30.96 | | \$2,199.84 | \$31.43 | | | | |
| OPERATOR - COMPUTER SENIOR | 1950 | | | | | | | | | | | | | | | |
| 1 | | \$1,907.03 | \$27.24 | | \$1,939.45 | \$27.71 | | \$1,958.85 | \$27.98 | | \$1,988.23 | \$28.40 | | | | |
| 2 | | \$2,007.11 | \$28.67 | | \$2,041.23 | \$29.16 | | \$2,061.64 | \$29.45 | | \$2,092.56 | \$29.89 | | | | |
| 3 | | \$2,094.49 | \$29.92 | | \$2,130.10 | \$30.43 | | \$2,151.40 | \$30.73 | | \$2,183.67 | \$31.20 | | | | |
| 4 | | \$2,200.20 | \$31.43 | | \$2,237.61 | \$31.97 | | \$2,259.98 | \$32.29 | | \$2,293.88 | \$32.77 | | | | |
| 5 | | \$2,308.73 | \$32.98 | | \$2,347.98 | \$33.54 | | \$2,371.46 | \$33.88 | | \$2,407.03 | \$34.39 | | | | |
| OPERATOR - CONTROL | 1905 | | | | | | | | | | | | | | | |
| 1 | | \$2,324.24 | | \$29.05 | \$2,363.75 | | \$29.55 | \$2,387.39 | | \$29.84 | \$2,423.20 | | \$30.29 | | | |
| OPERATOR - EQUIPMENT 2 - EMERGENCY SERVICES | 1886 | | | | | | | | | | | | | | | |
| 1 | | \$1,962.99 | | \$24.54 | \$1,996.36 | | \$24.95 | \$2,016.32 | | \$25.20 | \$2,046.57 | | \$25.58 | | | |

CUPE 2021 TO 2025 SALARY SCHEDULE

(CONTINUED)

| CLASSIFICATION | Class Code | EFFECTIVE DATE MARCH 1, 2023 - 1.50% | | | EFFECTIVE DATE DECEMBER 31, 2023 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2024 Special Wage Adjustment (2) | | | EFFECTIVE DATE MARCH 1, 2024 1.50% + \$0.50 Per Hour** | | | EFFECTIVE SEPTEMBER 1, 2024 1.50% + \$0.50 Per Hour** | | |
|--|------------|---|--------------------|--------------------|---|--------------------|--------------------|--|--------------------|--------------------|--|--------------------|--------------------|---|--------------------|--------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| OFFICER 3 - REAL ESTATE | 1833 | | | | | | | | | | | | | | | |
| 1 | | \$2,589.31 | \$36.99 | | \$2,628.15 | \$37.55 | | | | | \$2,667.57 | \$38.11 | | \$2,707.59 | \$38.68 | |
| 2 | | \$2,674.33 | \$38.20 | | \$2,714.44 | \$38.78 | | | | | \$2,755.16 | \$39.36 | | \$2,796.49 | \$39.95 | |
| 3 | | \$2,769.79 | \$39.57 | | \$2,811.33 | \$40.16 | | | | | \$2,853.50 | \$40.76 | | \$2,896.31 | \$41.38 | |
| 4 | | \$2,865.25 | \$40.93 | | \$2,908.22 | \$41.55 | | | | | \$2,951.85 | \$42.17 | | \$2,996.13 | \$42.80 | |
| OFFICER - ANIMAL SERVICE 1 | 1780 | | | | | | | | | | | | | | | |
| 1 | | \$2,029.98 | | \$25.37 | \$2,060.43 | | \$25.76 | | | | \$2,091.34 | | \$26.14 | \$2,122.71 | | \$26.53 |
| 2 | | \$2,131.41 | | \$26.64 | \$2,163.38 | | \$27.04 | | | | \$2,195.83 | | \$27.45 | \$2,228.77 | | \$27.86 |
| 3 | | \$2,214.94 | | \$27.69 | \$2,248.16 | | \$28.10 | | | | \$2,281.88 | | \$28.52 | \$2,316.11 | | \$28.95 |
| OFFICER - ANIMAL SERVICE 2 | 1781 | | | | | | | | | | | | | | | |
| 1 | | \$2,293.99 | | \$28.67 | \$2,328.40 | | \$29.10 | | | | \$2,363.32 | | \$29.54 | \$2,398.77 | | \$29.98 |
| OFFICER - BICYCLE RECOVERY | 1790 | | | | | | | | | | | | | | | |
| 1 | | \$2,188.09 | \$31.26 | | \$2,220.91 | \$31.73 | | | | | \$2,254.22 | \$32.20 | | \$2,288.04 | \$32.69 | |
| OFFICER - BYLAW ENFORCEMENT | 1795 | | | | | | | | | | | | | | | |
| 1 | | \$2,096.65 | \$29.95 | | \$2,128.09 | \$30.40 | | | | | \$2,160.02 | \$30.86 | | \$2,192.42 | \$31.32 | |
| 2 | | \$2,184.01 | \$31.20 | | \$2,216.77 | \$31.67 | | | | | \$2,250.02 | \$32.14 | | \$2,283.77 | \$32.63 | |
| 3 | | \$2,275.01 | \$32.50 | | \$2,309.13 | \$32.99 | | | | | \$2,343.77 | \$33.48 | | \$2,378.92 | \$33.98 | |
| 4 | | \$2,355.87 | \$33.66 | | \$2,391.21 | \$34.16 | | | | | \$2,427.08 | \$34.67 | | \$2,463.49 | \$35.19 | |
| 5 | | \$2,437.04 | \$34.81 | | \$2,473.60 | \$35.34 | | | | | \$2,510.70 | \$35.87 | | \$2,548.36 | \$36.41 | |
| 6 | | \$2,499.82 | \$35.71 | | \$2,537.32 | \$36.25 | | | | | \$2,575.38 | \$36.79 | | \$2,614.01 | \$37.34 | |
| OFFICER - PROJECTS 1 | 1818 | | | | | | | | | | | | | | | |
| 1 | | \$2,226.87 | \$31.81 | | \$2,260.27 | \$32.29 | | | | | \$2,294.17 | \$32.77 | | \$2,328.59 | \$33.27 | |
| 2 | | \$2,337.24 | \$33.39 | | \$2,372.30 | \$33.89 | | | | | \$2,407.88 | \$34.40 | | \$2,444.00 | \$34.91 | |
| 3 | | \$2,443.14 | \$34.90 | | \$2,479.79 | \$35.43 | | | | | \$2,516.98 | \$35.96 | | \$2,554.74 | \$36.50 | |
| 4 | | \$2,562.46 | \$36.61 | | \$2,600.90 | \$37.16 | | | | | \$2,639.91 | \$37.71 | | \$2,679.51 | \$38.28 | |
| 5 | | \$2,684.77 | \$38.35 | | \$2,725.04 | \$38.93 | | | | | \$2,765.92 | \$39.51 | | \$2,807.41 | \$40.11 | |
| 6 | | \$2,811.55 | \$40.17 | | \$2,853.72 | \$40.77 | | | | | \$2,896.53 | \$41.38 | | \$2,939.98 | \$42.00 | |
| OFFICER - ZONING DEVELOPMENT | 681 | | | | | | | | | | | | | | | |
| 1 | | \$2,308.90 | \$32.98 | | \$2,343.54 | \$33.48 | | | | | \$2,378.69 | \$33.98 | | \$2,414.37 | \$34.49 | |
| 2 | | \$2,477.45 | \$35.39 | | \$2,514.61 | \$35.92 | | | | | \$2,552.33 | \$36.46 | | \$2,590.61 | \$37.01 | |
| 3 | | \$2,546.06 | \$36.37 | | \$2,584.25 | \$36.92 | | | | | \$2,623.01 | \$37.47 | | \$2,662.36 | \$38.03 | |
| 4 | | \$2,674.33 | \$38.20 | | \$2,714.44 | \$38.78 | | | | | \$2,755.16 | \$39.36 | | \$2,796.49 | \$39.95 | |
| 5 | | \$2,795.14 | \$39.93 | | \$2,837.07 | \$40.53 | | | | | \$2,879.63 | \$41.14 | | \$2,922.82 | \$41.75 | |
| 6 | | \$2,914.47 | \$41.64 | | \$2,958.18 | \$42.26 | | | | | \$3,002.56 | \$42.89 | | \$3,047.59 | \$43.54 | |
| ENFORCEMENT SERVICES OFFICER-IN-TRAINING | 1817 | | | | | | | | | | | | | | | |
| 1 | | \$1,892.76 | \$27.04 | | \$1,921.15 | \$27.45 | | | | | \$1,949.97 | \$27.86 | | \$1,979.22 | \$28.27 | |
| 2 | | \$1,988.22 | \$28.40 | | \$2,018.04 | \$28.83 | | | | | \$2,048.32 | \$29.26 | | \$2,079.04 | \$29.70 | |
| 3 | | \$2,070.26 | \$29.58 | | \$2,101.31 | \$30.02 | | | | | \$2,132.83 | \$30.47 | | \$2,164.82 | \$30.93 | |
| 4 | | \$2,158.26 | \$30.83 | | \$2,190.63 | \$31.29 | | | | | \$2,223.49 | \$31.76 | | \$2,256.84 | \$32.24 | |
| 5 | | \$2,252.22 | \$32.17 | | \$2,286.01 | \$32.66 | | | | | \$2,320.30 | \$33.15 | | \$2,355.10 | \$33.64 | |
| 6 | | \$2,340.22 | \$33.43 | | \$2,375.33 | \$33.93 | | | | | \$2,410.96 | \$34.44 | | \$2,447.12 | \$34.96 | |
| OPERATOR - COMMUNICATIONS LEAD | 1896 | | | 42 Hours | | | 42 Hours | | | | | | 42 Hours | | | 42 Hours |
| 1 | | \$3,461.44 | | \$41.21 | \$3,513.36 | | \$41.83 | | | | \$3,566.06 | | \$42.45 | \$3,619.55 | | \$43.09 |
| In accordance with Supplementary Agreement: Communications salary rates paid may be higher than shown. | | | | | | | | | | | | | | | | |
| OPERATOR - COMPUTER | 1857 | | | | | | | | | | | | | | | |
| 1 | | \$1,754.05 | \$25.06 | | \$1,780.36 | \$25.43 | | | | | \$1,807.07 | \$25.82 | | \$1,834.17 | \$26.20 | |
| 2 | | \$1,843.54 | \$26.34 | | \$1,871.20 | \$26.73 | | | | | \$1,899.26 | \$27.13 | | \$1,927.75 | \$27.54 | |
| 3 | | \$1,897.24 | \$27.10 | | \$1,925.70 | \$27.51 | | | | | \$1,954.58 | \$27.92 | | \$1,983.90 | \$28.34 | |
| 4 | | \$2,024.02 | \$28.91 | | \$2,054.38 | \$29.35 | | | | | \$2,085.19 | \$29.79 | | \$2,116.47 | \$30.24 | |
| 5 | | \$2,122.46 | \$30.32 | | \$2,154.30 | \$30.78 | | | | | \$2,186.61 | \$31.24 | | \$2,219.41 | \$31.71 | |
| 6 | | \$2,232.83 | \$31.90 | | \$2,266.33 | \$32.38 | | | | | \$2,300.32 | \$32.86 | | \$2,334.83 | \$33.35 | |
| OPERATOR - COMPUTER SENIOR | 1950 | | | | | | | | | | | | | | | |
| 1 | | \$2,018.05 | \$28.83 | | \$2,048.32 | \$29.26 | | | | | \$2,079.05 | \$29.70 | | \$2,110.23 | \$30.15 | |
| 2 | | \$2,123.95 | \$30.34 | | \$2,155.81 | \$30.80 | | | | | \$2,188.15 | \$31.26 | | \$2,220.97 | \$31.73 | |
| 3 | | \$2,216.43 | \$31.66 | | \$2,249.67 | \$32.14 | | | | | \$2,283.42 | \$32.62 | | \$2,317.67 | \$33.11 | |
| 4 | | \$2,328.29 | \$33.26 | | \$2,363.22 | \$33.76 | | | | | \$2,398.66 | \$34.27 | | \$2,434.64 | \$34.78 | |
| 5 | | \$2,443.14 | \$34.90 | | \$2,479.79 | \$35.43 | | | | | \$2,516.98 | \$35.96 | | \$2,554.74 | \$36.50 | |
| OPERATOR - CONTROL | 1905 | | | | | | | | | | | | | | | |
| 1 | | \$2,459.55 | | \$30.74 | \$2,496.44 | | \$31.21 | | | | \$2,533.89 | | \$31.67 | \$2,571.90 | | \$32.15 |
| OPERATOR - EQUIPMENT 2 - EMERGENCY SERVICES | 1886 | | | | | | | | | | | | | | | |
| 1 | | \$2,077.27 | | \$25.97 | \$2,108.42 | | \$26.36 | | | | \$2,140.05 | | \$26.75 | \$2,172.15 | | \$27.15 |

CUPE 2021 TO 2025 SALARY SCHEDULE

| CLASSIFICATION | Class Code | EFFECTIVE DATE OCTOBER 31, 2019 - 1.5% | | | EFFECTIVE DATE MARCH 1, 2021 - 1.70% | | | EFFECTIVE DATE MARCH 1, 2022 - 1.00% | | | EFFECTIVE DATE DECEMBER 31, 2022 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2023 Living Wage* & Special Wage Adjustment (1) | | |
|--|------------|--|--|--|--|--|--------------------|--|--|--------------------|--|--|--------------------|---|--------------------|--------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| OPERATOR - EQUIPMENT GRADE 1 1 | 1881 | \$1,861.93 | | \$23.27 | \$1,893.58 | | \$23.67 | \$1,912.52 | | \$23.91 | \$1,941.20 | | \$24.27 | | | |
| OPERATOR - EQUIPMENT GRADE 2 1 | 1882 | \$1,962.99 | | \$24.54 | \$1,996.36 | | \$24.95 | \$2,016.32 | | \$25.20 | \$2,046.57 | | \$25.58 | | | |
| OPERATOR - EQUIPMENT GRADE 3 1 | 1883 | \$2,040.51 | | \$25.51 | \$2,075.20 | | \$25.94 | \$2,095.95 | | \$26.20 | \$2,127.39 | | \$26.59 | | | |
| OPERATOR - EQUIPMENT 3 - AUTOMATED 1 | 1887 | \$2,005.70 | | \$25.07 | \$2,039.79 | | \$25.50 | \$2,060.19 | | \$25.75 | \$2,091.09 | | \$26.14 | | | |
| OPERATOR - EQUIPMENT GRADE 4 1 | 1884 | \$2,167.36 | | \$27.09 | \$2,204.21 | | \$27.55 | \$2,226.25 | | \$27.83 | \$2,259.64 | | \$28.25 | | | |
| OPERATOR - EQUIPMENT GRADE 5 1 | 1885 | \$2,247.70 | | \$28.10 | \$2,285.91 | | \$28.57 | \$2,308.77 | | \$28.86 | \$2,343.40 | | \$29.29 | | | |
| OPERATOR - FLOOD PUMPING STATION 1 | 1898 | \$1,956.36 | | \$24.45 | \$1,989.62 | | \$24.87 | \$2,009.52 | | \$25.12 | \$2,039.66 | | \$25.50 | | | |
| OPERATOR - NETWORK 1 1 2 3 4 5 6 | 1923 | \$1,988.78 \$2,087.45 \$2,193.16 \$2,284.77 \$2,382.03 \$2,475.05 | \$28.41 \$29.82 \$31.33 \$32.64 \$34.03 \$35.36 | | \$2,022.59 \$2,122.93 \$2,230.44 \$2,323.61 \$2,422.52 \$2,517.13 | \$28.89 \$30.33 \$31.86 \$33.19 \$34.61 \$35.96 | | \$2,042.82 \$2,144.16 \$2,252.75 \$2,346.85 \$2,446.75 \$2,542.30 | \$29.18 \$30.63 \$32.18 \$33.53 \$34.95 \$36.32 | | \$2,073.46 \$2,176.32 \$2,286.54 \$2,382.05 \$2,483.45 \$2,580.44 | \$29.62 \$31.09 \$32.66 \$34.03 \$35.48 \$36.86 | | | | |
| OPERATOR - NETWORK 2 1 2 3 4 5 | 1924 | \$2,379.21 \$2,475.05 \$2,610.36 \$2,725.94 \$2,851.39 | \$33.99 \$35.36 \$37.29 \$38.94 \$40.73 | | \$2,419.66 \$2,517.13 \$2,654.74 \$2,772.28 \$2,899.86 | \$34.57 \$35.96 \$37.92 \$39.60 \$41.43 | | \$2,443.85 \$2,542.30 \$2,681.29 \$2,800.01 \$2,928.86 | \$34.91 \$36.32 \$38.30 \$40.00 \$41.84 | | \$2,480.51 \$2,580.44 \$2,721.51 \$2,842.01 \$2,972.79 | \$35.44 \$36.86 \$38.88 \$40.60 \$42.47 | | | | |
| OPERATOR - PRINTING MACHINE - GRADE 1 1 2 3 4 | 1931 | \$1,075.44 \$1,129.00 \$1,258.67 \$1,393.98 | \$15.36 \$16.13 \$17.98 \$19.91 | | \$1,093.72 \$1,148.19 \$1,280.07 \$1,417.68 | \$15.62 \$16.40 \$18.29 \$20.25 | | \$1,104.66 \$1,159.67 \$1,292.87 \$1,431.85 | \$15.78 \$16.57 \$18.47 \$20.46 | | \$1,121.23 \$1,177.07 \$1,312.26 \$1,453.33 | \$16.02 \$16.82 \$18.75 \$20.76 | | | | |
| OPERATOR - PRINTING MACHINE - GRADE 2 1 2 3 | 1932 | \$1,393.98 \$1,516.60 \$1,646.28 | \$19.91 \$21.67 \$23.52 | | \$1,417.68 \$1,542.39 \$1,674.26 | \$20.25 \$22.03 \$23.92 | | \$1,431.85 \$1,557.81 \$1,691.01 | \$20.46 \$22.25 \$24.16 | | \$1,453.33 \$1,581.18 \$1,716.37 | \$20.76 \$22.59 \$24.52 | | | | |
| OPERATOR - PRINTING MACHINE - GRADE 3 1 2 3 4 5 | 1933 | \$1,601.17 \$1,666.01 \$1,746.35 \$1,823.87 \$1,907.03 | \$22.87 \$23.80 \$24.95 \$26.06 \$27.24 | | \$1,628.39 \$1,694.33 \$1,776.04 \$1,854.88 \$1,939.45 | \$23.26 \$24.20 \$25.37 \$26.50 \$27.71 | | \$1,644.68 \$1,711.28 \$1,793.80 \$1,873.43 \$1,958.85 | \$23.50 \$24.45 \$25.63 \$26.76 \$27.98 | | \$1,669.35 \$1,736.94 \$1,820.71 \$1,901.53 \$1,988.23 | \$23.85 \$24.81 \$26.01 \$27.16 \$28.40 | | | | |
| OPERATOR - PRINTING MACHINE - GRADE 4 1 2 3 | 1934 | \$1,907.03 \$2,008.51 \$2,125.50 | \$27.24 \$28.69 \$30.36 | | \$1,939.45 \$2,042.66 \$2,161.64 | \$27.71 \$29.18 \$30.88 | | \$1,958.85 \$2,063.09 \$2,183.25 | \$27.98 \$29.47 \$31.19 | | \$1,988.23 \$2,094.03 \$2,216.00 | \$28.40 \$29.91 \$31.66 | | | | |
| OPERATOR - PUMPING STATION 1 2 3 4 5 6 | 1941 | \$1,790.04 \$1,880.25 \$1,966.23 \$2,042.34 \$2,145.23 \$2,366.52 | \$22.38 \$23.50 \$24.58 \$25.53 \$26.82 \$29.58 | | \$1,820.48 \$1,912.22 \$1,999.66 \$2,077.06 \$2,181.70 \$2,406.75 | \$22.76 \$23.90 \$25.00 \$25.96 \$27.27 \$30.08 | | \$1,838.68 \$1,931.34 \$2,019.65 \$2,097.83 \$2,203.52 \$2,430.82 | \$22.98 \$24.14 \$25.25 \$26.22 \$27.54 \$30.39 | | \$1,866.26 \$1,960.31 \$2,049.95 \$2,129.30 \$2,236.57 \$2,467.28 | \$23.33 \$24.50 \$25.62 \$26.62 \$27.96 \$30.84 | | | | |
| PAINTER ¹ 1 | 2031 | \$2,607.05 | | \$32.59 | \$2,651.37 | | \$33.14 | \$2,677.88 | | \$33.47 | \$2,718.05 | | \$33.98 | \$2,750.05 | | \$34.38 |
| PARK PATROL OFFICER 1 2 3 4 | 402 | \$2,211.48 \$2,298.87 \$2,387.67 \$2,476.46 | | \$27.64 \$28.74 \$29.85 \$30.96 | \$2,249.08 \$2,337.95 \$2,428.26 \$2,518.56 | \$28.11 \$29.22 \$30.35 \$31.48 | | \$2,271.57 \$2,361.33 \$2,452.54 \$2,543.75 | \$28.39 \$29.52 \$30.66 \$31.80 | | \$2,305.64 \$2,396.75 \$2,489.33 \$2,581.91 | \$28.82 \$29.96 \$31.12 \$32.27 | | | | |

CUPE 2021 TO 2025 SALARY SCHEDULE

(CONTINUED)

| CLASSIFICATION | Class Code | EFFECTIVE DATE MARCH 1, 2023 - 1.50% | | | EFFECTIVE DATE DECEMBER 31, 2023 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2024 Special Wage Adjustment (2) | | | EFFECTIVE DATE MARCH 1, 2024 1.50% + \$0.50 Per Hour** | | | EFFECTIVE SEPTEMBER 1, 2024 1.50% + \$0.50 Per Hour** | | |
|--|------------|--|--|--|--|--|--------------------|--|--------------------|--------------------|--|--|--|--|--|--|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| OPERATOR - EQUIPMENT GRADE 1 1 | 1881 | \$1,970.32 | | \$24.63 | \$1,999.88 | | \$25.00 | | | | \$2,029.88 | | \$25.37 | \$2,060.32 | | \$25.75 |
| OPERATOR - EQUIPMENT GRADE 2 1 | 1882 | \$2,077.27 | | \$25.97 | \$2,108.42 | | \$26.36 | | | | \$2,140.05 | | \$26.75 | \$2,172.15 | | \$27.15 |
| OPERATOR - EQUIPMENT GRADE 3 1 | 1883 | \$2,159.30 | | \$26.99 | \$2,191.69 | | \$27.40 | | | | \$2,224.56 | | \$27.81 | \$2,257.93 | | \$28.22 |
| OPERATOR - EQUIPMENT 3 - AUTOMATED 1 | 1887 | \$2,122.46 | | \$26.53 | \$2,154.30 | | \$26.93 | | | | \$2,186.61 | | \$27.33 | \$2,219.41 | | \$27.74 |
| OPERATOR - EQUIPMENT GRADE 4 1 | 1884 | \$2,293.54 | | \$28.67 | \$2,327.94 | | \$29.10 | | | | \$2,362.86 | | \$29.54 | \$2,398.30 | | \$29.98 |
| OPERATOR - EQUIPMENT GRADE 5 1 | 1885 | \$2,378.56 | | \$29.73 | \$2,414.23 | | \$30.18 | | | | \$2,450.45 | | \$30.63 | \$2,487.20 | | \$31.09 |
| OPERATOR - FLOOD PUMPING STATION 1 | 1898 | \$2,070.26 | | \$25.88 | \$2,101.31 | | \$26.27 | | | | \$2,132.83 | | \$26.66 | \$2,164.82 | | \$27.06 |
| OPERATOR - NETWORK 1 1 2 3 4 5 6 | 1923 | \$2,104.56 \$2,208.97 \$2,320.83 \$2,417.78 \$2,520.70 \$2,619.14 | \$30.07 \$31.56 \$33.15 \$34.54 \$36.01 \$37.42 | | \$2,136.13 \$2,242.10 \$2,355.65 \$2,454.05 \$2,558.51 \$2,658.43 | \$30.52 \$32.03 \$33.65 \$35.06 \$36.55 \$37.98 | | | | | \$2,168.17 \$2,275.74 \$2,390.98 \$2,490.86 \$2,596.89 \$2,698.31 | \$30.97 \$32.51 \$34.16 \$35.58 \$37.10 \$38.55 | | \$2,200.69 \$2,309.87 \$2,426.85 \$2,528.22 \$2,635.84 \$2,738.78 | \$31.44 \$33.00 \$34.67 \$36.12 \$37.65 \$39.13 | |
| OPERATOR - NETWORK 2 1 2 3 4 5 | 1924 | \$2,517.72 \$2,619.14 \$2,762.33 \$2,884.64 \$3,017.38 | \$35.97 \$37.42 \$39.46 \$41.21 \$43.11 | | \$2,555.48 \$2,658.43 \$2,803.76 \$2,927.91 \$3,062.64 | \$36.51 \$37.98 \$40.05 \$41.83 \$43.75 | | | | | \$2,593.82 \$2,698.31 \$2,845.82 \$2,971.82 \$3,108.58 | \$37.05 \$38.55 \$40.65 \$42.45 \$44.41 | | \$2,632.72 \$2,738.78 \$2,888.51 \$3,016.40 \$3,155.21 | \$37.61 \$39.13 \$41.26 \$43.09 \$45.07 | |
| OPERATOR - PRINTING MACHINE - GRADE 1 1 2 3 4 | 1931 | \$1,138.04 \$1,194.72 \$1,331.94 \$1,475.13 | \$16.26 \$17.07 \$19.03 \$21.07 | | \$1,155.11 \$1,212.64 \$1,351.92 \$1,497.26 | \$16.50 \$17.32 \$19.31 \$21.39 | | | | | \$1,172.44 \$1,230.83 \$1,372.20 \$1,519.72 | \$16.75 \$17.58 \$19.60 \$21.71 | | \$1,190.03 \$1,249.30 \$1,392.79 \$1,542.51 | \$17.00 \$17.85 \$19.90 \$22.04 | |
| OPERATOR - PRINTING MACHINE - GRADE 2 1 2 3 | 1932 | \$1,475.13 \$1,604.90 \$1,742.12 | \$21.07 \$22.93 \$24.89 | | \$1,497.26 \$1,628.97 \$1,768.25 | \$21.39 \$23.27 \$25.26 | | | | | \$1,519.72 \$1,653.40 \$1,794.77 | \$21.71 \$23.62 \$25.64 | | \$1,542.51 \$1,678.20 \$1,821.69 | \$22.04 \$23.97 \$26.02 | |
| OPERATOR - PRINTING MACHINE - GRADE 3 1 2 3 4 5 | 1933 | \$1,694.39 \$1,763.00 \$1,848.02 \$1,930.05 \$2,018.05 | \$24.21 \$25.19 \$26.40 \$27.57 \$28.83 | | \$1,719.80 \$1,789.44 \$1,875.74 \$1,959.00 \$2,048.32 | \$24.57 \$25.56 \$26.80 \$27.99 \$29.26 | | | | | \$1,745.60 \$1,816.29 \$1,903.87 \$1,988.39 \$2,079.05 | \$24.94 \$25.95 \$27.20 \$28.41 \$29.70 | | \$1,771.78 \$1,843.53 \$1,932.43 \$2,018.21 \$2,110.23 | \$25.31 \$26.34 \$27.61 \$28.83 \$30.15 | |
| OPERATOR - PRINTING MACHINE - GRADE 4 1 2 3 | 1934 | \$2,018.05 \$2,125.44 \$2,249.24 | \$28.83 \$30.36 \$32.13 | | \$2,048.32 \$2,157.32 \$2,282.98 | \$29.26 \$30.82 \$32.61 | | | | | \$2,079.05 \$2,189.68 \$2,317.22 | \$29.70 \$31.28 \$33.10 | | \$2,110.23 \$2,222.53 \$2,351.98 | \$30.15 \$31.75 \$33.60 | |
| OPERATOR - PUMPING STATION 1 2 3 4 5 6 | 1941 | \$1,894.25 \$1,989.71 \$2,080.70 \$2,161.24 \$2,270.12 \$2,504.29 | | \$23.68 \$24.87 \$26.01 \$27.02 \$28.38 \$31.30 | \$1,922.67 \$2,019.56 \$2,111.91 \$2,193.66 \$2,304.17 \$2,541.86 | \$24.03 \$25.24 \$26.40 \$27.42 \$28.80 \$31.77 | | | | | \$1,951.51 \$2,049.85 \$2,143.59 \$2,226.56 \$2,338.74 \$2,579.99 | | \$24.39 \$25.62 \$26.79 \$27.83 \$29.23 \$32.25 | \$1,980.78 \$2,080.60 \$2,175.74 \$2,259.96 \$2,373.82 \$2,618.69 | | \$24.76 \$26.01 \$27.20 \$28.25 \$29.67 \$32.73 |
| PAINTER ¹ 1 | 2031 | \$2,791.30 | | \$34.89 | \$2,833.17 | | \$35.41 | | | | \$2,875.67 | | \$35.95 | \$2,918.81 | | \$36.49 |
| PARK PATROL OFFICER 1 2 3 4 | 402 | \$2,340.22 \$2,432.70 \$2,526.67 \$2,620.63 | | \$29.25 \$30.41 \$31.58 \$32.76 | \$2,375.33 \$2,469.19 \$2,564.57 \$2,659.94 | \$29.69 \$30.86 \$32.06 \$33.25 | | | | | \$2,410.96 \$2,506.23 \$2,603.04 \$2,699.84 | | \$30.14 \$31.33 \$32.54 \$33.75 | \$2,447.12 \$2,543.82 \$2,642.08 \$2,740.34 | | \$30.59 \$31.80 \$33.03 \$34.25 |

CUPE 2021 TO 2025 SALARY SCHEDULE

| CLASSIFICATION | Class Code | EFFECTIVE DATE OCTOBER 31, 2019 - 1.5% | | | EFFECTIVE DATE MARCH 1, 2021 - 1.70% | | | EFFECTIVE DATE MARCH 1, 2022 - 1.00% | | | EFFECTIVE DATE DECEMBER 31, 2022 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2023 Living Wage* & Special Wage Adjustment (1) | | |
|---|------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| PASSENGER INFO TRAVEL ASSISTANT - TRANSIT | 2049 | | | | | | | | | | | | | | | |
| 1 | | \$1,592.39 | \$22.75 | | \$1,619.46 | \$23.14 | | \$1,635.66 | \$23.37 | | \$1,660.19 | \$23.72 | | | | |
| 2 | | \$1,648.13 | \$23.54 | | \$1,676.15 | \$23.94 | | \$1,692.91 | \$24.18 | | \$1,718.30 | \$24.55 | | | | |
| 3 | | \$1,705.81 | \$24.37 | | \$1,734.81 | \$24.78 | | \$1,752.16 | \$25.03 | | \$1,778.44 | \$25.41 | | | | |
| 4 | | \$1,765.52 | \$25.22 | | \$1,795.53 | \$25.65 | | \$1,813.48 | \$25.91 | | \$1,840.69 | \$26.30 | | | | |
| 5 | | \$1,827.31 | \$26.10 | | \$1,858.37 | \$26.55 | | \$1,876.96 | \$26.81 | | \$1,905.11 | \$27.22 | | | | |
| PERSONNEL ASSISTANT 1 | 2050 | | | | | | | | | | | | | | | |
| 1 | | \$1,815.42 | \$25.93 | | \$1,846.28 | \$26.38 | | \$1,864.74 | \$26.64 | | \$1,892.71 | \$27.04 | | | | |
| 2 | | \$1,907.03 | \$27.24 | | \$1,939.45 | \$27.71 | | \$1,958.85 | \$27.98 | | \$1,988.23 | \$28.40 | | | | |
| 3 | | \$2,007.11 | \$28.67 | | \$2,041.23 | \$29.16 | | \$2,061.64 | \$29.45 | | \$2,092.56 | \$29.89 | | | | |
| 4 | | \$2,094.49 | \$29.92 | | \$2,130.10 | \$30.43 | | \$2,151.40 | \$30.73 | | \$2,183.67 | \$31.20 | | | | |
| 5 | | \$2,200.20 | \$31.43 | | \$2,237.61 | \$31.97 | | \$2,259.98 | \$32.29 | | \$2,293.88 | \$32.77 | | | | |
| 6 | | \$2,308.73 | \$32.98 | | \$2,347.98 | \$33.54 | | \$2,371.46 | \$33.88 | | \$2,407.03 | \$34.39 | | | | |
| PLAN EXAMINER 1 | 682 | | | | | | | | | | | | | | | |
| 1 | | \$1,792.86 | \$25.61 | | \$1,823.34 | \$26.05 | | \$1,841.58 | \$26.31 | | \$1,869.20 | \$26.70 | | | | |
| 2 | | \$1,885.89 | \$26.94 | | \$1,917.95 | \$27.40 | | \$1,937.13 | \$27.67 | | \$1,966.19 | \$28.09 | | | | |
| 3 | | \$1,956.36 | \$27.95 | | \$1,989.62 | \$28.42 | | \$2,009.52 | \$28.71 | | \$2,039.66 | \$29.14 | | | | |
| 4 | | \$2,042.34 | \$29.18 | | \$2,077.06 | \$29.67 | | \$2,097.83 | \$29.97 | | \$2,129.30 | \$30.42 | | | | |
| 5 | | \$2,129.73 | \$30.42 | | \$2,165.94 | \$30.94 | | \$2,187.60 | \$31.25 | | \$2,220.41 | \$31.72 | | | | |
| 6 | | \$2,219.94 | \$31.71 | | \$2,257.68 | \$32.25 | | \$2,280.25 | \$32.58 | | \$2,314.46 | \$33.06 | | | | |
| PLAN EXAMINER 2 | 683 | | | | | | | | | | | | | | | |
| 1 | | \$2,186.11 | \$31.23 | | \$2,223.27 | \$31.76 | | \$2,245.51 | \$32.08 | | \$2,279.19 | \$32.56 | | | | |
| 2 | | \$2,293.23 | \$32.76 | | \$2,332.22 | \$33.32 | | \$2,355.54 | \$33.65 | | \$2,390.87 | \$34.16 | | | | |
| 3 | | \$2,359.48 | \$33.71 | | \$2,399.59 | \$34.28 | | \$2,423.58 | \$34.62 | | \$2,459.94 | \$35.14 | | | | |
| 4 | | \$2,475.05 | \$35.36 | | \$2,517.13 | \$35.96 | | \$2,542.30 | \$36.32 | | \$2,580.44 | \$36.86 | | | | |
| 5 | | \$2,589.22 | \$36.99 | | \$2,633.24 | \$37.62 | | \$2,659.57 | \$37.99 | | \$2,699.46 | \$38.56 | | | | |
| 6 | | \$2,697.75 | \$38.54 | | \$2,743.61 | \$39.19 | | \$2,771.05 | \$39.59 | | \$2,812.62 | \$40.18 | | | | |
| PLAN EXAMINER 3 | 684 | | | | | | | | | | | | | | | |
| 1 | | \$2,697.75 | \$38.54 | | \$2,743.61 | \$39.19 | | \$2,771.05 | \$39.59 | | \$2,812.62 | \$40.18 | | | | |
| 2 | | \$2,787.96 | \$39.83 | | \$2,835.35 | \$40.51 | | \$2,863.71 | \$40.91 | | \$2,906.66 | \$41.52 | | | | |
| 3 | | \$2,814.81 | \$41.64 | | \$2,864.36 | \$42.35 | | \$2,894.01 | \$42.77 | | \$2,938.92 | \$43.41 | | | | |
| 4 | | \$3,044.49 | \$43.49 | | \$3,096.24 | \$44.23 | | \$3,127.20 | \$44.67 | | \$3,174.11 | \$45.34 | | | | |
| 5 | | \$3,137.51 | \$44.82 | | \$3,190.85 | \$45.58 | | \$3,222.76 | \$46.04 | | \$3,271.10 | \$46.73 | | | | |
| 6 | | \$3,229.13 | \$46.13 | | \$3,284.02 | \$46.91 | | \$3,316.86 | \$47.38 | | \$3,366.62 | \$48.09 | | | | |
| PLUMBER TRADES - PIPEFITTER ¹ | 2069 | | | | | | | | | | | | | | | |
| 1 | | \$2,744.10 | | \$34.30 | \$2,790.75 | | \$34.88 | \$2,818.65 | | \$35.23 | \$2,860.93 | | \$35.76 | \$2,892.93 | | \$36.16 |
| 2- With Contractor's Licence | | \$2,881.30 | | \$36.02 | \$2,930.28 | | \$36.63 | \$2,959.59 | | \$36.99 | \$3,003.98 | | \$37.55 | \$3,035.98 | | \$37.95 |
| POOL SUPERVISOR | 2363 | | | | | | | | | | | | | | | |
| 1 | | \$2,265.04 | | \$28.31 | \$2,303.55 | | \$28.79 | \$2,326.58 | | \$29.08 | \$2,361.48 | | \$29.52 | | | |
| 2 | | \$2,377.80 | | \$29.72 | \$2,418.22 | | \$30.23 | \$2,442.40 | | \$30.53 | \$2,479.04 | | \$30.99 | | | |
| 3 | | \$2,484.92 | | \$31.06 | \$2,527.16 | | \$31.59 | \$2,552.44 | | \$31.91 | \$2,590.72 | | \$32.38 | | | |
| 4 | | \$2,596.74 | | \$32.46 | \$2,640.89 | | \$33.01 | \$2,667.30 | | \$33.34 | \$2,707.31 | | \$33.84 | | | |
| RAKER | 2111 | | | | | | | | | | | | | | | |
| 1 | | \$2,032.05 | | \$25.40 | \$2,066.60 | | \$25.83 | \$2,087.26 | | \$26.09 | \$2,118.57 | | \$26.48 | | | |
| REGISTERED VETERINARY TECHNICIAN | 118 | | | | | | | | | | | | | | | |
| 1 | | \$1,608.22 | | \$20.10 | \$1,635.56 | | \$20.44 | \$1,651.92 | | \$20.65 | \$1,676.70 | | \$20.96 | | | |
| 2 | | \$1,673.06 | | \$20.91 | \$1,701.50 | | \$21.27 | \$1,718.51 | | \$21.48 | \$1,744.29 | | \$21.80 | | | |
| 3 | | \$1,740.71 | | \$21.76 | \$1,770.30 | | \$22.13 | \$1,788.01 | | \$22.35 | \$1,814.83 | | \$22.69 | | | |
| 4 | | \$1,811.19 | | \$22.64 | \$1,841.98 | | \$23.02 | \$1,860.40 | | \$23.25 | \$1,888.30 | | \$23.60 | | | |
| 5 | | \$1,883.07 | | \$23.54 | \$1,915.08 | | \$23.94 | \$1,934.23 | | \$24.18 | \$1,963.25 | | \$24.54 | | | |
| 6 | | \$1,956.36 | | \$24.45 | \$1,989.62 | | \$24.87 | \$2,009.52 | | \$25.12 | \$2,039.66 | | \$25.50 | | | |
| REPAIRER - PARKING METER | 2141 | | | | | | | | | | | | | | | |
| 1 | | \$1,649.10 | | \$20.61 | \$1,677.13 | | \$20.96 | \$1,693.90 | | \$21.17 | \$1,719.31 | | \$21.49 | | | |
| 2 | | \$1,746.35 | | \$21.83 | \$1,776.04 | | \$22.20 | \$1,793.80 | | \$22.42 | \$1,820.71 | | \$22.76 | | | |
| 3 | | \$1,812.60 | | \$22.66 | \$1,843.41 | | \$23.04 | \$1,861.84 | | \$23.27 | \$1,889.77 | | \$23.62 | | | |
| 4 | | \$1,880.25 | | \$23.50 | \$1,912.22 | | \$23.90 | \$1,931.34 | | \$24.14 | \$1,960.31 | | \$24.50 | | | |
| 5 | | \$1,956.36 | | \$24.45 | \$1,989.62 | | \$24.87 | \$2,009.52 | | \$25.12 | \$2,039.66 | | \$25.50 | | | |
| 6 | | \$2,042.34 | | \$25.53 | \$2,077.06 | | \$25.96 | \$2,097.83 | | \$26.22 | \$2,129.30 | | \$26.62 | | | |
| SAFETY TECHNICIAN I | 1633 | | | | | | | | | | | | | | | |
| 1 | | \$1,907.03 | \$27.24 | | \$1,939.45 | \$27.71 | | \$1,958.85 | \$27.98 | | \$1,988.23 | \$28.40 | | | | |
| 2 | | \$2,007.11 | \$28.67 | | \$2,041.23 | \$29.16 | | \$2,061.64 | \$29.45 | | \$2,092.56 | \$29.89 | | | | |
| 3 | | \$2,094.49 | \$29.92 | | \$2,130.10 | \$30.43 | | \$2,151.40 | \$30.73 | | \$2,183.67 | \$31.20 | | | | |
| 4 | | \$2,200.20 | \$31.43 | | \$2,237.61 | \$31.97 | | \$2,259.98 | \$32.29 | | \$2,293.88 | \$32.77 | | | | |

CUPE 2021 TO 2025 SALARY SCHEDULE

(CONTINUED)

| CLASSIFICATION | Class Code | EFFECTIVE DATE MARCH 1, 2023 - 1.50% | | | EFFECTIVE DATE DECEMBER 31, 2023 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2024 Special Wage Adjustment (2) | | | EFFECTIVE DATE MARCH 1, 2024 1.50% + \$0.50 Per Hour** | | | EFFECTIVE SEPTEMBER 1, 2024 1.50% + \$0.50 Per Hour** | | |
|---|------------|---|--------------------|--------------------|---|--------------------|--------------------|--|--------------------|--------------------|--|--------------------|--------------------|---|--------------------|--------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| PASSENGER INFO TRAVEL ASSISTANT - TRANSIT | 2049 | | | | | | | | | | | | | | | |
| 1 | | \$1,685.10 | \$24.07 | | \$1,710.37 | \$24.43 | | | | | \$1,736.03 | \$24.80 | | \$1,762.07 | \$25.17 | |
| 2 | | \$1,744.08 | \$24.92 | | \$1,770.24 | \$25.29 | | | | | \$1,796.79 | \$25.67 | | \$1,823.74 | \$26.05 | |
| 3 | | \$1,805.12 | \$25.79 | | \$1,832.20 | \$26.17 | | | | | \$1,859.68 | \$26.57 | | \$1,887.57 | \$26.97 | |
| 4 | | \$1,868.30 | \$26.69 | | \$1,896.32 | \$27.09 | | | | | \$1,924.77 | \$27.50 | | \$1,953.64 | \$27.91 | |
| 5 | | \$1,933.69 | \$27.62 | | \$1,962.69 | \$28.04 | | | | | \$1,992.13 | \$28.46 | | \$2,022.02 | \$28.89 | |
| PERSONNEL ASSISTANT 1 | 2050 | | | | | | | | | | | | | | | |
| 1 | | \$1,921.10 | \$27.44 | | \$1,949.92 | \$27.86 | | | | | \$1,979.17 | \$28.27 | | \$2,008.85 | \$28.70 | |
| 2 | | \$2,018.05 | \$28.83 | | \$2,048.32 | \$29.26 | | | | | \$2,079.05 | \$29.70 | | \$2,110.23 | \$30.15 | |
| 3 | | \$2,123.95 | \$30.34 | | \$2,155.81 | \$30.80 | | | | | \$2,188.15 | \$31.26 | | \$2,220.97 | \$31.73 | |
| 4 | | \$2,216.43 | \$31.66 | | \$2,249.67 | \$32.14 | | | | | \$2,283.42 | \$32.62 | | \$2,317.67 | \$33.11 | |
| 5 | | \$2,328.29 | \$33.26 | | \$2,363.22 | \$33.76 | | | | | \$2,398.66 | \$34.27 | | \$2,434.64 | \$34.78 | |
| 6 | | \$2,443.14 | \$34.90 | | \$2,479.79 | \$35.43 | | | | | \$2,516.98 | \$35.96 | | \$2,554.74 | \$36.50 | |
| PLAN EXAMINER 1 | 682 | | | | | | | | | | | | | | | |
| 1 | | \$1,897.24 | \$27.10 | | \$1,925.70 | \$27.51 | | | | | \$1,954.58 | \$27.92 | | \$1,983.90 | \$28.34 | |
| 2 | | \$1,995.68 | \$28.51 | | \$2,025.61 | \$28.94 | | | | | \$2,056.00 | \$29.37 | | \$2,086.84 | \$29.81 | |
| 3 | | \$2,070.26 | \$29.58 | | \$2,101.31 | \$30.02 | | | | | \$2,132.83 | \$30.47 | | \$2,164.82 | \$30.93 | |
| 4 | | \$2,161.24 | \$30.87 | | \$2,193.66 | \$31.34 | | | | | \$2,226.56 | \$31.81 | | \$2,259.96 | \$32.29 | |
| 5 | | \$2,253.72 | \$32.20 | | \$2,287.52 | \$32.68 | | | | | \$2,321.83 | \$33.17 | | \$2,356.66 | \$33.67 | |
| 6 | | \$2,349.17 | \$33.56 | | \$2,384.41 | \$34.06 | | | | | \$2,420.18 | \$34.57 | | \$2,456.48 | \$35.09 | |
| PLAN EXAMINER 2 | 683 | | | | | | | | | | | | | | | |
| 1 | | \$2,313.38 | \$33.05 | | \$2,348.08 | \$33.54 | | | | | \$2,383.30 | \$34.05 | | \$2,419.05 | \$34.56 | |
| 2 | | \$2,426.73 | \$34.67 | | \$2,463.13 | \$35.19 | | | | | \$2,500.08 | \$35.72 | | \$2,537.58 | \$36.25 | |
| 3 | | \$2,496.84 | \$35.67 | | \$2,534.29 | \$36.20 | | | | | \$2,572.30 | \$36.75 | | \$2,610.89 | \$37.30 | |
| 4 | | \$2,619.14 | \$37.42 | | \$2,658.43 | \$37.98 | | | | | \$2,698.31 | \$38.55 | | \$2,738.78 | \$39.13 | |
| 5 | | \$2,739.96 | \$39.14 | | \$2,781.06 | \$39.73 | | | | | \$2,822.77 | \$40.33 | | \$2,865.11 | \$40.93 | |
| 6 | | \$2,854.81 | \$40.78 | | \$2,897.63 | \$41.39 | | | | | \$2,941.09 | \$42.02 | | \$2,985.21 | \$42.65 | |
| PLAN EXAMINER 3 | 684 | | | | | | | | | | | | | | | |
| 1 | | \$2,854.81 | \$40.78 | | \$2,897.63 | \$41.39 | | | | | \$2,941.09 | \$42.02 | | \$2,985.21 | \$42.65 | |
| 2 | | \$2,950.26 | \$42.15 | | \$2,994.52 | \$42.78 | | | | | \$3,039.44 | \$43.42 | | \$3,085.03 | \$44.07 | |
| 3 | | \$3,084.50 | \$44.06 | | \$3,130.77 | \$44.73 | | | | | \$3,177.73 | \$45.40 | | \$3,225.40 | \$46.08 | |
| 4 | | \$3,221.72 | \$46.02 | | \$3,270.05 | \$46.71 | | | | | \$3,319.10 | \$47.42 | | \$3,368.89 | \$48.13 | |
| 5 | | \$3,320.17 | \$47.43 | | \$3,369.97 | \$48.14 | | | | | \$3,420.52 | \$48.86 | | \$3,471.83 | \$49.60 | |
| 6 | | \$3,417.12 | \$48.82 | | \$3,468.37 | \$49.55 | | | | | \$3,520.40 | \$50.29 | | \$3,573.20 | \$51.05 | |
| PLUMBER TRADES - PIPEFITTER ¹ | 2069 | | | | | | | | | | | | | | | |
| 1 | | \$2,936.33 | | \$36.70 | \$2,980.37 | | \$37.25 | | | | \$3,025.08 | | \$37.81 | \$3,070.46 | | \$38.38 |
| 2- With Contractor's Licence | | \$3,081.52 | | \$38.52 | \$3,127.74 | | \$39.10 | | | | \$3,174.66 | | \$39.68 | \$3,222.28 | | \$40.28 |
| POOL SUPERVISOR | 2363 | | | | | | | | | | | | | | | |
| 1 | | \$2,396.90 | | \$29.96 | \$2,432.86 | | \$30.41 | | | | \$2,469.35 | | \$30.87 | \$2,506.39 | | \$31.33 |
| 2 | | \$2,516.23 | | \$31.45 | \$2,553.97 | | \$31.92 | | | | \$2,592.28 | | \$32.40 | \$2,631.16 | | \$32.89 |
| 3 | | \$2,629.58 | | \$32.87 | \$2,669.03 | | \$33.36 | | | | \$2,709.06 | | \$33.86 | \$2,749.70 | | \$34.37 |
| 4 | | \$2,747.92 | | \$34.35 | \$2,789.13 | | \$34.86 | | | | \$2,830.97 | | \$35.39 | \$2,873.44 | | \$35.92 |
| RAKER | 2111 | | | | | | | | | | | | | | | |
| 1 | | \$2,150.35 | | \$26.88 | \$2,182.61 | | \$27.28 | | | | \$2,215.35 | | \$27.69 | \$2,248.58 | | \$28.11 |
| REGISTERED VETERINARY TECHNICIAN | 118 | | | | | | | | | | | | | | | |
| 1 | | \$1,701.85 | | \$21.27 | \$1,727.37 | | \$21.59 | | | | \$1,753.28 | | \$21.92 | \$1,779.58 | | \$22.24 |
| 2 | | \$1,770.46 | | \$22.13 | \$1,797.01 | | \$22.46 | | | | \$1,823.97 | | \$22.80 | \$1,851.33 | | \$23.14 |
| 3 | | \$1,842.05 | | \$23.03 | \$1,869.68 | | \$23.37 | | | | \$1,897.73 | | \$23.72 | \$1,926.19 | | \$24.08 |
| 4 | | \$1,916.63 | | \$23.96 | \$1,945.38 | | \$24.32 | | | | \$1,974.56 | | \$24.68 | \$2,004.18 | | \$25.05 |
| 5 | | \$1,992.70 | | \$24.91 | \$2,022.59 | | \$25.28 | | | | \$2,052.93 | | \$25.66 | \$2,083.72 | | \$25.05 |
| 6 | | \$2,070.26 | | \$25.88 | \$2,101.31 | | \$26.27 | | | | \$2,132.83 | | \$26.66 | \$2,164.82 | | \$27.06 |
| REPAIRER - PARKING METER | 2141 | | | | | | | | | | | | | | | |
| 1 | | \$1,745.10 | | \$21.81 | \$1,771.28 | | \$22.14 | | | | \$1,797.85 | | \$22.47 | \$1,824.81 | | \$22.81 |
| 2 | | \$1,848.02 | | \$23.10 | \$1,875.74 | | \$23.45 | | | | \$1,903.87 | | \$23.80 | \$1,932.43 | | \$24.16 |
| 3 | | \$1,918.12 | | \$23.98 | \$1,946.89 | | \$24.34 | | | | \$1,976.09 | | \$24.70 | \$2,005.74 | | \$25.07 |
| 4 | | \$1,989.71 | | \$24.87 | \$2,019.56 | | \$25.24 | | | | \$2,049.85 | | \$25.62 | \$2,080.60 | | \$25.01 |
| 5 | | \$2,070.26 | | \$25.88 | \$2,101.31 | | \$26.27 | | | | \$2,132.83 | | \$26.66 | \$2,164.82 | | \$27.06 |
| 6 | | \$2,161.24 | | \$27.02 | \$2,193.66 | | \$27.42 | | | | \$2,226.56 | | \$27.83 | \$2,259.96 | | \$28.25 |
| SAFETY TECHNICIAN I | 1633 | | | | | | | | | | | | | | | |
| 1 | | \$2,018.05 | \$28.83 | | \$2,048.32 | \$29.26 | | | | | \$2,079.05 | \$29.70 | | \$2,110.23 | \$30.15 | |
| 2 | | \$2,123.95 | \$30.34 | | \$2,155.81 | \$30.80 | | | | | \$2,188.15 | \$31.26 | | \$2,220.97 | \$31.73 | |
| 3 | | \$2,216.43 | \$31.66 | | \$2,249.67 | \$32.14 | | | | | \$2,283.42 | \$32.62 | | \$2,317.67 | \$33.11 | |
| 4 | | \$2,328.29 | \$33.26 | | \$2,363.22 | \$33.76 | | | | | \$2,398.66 | \$34.27 | | \$2,434.64 | \$34.78 | |

CUPE 2021 TO 2025 SALARY SCHEDULE

| CLASSIFICATION | Class Code | EFFECTIVE DATE OCTOBER 31, 2019 - 1.5% | | | EFFECTIVE DATE MARCH 1, 2021 - 1.70% | | | EFFECTIVE DATE MARCH 1, 2022 - 1.00% | | | EFFECTIVE DATE DECEMBER 31, 2022 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2023 Living Wage* & Special Wage Adjustment (1) | | |
|---|------------|--|---|--------------------------------|--|---|--------------------------------|--|---|--------------------------------|--|---|--------------------------------|---|--------------------|-------------------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| SAFETY TECHNICIAN II 1 2 3 | 1634 | \$2,265.04 \$2,358.07 \$2,476.46 | \$32.36 \$33.69 \$35.38 | | \$2,303.55 \$2,398.15 \$2,518.56 | \$32.91 \$34.26 \$35.98 | | \$2,326.58 \$2,422.14 \$2,543.75 | \$33.24 \$34.60 \$36.34 | | \$2,361.48 \$2,458.47 \$2,581.90 | \$33.74 \$35.12 \$36.88 | | | | |
| SECTION WORKER - RAILWAY GRADE 1 1 | 2221 | \$1,709.70 | | \$21.37 | \$1,738.77 | | \$21.73 | \$1,756.16 | | \$21.95 | \$1,782.50 | | \$22.28 | | | |
| SECTION WORKER - RAILWAY GRADE 2 1 | 2222 | \$1,861.93 | | \$23.27 | \$1,893.58 | | \$23.67 | \$1,912.52 | | \$23.91 | \$1,941.20 | | \$24.27 | | | |
| SENIOR COMMUNICATIONS OPERATOR (SCO) 1 - After 5 Years Service as CO 2 - After 6 Years Service as SCO In accordance with Supplementary Agreement: Communications salary rates paid may be higher than shown. | 1895 | \$3,097.99 \$3,191.23 | | 42 Hours \$36.88 \$37.99 | \$3,150.66 \$3,245.48 | | 42 Hours \$37.51 \$38.64 | \$3,182.17 \$3,277.94 | | 42 Hours \$37.88 \$39.02 | \$3,229.90 \$3,327.11 | | 42 Hours \$38.45 \$39.61 | | | |
| SERVICER - BUILDING GRADE 1 1 | 2231 | \$1,861.93 \$1,901.39 | | \$23.27 \$23.77 | \$1,893.58 \$1,933.72 | | \$23.67 \$24.17 | \$1,912.52 \$1,953.05 | | \$23.91 \$24.41 | \$1,941.20 \$1,982.35 | | \$24.27 \$24.78 | | | |
| SERVICER - BUILDING GRADE 2 1 - With 5th Class Power Engineering 2 - With 4th Class Power Engineering 1 - CENTRAL CONTROL ONLY - with 5th Class Power Engineering 2 - CENTRAL CONTROL ONLY - with 4th Class Power Engineering | 2232 | \$1,957.77 \$2,005.70 \$2,036.08 | | \$24.47 \$25.07 \$25.45 | \$1,991.06 \$2,039.79 \$2,070.70 | | \$24.89 \$25.50 \$25.88 | \$2,010.97 \$2,060.19 \$2,091.40 | | \$25.14 \$25.75 \$26.14 | \$2,041.13 \$2,091.09 \$2,122.78 | | \$25.51 \$26.14 \$26.53 | | | |
| SERVICER - BUILDING GRADE 3 1 | 2233 | \$2,215.71 | | \$27.70 | \$2,253.38 | | \$28.17 | \$2,275.91 | | \$28.45 | \$2,310.05 | | \$28.88 | | | |
| SERVICER - TRAFFIC GRADE 1 1 - First Four Months 2 3 | 2251 | \$1,585.67 \$1,861.93 \$1,956.36 | | \$19.82 \$23.27 \$24.45 | \$1,612.63 \$1,893.58 \$1,989.62 | | \$20.16 \$23.67 \$24.87 | \$1,628.75 \$1,912.52 \$2,009.52 | | \$20.36 \$23.91 \$25.12 | \$1,653.18 \$1,941.20 \$2,039.66 | | \$20.66 \$24.27 \$25.50 | | | |
| SERVICER - TRAFFIC GRADE 2 1 2 | 2252 | \$2,042.34 \$2,129.73 | | \$25.53 \$26.62 | \$2,077.06 \$2,165.94 | | \$25.96 \$27.07 | \$2,097.83 \$2,187.60 | | \$26.22 \$27.34 | \$2,129.30 \$2,220.41 | | \$26.62 \$27.76 | | | |
| SERVICER - TRAFFIC LANE LINER OPERATOR 1 | 2255 | \$2,229.80 | | \$27.87 | \$2,267.71 | | \$28.35 | \$2,290.39 | | \$28.63 | \$2,324.74 | | \$29.06 | | | |
| SERVICER - TRAFFIC SIGNALS ¹ 1 2 3 | 2260 | \$2,647.93 \$2,769.14 \$2,898.81 | | \$33.10 \$34.61 \$36.24 | \$2,692.94 \$2,816.22 \$2,948.09 | | \$33.66 \$35.20 \$36.85 | \$2,719.87 \$2,844.38 \$2,977.58 | | \$34.00 \$35.55 \$37.22 | \$2,760.67 \$2,887.05 \$3,022.24 | | \$34.51 \$36.09 \$37.78 | \$2,792.67 \$2,919.05 \$3,054.24 | | \$34.91 \$36.49 \$38.18 |
| SPECIALIST - RELOCATION 1 2 3 4 5 | 2270 | \$1,775.95 \$1,857.70 \$1,936.63 \$2,024.02 \$2,128.32 | \$25.37 \$26.54 \$27.67 \$28.91 \$30.40 | | \$1,806.14 \$1,889.28 \$1,969.55 \$2,058.43 \$2,164.50 | \$25.80 \$26.99 \$28.14 \$29.41 \$30.92 | | \$1,824.20 \$1,908.17 \$1,989.25 \$2,079.01 \$2,186.15 | \$26.06 \$27.26 \$28.42 \$29.70 \$31.23 | | \$1,851.57 \$1,936.80 \$2,019.09 \$2,110.20 \$2,218.94 | \$26.45 \$27.67 \$28.84 \$30.15 \$31.70 | | | | |
| STOREKEEPER 1 1 | 2301 | \$1,861.93 | \$26.60 | \$23.27 | \$1,893.58 | \$27.05 | \$23.67 | \$1,912.52 | \$27.32 | \$23.91 | \$1,941.20 | \$27.73 | \$24.27 | | | |
| STOREKEEPER 2 1 | 2304 | \$1,901.39 | \$27.16 | \$23.77 | \$1,933.72 | \$27.62 | \$24.17 | \$1,953.05 | \$27.90 | \$24.41 | \$1,982.35 | \$28.32 | \$24.78 | | | |
| STOREKEEPER 3 1 | 2305 | \$2,005.70 | \$28.65 | \$25.07 | \$2,039.79 | \$29.14 | \$25.50 | \$2,060.19 | \$29.43 | \$25.75 | \$2,091.09 | \$29.87 | \$26.14 | | | |
| STOREKEEPER 4 1 | 2306 | \$2,156.51 | \$30.81 | \$26.96 | \$2,193.17 | \$31.33 | \$27.41 | \$2,215.10 | \$31.64 | \$27.69 | \$2,248.33 | \$32.12 | \$28.10 | | | |
| STUDENT - 35HR 1 | 1415 | \$1,099.40 | \$15.71 | | \$1,118.09 | \$15.97 | | \$1,129.27 | \$16.13 | | \$1,146.21 | \$16.37 | | | | |
| STUDENT - 40HR * 1 | 1415 | \$1,099.40 | | \$13.74 | \$1,118.09 | | \$13.98 | \$1,129.27 | | \$14.12 | \$1,146.21 | | \$14.33 | \$1,200.00 | | \$15.00 |
| SUPERVISOR - BYLAW ENFORCEMENT OPERATIONS 1 2 3 4 5 | 4574 | \$2,423.40 \$2,508.22 \$2,596.01 \$2,686.87 \$2,780.91 | \$34.62 \$35.83 \$37.09 \$38.38 \$39.73 | | \$2,464.60 \$2,550.86 \$2,640.14 \$2,732.55 \$2,828.19 | \$35.21 \$36.44 \$37.72 \$39.04 \$40.40 | | \$2,489.25 \$2,576.37 \$2,666.54 \$2,759.87 \$2,856.47 | \$35.56 \$36.81 \$38.09 \$39.43 \$40.81 | | \$2,526.59 \$2,615.02 \$2,706.54 \$2,801.27 \$2,899.32 | \$36.09 \$37.36 \$38.66 \$40.02 \$41.42 | | | | |

CUPE 2021 TO 2025 SALARY SCHEDULE

(CONTINUED)

| CLASSIFICATION | Class Code | EFFECTIVE DATE MARCH 1, 2023 - 1.50% | | | EFFECTIVE DATE DECEMBER 31, 2023 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2024 Special Wage Adjustment (2) | | | EFFECTIVE DATE MARCH 1, 2024 1.50% + \$0.50 Per Hour** | | | EFFECTIVE SEPTEMBER 1, 2024 1.50% + \$0.50 Per Hour** | | |
|--|------------|--|---|--------------------------------|--|---|--------------------------------|--|--------------------|--------------------|--|---|--------------------------------|--|---|--------------------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| SAFETY TECHNICIAN II 1 2 3 | 1634 | \$2,396.90 \$2,495.34 \$2,620.63 | \$34.24 \$35.65 \$37.44 | | \$2,432.86 \$2,532.77 \$2,659.94 | \$34.76 \$36.18 \$38.00 | | | | | \$2,469.35 \$2,570.77 \$2,699.84 | \$35.28 \$36.73 \$38.57 | | \$2,506.39 \$2,609.33 \$2,740.34 | \$35.81 \$37.28 \$39.15 | |
| SECTION WORKER - RAILWAY GRADE 1 1 | 2221 | \$1,809.24 | | \$22.62 | \$1,836.38 | | \$22.95 | | | | \$1,863.92 | | \$23.30 | \$1,891.88 | | \$23.65 |
| SECTION WORKER - RAILWAY GRADE 2 1 | 2222 | \$1,970.32 | | \$24.63 | \$1,999.88 | | \$25.00 | | | | \$2,029.88 | | \$25.37 | \$2,060.32 | | \$25.75 |
| SENIOR COMMUNICATIONS OPERATOR (SCO) 1 - After 5 Years Service as CO 2 - After 6 Years Service as SCO In accordance with Supplementary Agreement: Communications salary rates paid may be higher than shown. | 1895 | \$3,278.35 \$3,377.01 | | 42 Hours \$39.03 \$40.20 | \$3,327.52 \$3,427.67 | | 42 Hours \$39.61 \$40.81 | | | | \$3,377.44 \$3,479.08 | | 42 Hours \$40.21 \$41.42 | \$3,428.10 \$3,531.27 | | 42 Hours \$40.81 \$42.04 |
| SERVICER - BUILDING GRADE 1 1 2 - With 5th Class Power Engineering | 2231 | \$1,970.32 \$2,012.09 | | \$24.63 \$25.15 | \$1,999.88 \$2,042.27 | | \$25.00 \$25.53 | | | | \$2,029.88 \$2,072.90 | | \$25.37 \$25.91 | \$2,060.32 \$2,103.99 | | \$25.75 \$26.30 |
| SERVICER - BUILDING GRADE 2 1 - With 5th Class Power Engineering 2 - With 4th Class Power Engineering 1- CENTRAL CONTROL ONLY - with 5th Class Power Engineering 2 - CENTRAL CONTROL ONLY - with 4th Class Power Engineering | 2232 | \$2,071.75 \$2,122.46 \$2,154.62 | | \$25.90 \$26.53 \$26.93 | \$2,102.82 \$2,154.30 \$2,186.94 | | \$26.29 \$26.93 \$27.34 | | | | \$2,134.37 \$2,186.61 \$2,219.74 | | \$26.68 \$27.33 \$27.75 | \$2,166.38 \$2,219.41 \$2,253.04 | | \$27.08 \$27.74 \$28.16 |
| SERVICER - BUILDING GRADE 3 1 | 2233 | \$2,344.70 | | \$29.31 | \$2,379.87 | | \$29.75 | | | | \$2,415.57 | | \$30.19 | \$2,451.80 | | \$30.65 |
| SERVICER - TRAFFIC GRADE 1 1 - First Four Months 2 3 | 2251 | \$1,677.98 \$1,970.32 \$2,070.26 | | \$20.97 \$24.63 \$25.88 | \$1,703.15 \$1,999.88 \$2,101.31 | | \$21.29 \$25.00 \$26.27 | | | | \$1,728.70 \$2,029.88 \$2,132.83 | | \$21.61 \$25.37 \$26.66 | \$1,754.63 \$2,060.32 \$2,164.82 | | \$21.93 \$25.75 \$27.06 |
| SERVICER - TRAFFIC GRADE 2 1 2 | 2252 | \$2,161.24 \$2,253.72 | | \$27.02 \$28.17 | \$2,193.66 \$2,287.52 | | \$27.42 \$28.59 | | | | \$2,226.56 \$2,321.83 | | \$27.83 \$29.02 | \$2,259.96 \$2,356.66 | | \$28.25 \$29.46 |
| SERVICER - TRAFFIC LANE LINER OPERATOR 1 | 2255 | \$2,359.61 | | \$29.50 | \$2,395.01 | | \$29.94 | | | | \$2,430.93 | | \$30.39 | \$2,467.40 | | \$30.84 |
| SERVICER - TRAFFIC SIGNALS ¹ 1 2 3 | 2260 | \$2,834.56 \$2,962.83 \$3,100.05 | | \$35.43 \$37.04 \$38.75 | \$2,877.08 \$3,007.27 \$3,146.55 | | \$35.96 \$37.59 \$39.33 | | | | \$2,920.23 \$3,052.38 \$3,193.75 | | \$36.50 \$38.15 \$39.92 | \$2,964.04 \$3,098.17 \$3,241.66 | | \$37.05 \$38.73 \$40.52 |
| SPECIALIST - RELOCATION 1 2 3 4 5 | 2270 | \$1,879.34 \$1,965.85 \$2,049.37 \$2,141.85 \$2,252.22 | \$26.85 \$28.08 \$29.28 \$30.60 \$32.17 | | \$1,907.53 \$1,995.34 \$2,080.11 \$2,173.98 \$2,286.01 | \$27.25 \$28.50 \$29.72 \$31.06 \$32.66 | | | | | \$1,936.14 \$2,025.27 \$2,111.32 \$2,206.59 \$2,320.30 | \$27.66 \$28.93 \$30.16 \$31.52 \$33.15 | | \$1,965.18 \$2,055.64 \$2,142.99 \$2,239.69 \$2,355.10 | \$28.07 \$29.37 \$30.61 \$32.00 \$33.64 | |
| STOREKEEPER 1 1 | 2301 | \$1,970.32 | \$28.15 | \$24.63 | \$1,999.88 | \$28.57 | \$25.00 | | | | \$2,029.88 | \$29.00 | \$25.37 | \$2,060.32 | \$29.43 | \$25.75 |
| STOREKEEPER 2 1 | 2304 | \$2,012.09 | \$28.74 | \$25.15 | \$2,042.27 | \$29.18 | \$25.53 | | | | \$2,072.90 | \$29.61 | \$25.91 | \$2,103.99 | \$30.06 | \$26.30 |
| STOREKEEPER 3 1 | 2305 | \$2,122.46 | \$30.32 | \$26.53 | \$2,154.30 | \$30.78 | \$26.93 | | | | \$2,186.61 | \$31.24 | \$27.33 | \$2,219.41 | \$31.71 | \$27.74 |
| STOREKEEPER 4 1 | 2306 | \$2,282.05 | \$32.60 | \$28.53 | \$2,316.28 | \$33.09 | \$28.95 | | | | \$2,351.03 | \$33.59 | \$29.39 | \$2,386.29 | \$34.09 | \$29.83 |
| STUDENT - 35HR 1 | 1415 | \$1,163.40 | \$16.62 | | \$1,180.85 | \$16.87 | | | | | \$1,198.56 | \$17.12 | | \$1,216.54 | \$17.38 | |
| STUDENT - 40HR * 1 | 1415 | \$1,218.00 | | \$15.23 | \$1,236.27 | | \$15.45 | | | | \$1,254.81 | | \$15.69 | \$1,273.64 | | \$15.92 |
| SUPERVISOR - BYLAW ENFORCEMENT OPERATIONS 1 2 3 4 5 | 4574 | \$2,564.49 \$2,654.24 \$2,747.14 \$2,843.29 \$2,942.81 | \$36.64 \$37.92 \$39.24 \$40.62 \$42.04 | | \$2,602.95 \$2,694.06 \$2,788.35 \$2,885.94 \$2,986.95 | \$37.19 \$38.49 \$39.83 \$41.23 \$42.67 | | | | | \$2,642.00 \$2,734.47 \$2,830.17 \$2,929.23 \$3,031.75 | \$37.74 \$39.06 \$40.43 \$41.85 \$43.31 | | \$2,681.63 \$2,775.48 \$2,872.63 \$2,973.17 \$3,077.23 | \$38.31 \$39.65 \$41.04 \$42.47 \$43.96 | |

| CLASSIFICATION | Class Code | EFFECTIVE DATE OCTOBER 31, 2019 - 1.5% | | | EFFECTIVE DATE MARCH 1, 2021 - 1.70% | | | EFFECTIVE DATE MARCH 1, 2022 - 1.00% | | | EFFECTIVE DATE DECEMBER 31, 2022 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2023 Living Wage* & Special Wage Adjustment (1) | | |
|----------------------------------|------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| | | | | | | | | | | | | | | | | |
| SUPERVISOR - LABORATORY | 2359 | | | | | | | | | | | | | | | |
| 1 | | \$2,456.87 | \$35.10 | | \$2,498.64 | \$35.69 | | \$2,523.63 | \$36.05 | | \$2,561.48 | \$36.59 | | | | |
| 2 | | \$2,542.87 | \$36.33 | | \$2,586.09 | \$36.94 | | \$2,611.96 | \$37.31 | | \$2,651.13 | \$37.87 | | | | |
| 3 | | \$2,631.87 | \$37.60 | | \$2,676.61 | \$38.24 | | \$2,703.37 | \$38.62 | | \$2,743.92 | \$39.20 | | | | |
| 4 | | \$2,723.98 | \$38.91 | | \$2,770.29 | \$39.58 | | \$2,797.99 | \$39.97 | | \$2,839.96 | \$40.57 | | | | |
| 5 | | \$2,819.32 | \$40.28 | | \$2,867.25 | \$40.96 | | \$2,895.92 | \$41.37 | | \$2,939.36 | \$41.99 | | | | |
| TECHNICAL ASSISTANT | 2421 | | | | | | | | | | | | | | | |
| 1 | | \$1,525.06 | \$21.79 | \$19.06 | \$1,550.99 | \$22.16 | \$19.39 | \$1,566.50 | \$22.38 | \$19.58 | \$1,590.00 | \$22.71 | \$19.87 | | | |
| 2 | | \$1,601.17 | \$22.87 | \$20.01 | \$1,628.39 | \$23.26 | \$20.35 | \$1,644.68 | \$23.50 | \$20.56 | \$1,669.35 | \$23.85 | \$20.87 | | | |
| 3 | | \$1,666.01 | \$23.80 | \$20.83 | \$1,694.33 | \$24.20 | \$21.18 | \$1,711.28 | \$24.45 | \$21.39 | \$1,736.94 | \$24.81 | \$21.71 | | | |
| 4 | | \$1,746.35 | \$24.95 | \$21.83 | \$1,776.04 | \$25.37 | \$22.20 | \$1,793.80 | \$25.63 | \$22.42 | \$1,820.71 | \$26.01 | \$22.76 | | | |
| 5 | | \$1,823.87 | \$26.06 | \$22.80 | \$1,854.88 | \$26.50 | \$23.19 | \$1,873.43 | \$26.76 | \$23.42 | \$1,901.53 | \$27.16 | \$23.77 | | | |
| 6 | | \$1,907.03 | \$27.24 | \$23.84 | \$1,939.45 | \$27.71 | \$24.24 | \$1,958.85 | \$27.98 | \$24.49 | \$1,988.23 | \$28.40 | \$24.85 | | | |
| TECHNICAL ASSISTANT - ENTOMOLOGY | 2425 | | | | | | | | | | | | | | | |
| 1 | | \$1,525.06 | | \$19.06 | \$1,550.99 | | \$19.39 | \$1,566.50 | | \$19.58 | \$1,589.99 | | \$19.87 | | | |
| 2 | | \$1,601.17 | | \$20.01 | \$1,628.39 | | \$20.35 | \$1,644.68 | | \$20.56 | \$1,669.35 | | \$20.87 | | | |
| 3 | | \$1,666.01 | | \$20.83 | \$1,694.33 | | \$21.18 | \$1,711.28 | | \$21.39 | \$1,736.94 | | \$21.71 | | | |
| 4 | | \$1,746.35 | | \$21.83 | \$1,776.04 | | \$22.20 | \$1,793.80 | | \$22.42 | \$1,820.71 | | \$22.76 | | | |
| 5 | | \$1,823.87 | | \$22.80 | \$1,854.88 | | \$23.19 | \$1,873.43 | | \$23.42 | \$1,901.53 | | \$23.77 | | | |
| 6 | | \$1,907.03 | | \$23.84 | \$1,939.45 | | \$24.24 | \$1,958.85 | | \$24.49 | \$1,988.23 | | \$24.85 | | | |
| TECHNICAL ASSISTANT - FORESTRY | 2427 | | | | | | | | | | | | | | | |
| 1 | | \$1,525.06 | | \$19.06 | \$1,550.99 | | \$19.39 | \$1,566.50 | | \$19.58 | \$1,589.99 | | \$19.87 | | | |
| 2 | | \$1,601.17 | | \$20.01 | \$1,628.39 | | \$20.35 | \$1,644.68 | | \$20.56 | \$1,669.35 | | \$20.87 | | | |
| 3 | | \$1,666.01 | | \$20.83 | \$1,694.33 | | \$21.18 | \$1,711.28 | | \$21.39 | \$1,736.94 | | \$21.71 | | | |
| 4 | | \$1,746.35 | | \$21.83 | \$1,776.04 | | \$22.20 | \$1,793.80 | | \$22.42 | \$1,820.71 | | \$22.76 | | | |
| 5 | | \$1,823.87 | | \$22.80 | \$1,854.88 | | \$23.19 | \$1,873.43 | | \$23.42 | \$1,901.53 | | \$23.77 | | | |
| 6 | | \$1,907.03 | | \$23.84 | \$1,939.45 | | \$24.24 | \$1,958.85 | | \$24.49 | \$1,988.23 | | \$24.85 | | | |
| TECHNICAL WRITER/ADMINISTRATOR | 2802 | | | | | | | | | | | | | | | |

CUPE 2021 TO 2025 SALARY SCHEDULE

(CONTINUED)

| CLASSIFICATION | Class Code | EFFECTIVE DATE MARCH 1, 2023 - 1.50% | | | EFFECTIVE DATE DECEMBER 31, 2023 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2024 Special Wage Adjustment (2) | | | EFFECTIVE DATE MARCH 1, 2024 1.50% + \$0.50 Per Hour** | | | EFFECTIVE SEPTEMBER 1, 2024 1.50% + \$0.50 Per Hour** | | |
|----------------------------------|------------|---|--------------------|--------------------|---|--------------------|--------------------|--|--------------------|--------------------|--|--------------------|--------------------|---|--------------------|--------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| SUPERVISOR - LABORATORY | 2359 | | | | | | | | | | | | | | | |
| 1 | | \$2,599.90 | \$37.14 | | \$2,638.90 | \$37.70 | | | | | \$2,678.49 | \$38.26 | | \$2,718.66 | \$38.84 | |
| 2 | | \$2,690.90 | \$38.44 | | \$2,731.26 | \$39.02 | | | | | \$2,772.23 | \$39.60 | | \$2,813.82 | \$40.20 | |
| 3 | | \$2,785.08 | \$39.79 | | \$2,826.86 | \$40.38 | | | | | \$2,869.26 | \$40.99 | | \$2,912.30 | \$41.60 | |
| 4 | | \$2,882.56 | \$41.18 | | \$2,925.80 | \$41.80 | | | | | \$2,969.69 | \$42.42 | | \$3,014.23 | \$43.06 | |
| 5 | | \$2,983.45 | \$42.62 | | \$3,028.20 | \$43.26 | | | | | \$3,073.63 | \$43.91 | | \$3,119.73 | \$44.57 | |
| TECHNICAL ASSISTANT | 2421 | | | | | | | | | | | | | | | |
| 1 | | \$1,613.84 | \$23.05 | \$20.17 | \$1,638.05 | \$23.40 | \$20.48 | | | | \$1,662.62 | \$23.75 | \$20.78 | \$1,687.56 | \$24.11 | \$21.09 |
| 2 | | \$1,694.39 | \$24.21 | \$21.18 | \$1,719.80 | \$24.57 | \$21.50 | | | | \$1,745.60 | \$24.94 | \$21.82 | \$1,771.78 | \$25.31 | \$22.15 |
| 3 | | \$1,763.00 | \$25.19 | \$22.04 | \$1,789.44 | \$25.56 | \$22.37 | | | | \$1,816.29 | \$25.95 | \$22.70 | \$1,843.53 | \$26.34 | \$23.04 |
| 4 | | \$1,848.02 | \$26.40 | \$23.10 | \$1,875.74 | \$26.80 | \$23.45 | | | | \$1,903.87 | \$27.20 | \$23.80 | \$1,932.43 | \$27.61 | \$24.16 |
| 5 | | \$1,930.05 | \$27.57 | \$24.13 | \$1,959.00 | \$27.99 | \$24.49 | | | | \$1,988.39 | \$28.41 | \$24.85 | \$2,018.21 | \$28.83 | \$25.23 |
| 6 | | \$2,018.05 | \$28.83 | \$25.23 | \$2,048.32 | \$29.26 | \$25.60 | | | | \$2,079.05 | \$29.70 | \$25.99 | \$2,110.23 | \$30.15 | \$26.38 |
| TECHNICAL ASSISTANT - ENTOMOLOGY | 2425 | | | | | | | | | | | | | | | |
| 1 | | \$1,613.84 | | \$20.17 | \$1,638.05 | | \$20.48 | | | | \$1,662.62 | | \$20.78 | \$1,687.56 | | \$21.09 |
| 2 | | \$1,694.39 | | \$21.18 | \$1,719.80 | | \$21.50 | | | | \$1,745.60 | | \$21.82 | \$1,771.78 | | \$22.15 |
| 3 | | \$1,763.00 | | \$22.04 | \$1,789.44 | | \$22.37 | | | | \$1,816.29 | | \$22.70 | \$1,843.53 | | \$23.04 |
| 4 | | \$1,848.02 | | \$23.10 | \$1,875.74 | | \$23.45 | | | | \$1,903.87 | | \$23.80 | \$1,932.43 | | \$24.16 |
| 5 | | \$1,930.05 | | \$24.13 | \$1,959.00 | | \$24.49 | | | | \$1,988.39 | | \$24.85 | \$2,018.21 | | \$25.23 |
| 6 | | \$2,018.05 | | \$25.23 | \$2,048.32 | | \$25.60 | | | | \$2,079.05 | | \$25.99 | \$2,110.23 | | \$26.38 |
| TECHNICAL ASSISTANT - FORESTRY | 2427 | | | | | | | | | | | | | | | |
| 1 | | \$1,613.84 | | \$20.17 | \$1,638.05 | | \$20.48 | | | | \$1,662.62 | | \$20.78 | \$1,687.56 | | \$21.09 |
| 2 | | \$1,694.39 | | \$21.18 | \$1,719.80 | | \$21.50 | | | | \$1,745.60 | | \$21.82 | \$1,771.78 | | \$22.15 |
| 3 | | \$1,763.00 | | \$22.04 | \$1,789.44 | | \$22.37 | | | | \$1,816.29 | | \$22.70 | \$1,843.53 | | \$23.04 |
| 4 | | \$1,848.02 | | \$23.10 | \$1,875.74 | | \$23.45 | | | | \$1,903.87 | | \$23.80 | \$1,932.43 | | \$24.16 |
| 5 | | \$1,930.05 | | \$24.13 | \$1,959.00 | | \$24.49 | | | | \$1,988.39 | | \$24.85 | \$2,018.21 | | \$25.23 |
| 6 | | \$2,018.05 | | \$25.23 | \$2,048.32 | | \$25.60 | | | | \$2,079.05 | | \$25.99 | \$2,110.23 | | \$26.38 |
| TECHNICAL WRITER/ADMINISTRATOR | 2802 | | | | | | | | | | | | | | | |
| 1 | | \$2,197.72 | \$31.40 | | \$2,230.68 | \$31.87 | | | | | \$2,264.15 | \$32.34 | | \$2,298.11 | \$32.83 | |
| 2 | | \$2,274.65 | \$32.49 | | \$2,308.77 | \$32.98 | | | | | \$2,343.40 | \$33.48 | | \$2,378.55 | \$33.98 | |
| 3 | | \$2,354.25 | \$33.63 | | \$2,389.56 | \$34.14 | | | | | \$2,425.40 | \$34.65 | | \$2,461.79 | \$35.17 | |
| 4 | | \$2,436.65 | \$34.81 | | \$2,473.20 | \$35.33 | | | | | \$2,510.30 | \$35.86 | | \$2,547.95 | \$36.40 | |
| 5 | | \$2,521.94 | \$36.03 | | \$2,559.77 | \$36.57 | | | | | \$2,598.16 | \$37.12 | | \$2,637.14 | \$37.67 | |
| 6 | | \$2,610.21 | \$37.29 | | \$2,649.36 | \$37.85 | | | | | \$2,689.10 | \$38.42 | | \$2,729.44 | \$38.99 | |
| TECHNICIAN - ELECTRONIC | 2518 | | | | | | | | | | | | | | | |
| 1 | | \$2,231.34 | | \$27.89 | \$2,264.81 | | \$28.31 | | | | \$2,298.78 | | \$28.73 | \$2,333.27 | | \$29.17 |
| 2 | | \$2,344.70 | | \$29.31 | \$2,379.87 | | \$29.75 | | | | \$2,415.57 | | \$30.19 | \$2,451.80 | | \$30.65 |
| 3 | | \$2,426.73 | | \$30.33 | \$2,463.13 | | \$30.79 | | | | \$2,500.08 | | \$31.25 | \$2,537.58 | | \$31.72 |
| TECHNICIAN - ENTOMOLOGY 1 | 2457 | | | | | | | | | | | | | | | |
| 1 | | \$2,046.39 | | \$25.58 | \$2,077.09 | | \$25.96 | | | | \$2,108.24 | | \$26.35 | \$2,139.87 | | \$26.75 |
| 2 | | \$2,141.85 | | \$26.77 | \$2,173.98 | | \$27.17 | | | | \$2,206.59 | | \$27.58 | \$2,239.69 | | \$28.00 |
| 3 | | \$2,252.22 | | \$28.15 | \$2,286.01 | | \$28.58 | | | | \$2,320.30 | | \$29.00 | \$2,355.10 | | \$29.44 |
| 4 | | \$2,361.11 | | \$29.51 | \$2,396.52 | | \$29.96 | | | | \$2,432.47 | | \$30.41 | \$2,468.96 | | \$30.86 |
| TECHNICIAN - ENTOMOLOGY 2 | 2458 | | | | | | | | | | | | | | | |
| 1 | | \$2,252.22 | | \$28.15 | \$2,286.01 | | \$28.58 | | | | \$2,320.30 | | \$29.00 | \$2,355.10 | | \$29.44 |
| 2 | | \$2,361.11 | | \$29.51 | \$2,396.52 | | \$29.96 | | | | \$2,432.47 | | \$30.41 | \$2,468.96 | | \$30.86 |
| 3 | | \$2,481.92 | | \$31.02 | \$2,519.15 | | \$31.49 | | | | \$2,556.94 | | \$31.96 | \$2,595.29 | | \$32.44 |
| 4 | | \$2,608.70 | | \$32.61 | \$2,647.83 | | \$33.10 | | | | \$2,687.55 | | \$33.59 | \$2,727.86 | | \$34.10 |
| NATURAL RESOURCES COORDINATOR 1 | 2459 | | | | | | | | | | | | | | | |
| 1 | | \$2,018.05 | \$28.83 | | \$2,048.32 | \$29.26 | | | | | \$2,079.05 | \$29.70 | | \$2,110.23 | \$30.15 | |
| 2 | | \$2,123.95 | \$30.34 | | \$2,155.81 | \$30.80 | | | | | \$2,188.15 | \$31.26 | | \$2,220.97 | \$31.73 | |
| 3 | | \$2,216.43 | \$31.66 | | \$2,249.67 | \$32.14 | | | | | \$2,283.42 | \$32.62 | | \$2,317.67 | \$33.11 | |
| 4 | | \$2,328.29 | \$33.26 | | \$2,363.22 | \$33.76 | | | | | \$2,398.66 | \$34.27 | | \$2,434.64 | \$34.78 | |
| NATURAL RESOURCES COORDINATOR 2 | 2460 | | | | | | | | | | | | | | | |
| 1 | | \$2,328.29 | \$33.26 | | \$2,363.22 | \$33.76 | | | | | \$2,398.66 | \$34.27 | | \$2,434.64 | \$34.78 | |
| 2 | | \$2,443.14 | \$34.90 | | \$2,479.79 | \$35.43 | | | | | \$2,516.98 | \$35.96 | | \$2,554.74 | \$36.50 | |
| 3 | | \$2,565.45 | \$36.65 | | \$2,603.93 | \$37.20 | | | | | \$2,642.99 | \$37.76 | | \$2,682.63 | \$38.32 | |
| 4 | | \$2,693.71 | \$38.48 | | \$2,734.12 | \$39.06 | | | | | \$2,775.13 | \$39.64 | | \$2,816.76 | \$40.24 | |
| 5 | | \$2,828.40 | \$40.41 | | \$2,870.63 | \$41.01 | | | | | \$2,913.89 | \$41.63 | | \$2,957.60 | \$42.25 | |
| TECHNICIAN - GRADE 1 | 2461 | | | | | | | | | | | | | | | |
| 1 | | \$1,879.34 | \$26.85 | \$23.49 | \$1,907.53 | \$27.25 | \$23.84 | | | | \$1,936.14 | \$27.66 | \$24.20 | \$1,965.18 | \$28.07 | \$24.56 |
| 2 | | \$1,965.85 | \$28.08 | \$24.57 | \$1,995.34 | \$28.50 | \$24.94 | | | | \$2,025.27 | \$28.93 | \$25.32 | \$2,055.64 | \$29.37 | \$25.70 |
| 3 | | \$2,049.37 | \$29.28 | \$25.62 | \$2,080.11 | \$29.72 | \$26.00 | | | | \$2,111.32 | \$30.16 | \$26.39 | \$2,142.99 | \$30.61 | \$26.79 |
| 4 | | \$2,141.85 | \$30.60 | \$26.77 | \$2,173.98 | \$31.06 | \$27.17 | | | | \$2,206.59 | \$31.52 | \$27.58 | \$2,239.69 | \$32.00 | \$28.00 |
| 5 | | \$2,252.22 | \$32.17 | \$28.15 | \$2,286.01 | \$32.66 | \$28.58 | | | | \$2,320.30 | \$33.15 | \$29.00 | \$2,355.10 | \$33.64 | \$29.44 |

CUPE 2021 TO 2025 SALARY SCHEDULE

| CLASSIFICATION | Class Code | EFFECTIVE DATE OCTOBER 31, 2019 - 1.5% | | | EFFECTIVE DATE MARCH 1, 2021 - 1.70% | | | EFFECTIVE DATE MARCH 1, 2022 - 1.00% | | | EFFECTIVE DATE DECEMBER 31, 2022 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2023 Living Wage* & Special Wage Adjustment (1) | | |
|----------------------------------|------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| TECHNICIAN - GRADE 2 | 2462 | | | | | | | | | | | | | | | |
| 1 | | \$1,907.03 | \$27.24 | \$23.84 | \$1,939.45 | \$27.71 | \$24.24 | \$1,958.85 | \$27.98 | \$24.49 | \$1,988.23 | \$28.40 | \$24.85 | | | |
| 2 | | \$2,007.11 | \$28.67 | \$25.09 | \$2,041.23 | \$29.16 | \$25.52 | \$2,061.64 | \$29.45 | \$25.77 | \$2,092.56 | \$29.89 | \$26.16 | | | |
| 3 | | \$2,094.49 | \$29.92 | \$26.18 | \$2,130.10 | \$30.43 | \$26.63 | \$2,151.40 | \$30.73 | \$26.89 | \$2,183.67 | \$31.20 | \$27.30 | | | |
| 4 | | \$2,200.20 | \$31.43 | \$27.50 | \$2,237.61 | \$31.97 | \$27.97 | \$2,259.98 | \$32.29 | \$28.25 | \$2,293.88 | \$32.77 | \$28.67 | | | |
| 5 | | \$2,308.73 | \$32.98 | \$28.86 | \$2,347.98 | \$33.54 | \$29.35 | \$2,371.46 | \$33.88 | \$29.64 | \$2,407.03 | \$34.39 | \$30.09 | | | |
| TECHNICIAN - GRADE 3 | 2463 | | | | | | | | | | | | | | | |
| 1 | | \$2,066.30 | \$29.52 | \$25.83 | \$2,101.43 | \$30.02 | \$26.27 | \$2,122.44 | \$30.32 | \$26.53 | \$2,154.28 | \$30.78 | \$26.93 | | | |
| 2 | | \$2,155.10 | \$30.79 | \$26.94 | \$2,191.74 | \$31.31 | \$27.40 | \$2,213.65 | \$31.62 | \$27.67 | \$2,246.86 | \$32.10 | \$28.09 | | | |
| 3 | | \$2,265.04 | \$32.36 | \$28.31 | \$2,303.55 | \$32.91 | \$28.79 | \$2,326.58 | \$33.24 | \$29.08 | \$2,361.48 | \$33.74 | \$29.52 | | | |
| 4 | | \$2,358.07 | \$33.69 | \$29.48 | \$2,398.15 | \$34.26 | \$29.98 | \$2,422.14 | \$34.60 | \$30.28 | \$2,458.47 | \$35.12 | \$30.73 | | | |
| 5 | | \$2,476.46 | \$35.38 | \$30.96 | \$2,518.56 | \$35.98 | \$31.48 | \$2,543.75 | \$36.34 | \$31.80 | \$2,581.90 | \$36.88 | \$32.27 | | | |
| TECHNICIAN - GRADE 4 | 2464 | | | | | | | | | | | | | | | |
| 1 | | \$2,341.15 | \$33.45 | \$29.26 | \$2,380.95 | \$34.01 | \$29.76 | \$2,404.76 | \$34.35 | \$30.06 | \$2,440.83 | \$34.87 | \$30.51 | | | |
| 2 | | \$2,446.86 | \$34.96 | \$30.59 | \$2,488.46 | \$35.55 | \$31.11 | \$2,513.35 | \$35.90 | \$31.42 | \$2,551.05 | \$36.44 | \$31.89 | | | |
| 3 | | \$2,570.90 | \$36.73 | \$32.14 | \$2,614.60 | \$37.35 | \$32.68 | \$2,640.75 | \$37.73 | \$33.01 | \$2,680.36 | \$38.29 | \$33.50 | | | |
| 4 | | \$2,685.07 | \$38.36 | \$33.56 | \$2,730.71 | \$39.01 | \$34.13 | \$2,758.02 | \$39.40 | \$34.48 | \$2,799.39 | \$39.99 | \$34.99 | | | |
| 5 | | \$2,810.51 | \$40.15 | \$35.13 | \$2,858.29 | \$40.83 | \$35.73 | \$2,886.87 | \$41.24 | \$36.09 | \$2,930.18 | \$41.86 | \$36.63 | | | |
| TECHNICIAN - LABORATORY 1 | 2481 | | | | | | | | | | | | | | | |
| 1 | | \$1,467.27 | \$20.96 | | \$1,492.22 | \$21.32 | | \$1,507.14 | \$21.53 | | \$1,529.75 | \$21.85 | | | | |
| 2 | | \$1,541.98 | \$22.03 | | \$1,568.19 | \$22.40 | | \$1,583.87 | \$22.63 | | \$1,607.63 | \$22.97 | | | | |
| 3 | | \$1,603.99 | \$22.91 | | \$1,631.26 | \$23.30 | | \$1,647.57 | \$23.54 | | \$1,672.29 | \$23.89 | | | | |
| 4 | | \$1,651.92 | \$23.60 | | \$1,680.00 | \$24.00 | | \$1,696.80 | \$24.24 | | \$1,722.25 | \$24.60 | | | | |
| 5 | | \$1,706.88 | \$24.38 | | \$1,735.90 | \$24.80 | | \$1,753.26 | \$25.05 | | \$1,779.56 | \$25.42 | | | | |
| 6 | | \$1,777.36 | \$25.39 | | \$1,807.57 | \$25.82 | | \$1,825.65 | \$26.08 | | \$1,853.03 | \$26.47 | | | | |
| TECHNICIAN - LABORATORY 2 | 2482 | | | | | | | | | | | | | | | |
| 1 | | \$1,811.19 | \$25.87 | | \$1,841.98 | \$26.31 | | \$1,860.40 | \$26.58 | | \$1,888.30 | \$26.98 | | | | |
| 2 | | \$1,878.84 | \$26.84 | | \$1,910.78 | \$27.30 | | \$1,929.89 | \$27.57 | | \$1,958.84 | \$27.98 | | | | |
| 3 | | \$1,956.36 | \$27.95 | | \$1,989.62 | \$28.42 | | \$2,009.52 | \$28.71 | | \$2,039.66 | \$29.14 | | | | |
| 4 | | \$2,039.52 | \$29.14 | | \$2,074.20 | \$29.63 | | \$2,094.94 | \$29.93 | | \$2,126.36 | \$30.38 | | | | |
| 5 | | \$2,128.32 | \$30.40 | | \$2,164.50 | \$30.92 | | \$2,186.15 | \$31.23 | | \$2,218.94 | \$31.70 | | | | |
| TECHNICIAN - LABORATORY 3 | 2483 | | | | | | | | | | | | | | | |
| 1 | | \$2,039.52 | \$29.14 | | \$2,074.20 | \$29.63 | | \$2,094.94 | \$29.93 | | \$2,126.36 | \$30.38 | | | | |
| 2 | | \$2,128.32 | \$30.40 | | \$2,164.50 | \$30.92 | | \$2,186.15 | \$31.23 | | \$2,218.94 | \$31.70 | | | | |
| 3 | | \$2,211.48 | \$31.59 | | \$2,249.08 | \$32.13 | | \$2,271.57 | \$32.45 | | \$2,305.64 | \$32.94 | | | | |
| 4 | | \$2,290.41 | \$32.72 | | \$2,329.35 | \$33.28 | | \$2,352.64 | \$33.61 | | \$2,387.93 | \$34.11 | | | | |
| 5 | | \$2,359.48 | \$33.71 | | \$2,399.59 | \$34.28 | | \$2,423.58 | \$34.62 | | \$2,459.94 | \$35.14 | | | | |
| TECHNICIAN - LABORATORY - SENIOR | 2510 | | | | | | | | | | | | | | | |
| 1 | | \$2,290.41 | \$32.72 | | \$2,329.35 | \$33.28 | | \$2,352.64 | \$33.61 | | \$2,387.93 | \$34.11 | | | | |
| 2 | | \$2,390.48 | \$34.15 | | \$2,431.12 | \$34.73 | | \$2,455.43 | \$35.08 | | \$2,492.27 | \$35.60 | | | | |
| 3 | | \$2,476.46 | \$35.38 | | \$2,518.56 | \$35.98 | | \$2,543.75 | \$36.34 | | \$2,581.90 | \$36.88 | | | | |
| 4 | | \$2,580.77 | \$36.87 | | \$2,624.64 | \$37.49 | | \$2,650.88 | \$37.87 | | \$2,690.65 | \$38.44 | | | | |
| 5 | | \$2,685.07 | \$38.36 | | \$2,730.71 | \$39.01 | | \$2,758.02 | \$39.40 | | \$2,799.39 | \$39.99 | | | | |
| TECHNICIAN - MARKET RESEARCH | 2484 | | | | | | | | | | | | | | | |
| 1 | | \$1,815.42 | \$25.93 | | \$1,846.28 | \$26.38 | | \$1,864.74 | \$26.64 | | \$1,892.71 | \$27.04 | | | | |
| 2 | | \$1,907.03 | \$27.24 | | \$1,939.45 | \$27.71 | | \$1,958.85 | \$27.98 | | \$1,988.23 | \$28.40 | | | | |
| 3 | | \$2,007.11 | \$28.67 | | \$2,041.23 | \$29.16 | | \$2,061.64 | \$29.45 | | \$2,092.56 | \$29.89 | | | | |
| 4 | | \$2,094.49 | \$29.92 | | \$2,130.10 | \$30.43 | | \$2,151.40 | \$30.73 | | \$2,183.67 | \$31.20 | | | | |
| 5 | | \$2,200.20 | \$31.43 | | \$2,237.61 | \$31.97 | | \$2,259.98 | \$32.29 | | \$2,293.88 | \$32.77 | | | | |
| 6 | | \$2,308.73 | \$32.98 | | \$2,347.98 | \$33.54 | | \$2,371.46 | \$33.88 | | \$2,407.03 | \$34.39 | | | | |
| TECHNICIAN - RECREATION B * 2 | 2502 | | | | | | | | | | | | | | | |
| 1 | | \$1,130.41 | | \$14.13 | \$1,149.62 | | \$14.37 | \$1,161.12 | | \$14.51 | \$1,178.54 | | \$14.73 | \$1,200.00 | | \$15.00 |
| TECHNICIAN - RECREATION C * 2 | 2503 | | | | | | | | | | | | | | | |
| 1 | | \$1,355.92 | | \$16.95 | \$1,378.97 | | \$17.24 | \$1,392.76 | | \$17.41 | \$1,413.66 | | \$17.67 | | | |
| TECHNICIAN - RECREATION D | 2504 | | | | | | | | | | | | | | | |
| 1 | | \$1,465.86 | | \$18.32 | \$1,490.78 | | \$18.63 | \$1,505.69 | | \$18.82 | \$1,528.28 | | \$19.10 | | | |
| 2 | | \$1,546.20 | | \$19.33 | \$1,572.49 | | \$19.66 | \$1,588.21 | | \$19.85 | \$1,612.04 | | \$20.15 | | | |
| 3 | | \$1,627.95 | | \$20.35 | \$1,655.63 | | \$20.70 | \$1,672.19 | | \$20.90 | \$1,697.27 | | \$21.22 | | | |
| 4 | | \$1,712.52 | | \$21.41 | \$1,741.64 | | \$21.77 | \$1,759.05 | | \$21.99 | \$1,785.44 | | \$22.32 | | | |
| TECHNICIAN - RECREATION E | 2509 | | | | | | | | | | | | | | | |
| 1 | | \$1,808.37 | | \$22.60 | \$1,839.11 | | \$22.99 | \$1,857.50 | | \$23.22 | \$1,885.36 | | \$23.57 | | | |
| 2 | | \$1,897.17 | | \$23.71 | \$1,929.42 | | \$24.12 | \$1,948.71 | | \$24.36 | \$1,977.94 | | \$24.72 | | | |
| 3 | | \$1,988.78 | | \$24.86 | \$2,022.59 | | \$25.28 | \$2,042.82 | | \$25.54 | \$2,073.46 | | \$25.92 | | | |
| 4 | | \$2,084.63 | | \$26.06 | \$2,120.07 | | \$26.50 | \$2,141.27 | | \$26.77 | \$2,173.39 | | \$27.17 | | | |
| 5 | | \$2,197.39 | | \$27.47 | \$2,234.74 | | \$27.93 | \$2,257.09 | | \$28.21 | \$2,290.94 | | \$28.64 | | | |

CUPE 2021 TO 2025 SALARY SCHEDULE

(CONTINUED)

| CLASSIFICATION | Class Code | EFFECTIVE DATE MARCH 1, 2023 - 1.50% | | | EFFECTIVE DATE DECEMBER 31, 2023 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2024 Special Wage Adjustment (2) | | | EFFECTIVE DATE MARCH 1, 2024 1.50% + \$0.50 Per Hour** | | | EFFECTIVE SEPTEMBER 1, 2024 1.50% + \$0.50 Per Hour** | | |
|----------------------------------|------------|---|--------------------|--------------------|---|--------------------|--------------------|--|--------------------|--------------------|--|--------------------|--------------------|---|--------------------|--------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| TECHNICIAN - GRADE 2 | 2462 | | | | | | | | | | | | | | | |
| 1 | | \$2,018.05 | \$28.83 | \$25.23 | \$2,048.32 | \$29.26 | \$25.60 | | | | \$2,079.05 | \$29.70 | \$25.99 | \$2,110.23 | \$30.15 | \$26.38 |
| 2 | | \$2,123.95 | \$30.34 | \$26.55 | \$2,155.81 | \$30.80 | \$26.95 | | | | \$2,188.15 | \$31.26 | \$27.35 | \$2,220.97 | \$31.73 | \$27.76 |
| 3 | | \$2,216.43 | \$31.66 | \$27.71 | \$2,249.67 | \$32.14 | \$28.12 | | | | \$2,283.42 | \$32.62 | \$28.54 | \$2,317.67 | \$33.11 | \$28.97 |
| 4 | | \$2,328.29 | \$33.26 | \$29.10 | \$2,363.22 | \$33.76 | \$29.54 | | | | \$2,398.66 | \$34.27 | \$29.98 | \$2,434.64 | \$34.78 | \$30.43 |
| 5 | | \$2,443.14 | \$34.90 | \$30.54 | \$2,479.79 | \$35.43 | \$31.00 | | | | \$2,516.98 | \$35.96 | \$31.46 | \$2,554.74 | \$36.50 | \$31.93 |
| TECHNICIAN - GRADE 3 | 2463 | | | | | | | | | | | | | | | |
| 1 | | \$2,186.60 | \$31.24 | \$27.33 | \$2,219.39 | \$31.71 | \$27.74 | | | | \$2,252.69 | \$32.18 | \$28.16 | \$2,286.48 | \$32.66 | \$28.58 |
| 2 | | \$2,280.56 | \$32.58 | \$28.51 | \$2,314.77 | \$33.07 | \$28.93 | | | | \$2,349.49 | \$33.56 | \$29.37 | \$2,384.74 | \$34.07 | \$29.81 |
| 3 | | \$2,396.90 | \$34.24 | \$29.96 | \$2,432.86 | \$34.76 | \$30.41 | | | | \$2,469.35 | \$35.28 | \$30.87 | \$2,506.39 | \$35.81 | \$31.33 |
| 4 | | \$2,495.34 | \$35.65 | \$31.19 | \$2,532.77 | \$36.18 | \$31.66 | | | | \$2,570.77 | \$36.73 | \$32.13 | \$2,609.33 | \$37.28 | \$32.62 |
| 5 | | \$2,620.63 | \$37.44 | \$32.76 | \$2,659.94 | \$38.00 | \$33.25 | | | | \$2,699.84 | \$38.57 | \$33.75 | \$2,740.34 | \$39.15 | \$34.25 |
| TECHNICIAN - GRADE 4 | 2464 | | | | | | | | | | | | | | | |
| 1 | | \$2,477.45 | \$35.39 | \$30.97 | \$2,514.61 | \$35.92 | \$31.43 | | | | \$2,552.33 | \$36.46 | \$31.90 | \$2,590.61 | \$37.01 | \$32.38 |
| 2 | | \$2,589.31 | \$36.99 | \$32.37 | \$2,628.15 | \$37.55 | \$32.85 | | | | \$2,667.57 | \$38.11 | \$33.34 | \$2,707.59 | \$38.68 | \$33.84 |
| 3 | | \$2,720.57 | \$38.87 | \$34.01 | \$2,761.38 | \$39.45 | \$34.52 | | | | \$2,802.80 | \$40.04 | \$35.03 | \$2,844.84 | \$40.64 | \$35.56 |
| 4 | | \$2,841.38 | \$40.59 | \$35.52 | \$2,884.00 | \$41.20 | \$36.05 | | | | \$2,927.26 | \$41.82 | \$36.59 | \$2,971.17 | \$42.45 | \$37.14 |
| 5 | | \$2,974.13 | \$42.49 | \$37.18 | \$3,018.74 | \$43.12 | \$37.73 | | | | \$3,064.02 | \$43.77 | \$38.30 | \$3,109.98 | \$44.43 | \$38.87 |
| TECHNICIAN - LABORATORY 1 | 2481 | | | | | | | | | | | | | | | |
| 1 | | \$1,552.69 | \$22.18 | | \$1,575.98 | \$22.51 | | | | | \$1,599.62 | \$22.85 | | \$1,623.62 | \$23.19 | |
| 2 | | \$1,631.74 | \$23.31 | | \$1,656.22 | \$23.66 | | | | | \$1,681.06 | \$24.02 | | \$1,706.28 | \$24.38 | |
| 3 | | \$1,697.37 | \$24.25 | | \$1,722.83 | \$24.61 | | | | | \$1,748.67 | \$24.98 | | \$1,774.90 | \$25.36 | |
| 4 | | \$1,748.08 | \$24.97 | | \$1,774.30 | \$25.35 | | | | | \$1,800.92 | \$25.73 | | \$1,827.93 | \$26.11 | |
| 5 | | \$1,806.25 | \$25.80 | | \$1,833.35 | \$26.19 | | | | | \$1,860.85 | \$26.58 | | \$1,888.76 | \$26.98 | |
| 6 | | \$1,880.83 | \$26.87 | | \$1,909.04 | \$27.27 | | | | | \$1,937.68 | \$27.68 | | \$1,966.74 | \$28.10 | |
| TECHNICIAN - LABORATORY 2 | 2482 | | | | | | | | | | | | | | | |
| 1 | | \$1,916.63 | \$27.38 | | \$1,945.38 | \$27.79 | | | | | \$1,974.56 | \$28.21 | | \$2,004.18 | \$28.63 | |
| 2 | | \$1,988.22 | \$28.40 | | \$2,018.04 | \$28.83 | | | | | \$2,048.32 | \$29.26 | | \$2,079.04 | \$29.70 | |
| 3 | | \$2,070.26 | \$29.58 | | \$2,101.31 | \$30.02 | | | | | \$2,132.83 | \$30.47 | | \$2,164.82 | \$30.93 | |
| 4 | | \$2,158.26 | \$30.83 | | \$2,190.63 | \$31.29 | | | | | \$2,223.49 | \$31.76 | | \$2,256.84 | \$32.24 | |
| 5 | | \$2,252.22 | \$32.17 | | \$2,286.01 | \$32.66 | | | | | \$2,320.30 | \$33.15 | | \$2,355.10 | \$33.64 | |
| TECHNICIAN - LABORATORY 3 | 2483 | | | | | | | | | | | | | | | |
| 1 | | \$2,158.26 | \$30.83 | | \$2,190.63 | \$31.29 | | | | | \$2,223.49 | \$31.76 | | \$2,256.84 | \$32.24 | |
| 2 | | \$2,252.22 | \$32.17 | | \$2,286.01 | \$32.66 | | | | | \$2,320.30 | \$33.15 | | \$2,355.10 | \$33.64 | |
| 3 | | \$2,340.22 | \$33.43 | | \$2,375.33 | \$33.93 | | | | | \$2,410.96 | \$34.44 | | \$2,447.12 | \$34.96 | |
| 4 | | \$2,423.75 | \$34.63 | | \$2,460.11 | \$35.14 | | | | | \$2,497.01 | \$35.67 | | \$2,534.46 | \$36.21 | |
| 5 | | \$2,496.84 | \$35.67 | | \$2,534.29 | \$36.20 | | | | | \$2,572.30 | \$36.75 | | \$2,610.89 | \$37.30 | |
| TECHNICIAN - LABORATORY - SENIOR | 2510 | | | | | | | | | | | | | | | |
| 1 | | \$2,423.75 | \$34.63 | | \$2,460.11 | \$35.14 | | | | | \$2,497.01 | \$35.67 | | \$2,534.46 | \$36.21 | |
| 2 | | \$2,529.65 | \$36.14 | | \$2,567.59 | \$36.68 | | | | | \$2,606.11 | \$37.23 | | \$2,645.20 | \$37.79 | |
| 3 | | \$2,620.63 | \$37.44 | | \$2,659.94 | \$38.00 | | | | | \$2,699.84 | \$38.57 | | \$2,740.34 | \$39.15 | |
| 4 | | \$2,731.01 | \$39.01 | | \$2,771.97 | \$39.60 | | | | | \$2,813.55 | \$40.19 | | \$2,855.76 | \$40.80 | |
| 5 | | \$2,841.38 | \$40.59 | | \$2,884.00 | \$41.20 | | | | | \$2,927.26 | \$41.82 | | \$2,971.17 | \$42.45 | |
| TECHNICIAN - MARKET RESEARCH | 2484 | | | | | | | | | | | | | | | |
| 1 | | \$1,921.10 | \$27.44 | | \$1,949.92 | \$27.86 | | | | | \$1,979.17 | \$28.27 | | \$2,008.85 | \$28.70 | |
| 2 | | \$2,018.05 | \$28.83 | | \$2,048.32 | \$29.26 | | | | | \$2,079.05 | \$29.70 | | \$2,110.23 | \$30.15 | |
| 3 | | \$2,123.95 | \$30.34 | | \$2,155.81 | \$30.80 | | | | | \$2,188.15 | \$31.26 | | \$2,220.97 | \$31.73 | |
| 4 | | \$2,216.43 | \$31.66 | | \$2,249.67 | \$32.14 | | | | | \$2,283.42 | \$32.62 | | \$2,317.67 | \$33.11 | |
| 5 | | \$2,328.29 | \$33.26 | | \$2,363.22 | \$33.76 | | | | | \$2,398.66 | \$34.27 | | \$2,434.64 | \$34.78 | |
| 6 | | \$2,443.14 | \$34.90 | | \$2,479.79 | \$35.43 | | | | | \$2,516.98 | \$35.96 | | \$2,554.74 | \$36.50 | |
| TECHNICIAN - RECREATION B + 2 | 2502 | | | | | | | | | | | | | | | |
| 1 | | \$1,218.00 | | \$15.23 | \$1,236.27 | | \$15.45 | \$1,373.60 | | \$17.17 | \$1,394.20 | | \$17.43 | \$1,415.12 | | \$17.69 |
| TECHNICIAN - RECREATION C + 2 | 2503 | | | | | | | | | | | | | | | |
| 1 | | \$1,434.86 | | \$17.94 | \$1,456.38 | | \$18.20 | \$1,496.38 | | \$18.70 | \$1,518.83 | | \$18.99 | \$1,541.61 | | \$19.27 |
| TECHNICIAN - RECREATION D | 2504 | | | | | | | | | | | | | | | |
| 1 | | \$1,551.20 | | \$19.39 | \$1,574.47 | | \$19.68 | | | | \$1,598.09 | | \$19.98 | \$1,622.06 | | \$20.28 |
| 2 | | \$1,636.22 | | \$20.45 | \$1,660.76 | | \$20.76 | | | | \$1,685.67 | | \$21.07 | \$1,710.96 | | \$21.39 |
| 3 | | \$1,722.73 | | \$21.53 | \$1,748.57 | | \$21.86 | | | | \$1,774.80 | | \$22.18 | \$1,801.42 | | \$22.52 |
| 4 | | \$1,812.22 | | \$22.65 | \$1,839.40 | | \$22.99 | | | | \$1,866.99 | | \$23.34 | \$1,895.00 | | \$23.69 |
| TECHNICIAN - RECREATION E | 2509 | | | | | | | | | | | | | | | |
| 1 | | \$1,913.64 | | \$23.92 | \$1,942.35 | | \$24.28 | | | | \$1,971.48 | | \$24.64 | \$2,001.06 | | \$25.01 |
| 2 | | \$2,007.61 | | \$25.10 | \$2,037.73 | | \$25.47 | | | | \$2,068.29 | | \$25.85 | \$2,099.32 | | \$26.24 |
| 3 | | \$2,104.56 | | \$26.31 | \$2,136.13 | | \$26.70 | | | | \$2,168.17 | | \$27.10 | \$2,200.69 | | \$27.51 |
| 4 | | \$2,205.99 | | \$27.57 | \$2,239.08 | | \$27.99 | | | | \$2,272.66 | | \$28.41 | \$2,306.75 | | \$28.83 |
| 5 | | \$2,325.31 | | \$29.07 | \$2,360.19 | | \$29.50 | | | | \$2,395.59 | | \$29.94 | \$2,431.53 | | \$30.39 |

CUPE 2021 TO 2025 SALARY SCHEDULE

| CLASSIFICATION | Class Code | EFFECTIVE DATE OCTOBER 31, 2019 - 1.5% | | | EFFECTIVE DATE MARCH 1, 2021 - 1.70% | | | EFFECTIVE DATE MARCH 1, 2022 - 1.00% | | | EFFECTIVE DATE DECEMBER 31, 2022 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2023 Living Wage* & Special Wage Adjustment (1) | | |
|--|------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| BUILDING SYSTEM SPECIALIST 1 | 2543 | \$2,861.25 | \$40.88 | | \$2,909.89 | \$41.57 | | \$2,938.99 | \$41.99 | | \$2,983.08 | \$42.62 | | | | |
| 2 | | \$2,983.88 | \$42.63 | | \$3,034.60 | \$43.35 | | \$3,064.95 | \$43.78 | | \$3,110.92 | \$44.44 | | | | |
| TECHNOLOGIST - ELECTRONIC 1 | 2519 | \$2,425.72 | | \$30.32 | \$2,466.96 | | \$30.84 | \$2,491.63 | | \$31.15 | \$2,529.00 | | \$31.61 | | | |
| 2 | | \$2,545.53 | | \$31.82 | \$2,588.80 | | \$32.36 | \$2,614.69 | | \$32.68 | \$2,653.91 | | \$33.17 | | | |
| 3 | | \$2,675.20 | | \$33.44 | \$2,720.68 | | \$34.01 | \$2,747.89 | | \$34.35 | \$2,789.10 | | \$34.86 | | | |
| 4 | | \$2,762.59 | | \$34.53 | \$2,809.55 | | \$35.12 | \$2,837.65 | | \$35.47 | \$2,880.21 | | \$36.00 | | | |
| 5 | | \$2,861.25 | \$35.77 | | \$2,909.89 | \$36.37 | | \$2,938.99 | \$36.74 | | \$2,983.08 | \$37.29 | | | | |
| 6 | | \$2,983.88 | \$37.30 | | \$3,034.60 | \$37.93 | | \$3,064.95 | \$38.31 | | \$3,110.92 | \$38.89 | | | | |
| TECHNOLOGIST - GRADE 1 1 | 2531 | \$1,792.86 | \$25.61 | \$22.41 | \$1,823.34 | \$26.05 | \$22.79 | \$1,841.58 | \$26.31 | \$23.02 | \$1,869.20 | \$26.70 | \$23.36 | | | |
| 2 | | \$1,885.89 | \$26.94 | \$23.57 | \$1,917.95 | \$27.40 | \$23.97 | \$1,937.13 | \$27.67 | \$24.21 | \$1,966.19 | \$28.09 | \$24.58 | | | |
| 3 | | \$1,956.36 | \$27.95 | \$24.45 | \$1,989.62 | \$28.42 | \$24.87 | \$2,009.52 | \$28.71 | \$25.12 | \$2,039.66 | \$29.14 | \$25.50 | | | |
| 4 | | \$2,042.34 | \$29.18 | \$25.53 | \$2,077.06 | \$29.67 | \$25.96 | \$2,097.83 | \$29.97 | \$26.22 | \$2,129.30 | \$30.42 | \$26.62 | | | |
| 5 | | \$2,129.73 | \$30.42 | \$26.62 | \$2,165.94 | \$30.94 | \$27.07 | \$2,187.60 | \$31.25 | \$27.34 | \$2,220.41 | \$31.72 | \$27.76 | | | |
| 6 | | \$2,219.94 | \$31.71 | \$27.75 | \$2,257.68 | \$32.25 | \$28.22 | \$2,280.25 | \$32.58 | \$28.50 | \$2,314.46 | \$33.06 | \$28.93 | | | |
| TECHNOLOGIST - GRADE 2 1 | 2532 | \$2,293.23 | \$32.76 | \$28.67 | \$2,332.22 | \$33.32 | \$29.15 | \$2,355.54 | \$33.65 | \$29.44 | \$2,390.87 | \$34.16 | \$29.89 | | | |
| 2 | | \$2,359.48 | \$33.71 | \$29.49 | \$2,399.59 | \$34.28 | \$29.99 | \$2,423.58 | \$34.62 | \$30.29 | \$2,459.94 | \$35.14 | \$30.75 | | | |
| 3 | | \$2,475.05 | \$35.36 | \$30.94 | \$2,517.13 | \$35.96 | \$31.46 | \$2,542.30 | \$36.32 | \$31.78 | \$2,580.44 | \$36.86 | \$32.26 | | | |
| 4 | | \$2,589.22 | \$36.99 | \$32.37 | \$2,633.24 | \$37.62 | \$32.92 | \$2,659.57 | \$37.99 | \$33.24 | \$2,699.46 | \$38.56 | \$33.74 | | | |
| 5 | | \$2,697.75 | \$38.54 | \$33.72 | \$2,743.61 | \$39.19 | \$34.30 | \$2,771.05 | \$39.59 | \$34.64 | \$2,812.62 | \$40.18 | \$35.16 | | | |
| TECHNOLOGIST - GRADE 3 1 | 2533 | \$2,589.22 | \$36.99 | \$32.37 | \$2,633.24 | \$37.62 | \$32.92 | \$2,659.57 | \$37.99 | \$33.24 | \$2,699.46 | \$38.56 | \$33.74 | | | |
| 2 | | \$2,697.75 | \$38.54 | \$33.72 | \$2,743.61 | \$39.19 | \$34.30 | \$2,771.05 | \$39.59 | \$34.64 | \$2,812.62 | \$40.18 | \$35.16 | | | |
| 3 | | \$2,787.96 | \$39.83 | \$34.85 | \$2,835.35 | \$40.51 | \$35.44 | \$2,863.71 | \$40.91 | \$35.80 | \$2,906.66 | \$41.52 | \$36.33 | | | |
| 4 | | \$2,914.81 | \$41.64 | \$36.44 | \$2,964.36 | \$42.35 | \$37.05 | \$2,994.01 | \$42.77 | \$37.43 | \$3,038.92 | \$43.41 | \$37.99 | | | |
| 5 | | \$3,044.49 | \$43.49 | \$38.06 | \$3,096.24 | \$44.23 | \$38.70 | \$3,127.20 | \$44.67 | \$39.09 | \$3,174.11 | \$45.34 | \$39.68 | | | |
| TECHNOLOGIST - SR ELECTRONIC 1 | 2520 | \$3,034.62 | | \$37.93 | \$3,086.21 | | \$38.58 | \$3,117.07 | | \$38.96 | \$3,163.82 | | \$39.55 | | | |
| 2 | | \$3,140.83 | | \$39.26 | \$3,194.22 | | \$39.93 | \$3,226.17 | | \$40.33 | \$3,274.56 | | \$40.93 | | | |
| TRAINER - E-LEARNING 1 | 3002 | \$2,124.09 | \$30.34 | | \$2,160.20 | \$30.86 | | \$2,181.80 | \$31.17 | | \$2,214.53 | \$31.64 | | | | |
| 2 | | \$2,208.66 | \$31.55 | | \$2,246.21 | \$32.09 | | \$2,268.67 | \$32.41 | | \$2,302.70 | \$32.90 | | | | |
| 3 | | \$2,297.46 | \$32.82 | | \$2,336.52 | \$33.38 | | \$2,359.88 | \$33.71 | | \$2,395.28 | \$34.22 | | | | |
| 4 | | \$2,389.08 | \$34.13 | | \$2,429.69 | \$34.71 | | \$2,453.99 | \$35.06 | | \$2,490.80 | \$35.58 | | | | |
| TRAINER - JOINT COMMITTEE PROGRAM 1 | 3003 | \$2,124.09 | \$30.34 | | \$2,160.20 | \$30.86 | | \$2,181.80 | \$31.17 | | \$2,214.53 | \$31.64 | | | | |
| 2 | | \$2,208.66 | \$31.55 | | \$2,246.21 | \$32.09 | | \$2,268.67 | \$32.41 | | \$2,302.70 | \$32.90 | | | | |
| 3 | | \$2,297.46 | \$32.82 | | \$2,336.52 | \$33.38 | | \$2,359.88 | \$33.71 | | \$2,395.28 | \$34.22 | | | | |
| 4 | | \$2,389.08 | \$34.13 | | \$2,429.69 | \$34.71 | | \$2,453.99 | \$35.06 | | \$2,490.80 | \$35.58 | | | | |
| TRAINER-RESPECTFUL WORKPLACE 1 | 3001 | \$2,338.33 | \$33.40 | | \$2,378.09 | \$33.97 | | \$2,401.87 | \$34.31 | | \$2,437.89 | \$34.83 | | | | |
| 2 | | \$2,429.95 | \$34.71 | | \$2,471.26 | \$35.30 | | \$2,495.97 | \$35.66 | | \$2,533.41 | \$36.19 | | | | |
| 3 | | \$2,527.20 | \$36.10 | | \$2,570.17 | \$36.72 | | \$2,595.87 | \$37.08 | | \$2,634.81 | \$37.64 | | | | |
| 4 | | \$2,589.22 | \$36.99 | | \$2,633.24 | \$37.62 | | \$2,659.57 | \$37.99 | | \$2,699.47 | \$38.56 | | | | |
| 5 | | \$2,658.29 | \$37.98 | | \$2,703.48 | \$38.62 | | \$2,730.51 | \$39.01 | | \$2,771.47 | \$39.59 | | | | |
| TRAINWORKER 1 | 2566 | \$2,239.67 | | \$28.00 | \$2,277.74 | | \$28.47 | \$2,300.52 | | \$28.76 | \$2,335.03 | | \$29.19 | | | |
| TREE CLIMBER 1 | 2621 | | | \$26.08 | | | \$26.52 | | | \$26.78 | | | \$27.19 | | | |
| UTILITY 1 - FIRST 4 MONTHS 1 | 2651 | \$1,370.02 | | \$17.13 | \$1,393.31 | | \$17.42 | \$1,407.24 | | \$17.59 | \$1,428.35 | | \$17.85 | | | |
| UTILITY 1 - AFTER 4 MONTHS 1 | 2650 | \$1,581.44 | | \$19.77 | \$1,608.33 | | \$20.10 | \$1,624.41 | | \$20.31 | \$1,648.77 | | \$20.61 | | | |
| 2 | | \$1,792.86 | | \$22.41 | \$1,823.34 | | \$22.79 | \$1,841.58 | | \$23.02 | \$1,869.20 | | \$23.36 | | | |
| UTILITY 2 1 | 2652 | \$1,861.93 | | \$23.27 | \$1,893.58 | | \$23.67 | \$1,912.52 | | \$23.91 | \$1,941.20 | | \$24.27 | | | |
| UTILITY 3 1 | 2653 | \$1,901.39 | | \$23.77 | \$1,933.72 | | \$24.17 | \$1,953.05 | | \$24.41 | \$1,982.35 | | \$24.78 | | | |
| UTILITY 4 1 | 2634 | \$2,005.70 | | \$25.07 | \$2,039.79 | | \$25.50 | \$2,060.19 | | \$25.75 | \$2,091.09 | | \$26.14 | | | |
| UTILITY A 1 | 2641 | \$1,792.86 | | \$22.41 | \$1,823.34 | | \$22.79 | \$1,841.58 | | \$23.02 | \$1,869.20 | | \$23.36 | | | |

CUPE 2021 TO 2025 SALARY SCHEDULE

(CONTINUED)

| CLASSIFICATION | Class Code | EFFECTIVE DATE MARCH 1, 2023 - 1.50% | | | EFFECTIVE DATE DECEMBER 31, 2023 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2024 Special Wage Adjustment (2) | | | EFFECTIVE DATE MARCH 1, 2024 1.50% + \$0.50 Per Hour** | | | EFFECTIVE SEPTEMBER 1, 2024 1.50% + \$0.50 Per Hour** | | |
|--|------------|---|--------------------|--------------------|---|--------------------|--------------------|--|--------------------|--------------------|--|--------------------|--------------------|---|--------------------|--------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| BUILDING SYSTEM SPECIALIST 1 | 2543 | \$3,027.82 | \$43.25 | | \$3,073.24 | \$43.90 | | | | | \$3,119.34 | \$44.56 | | \$3,166.13 | \$45.23 | |
| 2 | | \$3,157.59 | \$45.11 | | \$3,204.95 | \$45.79 | | | | | \$3,253.03 | \$46.47 | | \$3,301.82 | \$47.17 | |
| TECHNOLOGIST - ELECTRONIC 1 | 2519 | \$2,566.94 | | \$32.09 | \$2,605.44 | | \$32.57 | | | | \$2,644.52 | | \$33.06 | \$2,684.19 | | \$33.55 |
| 2 | | \$2,693.72 | | \$33.67 | \$2,734.12 | | \$34.18 | | | | \$2,775.14 | | \$34.69 | \$2,816.76 | | \$35.21 |
| 3 | | \$2,830.94 | | \$35.39 | \$2,873.40 | | \$35.92 | | | | \$2,916.51 | | \$36.46 | \$2,960.25 | | \$37.00 |
| 4 | | \$2,923.42 | | \$36.54 | \$2,967.27 | | \$37.09 | | | | \$3,011.78 | | \$37.65 | \$3,056.95 | | \$38.21 |
| 5 | | \$3,027.82 | | \$37.85 | \$3,073.24 | | \$38.42 | | | | \$3,119.34 | | \$38.99 | \$3,166.13 | | \$39.58 |
| 6 | | \$3,157.59 | | \$39.47 | \$3,204.95 | | \$40.06 | | | | \$3,253.03 | | \$40.66 | \$3,301.82 | | \$41.27 |
| TECHNOLOGIST - GRADE 1 1 | 2531 | \$1,897.24 | \$27.10 | \$23.72 | \$1,925.70 | \$27.51 | \$24.07 | | | | \$1,954.58 | \$27.92 | \$24.43 | \$1,983.90 | \$28.34 | \$24.80 |
| 2 | | \$1,995.68 | \$28.51 | \$24.95 | \$2,025.61 | \$28.94 | \$25.32 | | | | \$2,056.00 | \$29.37 | \$25.70 | \$2,086.84 | \$29.81 | \$26.09 |
| 3 | | \$2,070.26 | \$29.58 | \$25.88 | \$2,101.31 | \$30.02 | \$26.27 | | | | \$2,132.83 | \$30.47 | \$26.66 | \$2,164.82 | \$30.93 | \$27.06 |
| 4 | | \$2,161.24 | \$30.87 | \$27.02 | \$2,193.66 | \$31.34 | \$27.42 | | | | \$2,226.56 | \$31.81 | \$27.83 | \$2,259.96 | \$32.29 | \$28.25 |
| 5 | | \$2,253.72 | \$32.20 | \$28.17 | \$2,287.52 | \$32.68 | \$28.59 | | | | \$2,321.83 | \$33.17 | \$29.02 | \$2,356.66 | \$33.67 | \$29.46 |
| 6 | | \$2,349.17 | \$33.56 | \$29.36 | \$2,384.41 | \$34.06 | \$29.81 | | | | \$2,420.18 | \$34.57 | \$30.25 | \$2,456.48 | \$35.09 | \$30.71 |
| TECHNOLOGIST - GRADE 2 1 | 2532 | \$2,426.73 | \$34.67 | \$30.33 | \$2,463.13 | \$35.19 | \$30.79 | | | | \$2,500.08 | \$35.72 | \$31.25 | \$2,537.58 | \$36.25 | \$31.72 |
| 2 | | \$2,496.84 | \$35.67 | \$31.21 | \$2,534.29 | \$36.20 | \$31.68 | | | | \$2,572.30 | \$36.75 | \$32.15 | \$2,610.89 | \$37.30 | \$32.64 |
| 3 | | \$2,619.14 | \$37.42 | \$32.74 | \$2,658.43 | \$37.98 | \$33.23 | | | | \$2,698.31 | \$38.55 | \$33.73 | \$2,738.78 | \$39.13 | \$34.23 |
| 4 | | \$2,739.96 | \$39.14 | \$34.25 | \$2,781.06 | \$39.73 | \$34.76 | | | | \$2,822.77 | \$40.33 | \$35.28 | \$2,865.11 | \$40.93 | \$35.81 |
| 5 | | \$2,854.81 | \$40.78 | \$35.69 | \$2,897.63 | \$41.39 | \$36.22 | | | | \$2,941.09 | \$42.02 | \$36.76 | \$2,985.21 | \$42.65 | \$37.32 |
| TECHNOLOGIST - GRADE 3 1 | 2533 | \$2,739.96 | \$39.14 | \$34.25 | \$2,781.06 | \$39.73 | \$34.76 | | | | \$2,822.77 | \$40.33 | \$35.28 | \$2,865.11 | \$40.93 | \$35.81 |
| 2 | | \$2,854.81 | \$40.78 | \$35.69 | \$2,897.63 | \$41.39 | \$36.22 | | | | \$2,941.09 | \$42.02 | \$36.76 | \$2,985.21 | \$42.65 | \$37.32 |
| 3 | | \$2,950.26 | \$42.15 | \$36.88 | \$2,994.52 | \$42.78 | \$37.43 | | | | \$3,039.44 | \$43.42 | \$37.99 | \$3,085.03 | \$44.07 | \$38.56 |
| 4 | | \$3,084.50 | \$44.06 | \$38.56 | \$3,130.77 | \$44.73 | \$39.13 | | | | \$3,177.73 | \$45.40 | \$39.72 | \$3,225.40 | \$46.08 | \$40.32 |
| 5 | | \$3,221.72 | \$46.02 | \$40.27 | \$3,270.05 | \$46.71 | \$40.88 | | | | \$3,319.10 | \$47.42 | \$41.49 | \$3,368.89 | \$48.13 | \$42.11 |
| TECHNOLOGIST - SR ELECTRONIC 1 | 2520 | \$3,211.28 | | \$40.14 | \$3,259.45 | | \$40.74 | | | | \$3,308.34 | | \$41.35 | \$3,357.97 | | \$41.97 |
| 2 | | \$3,323.68 | | \$41.55 | \$3,373.53 | | \$42.17 | | | | \$3,424.13 | | \$42.80 | \$3,475.50 | | \$43.44 |
| TRAINER - E-LEARNING 1 | 3002 | \$2,247.75 | \$32.11 | | \$2,281.47 | \$32.59 | | | | | \$2,315.69 | \$33.08 | | \$2,350.42 | \$33.58 | |
| 2 | | \$2,337.24 | \$33.39 | | \$2,372.30 | \$33.89 | | | | | \$2,407.88 | \$34.40 | | \$2,444.00 | \$34.91 | |
| 3 | | \$2,431.21 | \$34.73 | | \$2,467.68 | \$35.25 | | | | | \$2,504.69 | \$35.78 | | \$2,542.26 | \$36.32 | |
| 4 | | \$2,528.16 | \$36.12 | | \$2,566.08 | \$36.66 | | | | | \$2,604.57 | \$37.21 | | \$2,643.64 | \$37.77 | |
| TRAINER - JOINT COMMITTEE PROGRAM 1 | 3003 | \$2,247.75 | \$32.11 | | \$2,281.47 | \$32.59 | | | | | \$2,315.69 | \$33.08 | | \$2,350.42 | \$33.58 | |
| 2 | | \$2,337.24 | \$33.39 | | \$2,372.30 | \$33.89 | | | | | \$2,407.88 | \$34.40 | | \$2,444.00 | \$34.91 | |
| 3 | | \$2,431.21 | \$34.73 | | \$2,467.68 | \$35.25 | | | | | \$2,504.69 | \$35.78 | | \$2,542.26 | \$36.32 | |
| 4 | | \$2,528.16 | \$36.12 | | \$2,566.08 | \$36.66 | | | | | \$2,604.57 | \$37.21 | | \$2,643.64 | \$37.77 | |
| TRAINER-RESPECTFUL WORKPLACE 1 | 3001 | \$2,474.46 | \$35.35 | | \$2,511.58 | \$35.88 | | | | | \$2,549.25 | \$36.42 | | \$2,587.49 | \$36.96 | |
| 2 | | \$2,571.41 | \$36.73 | | \$2,609.98 | \$37.29 | | | | | \$2,649.13 | \$37.84 | | \$2,688.87 | \$38.41 | |
| 3 | | \$2,674.33 | \$38.20 | | \$2,714.44 | \$38.78 | | | | | \$2,755.16 | \$39.36 | | \$2,796.49 | \$39.95 | |
| 4 | | \$2,739.96 | \$39.14 | | \$2,781.06 | \$39.73 | | | | | \$2,822.77 | \$40.33 | | \$2,865.11 | \$40.93 | |
| 5 | | \$2,813.04 | \$40.19 | | \$2,855.24 | \$40.79 | | | | | \$2,898.07 | \$41.40 | | \$2,941.54 | \$42.02 | |
| TRAINWORKER 1 | 2566 | \$2,370.06 | | \$29.63 | \$2,405.61 | | \$30.07 | | | | \$2,441.69 | | \$30.52 | \$2,478.32 | | \$30.98 |
| TREE CLIMBER 1 | 2621 | | | \$27.59 | | | \$28.01 | | | | | | \$28.43 | | | \$28.85 |
| UTILITY 1 - FIRST 4 MONTHS 1 | 2651 | \$1,449.78 | | \$18.12 | \$1,471.52 | | \$18.39 | | | | \$1,493.60 | | \$18.67 | \$1,516.00 | | \$18.95 |
| UTILITY 1 - AFTER 4 MONTHS 1 | 2650 | \$1,673.51 | | \$20.92 | \$1,698.61 | | \$21.23 | | | | \$1,724.09 | | \$21.55 | \$1,749.95 | | \$21.87 |
| 2 | | \$1,897.24 | | \$23.72 | \$1,925.70 | | \$24.07 | | | | \$1,954.58 | | \$24.43 | \$1,983.90 | | \$24.80 |
| UTILITY 2 1 | 2652 | \$1,970.32 | | \$24.63 | \$1,999.88 | | \$25.00 | | | | \$2,029.88 | | \$25.37 | \$2,060.32 | | \$25.75 |
| UTILITY 3 1 | 2653 | \$2,012.09 | | \$25.15 | \$2,042.27 | | \$25.53 | | | | \$2,072.90 | | \$25.91 | \$2,103.99 | | \$26.30 |
| UTILITY 4 1 | 2634 | \$2,122.46 | | \$26.53 | \$2,154.30 | | \$26.93 | | | | \$2,186.61 | | \$27.33 | \$2,219.41 | | \$27.74 |
| UTILITY A 1 | 2641 | \$1,897.24 | | \$23.72 | \$1,925.70 | | \$24.07 | | | | \$1,954.58 | | \$24.43 | \$1,983.90 | | \$24.80 |

CUPE 2021 TO 2025 SALARY SCHEDULE

| CLASSIFICATION | Class Code | EFFECTIVE DATE OCTOBER 31, 2019 - 1.5% | | | EFFECTIVE DATE MARCH 1, 2021 - 1.70% | | | EFFECTIVE DATE MARCH 1, 2022 - 1.00% | | | EFFECTIVE DATE DECEMBER 31, 2022 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2023 Living Wage* & Special Wage Adjustment (1) | | |
|---|------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| UTILITY B | 2642 | | | | | | | | | | | | | | | |
| 1 | | \$1,861.93 | | \$23.27 | \$1,893.58 | | \$23.67 | \$1,912.52 | | \$23.91 | \$1,941.20 | | \$24.27 | | | |
| UTILITY C | 2643 | | | | | | | | | | | | | | | |
| 1 | | \$1,901.39 | | \$23.77 | \$1,933.72 | | \$24.17 | \$1,953.05 | | \$24.41 | \$1,982.35 | | \$24.78 | | | |
| UTILITY D | 2644 | | | | | | | | | | | | | | | |
| 1 | | \$2,005.70 | | \$25.07 | \$2,039.79 | | \$25.50 | \$2,060.19 | | \$25.75 | \$2,091.09 | | \$26.14 | | | |
| VALUATION OFFICER | 68 | | | | | | | | | | | | | | | |
| 1 | | \$2,172.78 | \$31.04 | | \$2,209.72 | \$31.57 | | \$2,231.81 | \$31.88 | | \$2,265.29 | \$32.36 | | | | |
| 2 | | \$2,273.93 | \$32.48 | | \$2,312.59 | \$33.04 | | \$2,335.71 | \$33.37 | | \$2,370.75 | \$33.87 | | | | |
| 3 | | \$2,441.33 | \$34.88 | | \$2,482.83 | \$35.47 | | \$2,507.66 | \$35.82 | | \$2,545.28 | \$36.36 | | | | |
| 4 | | \$2,587.81 | \$36.97 | | \$2,631.81 | \$37.60 | | \$2,658.12 | \$37.97 | | \$2,698.00 | \$38.54 | | | | |
| 5 | | \$2,744.27 | \$39.20 | | \$2,790.92 | \$39.87 | | \$2,818.83 | \$40.27 | | \$2,861.11 | \$40.87 | | | | |
| 6 | | \$2,911.99 | \$41.60 | | \$2,961.50 | \$42.31 | | \$2,991.11 | \$42.73 | | \$3,035.98 | \$43.37 | | | | |
| WASTE WATER TREATMENT - OPERATOR IN TRAINING ¹ | 1953 | | | | | | | | | | | | | | | |
| 1 | | \$1,864.24 | | \$23.30 | \$1,895.93 | | \$23.70 | \$1,914.89 | | \$23.94 | \$1,943.61 | | \$24.30 | \$1,987.61 | | \$24.85 |
| WASTE WATER TREATMENT OPERATOR - 1A ¹ | 1954 | | | | | | | | | | | | | | | |
| 1 | | \$1,954.00 | | \$24.42 | \$1,987.21 | | \$24.84 | \$2,007.09 | | \$25.09 | \$2,037.19 | | \$25.46 | \$2,081.19 | | \$26.01 |
| WASTE WATER TREATMENT OPERATOR - 1B ¹ | 1955 | | | | | | | | | | | | | | | |
| 1 | | \$2,038.59 | | \$25.48 | \$2,073.25 | | \$25.92 | \$2,093.98 | | \$26.17 | \$2,125.39 | | \$26.57 | \$2,169.39 | | \$27.12 |
| WASTE WATER TREATMENT OPERATOR - 2A ¹ | 1956 | | | | | | | | | | | | | | | |
| 1 | | \$2,113.91 | | \$26.42 | \$2,149.84 | | \$26.87 | \$2,171.34 | | \$27.14 | \$2,203.91 | | \$27.55 | \$2,247.91 | | \$28.10 |
| WASTE WATER TREATMENT OPERATOR - 2B ¹ | 1957 | | | | | | | | | | | | | | | |
| 1 | | \$2,213.98 | | \$27.67 | \$2,251.62 | | \$28.15 | \$2,274.13 | | \$28.43 | \$2,308.24 | | \$28.85 | \$2,352.24 | | \$29.40 |
| WASTE WATER TREATMENT OPERATOR - 3A ¹ 1 - With Provincial Certification | 1958 | | | | | | | | | | | | | | | |
| 1 | | \$2,373.89 | | \$29.67 | \$2,414.24 | | \$30.18 | \$2,438.39 | | \$30.48 | \$2,474.96 | | \$30.94 | \$2,526.96 | | \$31.59 |
| WASTE WATER TREATMENT OPERATOR - 3B ¹ 1 - With Provincial Certification | 1959 | | | | | | | | | | | | | | | |
| 1 | | \$2,482.21 | | \$31.03 | \$2,524.41 | | \$31.56 | \$2,549.66 | | \$31.87 | \$2,587.90 | | \$32.35 | \$2,639.90 | | \$33.00 |
| WASTE WATER TREATMENT OPERATOR 4 ¹ 1 - With Provincial Certification | 1960 | | | | | | | | | | | | | | | |
| 1 | | \$2,769.02 | | \$34.61 | \$2,816.09 | | \$35.20 | \$2,844.25 | | \$35.55 | \$2,886.92 | | \$36.09 | \$2,938.92 | | \$36.74 |
| WATER TREATMENT OPERATOR - IT | 2901 | | | | | | | | | | | | | | | |
| 1 | | \$1,946.08 | | \$24.33 | \$1,979.16 | | \$24.74 | \$1,998.95 | | \$24.99 | \$2,028.94 | | \$25.36 | | | |
| WATER TREATMENT OPERATOR - 1A | 2902 | | | | | | | | | | | | | | | |
| 1 | | \$2,039.78 | | \$25.50 | \$2,074.45 | | \$25.93 | \$2,095.20 | | \$26.19 | \$2,126.62 | | \$26.58 | | | |
| WATER TREATMENT OPERATOR - 1B | 2903 | | | | | | | | | | | | | | | |
| 1 | | \$2,128.09 | | \$26.60 | \$2,164.26 | | \$27.05 | \$2,185.91 | | \$27.32 | \$2,218.70 | | \$27.73 | | | |
| WATER TREATMENT OPERATOR - 2A | 2904 | | | | | | | | | | | | | | | |
| 1 | | \$2,206.71 | | \$27.58 | \$2,244.22 | | \$28.05 | \$2,266.66 | | \$28.33 | \$2,300.66 | | \$28.76 | | | |
| WATER TREATMENT OPERATOR - 2B | 2905 | | | | | | | | | | | | | | | |
| 1 | | \$2,311.17 | | \$28.89 | \$2,350.46 | | \$29.38 | \$2,373.97 | | \$29.67 | \$2,409.58 | | \$30.12 | | | |
| WATER TREATMENT OPERATOR - 3A | 2906 | | | | | | | | | | | | | | | |
| 1 | | \$2,452.25 | | \$30.65 | \$2,493.94 | | \$31.17 | \$2,518.88 | | \$31.49 | \$2,556.67 | | \$31.96 | | | |
| 2 | | \$2,478.10 | | \$30.98 | \$2,520.23 | | \$31.50 | \$2,545.43 | | \$31.82 | \$2,583.61 | | \$32.30 | | | |
| WATER TREATMENT OPERATOR - 3B | 2907 | | | | | | | | | | | | | | | |
| 1 | | \$2,565.34 | | \$32.07 | \$2,608.95 | | \$32.61 | \$2,635.04 | | \$32.94 | \$2,674.56 | | \$33.43 | | | |
| 2 | | \$2,591.18 | | \$32.39 | \$2,635.23 | | \$32.94 | \$2,661.59 | | \$33.27 | \$2,701.51 | | \$33.77 | | | |
| WATER TREATMENT OPERATOR - 4 | 2908 | | | | | | | | | | | | | | | |
| 1 | | \$2,847.50 | | \$35.59 | \$2,895.91 | | \$36.20 | \$2,924.87 | | \$36.56 | \$2,968.74 | | \$37.11 | | | |
| 2 | | \$2,890.58 | | \$36.13 | \$2,939.72 | | \$36.75 | \$2,969.12 | | \$37.11 | \$3,013.65 | | \$37.67 | | | |
| WEB SERVICES SPECIALIST | 2783 | | | | | | | | | | | | | | | |
| 1 | | \$1,944.00 | \$27.77 | | \$1,977.05 | \$28.24 | | \$1,996.82 | \$28.53 | | \$2,026.77 | \$28.95 | | | | |
| 2 | | \$2,012.04 | \$28.74 | | \$2,046.24 | \$29.23 | | \$2,066.71 | \$29.52 | | \$2,097.71 | \$29.97 | | | | |
| 3 | | \$2,082.46 | \$29.75 | | \$2,117.86 | \$30.26 | | \$2,139.04 | \$30.56 | | \$2,171.13 | \$31.02 | | | | |
| 4 | | \$2,155.35 | \$30.79 | | \$2,191.99 | \$31.31 | | \$2,213.91 | \$31.63 | | \$2,247.11 | \$32.10 | | | | |
| 5 | | \$2,230.78 | \$31.87 | | \$2,268.71 | \$32.41 | | \$2,291.39 | \$32.73 | | \$2,325.76 | \$33.23 | | | | |
| 6 | | \$2,308.86 | \$32.98 | | \$2,348.11 | \$33.54 | | \$2,371.59 | \$33.88 | | \$2,407.17 | \$34.39 | | | | |
| WEIGH SCALES OPERATOR-REFUSE DISPOSAL | 2722 | | | | | | | | | | | | | | | |
| 1 | | \$1,928.17 | | \$24.10 | \$1,960.95 | | \$24.51 | \$1,980.56 | | \$24.76 | \$2,010.27 | | \$25.13 | | | |
| WELDER ¹ | 2731 | | | | | | | | | | | | | | | |
| 1 | | \$2,607.05 | | \$32.59 | \$2,651.37 | | \$33.14 | \$2,677.88 | | \$33.47 | \$2,718.05 | | \$33.98 | \$2,750.05 | | \$34.38 |
| WELDER - LEADING ¹ | 2734 | | | | | | | | | | | | | | | |
| 1 | | \$2,700.08 | | \$33.75 | \$2,745.98 | | \$34.32 | \$2,773.44 | | \$34.67 | \$2,815.04 | | \$35.19 | \$2,847.04 | | \$35.59 |
| WELDER - PRESSURE VESSEL | 2741 | | | | | | | | | | | | | | | |
| 1 | | \$2,628.69 | | \$32.86 | \$2,673.38 | | \$33.42 | \$2,700.11 | | \$33.75 | \$2,740.61 | | \$34.26 | | | |

CUPE 2021 TO 2025 SALARY SCHEDULE

(CONTINUED)

| CLASSIFICATION | Class Code | EFFECTIVE DATE MARCH 1, 2023 - 1.50% | | | EFFECTIVE DATE DECEMBER 31, 2023 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2024 Special Wage Adjustment (2) | | | EFFECTIVE DATE MARCH 1, 2024 1.50% + \$0.50 Per Hour** | | | EFFECTIVE SEPTEMBER 1, 2024 1.50% + \$0.50 Per Hour** | | |
|---|------------|---|--------------------|--------------------|---|--------------------|--------------------|--|--------------------|--------------------|--|--------------------|--------------------|---|--------------------|--------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| UTILITY B | 2642 | | | | | | | | | | | | | | | |
| 1 | | \$1,970.32 | | \$24.63 | \$1,999.88 | | \$25.00 | | | | \$2,029.88 | | \$25.37 | \$2,060.32 | | \$25.75 |
| UTILITY C | 2643 | | | | | | | | | | | | | | | |
| 1 | | \$2,012.09 | | \$25.15 | \$2,042.27 | | \$25.53 | | | | \$2,072.90 | | \$25.91 | \$2,103.99 | | \$26.30 |
| UTILITY D | 2644 | | | | | | | | | | | | | | | |
| 1 | | \$2,122.46 | | \$26.53 | \$2,154.30 | | \$26.93 | | | | \$2,186.61 | | \$27.33 | \$2,219.41 | | \$27.74 |
| VALUATION OFFICER | 68 | | | | | | | | | | | | | | | |
| 1 | | \$2,299.27 | \$32.85 | | \$2,333.76 | \$33.34 | | | | | \$2,368.77 | \$33.84 | | \$2,404.30 | \$34.35 | |
| 2 | | \$2,406.31 | \$34.38 | | \$2,442.40 | \$34.89 | | | | | \$2,479.04 | \$35.41 | | \$2,516.22 | \$35.95 | |
| 3 | | \$2,583.46 | \$36.91 | | \$2,622.21 | \$37.46 | | | | | \$2,661.54 | \$38.02 | | \$2,701.47 | \$38.59 | |
| 4 | | \$2,738.47 | \$39.12 | | \$2,779.54 | \$39.71 | | | | | \$2,821.24 | \$40.30 | | \$2,863.55 | \$40.91 | |
| 5 | | \$2,904.03 | \$41.49 | | \$2,947.59 | \$42.11 | | | | | \$2,991.80 | \$42.74 | | \$3,036.68 | \$43.38 | |
| 6 | | \$3,081.52 | \$44.02 | | \$3,127.74 | \$44.68 | | | | | \$3,174.66 | \$45.35 | | \$3,222.28 | \$46.03 | |
| WASTE WATER TREATMENT - OPERATOR IN TRAINING ¹ | 1953 | | | | | | | | | | | | | | | |
| 1 | | \$2,017.43 | | \$25.22 | \$2,047.69 | | \$25.60 | | | | \$2,078.41 | | \$25.98 | \$2,109.58 | | \$26.37 |
| WASTE WATER TREATMENT OPERATOR - 1A ¹ | 1954 | | | | | | | | | | | | | | | |
| 1 | | \$2,112.41 | | \$26.41 | \$2,144.10 | | \$26.80 | | | | \$2,176.26 | | \$27.20 | \$2,208.90 | | \$27.61 |
| WASTE WATER TREATMENT OPERATOR - 1B ¹ | 1955 | | | | | | | | | | | | | | | |
| 1 | | \$2,201.93 | | \$27.52 | \$2,234.96 | | \$27.94 | | | | \$2,268.49 | | \$28.36 | \$2,302.51 | | \$28.78 |
| WASTE WATER TREATMENT OPERATOR - 2A ¹ | 1956 | | | | | | | | | | | | | | | |
| 1 | | \$2,281.63 | | \$28.52 | \$2,315.85 | | \$28.95 | | | | \$2,350.59 | | \$29.38 | \$2,385.85 | | \$29.82 |
| WASTE WATER TREATMENT OPERATOR - 2B ¹ | 1957 | | | | | | | | | | | | | | | |
| 1 | | \$2,387.53 | | \$29.84 | \$2,423.34 | | \$30.29 | | | | \$2,459.69 | | \$30.75 | \$2,496.59 | | \$31.21 |
| WASTE WATER TREATMENT OPERATOR - 3A ¹ 1 - With Provincial Certification | 1958 | | | | | | | | | | | | | | | |
| 1 | | \$2,564.87 | | \$32.06 | \$2,603.34 | | \$32.54 | | | | \$2,642.39 | | \$33.03 | \$2,682.03 | | \$33.53 |
| WASTE WATER TREATMENT OPERATOR - 3B ¹ 1 - With Provincial Certification | 1959 | | | | | | | | | | | | | | | |
| 1 | | \$2,679.50 | | \$33.49 | \$2,719.69 | | \$34.00 | | | | \$2,760.49 | | \$34.51 | \$2,801.89 | | \$35.02 |
| WASTE WATER TREATMENT OPERATOR 4 ¹ 1 - With Provincial Certification | 1960 | | | | | | | | | | | | | | | |
| 1 | | \$2,983.00 | | \$37.29 | \$3,027.75 | | \$37.85 | | | | \$3,073.16 | | \$38.41 | \$3,119.26 | | \$38.99 |
| WATER TREATMENT OPERATOR - IT | 2901 | | | | | | | | | | | | | | | |
| 1 | | \$2,059.37 | | \$25.74 | \$2,090.26 | | \$26.13 | | | | \$2,121.62 | | \$26.52 | \$2,153.44 | | \$26.92 |
| WATER TREATMENT OPERATOR - 1A | 2902 | | | | | | | | | | | | | | | |
| 1 | | \$2,158.52 | | \$26.98 | \$2,190.90 | | \$27.39 | | | | \$2,223.77 | | \$27.80 | \$2,257.12 | | \$28.21 |
| WATER TREATMENT OPERATOR - 1B | 2903 | | | | | | | | | | | | | | | |
| 1 | | \$2,251.98 | | \$28.15 | \$2,285.76 | | \$28.57 | | | | \$2,320.04 | | \$29.00 | \$2,354.84 | | \$29.44 |
| WATER TREATMENT OPERATOR - 2A | 2904 | | | | | | | | | | | | | | | |
| 1 | | \$2,335.17 | | \$29.19 | \$2,370.20 | | \$29.63 | | | | \$2,405.75 | | \$30.07 | \$2,441.84 | | \$30.52 |
| WATER TREATMENT OPERATOR - 2B | 2905 | | | | | | | | | | | | | | | |
| 1 | | \$2,445.72 | | \$30.57 | \$2,482.41 | | \$31.03 | | | | \$2,519.64 | | \$31.50 | \$2,557.44 | | \$31.97 |
| WATER TREATMENT OPERATOR - 3A | 2906 | | | | | | | | | | | | | | | |
| 1 | | \$2,595.02 | | \$32.44 | \$2,633.94 | | \$32.92 | | | | \$2,673.45 | | \$33.42 | \$2,713.55 | | \$33.92 |
| 2 | | \$2,622.37 | | \$32.78 | \$2,661.70 | | \$33.27 | | | | \$2,701.63 | | \$33.77 | \$2,742.15 | | \$34.28 |
| WATER TREATMENT OPERATOR - 3B | 2907 | | | | | | | | | | | | | | | |
| 1 | | \$2,714.68 | | \$33.93 | \$2,755.40 | | \$34.44 | | | | \$2,796.73 | | \$34.96 | \$2,838.68 | | \$35.48 |
| 2 | | \$2,742.03 | | \$34.28 | \$2,783.16 | | \$34.79 | | | | \$2,824.91 | | \$35.31 | \$2,867.28 | | \$35.84 |
| WATER TREATMENT OPERATOR - 4 | 2908 | | | | | | | | | | | | | | | |
| 1 | | \$3,013.27 | | \$37.67 | \$3,058.47 | | \$38.23 | | | | \$3,104.35 | | \$38.80 | \$3,150.91 | | \$39.39 |
| 2 | | \$3,058.86 | | \$38.24 | \$3,104.74 | | \$38.81 | | | | \$3,151.31 | | \$39.39 | \$3,198.58 | | \$39.98 |
| WEB SERVICES SPECIALIST | 2783 | | | | | | | | | | | | | | | |
| 1 | | \$2,057.17 | \$29.39 | | \$2,088.03 | \$29.83 | | | | | \$2,119.35 | \$30.28 | | \$2,151.14 | \$30.73 | |
| 2 | | \$2,129.17 | \$30.42 | | \$2,161.11 | \$30.87 | | | | | \$2,193.53 | \$31.34 | | \$2,226.43 | \$31.81 | |
| 3 | | \$2,203.69 | \$31.48 | | \$2,236.75 | \$31.95 | | | | | \$2,270.30 | \$32.43 | | \$2,304.35 | \$32.92 | |
| 4 | | \$2,280.82 | \$32.58 | | \$2,315.03 | \$33.07 | | | | | \$2,349.76 | \$33.57 | | \$2,385.01 | \$34.07 | |
| 5 | | \$2,360.65 | \$33.72 | | \$2,396.06 | \$34.23 | | | | | \$2,432.00 | \$34.74 | | \$2,468.48 | \$35.26 | |
| 6 | | \$2,443.27 | \$34.90 | | \$2,479.92 | \$35.43 | | | | | \$2,517.12 | \$35.96 | | \$2,554.88 | \$36.50 | |
| WEIGH SCALES OPERATOR-REFUSE DISPOSAL | 2722 | | | | | | | | | | | | | | | |
| 1 | | \$2,040.43 | | \$25.51 | \$2,071.03 | | \$25.89 | | | | \$2,102.10 | | \$26.28 | \$2,133.63 | | \$26.67 |
| WELDER ¹ | 2731 | | | | | | | | | | | | | | | |
| 1 | | \$2,791.30 | | \$34.89 | \$2,833.17 | | \$35.41 | | | | \$2,875.67 | | \$35.95 | \$2,918.81 | | \$36.49 |
| WELDER - LEADING ¹ | 2734 | | | | | | | | | | | | | | | |
| 1 | | \$2,889.75 | | \$36.12 | \$2,933.09 | | \$36.66 | | | | \$2,977.09 | | \$37.21 | \$3,021.74 | | \$37.77 |
| WELDER - PRESSURE VESSEL | 2741 | | | | | | | | | | | | | | | |
| 1 | | \$2,781.72 | | \$34.77 | \$2,823.45 | | \$35.29 | | | | \$2,865.80 | | \$35.82 | \$2,908.78 | | \$36.36 |

CUPE 2021 TO 2025 SALARY SCHEDULE

| CLASSIFICATION | Class Code | EFFECTIVE DATE OCTOBER 31, 2019 - 1.5% | | | EFFECTIVE DATE MARCH 1, 2021 - 1.70% | | | EFFECTIVE DATE MARCH 1, 2022 - 1.00% | | | EFFECTIVE DATE DECEMBER 31, 2022 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2023 Living Wage* & Special Wage Adjustment (1) | | |
|----------------------------------|------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|---|--------------------|--------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| WORKER - COMMUNITY DEVELOPMENT 1 | 2765 | | | | | | | | | | | | | | | |
| 1 | | \$1,966.23 | \$28.09 | | \$1,999.66 | \$28.57 | | \$2,019.65 | \$28.85 | | \$2,049.95 | \$29.28 | | | | |
| 2 | | \$2,069.12 | \$29.56 | | \$2,104.30 | \$30.06 | | \$2,125.34 | \$30.36 | | \$2,157.22 | \$30.82 | | | | |
| 3 | | \$2,139.60 | \$30.57 | | \$2,175.97 | \$31.09 | | \$2,197.73 | \$31.40 | | \$2,230.70 | \$31.87 | | | | |
| 4 | | \$2,208.66 | \$31.55 | | \$2,246.21 | \$32.09 | | \$2,268.67 | \$32.41 | | \$2,302.70 | \$32.90 | | | | |
| 5 | | \$2,276.32 | \$32.52 | | \$2,315.01 | \$33.07 | | \$2,338.16 | \$33.40 | | \$2,373.24 | \$33.90 | | | | |
| 6 | | \$2,353.84 | \$33.63 | | \$2,393.85 | \$34.20 | | \$2,417.79 | \$34.54 | | \$2,454.06 | \$35.06 | | | | |
| WORKER - COMMUNITY DEVELOPMENT 2 | 2766 | | | | | | | | | | | | | | | |
| 1 | | \$2,270.68 | \$32.44 | | \$2,309.28 | \$32.99 | | \$2,332.37 | \$33.32 | | \$2,367.36 | \$33.82 | | | | |
| 2 | | \$2,334.11 | \$33.34 | | \$2,373.79 | \$33.91 | | \$2,397.52 | \$34.25 | | \$2,433.49 | \$34.76 | | | | |
| 3 | | \$2,404.58 | \$34.35 | | \$2,445.46 | \$34.94 | | \$2,469.91 | \$35.28 | | \$2,506.96 | \$35.81 | | | | |
| 4 | | \$2,466.60 | \$35.24 | | \$2,508.53 | \$35.84 | | \$2,533.61 | \$36.19 | | \$2,571.62 | \$36.74 | | | | |
| 5 | | \$2,527.20 | \$36.10 | | \$2,570.17 | \$36.72 | | \$2,595.87 | \$37.08 | | \$2,634.81 | \$37.64 | | | | |
| WORKER - METER SERVICE 1 | 2772 | | | | | | | | | | | | | | | |
| 1 | | \$1,861.93 | | \$23.27 | \$1,893.58 | | \$23.67 | \$1,912.52 | | \$23.91 | \$1,941.20 | | \$24.27 | | | |
| WORKER - METER SERVICE 2 | 2773 | | | | | | | | | | | | | | | |
| 1 | | \$2,005.70 | | \$25.07 | \$2,039.79 | | \$25.50 | \$2,060.19 | | \$25.75 | \$2,091.09 | | \$26.14 | | | |
| WORKER - SEWER MAINTENANCE | 2771 | | | | | | | | | | | | | | | |
| 1 | | \$1,918.31 | | \$23.98 | \$1,950.92 | | \$24.39 | \$1,970.43 | | \$24.63 | \$1,999.98 | | \$25.00 | | | |
| WORKER-SOCIAL 3-SOCIAL SERVICES | 2788 | | | | | | | | | | | | | | | |
| 1 | | \$2,527.20 | \$36.10 | | \$2,570.17 | \$36.72 | | \$2,595.87 | \$37.08 | | \$2,634.81 | \$37.64 | | | | |
| 2 | | \$2,589.22 | \$36.99 | | \$2,633.24 | \$37.62 | | \$2,659.57 | \$37.99 | | \$2,699.46 | \$38.56 | | | | |
| 3 | | \$2,658.29 | \$37.98 | | \$2,703.48 | \$38.62 | | \$2,730.51 | \$39.01 | | \$2,771.47 | \$39.59 | | | | |
| 4 | | \$2,711.85 | \$38.74 | | \$2,757.95 | \$39.40 | | \$2,785.53 | \$39.79 | | \$2,827.31 | \$40.39 | | | | |
| 5 | | \$2,779.50 | \$39.71 | | \$2,826.75 | \$40.38 | | \$2,855.02 | \$40.79 | | \$2,897.85 | \$41.40 | | | | |
| WORKER - WATER SUPPLY | 2775 | | | | | | | | | | | | | | | |
| 1 | | \$2,289.00 | | \$28.61 | \$2,327.92 | | \$29.10 | \$2,351.19 | | \$29.39 | \$2,386.46 | | \$29.83 | | | |
| WORK MANAGEMENT TECHNICIAN | 2465 | | | | | | | | | | | | | | | |
| 1 | | \$2,242.25 | \$32.03 | | \$2,280.37 | \$32.58 | | \$2,303.17 | \$32.90 | | \$2,337.72 | \$33.40 | | | | |
| 2 | | \$2,323.58 | \$33.19 | | \$2,363.08 | \$33.76 | | \$2,386.71 | \$34.10 | | \$2,422.51 | \$34.61 | | | | |
| 3 | | \$2,407.85 | \$34.40 | | \$2,448.79 | \$34.98 | | \$2,473.27 | \$35.33 | | \$2,510.37 | \$35.86 | | | | |

CUPE 2021 TO 2025 SALARY SCHEDULE

(CONTINUED)

| CLASSIFICATION | Class Code | EFFECTIVE DATE MARCH 1, 2023 - 1.50% | | | EFFECTIVE DATE DECEMBER 31, 2023 - 1.50% | | | EFFECTIVE DATE JANUARY 1, 2024 Special Wage Adjustment (2) | | | EFFECTIVE DATE MARCH 1, 2024 1.50% + \$0.50 Per Hour** | | | EFFECTIVE SEPTEMBER 1, 2024 1.50% + \$0.50 Per Hour** | | |
|----------------------------------|------------|---|--------------------|--------------------|---|--------------------|--------------------|--|--------------------|--------------------|--|--------------------|--------------------|---|--------------------|--------------------|
| | | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS | BIWEEKLY | HOURLY 35 HOURS | HOURLY 40 HOURS |
| WORKER - COMMUNITY DEVELOPMENT 1 | 2765 | | | | | | | | | | | | | | | |
| 1 | | \$2,080.70 | \$29.72 | | \$2,111.91 | \$30.17 | | | | | \$2,143.59 | \$30.62 | | \$2,175.74 | \$31.08 | |
| 2 | | \$2,189.58 | \$31.28 | | \$2,222.42 | \$31.75 | | | | | \$2,255.76 | \$32.23 | | \$2,289.60 | \$32.71 | |
| 3 | | \$2,264.16 | \$32.35 | | \$2,298.12 | \$32.83 | | | | | \$2,332.59 | \$33.32 | | \$2,367.58 | \$33.82 | |
| 4 | | \$2,337.24 | \$33.39 | | \$2,372.30 | \$33.89 | | | | | \$2,407.88 | \$34.40 | | \$2,444.00 | \$34.91 | |
| 5 | | \$2,408.84 | \$34.41 | | \$2,444.97 | \$34.93 | | | | | \$2,481.64 | \$35.45 | | \$2,518.87 | \$35.98 | |
| 6 | | \$2,490.87 | \$35.58 | | \$2,528.23 | \$36.12 | | | | | \$2,566.16 | \$36.66 | | \$2,604.65 | \$37.21 | |
| WORKER - COMMUNITY DEVELOPMENT 2 | 2766 | | | | | | | | | | | | | | | |
| 1 | | \$2,402.87 | \$34.33 | | \$2,438.91 | \$34.84 | | | | | \$2,475.50 | \$35.36 | | \$2,512.63 | \$35.89 | |
| 2 | | \$2,469.99 | \$35.29 | | \$2,507.04 | \$35.81 | | | | | \$2,544.64 | \$36.35 | | \$2,582.81 | \$36.90 | |
| 3 | | \$2,544.57 | \$36.35 | | \$2,582.73 | \$36.90 | | | | | \$2,621.47 | \$37.45 | | \$2,660.80 | \$38.01 | |
| 4 | | \$2,610.19 | \$37.29 | | \$2,649.35 | \$37.85 | | | | | \$2,689.09 | \$38.42 | | \$2,729.42 | \$38.99 | |
| 5 | | \$2,674.33 | \$38.20 | | \$2,714.44 | \$38.78 | | | | | \$2,755.16 | \$39.36 | | \$2,796.49 | \$39.95 | |
| WORKER - METER SERVICE 1 | 2772 | | | | | | | | | | | | | | | |
| 1 | | \$1,970.32 | | \$24.63 | \$1,999.88 | | \$25.00 | | | | \$2,029.88 | | \$25.37 | \$2,060.32 | | \$25.75 |
| WORKER - METER SERVICE 2 | 2773 | | | | | | | | | | | | | | | |
| 1 | | \$2,122.46 | | \$26.53 | \$2,154.30 | | \$26.93 | | | | \$2,186.61 | | \$27.33 | \$2,219.41 | | \$27.74 |
| WORKER - SEWER MAINTENANCE | 2771 | | | | | | | | | | | | | | | |
| 1 | | \$2,029.98 | | \$25.37 | \$2,060.43 | | \$25.76 | | | | \$2,091.34 | | \$26.14 | \$2,122.71 | | \$26.53 |
| WORKER-SOCIAL 3-SOCIAL SERVICES | 2788 | | | | | | | | | | | | | | | |
| 1 | | \$2,674.33 | \$38.20 | | \$2,714.44 | \$38.78 | | | | | \$2,755.16 | \$39.36 | | \$2,796.49 | \$39.95 | |
| 2 | | \$2,739.96 | \$39.14 | | \$2,781.06 | \$39.73 | | | | | \$2,822.77 | \$40.33 | | \$2,865.11 | \$40.93 | |
| 3 | | \$2,813.04 | \$40.19 | | \$2,855.24 | \$40.79 | | | | | \$2,898.07 | \$41.40 | | \$2,941.54 | \$42.02 | |
| 4 | | \$2,869.72 | \$41.00 | | \$2,912.77 | \$41.61 | | | | | \$2,956.46 | \$42.24 | | \$3,000.80 | \$42.87 | |
| 5 | | \$2,941.31 | \$42.02 | | \$2,985.43 | \$42.65 | | | | | \$3,030.22 | \$43.29 | | \$3,075.67 | \$43.94 | |
| WORKER - WATER SUPPLY | 2775 | | | | | | | | | | | | | | | |
| 1 | | \$2,422.26 | | \$30.28 | \$2,458.59 | | \$30.73 | | | | \$2,495.47 | | \$31.19 | \$2,532.90 | | \$31.66 |
| WORK MANAGEMENT TECHNICIAN | 2465 | | | | | | | | | | | | | | | |
| 1 | | \$2,372.79 | \$33.90 | | \$2,408.38 | \$34.41 | | | | | \$2,444.51 | \$34.92 | | \$2,481.17 | \$35.45 | |
| 2 | | \$2,458.85 | \$35.13 | | \$2,495.73 | \$35.65 | | | | | \$2,533.17 | \$36.19 | | \$2,571.16 | \$36.73 | |
| 3 | | \$2,548.03 | \$36.40 | | \$2,586.25 | \$36.95 | | | | | \$2,625.04 | \$37.50 | | \$2,664.42 | \$38.06 | |

*Living Wage Adjustment. Effective January 1, 2023 all rates of pay will be minimum \$15.00 per hour.

** Special Wage Adjustments - Mechanics. Rate increase \$1.00 per hour effective January 1, 2023, \$0.50 per hour effective March 1, 2024 and \$0.50 per hour effective September 1, 2024 applicable to Mechanic Light Vehicle - 1635, Mechanic Garage 1st Class - 1621 and Mechanic Lead Heavy Duty Equipment - 1637 classifications. Adjustment applied after GWI.

¹ Effective January 1, 2023, wage adjusted in accordance with LOU RE: Creation of a Special Wage Adjustment Fund. Amount of adjustment varies by classification.

² Effective January 1, 2024, wage adjusted in accordance with LOU RE: Special Wage Adjustments Fund #2. Amount of adjustment varies by classification.

Internships: Intern rate of pay is eighty percent (80%) of the first step of the classification the Intern is assigned to or the current minimum wage for the Province of Manitoba, whichever is greater.

APPRENTICES

Movement through the pay bands is dependent on predetermined milestones in the continued progression to the Journey Certification

| Milestones - 4 Year Apprenticeship | % of Journey Rate |
|---|-------------------|
| Pre-Level 1 Exams | 55% |
| After Level 1 Exams | 60% |
| Level 1 Exams and 1800 Hours of Work at Level 1 | 65% |
| After 6 Months | 70% |
| Level 2 Exams and 1800 Hours of Work at Level 2 | 75% |
| After 6 Months | 80% |
| Level 3 Exams and 1800 Hours of Work at Level 3 | 85% |
| After 6 Months | 90% |
| On Certification | 100% |

| Milestones - 3 Year Apprenticeship | % of Journey Rate |
|---|-------------------|
| Pre-Level 1 Exams | 65% |
| After Level 1 Exams | 70% |
| Level 1 Exams and 1800 Hours of Work at Level 1 | 75% |
| After 6 Months | 80% |
| Level 2 Exams and 1800 Hours of Work at Level 2 | 85% |
| After 6 Months | 90% |
| On Certification | 100% |