

SIX DIGIT - CUPE SALARY SCHEDULE - 2021 TO 2025
 REVISED MAY 12, 2025 WITH SPECIAL WAGE ADJUSTMENTS

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
		311 CUSTOMER SERVICE REPRESENTATIVE I * 2	391	\$1,128.996567 \$1,245.983724 \$1,364.380498 \$1,479.958038 \$1,599.764249 \$1,639.359069	\$14.112457 \$15.574797 \$17.054756 \$18.499475 \$19.997053 \$20.491988	\$1,148.189509 \$1,267.165447 \$1,387.574966 \$1,505.117325 \$1,626.960241 \$1,667.228173	\$14.352369 \$15.839568 \$17.344687 \$18.813967 \$20.337003 \$20.840352	\$1,159.671404 \$1,279.837101 \$1,401.450716 \$1,520.168498 \$1,643.229843 \$1,683.900455	\$14.495893 \$15.997964 \$17.518134 \$19.002106 \$20.540373 \$21.048756	\$1,177.066475 \$1,299.034658 \$1,422.472477 \$1,542.971025 \$1,667.878291 \$1,709.158962	\$14.713331 \$16.237933 \$17.780906 \$19.287138 \$20.848479 \$21.364487	\$1,200.000000		\$15.000000		
311 CUSTOMER SERVICE REPRESENTATIVE II 2	392	\$1,625.134969 \$1,697.018711 \$1,759.035937 \$1,828.100625 \$1,902.803429 \$1,949.900719	\$20.314187 \$21.212734 \$21.987949 \$22.851258 \$23.785043 \$24.373759	\$1,652.762263 \$1,725.868029 \$1,788.939548 \$1,859.178336 \$1,935.151087 \$1,983.049031	\$20.659528 \$21.573350 \$22.361744 \$23.239729 \$24.189389 \$24.788113	\$1,669.289886 \$1,743.126709 \$1,806.828943 \$1,877.770119 \$1,954.502598 \$2,002.879521	\$20.866124 \$21.789084 \$22.585362 \$23.472126 \$24.431282 \$25.035994	\$1,694.329234 \$1,769.273610 \$1,833.931377 \$1,905.936671 \$1,983.820137 \$2,032.922714	\$21.179115 \$22.115920 \$22.924142 \$23.824208 \$24.797752 \$25.411534							
311 CUSTOMER SERVICE SPECIALIST I 2	393	\$1,966.230092 \$2,049.389626 \$2,125.501779 \$2,193.892425 \$2,270.678660	\$24.577876 \$25.617370 \$26.568772 \$27.423655 \$28.383483	\$1,999.656004 \$2,084.229250 \$2,161.635309 \$2,231.188596 \$2,309.280197	\$24.995700 \$26.052866 \$27.020441 \$27.889857 \$28.866002	\$2,019.652564 \$2,105.071543 \$2,183.251662 \$2,253.500482 \$2,332.372999	\$25.245657 \$26.313394 \$27.290646 \$28.168756 \$29.154662	\$2,049.947352 \$2,136.647616 \$2,216.000437 \$2,287.302989 \$2,367.358594	\$25.624342 \$26.708095 \$27.700005 \$28.591287 \$29.591982							
311 CUSTOMER SERVICE SPECIALIST II 2	394	\$2,163.557900 \$2,250.945930 \$2,320.010532	\$27.044474 \$28.136824 \$29.000132	\$2,200.338384 \$2,289.212011 \$2,359.450711	\$27.504230 \$28.615150 \$29.493134	\$2,222.341768 \$2,312.104131 \$2,383.045218	\$27.779272 \$28.901302 \$29.788065	\$2,255.676895 \$2,346.785693 \$2,418.790896	\$28.195961 \$29.334821 \$30.234886							
311 KNOWLEDGE MGMT LIAISON	395	\$2,163.557900 \$2,250.945930 \$2,320.010532 \$2,389.610848 \$2,461.299173	\$27.044474 \$28.136824 \$29.000132 \$29.870136 \$30.766240	\$2,200.338384 \$2,289.212011 \$2,359.450711 \$2,430.234232 \$2,503.141259	\$27.504230 \$28.615150 \$29.493134 \$30.377928 \$31.289266	\$2,222.341768 \$2,312.104131 \$2,383.045218 \$2,454.536574 \$2,528.172672	\$27.779272 \$28.901302 \$29.788065 \$30.681707 \$31.602158	\$2,255.676895 \$2,346.785693 \$2,418.790896 \$2,491.354623 \$2,566.095262	\$28.195961 \$29.334821 \$30.234886 \$31.141933 \$32.076191							
ACCOUNTING TECHNICIAN 1	2558	\$1,921.126680 \$2,016.971528 \$2,098.721535 \$2,190.338060	\$27.444667 \$28.813879 \$29.981736 \$31.290544	\$1,953.785834 \$2,051.260044 \$2,134.399801 \$2,227.573807	\$27.911226 \$29.303715 \$30.491426 \$31.822483	\$1,973.323692 \$2,071.772644 \$2,155.743799 \$2,249.849545	\$28.190338 \$29.596752 \$30.796340 \$32.140708	\$2,002.923547 \$2,102.849234 \$2,188.079956 \$2,283.597288	\$28.613194 \$30.040703 \$31.258285 \$32.622818							
ACCOUNTING TECHNICIAN 2	2559	\$2,248.126874 \$2,318.601091 \$2,391.894277	\$32.116098 \$33.122873 \$34.169918	\$2,286.345031 \$2,358.017310 \$2,432.556480	\$32.662072 \$33.685962 \$34.750807	\$2,309.208481 \$2,381.597483 \$2,456.882045	\$32.988693 \$34.022821 \$35.098315	\$2,343.846608 \$2,417.321445 \$2,493.735276	\$33.483523 \$34.533164 \$35.624790							
ACCOUNTING TECHNICIAN 3	2560	\$2,435.588248 \$2,513.109845 \$2,587.812559 \$2,668.153123	\$34.794118 \$35.901569 \$36.968751 \$38.116473	\$2,476.993248 \$2,555.832712 \$2,631.805373 \$2,713.511726	\$35.385618 \$36.511896 \$37.597220 \$38.764453	\$2,501.763180 \$2,581.391039 \$2,658.123427 \$2,740.646843	\$35.739474 \$36.877015 \$37.973192 \$39.152098	\$2,539.289628 \$2,620.111905 \$2,697.995278 \$2,781.756546	\$36.275566 \$37.430170 \$38.542790 \$39.739379							
ACTIVE LIVING SUPERVISOR	1200	\$1,925.355152 \$2,019.790520 \$2,122.682838 \$2,225.575150	\$24.066939 \$25.247382 \$26.533535 \$27.819689	\$1,958.086190 \$2,054.126959 \$2,158.768446 \$2,263.409928	\$24.476077 \$25.676587 \$26.984606 \$28.292624	\$1,977.667052 \$2,074.668229 \$2,180.356130 \$2,286.044027	\$24.720838 \$25.933353 \$27.254452 \$28.575550	\$2,007.332058 \$2,105.788252 \$2,213.061472 \$2,320.334687	\$25.091651 \$26.322353 \$27.663268 \$29.004184							
ANALYST - NETWORK SYSTEMS	14	\$2,121.273371 \$2,205.842344 \$2,293.230461 \$2,384.846726 \$2,482.101188	\$30.303905 \$31.512033 \$32.760435 \$34.069239 \$35.458588	\$2,157.335018 \$2,243.341664 \$2,332.215379 \$2,425.389120 \$2,524.296908	\$30.819072 \$32.047738 \$33.317363 \$34.648416 \$36.061384	\$2,178.908368 \$2,265.775081 \$2,355.537533 \$2,449.643011 \$2,549.539877	\$31.127262 \$32.368215 \$33.650536 \$34.994900 \$36.421998	\$2,211.591994 \$2,299.761707 \$2,390.870596 \$2,486.387656 \$2,587.782975	\$31.594171 \$32.853739 \$34.155294 \$35.519824 \$36.968328							

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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 DATE 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	\$1,218.000000		\$15.225000	\$1,236.270000		\$15.453375	\$1,593.466707		\$19.918334	\$1,617.368708		\$20.217109	\$1,641.629239		\$20.520365
1		\$1,318.520178		\$16.481502	\$1,338.297981		\$16.728725	\$1,684.807324		\$21.060092	\$1,710.079434		\$21.375993	\$1,735.730626		\$21.696633
2		\$1,443.809564		\$18.047620	\$1,465.466707		\$18.318334	\$1,779.889912		\$22.248624	\$1,806.588261		\$22.582353	\$1,833.687085		\$22.921089
3		\$1,566.115590		\$19.576445	\$1,589.607324		\$19.870092	\$1,840.018291		\$23.000229	\$1,867.618565		\$23.345232	\$1,895.632843		\$23.695411
4		\$1,692.896465		\$21.161206	\$1,718.289912		\$21.478624									
5		\$1,734.796346		\$21.684954	\$1,760.818291		\$22.010229									
311 CUSTOMER SERVICE REPRESENTATIVE II 2	392	\$1,719.744173		\$21.496802	\$1,745.540336		\$21.819254	\$1,957.361953		\$24.467024	\$1,986.722382		\$24.834030	\$2,016.523218		\$25.206540
1		\$1,795.812714		\$22.447659	\$1,822.749905		\$22.784374	\$2,035.543607		\$25.444295	\$2,066.076761		\$25.825960	\$2,097.067912		\$26.213349
2		\$1,861.440348		\$23.268004	\$1,889.361953		\$23.617024	\$2,117.381101		\$26.467264	\$2,149.141818		\$26.864273	\$2,181.378945		\$27.267237
3		\$1,934.525721		\$24.181572	\$1,963.543607		\$24.544295	\$2,189.567803		\$27.369598	\$2,222.411320		\$27.780142	\$2,255.747490		\$28.196844
4		\$2,013.577439		\$25.169718	\$2,043.781101		\$25.547264									
5		\$2,063.416555		\$25.792707	\$2,094.367803		\$26.179598									
311 CUSTOMER SERVICE SPECIALIST I 2	393	\$2,080.696562		\$26.008707	\$2,111.907010		\$26.398838	\$2,368.579051		\$29.607238	\$2,404.107737		\$30.051347	\$2,440.169353		\$30.502117
1		\$2,168.697330		\$27.108717	\$2,201.227790		\$27.515347	\$2,455.636722		\$30.695459	\$2,492.471273		\$31.155891	\$2,529.858342		\$31.623229
2		\$2,249.240444		\$28.115506	\$2,282.979051		\$28.537238	\$2,550.112008		\$31.876400	\$2,588.363688		\$32.354546	\$2,627.189143		\$32.839864
3		\$2,321.612534		\$29.020157	\$2,356.436722		\$29.455459									
4		\$2,402.868973		\$30.035862	\$2,438.912008		\$30.486400									
311 CUSTOMER SERVICE SPECIALIST II 2	394	\$2,289.512048		\$28.618901	\$2,323.854729		\$29.048184	\$2,513.717290		\$31.421466	\$2,551.423049		\$31.892788	\$2,589.694395		\$32.371180
1		\$2,381.987478		\$29.774843	\$2,417.717290		\$30.221466	\$2,605.498850		\$32.568736	\$2,644.581333		\$33.057267	\$2,684.250053		\$33.553126
2		\$2,455.072759		\$30.688409	\$2,491.898850		\$31.148736									
311 KNOWLEDGE MGMT LIAISON	395	\$2,289.512048		\$28.618901	\$2,323.854729		\$29.048184				\$2,358.712550		\$29.483907	\$2,394.093238		\$29.926165
1		\$2,381.987478		\$29.774843	\$2,417.717290		\$30.221466				\$2,453.983049		\$30.674788	\$2,490.792795		\$31.134910
2		\$2,455.072759		\$30.688409	\$2,491.898850		\$31.148736				\$2,529.277333		\$31.615967	\$2,567.216493		\$32.090206
3		\$2,528.724942		\$31.609062	\$2,566.655816		\$32.083198				\$2,605.155653		\$32.564446	\$2,644.232988		\$33.052912
4		\$2,604.586691		\$32.557334	\$2,643.655491		\$33.045694				\$2,683.310323		\$33.541379	\$2,723.559978		\$34.044500
ACCOUNTING TECHNICIAN 1	2558	\$2,032.967400	\$29.042391		\$2,063.461911	\$29.478027					\$2,094.413840	\$29.920198		\$2,125.830048	\$30.369001	
1		\$2,134.391973	\$30.491314		\$2,166.407853	\$30.948684					\$2,198.903971	\$31.412914		\$2,231.887531	\$31.884108	
2		\$2,220.901155	\$31.727159		\$2,254.214672	\$32.203067					\$2,288.027892	\$32.686113		\$2,322.348310	\$33.176404	
3		\$2,317.851247	\$33.112161		\$2,352.619016	\$33.608843					\$2,387.908301	\$34.112976		\$2,423.726926	\$34.624670	
ACCOUNTING TECHNICIAN 2	2559	\$2,379.004307	\$33.985776		\$2,414.689372	\$34.495562					\$2,450.909713	\$35.012996		\$2,487.673359	\$35.538191	
1		\$2,453.581267	\$35.051161		\$2,490.384986	\$35.576928					\$2,527.740761	\$36.110582		\$2,565.656872	\$36.652241	
2		\$2,531.141305	\$36.159162		\$2,569.108425	\$36.701549					\$2,607.645051	\$37.252072		\$2,646.759727	\$37.810853	
ACCOUNTING TECHNICIAN 3	2560	\$2,577.378972	\$36.819700		\$2,616.039657	\$37.371995					\$2,655.280252	\$37.932575		\$2,695.109456	\$38.501564	
1		\$2,659.413584	\$37.991623		\$2,699.304788	\$38.561497					\$2,739.794360	\$39.139919		\$2,780.891275	\$39.727018	
2		\$2,738.465207	\$39.120932		\$2,779.542185	\$39.707746					\$2,821.235318	\$40.303362		\$2,863.553848	\$40.907912	
3		\$2,823.482894	\$40.335470		\$2,865.835137	\$40.940502					\$2,908.822664	\$41.554609		\$2,952.455004	\$42.177929	
ACTIVE LIVING SUPERVISOR	1200	\$2,037.442039		\$25.468025	\$2,068.003670		\$25.850046				\$2,099.023725		\$26.237797	\$2,130.509081		\$26.631364
1		\$2,137.375076		\$26.717188	\$2,169.435702		\$27.117946				\$2,201.977238		\$27.524715	\$2,235.006897		\$27.937586
2		\$2,246.257394		\$28.078217	\$2,279.951255		\$28.499391				\$2,314.150524		\$28.926882	\$2,348.862782		\$29.360785
3		\$2,355.139707		\$29.439246	\$2,390.466803		\$29.880835				\$2,426.323805		\$30.329048	\$2,462.718662		\$30.783983
ANALYST - NETWORK SYSTEMS	14	\$2,244.765874	\$32.068084		\$2,278.437362	\$32.549105					\$2,312.613922	\$33.037342		\$2,347.303131	\$33.532902	
1		\$2,334.258133	\$33.346545		\$2,369.272005	\$33.846743					\$2,404.811085	\$34.354444		\$2,440.883251	\$34.869761	
2		\$2,426.733655	\$34.667624		\$2,463.134660	\$35.187638					\$2,500.081680	\$35.715453		\$2,537.582905	\$36.251184	
3		\$2,523.683471	\$36.052621		\$2,561.538723	\$36.593410					\$2,599.961804	\$37.142311		\$2,638.961231	\$37.699446	
4		\$2,626.599720	\$37.522853		\$2,665.998716	\$38.085696					\$2,705.988697	\$38.656981		\$2,746.578527	\$39.236836	

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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		\$2,186.109563	\$31.230137		\$2,223.273426	\$31.761049		\$2,245.506160	\$32.078659		\$2,279.188752	\$32.559839				
2		\$2,293.230461	\$32.760435		\$2,332.215379	\$33.317363		\$2,355.537533	\$33.650536		\$2,390.870596	\$34.155294				
3		\$2,359.476093	\$33.706801		\$2,399.587187	\$34.279817		\$2,423.583059	\$34.622615		\$2,459.936805	\$35.141954				
4		\$2,475.053810	\$35.357912		\$2,517.129725	\$35.958996		\$2,542.301022	\$36.318586		\$2,580.435537	\$36.863365				
5		\$2,589.222086	\$36.988887		\$2,633.238861	\$37.617698		\$2,659.571250	\$37.993875		\$2,699.464819	\$38.563783				
6		\$2,697.752251	\$38.539318		\$2,743.614039	\$39.194486		\$2,771.050179	\$39.586431		\$2,812.615932	\$40.180228				
ANALYST PROGRAMMER 1	11															
1		\$1,792.863562	\$25.612337		\$1,823.342243	\$26.047746		\$1,841.575665	\$26.308224		\$1,869.199300	\$26.702847				
2		\$1,885.889440	\$26.941278		\$1,917.949560	\$27.399279		\$1,937.129056	\$27.673272		\$1,966.185992	\$28.088371				
3		\$1,956.363745	\$27.948054		\$1,989.621929	\$28.423170		\$2,009.518148	\$28.707402		\$2,039.660920	\$29.138013				
4		\$2,042.342248	\$29.176318		\$2,077.062066	\$29.672315		\$2,097.832687	\$29.969038		\$2,129.300177	\$30.418574				
5		\$2,129.730365	\$30.424720		\$2,165.935781	\$30.941940		\$2,187.595139	\$31.251359		\$2,220.409066	\$31.720130				
6		\$2,219.937189	\$31.713388		\$2,257.676121	\$32.252516		\$2,280.252882	\$32.575041		\$2,314.456675	\$33.063667				
ANALYST PROGRAMMER 2	12															
1		\$2,186.109563	\$31.230137		\$2,223.273426	\$31.761049		\$2,245.506160	\$32.078659		\$2,279.188752	\$32.559839				
2		\$2,293.230461	\$32.760435		\$2,332.215379	\$33.317363		\$2,355.537533	\$33.650536		\$2,390.870596	\$34.155294				
3		\$2,359.476093	\$33.706801		\$2,399.587187	\$34.279817		\$2,423.583059	\$34.622615		\$2,459.936805	\$35.141954				
4		\$2,475.053810	\$35.357912		\$2,517.129725	\$35.958996		\$2,542.301022	\$36.318586		\$2,580.435537	\$36.863365				
5		\$2,589.222086	\$36.988887		\$2,633.238861	\$37.617698		\$2,659.571250	\$37.993875		\$2,699.464819	\$38.563783				
6		\$2,697.752251	\$38.539318		\$2,743.614039	\$39.194486		\$2,771.050179	\$39.586431		\$2,812.615932	\$40.180228				
ANALYST PROGRAMMER-CONTROL SYSTEMS	13															
1		\$2,186.109563	\$31.230137		\$2,223.273426	\$31.761049		\$2,245.506160	\$32.078659		\$2,279.188752	\$32.559839				
2		\$2,293.230461	\$32.760435		\$2,332.215379	\$33.317363		\$2,355.537533	\$33.650536		\$2,390.870596	\$34.155294				
3		\$2,359.476093	\$33.706801		\$2,399.587187	\$34.279817		\$2,423.583059	\$34.622615		\$2,459.936805	\$35.141954				
4		\$2,475.053810	\$35.357912		\$2,517.129725	\$35.958996		\$2,542.301022	\$36.318586		\$2,580.435537	\$36.863365				
5		\$2,589.222086	\$36.988887		\$2,633.238861	\$37.617698		\$2,659.571250	\$37.993875		\$2,699.464819	\$38.563783				
6		\$2,697.752251	\$38.539318		\$2,743.614039	\$39.194486		\$2,771.050179	\$39.586431		\$2,812.615932	\$40.180228				
APPRAISER 1	21															
1		\$1,658.962507	\$23.699464		\$1,687.164870	\$24.102355		\$1,704.036519	\$24.343379		\$1,729.597067	\$24.708530				
2		\$1,743.531654	\$24.907595		\$1,773.171692	\$25.331024		\$1,790.903409	\$25.584334		\$1,817.766960	\$25.968099				
3		\$1,835.148180	\$26.216403		\$1,866.345699	\$26.662081		\$1,885.009156	\$26.928702		\$1,913.284293	\$27.332633				
4		\$1,947.906841	\$27.827241		\$1,981.021257	\$28.300304		\$2,000.831470	\$28.583307		\$2,030.843942	\$29.012056				
5		\$2,066.303523	\$29.518622		\$2,101.430683	\$30.020438		\$2,122.444990	\$30.320643		\$2,154.281665	\$30.775452				
APPRAISER 2	22															
1		\$2,083.217252	\$29.760246		\$2,118.631945	\$30.266171		\$2,139.818264	\$30.568832		\$2,171.915538	\$31.027365				
2		\$2,188.928619	\$31.270409		\$2,226.140406	\$31.802006		\$2,248.401810	\$32.120026		\$2,282.127837	\$32.601826				
3		\$2,320.010532	\$33.143008		\$2,359.450711	\$33.706439		\$2,383.045218	\$34.043503		\$2,418.790896	\$34.554156				
4		\$2,446.864124	\$34.955202		\$2,488.460814	\$35.549440		\$2,513.345422	\$35.904935		\$2,551.045603	\$36.443509				
APPRAISER 3	23															
1		\$2,448.273564	\$34.975337		\$2,489.894215	\$35.569917		\$2,514.793157	\$35.925617		\$2,552.515054	\$36.464501				
2		\$2,572.308274	\$36.747261		\$2,616.037515	\$37.371965		\$2,642.197890	\$37.745684		\$2,681.830858	\$38.311869				
3		\$2,707.618681	\$38.680267		\$2,753.648199	\$39.337831		\$2,781.184681	\$39.731210		\$2,822.902451	\$40.327178				
4		\$2,854.205054	\$40.774358		\$2,902.726540	\$41.467522		\$2,931.753805	\$41.882197		\$2,975.730112	\$42.510430				
APPRAISER ACCREDITED	24															
1		\$2,686.476462	\$38.378235		\$2,732.146562	\$39.030665		\$2,759.468028	\$39.420972		\$2,800.860048	\$40.012286				
2		\$2,854.205054	\$40.774358		\$2,902.726540	\$41.467522		\$2,931.753805	\$41.882197		\$2,975.730112	\$42.510430				
3		\$3,020.524118	\$43.150345		\$3,071.873028	\$43.883900		\$3,102.591758	\$44.322739		\$3,149.130634	\$44.987580				
4		\$3,207.985406	\$45.828363		\$3,262.521158	\$46.607445		\$3,295.146370	\$47.073520		\$3,344.573566	\$47.779622				
5		\$3,401.084804	\$48.586926		\$3,458.903246	\$49.412904		\$3,493.492278	\$49.907033		\$3,545.894662	\$50.655638				
AQUATIC DEVELOPMENT SUPERVISOR	1230															
1		\$2,062.075114		\$25.775939	\$2,097.130391		\$26.214130	\$2,118.101695		\$26.476271	\$2,149.873220		\$26.873415			
2		\$2,157.919963		\$26.974000	\$2,194.604602		\$27.432558	\$2,216.550648		\$27.706883	\$2,249.798908		\$28.122486			
3		\$2,265.040775		\$28.313010	\$2,303.546468		\$28.794331	\$2,326.581933		\$29.082274	\$2,361.480662		\$29.518508			
ARBORIST 1	30															
1		\$1,901.393953		\$23.767424	\$1,933.717650		\$24.171471	\$1,953.054827		\$24.413185	\$1,982.350649		\$24.779383			
2		\$1,939.421832		\$24.242773	\$1,972.392003		\$24.654900	\$1,992.115923		\$24.901449	\$2,021.997662		\$25.274971			

SIX DIGIT - CUPE SALARY SCHEDULE - 2021 TO 2025
 REVISED MAY 12, 2025 WITH SPECIAL WAGE ADJUSTMENTS

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 DATE 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		\$2,313.376583	\$33.048237		\$2,348.077232	\$33.543960					\$2,383.298390	\$34.047120		\$2,419.047866	\$34.557827	
2		\$2,426.733655	\$34.667624		\$2,463.134660	\$35.187638					\$2,500.081680	\$35.715453		\$2,537.582905	\$36.251184	
3		\$2,496.835857	\$35.669084		\$2,534.288395	\$36.204120					\$2,572.302721	\$36.747182		\$2,610.887262	\$37.298389	
4		\$2,619.142070	\$37.416315		\$2,658.429201	\$37.977560					\$2,698.305639	\$38.547223		\$2,738.780224	\$39.125432	
5		\$2,739.956791	\$39.142240		\$2,781.056143	\$39.729373					\$2,822.771985	\$40.325314		\$2,865.113565	\$40.930194	
6		\$2,854.805171	\$40.782931		\$2,897.627249	\$41.394675					\$2,941.091658	\$42.015595		\$2,985.208033	\$42.645829	
ANALYST PROGRAMMER 1	11															
1		\$1,897.237290	\$27.103390		\$1,925.695849	\$27.509941					\$1,954.581287	\$27.922590		\$1,983.900006	\$28.341429	
2		\$1,995.678782	\$28.509697		\$2,025.613964	\$28.937342					\$2,055.998173	\$29.371402		\$2,086.838146	\$29.811974	
3		\$2,070.255834	\$29.575083		\$2,101.309672	\$30.018710					\$2,132.829317	\$30.468990		\$2,164.821757	\$30.926025	
4		\$2,161.239680	\$30.874853		\$2,193.658275	\$31.337975					\$2,226.563149	\$31.808045		\$2,259.961596	\$32.285166	
5		\$2,253.715202	\$32.195931		\$2,287.520930	\$32.678870					\$2,321.833744	\$33.169053		\$2,356.661250	\$33.666589	
6		\$2,349.173525	\$33.559622		\$2,384.411128	\$34.063016					\$2,420.177295	\$34.573961		\$2,456.479954	\$35.092571	
ANALYST PROGRAMMER 2	12															
1		\$2,313.376583	\$33.048237		\$2,348.077232	\$33.543960					\$2,383.298390	\$34.047120		\$2,419.047866	\$34.557827	
2		\$2,426.733655	\$34.667624		\$2,463.134660	\$35.187638					\$2,500.081680	\$35.715453		\$2,537.582905	\$36.251184	
3		\$2,496.835857	\$35.669084		\$2,534.288395	\$36.204120					\$2,572.302721	\$36.747182		\$2,610.887262	\$37.298389	
4		\$2,619.142070	\$37.416315		\$2,658.429201	\$37.977560					\$2,698.305639	\$38.547223		\$2,738.780224	\$39.125432	
5		\$2,739.956791	\$39.142240		\$2,781.056143	\$39.729373					\$2,822.771985	\$40.325314		\$2,865.113565	\$40.930194	
6		\$2,854.805171	\$40.782931		\$2,897.627249	\$41.394675					\$2,941.091658	\$42.015595		\$2,985.208033	\$42.645829	
ANALYST PROGRAMMER-CONTROL SYSTEMS	13															
1		\$2,313.376583	\$33.048237		\$2,348.077232	\$33.543960					\$2,383.298390	\$34.047120		\$2,419.047866	\$34.557827	
2		\$2,426.733655	\$34.667624		\$2,463.134660	\$35.187638					\$2,500.081680	\$35.715453		\$2,537.582905	\$36.251184	
3		\$2,496.835857	\$35.669084		\$2,534.288395	\$36.204120					\$2,572.302721	\$36.747182		\$2,610.887262	\$37.298389	
4		\$2,619.142070	\$37.416315		\$2,658.429201	\$37.977560					\$2,698.305639	\$38.547223		\$2,738.780224	\$39.125432	
5		\$2,739.956791	\$39.142240		\$2,781.056143	\$39.729373					\$2,822.771985	\$40.325314		\$2,865.113565	\$40.930194	
6		\$2,854.805171	\$40.782931		\$2,897.627249	\$41.394675					\$2,941.091658	\$42.015595		\$2,985.208033	\$42.645829	
APPRAISER 1	21															
1		\$1,755.541023	\$25.079157		\$1,781.874138	\$25.455345					\$1,808.602250	\$25.837175		\$1,835.731284	\$26.224733	
2		\$1,845.033464	\$26.357621		\$1,872.708966	\$26.752985					\$1,900.799600	\$27.154280		\$1,929.311594	\$27.561594	
3		\$1,941.983557	\$27.742622		\$1,971.113310	\$28.158762					\$2,000.680010	\$28.581143		\$2,030.690210	\$29.009860	
4		\$2,061.306601	\$29.447237		\$2,092.226200	\$29.888946					\$2,123.609593	\$30.337280		\$2,155.463737	\$30.792339	
5		\$2,186.595890	\$31.237084		\$2,219.394828	\$31.705640					\$2,252.685750	\$32.181225		\$2,286.476036	\$32.663943	
APPRAISER 2	22															
1		\$2,204.494271	\$31.492775		\$2,237.561685	\$31.965167					\$2,271.125110	\$32.444644		\$2,305.191987	\$32.931314	
2		\$2,316.359755	\$33.090854		\$2,351.105151	\$33.587216					\$2,386.371728	\$34.091025		\$2,422.167304	\$34.602390	
3		\$2,455.072759	\$35.072468		\$2,491.898850	\$35.598555					\$2,529.277333	\$36.132533		\$2,567.216493	\$36.674521	
4		\$2,589.311287	\$36.990161		\$2,628.150956	\$37.545014					\$2,667.573220	\$38.108189		\$2,707.586818	\$38.679812	
APPRAISER 3	23															
1		\$2,590.802780	\$37.011468		\$2,629.664822	\$37.566640					\$2,669.109794	\$38.130140		\$2,709.146441	\$38.702092	
2		\$2,722.058321	\$38.886547		\$2,762.889196	\$39.469846					\$2,804.332534	\$40.061893		\$2,846.397522	\$40.662822	
3		\$2,865.245988	\$40.932086		\$2,908.224678	\$41.546067					\$2,951.848048	\$42.169258		\$2,996.125769	\$42.801797	
4		\$3,020.366064	\$43.148087		\$3,065.671555	\$43.795308					\$3,111.656628	\$44.452238		\$3,158.331477	\$45.119021	
APPRAISER ACCREDITED	24															
1		\$2,842.872949	\$40.612471		\$2,885.516043	\$41.221658					\$2,928.798784	\$41.839983		\$2,972.730766	\$42.467582	
2		\$3,020.366064	\$43.148087		\$3,065.671555	\$43.795308					\$3,111.656628	\$44.452238		\$3,158.331477	\$45.119021	
3		\$3,196.367594	\$45.662394		\$3,244.313108	\$46.347330					\$3,292.977805	\$47.042540		\$3,342.372472	\$47.748178	
4		\$3,394.742169	\$48.496317		\$3,445.663302	\$49.223761					\$3,497.348252	\$49.962118		\$3,549.808476	\$50.711550	
5		\$3,599.083082	\$51.415473		\$3,653.069328	\$52.186705					\$3,707.865368	\$52.969505		\$3,763.483349	\$53.764048	
AQUATIC DEVELOPMENT SUPERVISOR	1230															
1		\$2,182.121318		\$27.276516	\$2,214.853138		\$27.685664				\$2,248.075935		\$28.100949	\$2,281.797074		\$28.522463
2		\$2,283.545892		\$28.544324	\$2,317.799080		\$28.972489				\$2,352.566066		\$29.407076	\$2,387.854557		\$29.848182
3		\$2,396.902872		\$29.961286	\$2,432.856415		\$30.410705				\$2,469.349261		\$30.866866	\$2,506.389500		\$31.329869
ARBORIST 1	30															
1		\$2,012.085909		\$25.151074	\$2,042.267198		\$25.528340				\$2,072.901206		\$25.911265	\$2,103.994724		\$26.299934
2		\$2,052.327627		\$25.654095	\$2,083.112541		\$26.038907				\$2,114.359229		\$26.429490	\$2,146.074617		\$26.825933

SIX DIGIT - CUPE SALARY SCHEDULE - 2021 TO 2025
 REVISED MAY 12, 2025 WITH SPECIAL WAGE ADJUSTMENTS

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	\$2,005.695675		\$25,071.196	\$2,039.792501		\$25,497.406	\$2,060.190426		\$25,752.380	\$2,091.093282		\$26,138.666			
1		\$2,045.809588		\$25,572.620	\$2,080.588351		\$26,007.354	\$2,101.394235		\$26,267.428	\$2,132.915149		\$26,661.439			
ARBORIST 3	32	\$2,086.036191		\$26,075.452	\$2,121.498806		\$26,518.735	\$2,142.713794		\$26,783.922	\$2,174.854501		\$27,185.681			
1		\$2,132.549084		\$26,656.864	\$2,168.802418		\$27,110.030	\$2,190.490442		\$27,381.131	\$2,223.347799		\$27,791.847			
ASSESSOR	69	\$2,854.205054	\$40,774.358		\$2,902.726540	\$41,467.522		\$2,931.753805	\$41,882.197		\$2,975.730112	\$42,510.430				
1		\$3,020.524118	\$43,150.345		\$3,071.873028	\$43,883.900		\$3,102.591758	\$44,322.739		\$3,149.130634	\$44,987.580				
2		\$3,207.985406	\$45,828.363		\$3,262.521158	\$46,607.445		\$3,295.146370	\$47,073.520		\$3,344.573566	\$47,779.622				
3		\$3,401.084804	\$48,586.926		\$3,458.903246	\$49,412.904		\$3,493.492278	\$49,907.033		\$3,545.894662	\$50,655.638				
ASSESSOR 2	72	\$2,188.928619	\$31,270.409		\$2,226.140406	\$31,802.006		\$2,248.401810	\$32,120.026		\$2,282.127837	\$32,601.826				
1		\$2,320.010532	\$33,143.008		\$2,359.450711	\$33,706.439		\$2,383.045218	\$34,043.503		\$2,418.790896	\$34,554.156				
2		\$2,446.864124	\$34,955.202		\$2,488.460814	\$35,549.440		\$2,513.345422	\$35,904.935		\$2,551.045603	\$36,443.509				
ASSESSOR 3 - ACCREDITED	75	\$2,587.812559	\$36,968.751		\$2,631.805373	\$37,597.220		\$2,658.123427	\$37,973.192		\$2,697.995278	\$38,542.790				
1		\$2,744.265276	\$39,203.790		\$2,790.917786	\$39,870.254		\$2,818.826964	\$40,268.957		\$2,861.109368	\$40,872.991				
2		\$2,911.993868	\$41,599.912		\$2,961.497764	\$42,307.111		\$2,991.112742	\$42,730.182		\$3,035.979433	\$43,371.135				
ASSESSOR 4 - SPECIALIST	76	\$2,686.476462	\$38,378.235		\$2,732.146562	\$39,030.665		\$2,759.468028	\$39,420.972		\$2,800.860048	\$40,012.286				
1		\$2,854.205054	\$40,774.358		\$2,902.726540	\$41,467.522		\$2,931.753805	\$41,882.197		\$2,975.730112	\$42,510.430				
2		\$3,020.524118	\$43,150.345		\$3,071.873028	\$43,883.900		\$3,102.591758	\$44,322.739		\$3,149.130634	\$44,987.580				
3		\$3,207.985406	\$45,828.363		\$3,262.521158	\$46,607.445		\$3,295.146370	\$47,073.520		\$3,344.573566	\$47,779.622				
4		\$3,401.084804	\$48,586.926		\$3,458.903246	\$49,412.904		\$3,493.492278	\$49,907.033		\$3,545.894662	\$50,655.638				
ASSESSOR 5		\$3,401.084804	\$48,586.926		\$3,458.903246	\$49,412.904		\$3,493.492278	\$49,907.033		\$3,545.894662	\$50,655.638				
ASSISTANT - COMMUNICATIONS	77	\$1,815.415311	\$25,934.504		\$1,846.277371	\$26,375.391		\$1,864.740145	\$26,639.145		\$1,892.711247	\$27,038.732				
1		\$1,907.031837	\$27,243.312		\$1,939.451378	\$27,706.448		\$1,958.845892	\$27,983.513		\$1,988.228580	\$28,403.265				
2		\$2,007.105268	\$28,672.932		\$2,041.226058	\$29,160.372		\$2,061.638319	\$29,451.976		\$2,092.562894	\$29,893.756				
3		\$2,094.493125	\$29,921.330		\$2,130.099508	\$30,429.993		\$2,151.400503	\$30,734.293		\$2,183.671511	\$31,195.307				
4		\$2,200.204409	\$31,431.442		\$2,237.607884	\$31,965.827		\$2,259.983963	\$32,285.485		\$2,293.883722	\$32,769.767				
ASSISTANT - FIELD ASSESSMENT	67	\$1,771.213841	\$25,303.055		\$1,801.324476	\$25,733.207		\$1,819.337721	\$25,990.539		\$1,846.627787	\$26,380.397				
1		\$1,863.133008	\$26,616.186		\$1,894.806269	\$27,068.661		\$1,913.754332	\$27,339.348		\$1,942.460647	\$27,749.438				
2		\$1,956.102144	\$27,943.316		\$1,989.355880	\$28,419.370		\$2,009.249439	\$28,703.563		\$2,039.388181	\$29,134.117				
3		\$2,049.016962	\$29,271.671		\$2,083.850250	\$29,769.289		\$2,104.688753	\$30,066.982		\$2,136.259084	\$30,517.987				
4		\$2,143.476663	\$30,621.095		\$2,179.915766	\$31,141.654		\$2,201.714924	\$31,453.070		\$2,234.740648	\$31,924.866				
ASSISTANT - LABORATORY	84	\$1,271.354606	\$18,162.209		\$1,292.967634	\$18,470.966		\$1,305.897310	\$18,655.676		\$1,325.485770	\$18,935.511				
1		\$1,334.781390	\$19,068.306		\$1,357.472674	\$19,392.467		\$1,371.047401	\$19,586.391		\$1,391.613112	\$19,880.187				
2		\$1,391.160594	\$19,873.723		\$1,414.810324	\$20,211.576		\$1,428.958427	\$20,413.692		\$1,450.392803	\$20,719.989				
3		\$1,427.807207	\$20,397.246		\$1,452.079930	\$20,743.999		\$1,466.600729	\$20,951.439		\$1,488.599740	\$21,265.711				
4		\$1,455.996846	\$20,799.955		\$1,480.748792	\$21,153.554		\$1,495.556280	\$21,365.090		\$1,517.989624	\$21,685.566				
5		\$1,512.376429	\$21,605.378		\$1,538.086828	\$21,972.669		\$1,553.467696	\$22,192.396		\$1,576.769711	\$22,525.282				
ASSISTANT 1 - PLANNING	81	\$1,864.747220	\$26,639.246		\$1,896.447923	\$27,092.113		\$1,915.412402	\$27,363.034		\$1,944.143588	\$27,773.480				
1		\$1,956.363745	\$27,948.054		\$1,989.621929	\$28,423.170		\$2,009.518148	\$28,707.402		\$2,039.660920	\$29,138.013				
2		\$2,039.523193	\$29,136.046		\$2,074.195087	\$29,631.358		\$2,094.937038	\$29,927.672		\$2,126.361094	\$30,376.587				
3		\$2,128.320836	\$30,404.583		\$2,164.502290	\$30,921.461		\$2,186.147313	\$31,230.676		\$2,218.939523	\$31,699.136				
4		\$2,211.480281	\$31,592.575		\$2,249.075446	\$32,129.649		\$2,271.566200	\$32,450.946		\$2,305.639693	\$32,937.710				
5		\$2,290.411405	\$32,720.163		\$2,329.348399	\$33,276.406		\$2,352.641883	\$33,609.170		\$2,387.931511	\$34,113.307				
ASSISTANT 2 - PLANNING	82	\$2,290.411405	\$32,720.163		\$2,329.348399	\$33,276.406		\$2,352.641883	\$33,609.170		\$2,387.931511	\$34,113.307				
1		\$2,359.476093	\$33,706.801		\$2,399.587187	\$34,279.817		\$2,423.583059	\$34,622.615		\$2,459.936805	\$35,141.954				
2		\$2,475.053810	\$35,357.912		\$2,517.129725	\$35,958.996		\$2,542.301022	\$36,318.586		\$2,580.435537	\$36,863.365				
3		\$2,587.812559	\$36,968.751		\$2,631.805373	\$37,597.220		\$2,658.123427	\$37,973.192		\$2,697.995278	\$38,542.790				
4		\$2,701.980834	\$38,599.726		\$2,747.914508	\$39,255.922		\$2,775.393653	\$39,648.481		\$2,817.024558	\$40,243.208				

SIX DIGIT - CUPE SALARY SCHEDULE - 2021 TO 2025
 REVISED MAY 12, 2025 WITH SPECIAL WAGE ADJUSTMENTS

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 DATE 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		\$2,122.459681		\$26,530746	\$2,154.296576		\$26,928707				\$2,186.611025		\$27,332638	\$2,219.410190		\$27,742627
2		\$2,164.908876		\$27,061361	\$2,197.382509		\$27,467281				\$2,230.343247		\$27,879291	\$2,263.798396		\$28,297480
ARBORIST 3	32															
1		\$2,207.477319		\$27,593466	\$2,240.589479		\$28,007368				\$2,274.198321		\$28,427479	\$2,308.311296		\$28,853891
2		\$2,256.698016		\$28,208725	\$2,290.548486		\$28,631856				\$2,324.906713		\$29,061334	\$2,359.780314		\$29,497254
ASSESSOR	69															
1		\$3,020.366064	\$43,148087		\$3,065.671555	\$43,795308					\$3,111.656628	\$44,452238		\$3,158.331477	\$45,119021	
2		\$3,196.367594	\$45,662394		\$3,244.313108	\$46,347330					\$3,292.977805	\$47,042540		\$3,342.372472	\$47,748178	
3		\$3,394.742169	\$48,496317		\$3,445.663302	\$49,223761					\$3,497.348252	\$49,962118		\$3,549.808476	\$50,711550	
4		\$3,599.083082	\$51,415473		\$3,653.069328	\$52,186705					\$3,707.865368	\$52,969505		\$3,763.483349	\$53,764048	
ASSESSOR 2	72															
1		\$2,316.359755	\$33,090854		\$2,351.105151	\$33,587216					\$2,386.371728	\$34,091025		\$2,422.167304	\$34,602390	
2		\$2,455.072759	\$35,072468		\$2,491.898850	\$35,598555					\$2,529.277333	\$36,132533		\$2,567.216493	\$36,674521	
3		\$2,589.311287	\$36,990161		\$2,628.150956	\$37,545014					\$2,667.573220	\$38,108189		\$2,707.586818	\$38,679812	
ASSESSOR 3 - ACCREDITED	75															
1		\$2,738.465207	\$39,120932		\$2,779.542185	\$39,707746					\$2,821.235318	\$40,303362		\$2,863.553848	\$40,907912	
2		\$2,904.026009	\$41,486086		\$2,947.586399	\$42,108377					\$2,991.800195	\$42,740003		\$3,036.677198	\$43,381103	
3		\$3,081.519124	\$44,021702		\$3,127.741911	\$44,682027					\$3,174.658040	\$45,352258		\$3,222.277911	\$46,032542	
ASSESSOR 4 - SPECIALIST	76															
1		\$2,842.872949	\$40,612471		\$2,885.516043	\$41,221658					\$2,928.798784	\$41,839983		\$2,972.730766	\$42,467582	
2		\$3,020.366064	\$43,148087		\$3,065.671555	\$43,795308					\$3,111.656628	\$44,452238		\$3,158.331477	\$45,119021	
3		\$3,196.367594	\$45,662394		\$3,244.313108	\$46,347330					\$3,292.977805	\$47,042540		\$3,342.372472	\$47,748178	
4		\$3,394.742169	\$48,496317		\$3,445.663302	\$49,223761					\$3,497.348252	\$49,962118		\$3,549.808476	\$50,711550	
5		\$3,599.083082	\$51,415473		\$3,653.069328	\$52,186705					\$3,707.865368	\$52,969505		\$3,763.483349	\$53,764048	
ASSISTANT - COMMUNICATIONS	77															
1		\$1,921.101916	\$27,444313		\$1,949.918445	\$27,855978					\$1,979.167222	\$28,273817		\$2,008.854730	\$28,697925	
2		\$2,018.052009	\$28,829314		\$2,048.322789	\$29,261754					\$2,079.047631	\$29,700680		\$2,110.233345	\$30,146191	
3		\$2,123.951337	\$30,342162		\$2,155.810607	\$30,797294					\$2,188.147766	\$31,259254		\$2,220.969982	\$31,728143	
4		\$2,216.426584	\$31,663237		\$2,249.672983	\$32,138185					\$2,283.418078	\$32,620258		\$2,317.669349	\$33,109562	
5		\$2,328.291978	\$33,261314		\$2,363.216358	\$33,760234					\$2,398.664603	\$34,266637		\$2,434.644572	\$34,780637	
ASSISTANT - FIELD ASSESSMENT	67															
1		\$1,874.327204	\$26,776103		\$1,902.442112	\$27,177744					\$1,930.978744	\$27,585411		\$1,959.943425	\$27,999192	
2		\$1,971.597557	\$28,165679		\$2,001.171520	\$28,588165					\$2,031.189093	\$29,016987		\$2,061.656929	\$29,452242	
3		\$2,069.979004	\$29,571129		\$2,101.028689	\$30,014696					\$2,132.544119	\$30,464916		\$2,164.532281	\$30,921890	
4		\$2,168.302970	\$30,975757		\$2,200.827515	\$31,440393					\$2,233.839928	\$31,911999		\$2,267.347527	\$32,390679	
5		\$2,268.261758	\$32,403739		\$2,302.285684	\$32,889795					\$2,336.819969	\$33,383142		\$2,371.872269	\$33,883890	
ASSISTANT - LABORATORY	84															
1		\$1,345.368057	\$19,219544		\$1,365.548578	\$19,507837					\$1,386.031807	\$19,800454		\$1,406.822284	\$20,097461	
2		\$1,412.487309	\$20,178390		\$1,433.674619	\$20,481066					\$1,455.179738	\$20,788282		\$1,477.007434	\$21,100106	
3		\$1,472.148695	\$21,030696		\$1,494.230925	\$21,346156					\$1,516.644389	\$21,666348		\$1,539.394055	\$21,991344	
4		\$1,510.928736	\$21,584696		\$1,533.592667	\$21,908467					\$1,556.596557	\$22,237094		\$1,579.945505	\$22,570650	
5		\$1,540.759468	\$22,010850		\$1,563.870860	\$22,341012					\$1,587.328923	\$22,676127		\$1,611.138857	\$23,016269	
6		\$1,600.421257	\$22,863161		\$1,624.427576	\$23,206108					\$1,648.793990	\$23,554200		\$1,673.525900	\$23,907513	
ASSISTANT 1 - PLANNING	81															
1		\$1,973.305742	\$28,190082		\$2,002.905328	\$28,612933					\$2,032.948908	\$29,042127		\$2,063.443142	\$29,477759	
2		\$2,070.255834	\$29,575083		\$2,101.309672	\$30,018710					\$2,132.829317	\$30,468990		\$2,164.821757	\$30,926025	
3		\$2,158.256510	\$30,832236		\$2,190.630358	\$31,294719					\$2,223.489813	\$31,764140		\$2,256.842160	\$32,240602	
4		\$2,252.223616	\$32,174623		\$2,286.006970	\$32,657242					\$2,320.297075	\$33,147101		\$2,355.101531	\$33,644308	
5		\$2,340.224288	\$33,431776		\$2,375.327652	\$33,933252					\$2,410.957567	\$34,442251		\$2,447.121931	\$34,958885	
6		\$2,423.750484	\$34,625007		\$2,460.106741	\$35,144382					\$2,497.008342	\$35,671548		\$2,534.463467	\$36,206621	
ASSISTANT 2 - PLANNING	82															
1		\$2,423.750484	\$34,625007		\$2,460.106741	\$35,144382					\$2,497.008342	\$35,671548		\$2,534.463467	\$36,206621	
2		\$2,496.835857	\$35,669084		\$2,534.288395	\$36,204120					\$2,572.302721	\$36,747182		\$2,610.887262	\$37,298389	
3		\$2,619.142070	\$37,416315		\$2,658.429201	\$37,977560					\$2,698.305639	\$38,547223		\$2,738.780224	\$39,125432	
4		\$2,738.465207	\$39,120932		\$2,779.542185	\$39,707746					\$2,821.235318	\$40,303362		\$2,863.553848	\$40,907912	
5		\$2,859.279926	\$40,846856		\$2,902.169125	\$41,459559					\$2,945.701662	\$42,081452		\$2,989.887187	\$42,712674	

SIX DIGIT - CUPE SALARY SCHEDULE - 2021 TO 2025
 REVISED MAY 12, 2025 WITH SPECIAL WAGE ADJUSTMENTS

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		\$1,448.949469	\$20.699278		\$1,473.581610	\$21.051166		\$1,488.317426	\$21.261678		\$1,510.642187	\$21.580603				
2		\$1,532.109002	\$21.887271		\$1,558.154855	\$22.259355		\$1,573.736404	\$22.481949		\$1,597.342450	\$22.819178				
3		\$1,618.087590	\$23.115537		\$1,645.595079	\$23.508501		\$1,662.051030	\$23.743586		\$1,686.981795	\$24.099740				
4		\$1,702.656652	\$24.323666		\$1,731.601815	\$24.737169		\$1,748.917833	\$24.984540		\$1,775.151600	\$25.359309				
ATTENDANT - LOCKER ROOM	122			\$16.508580	\$1,343.138058		\$16.789226	\$1,356.569439		\$16.957118	\$1,376.917981		\$17.211475			
BEHAVIOURAL HEALTH NURSE	1681															
1		\$2,726.042818	\$38.943469		\$2,772.385546	\$39.605508		\$2,800.109401	\$40.001563		\$2,842.111042	\$40.601586				
2		\$2,821.454317	\$40.306490		\$2,869.419040	\$40.991701		\$2,898.113230	\$41.401618		\$2,941.584928	\$42.022642				
3		\$2,920.205218	\$41.717217		\$2,969.848707	\$42.426410		\$2,999.547194	\$42.850674		\$3,044.540402	\$43.493434				
4		\$3,022.412401	\$43.177320		\$3,073.793412	\$43.911334		\$3,104.531346	\$44.350448		\$3,151.099316	\$45.015705				
5		\$3,128.196835	\$44.688526		\$3,181.376181	\$45.448231		\$3,213.189943	\$45.902713		\$3,261.387792	\$46.591254				
6		\$3,237.683724	\$46.252625		\$3,292.724347	\$47.038919		\$3,325.651590	\$47.509308		\$3,375.536364	\$48.221948				
BRIDGE WORKER-CUPE	251			\$24.577877	\$1,999.656064		\$24.995701	\$2,019.652625		\$25.245658	\$2,049.947414		\$25.624343			
1		\$2,042.342343	\$25.529279		\$2,077.062163	\$25.963277		\$2,097.832785	\$26.222910		\$2,129.300277	\$26.616253				
2		\$2,145.234432	\$26.815430		\$2,181.703417	\$27.271293		\$2,203.520451	\$27.544006		\$2,236.573258	\$27.957166				
3		\$2,212.889975	\$27.661125		\$2,250.509105	\$28.131364		\$2,273.014196	\$28.412677		\$2,307.109409	\$28.838868				
BUYER 1	271				\$1,906.482086	\$27.235458		\$1,925.546907	\$27.507813		\$1,954.430111	\$27.920430				
1		\$1,966.230092	\$28.089001		\$1,999.656004	\$28.566514		\$2,019.652564	\$28.852179		\$2,049.947352	\$29.284962				
2		\$2,049.389626	\$29.276995		\$2,084.229250	\$29.774704		\$2,105.071543	\$30.072451		\$2,136.647616	\$30.523537				
3		\$2,125.501779	\$30.364311		\$2,161.635309	\$30.880504		\$2,183.251662	\$31.189309		\$2,216.000437	\$31.657149				
BUYER 2	272				\$2,261.976410	\$32.313949		\$2,284.596174	\$32.637088		\$2,318.865117	\$33.126645				
1		\$2,336.924344	\$33.384633		\$2,376.652058	\$33.952172		\$2,400.418579	\$34.291694		\$2,436.424858	\$34.806069				
2		\$2,439.816658	\$34.854524		\$2,481.293541	\$35.447051		\$2,506.106476	\$35.801521		\$2,543.698073	\$36.338544				
3		\$2,559.622786	\$36.566040		\$2,603.136373	\$37.187662		\$2,629.167737	\$37.559539		\$2,668.605253	\$38.122932				
4		\$2,678.019557	\$38.257422		\$2,723.545889	\$38.907798		\$2,750.781348	\$39.296876		\$2,792.043068	\$39.886330				
5		\$2,803.463617	\$40.049480		\$2,851.122498	\$40.730321		\$2,879.633723	\$41.137625		\$2,922.828229	\$41.754689				
BYLAW SUPPORT WORKER	1794				\$1,149.622889	\$16.423184		\$1,161.119118	\$16.587416		\$1,178.535905	\$16.836227				
1		\$1,130.405987	\$16.148657		\$1,149.622889	\$16.423184		\$1,161.119118	\$16.587416		\$1,178.535905	\$16.836227				
CARETAKER	320				\$1,893.581033		\$23.669763	\$1,912.516843		\$23.906461	\$1,941.204596		\$24.265057			
1		\$1,861.928253	\$23.274103		\$1,893.581033		\$23.669763	\$1,912.516843		\$23.906461	\$1,941.204596		\$24.265057			
CARPENTER¹	330			\$32.588140	\$2,651.371108		\$33.142139	\$2,677.884819		\$33.473560	\$2,718.053091		\$33.975664	\$2,750.053091		\$34.375664
1		\$2,607.051237	\$32.588140		\$2,651.371108		\$33.142139	\$2,677.884819		\$33.473560	\$2,718.053091		\$33.975664	\$2,750.053091		\$34.375664
CASHIER/CLERK - AQUATIC AND RECREATION FACILITIES *	360				\$1,148.189509		\$14.352369	\$1,159.671404		\$14.495893	\$1,177.066475		\$14.713331	\$1,200.000000		\$15.000000
1		\$1,128.996567	\$14.112457		\$1,148.189509		\$14.352369	\$1,159.671404		\$14.495893	\$1,177.066475		\$14.713331	\$1,200.000000		\$15.000000
2		\$1,245.983724	\$15.574797		\$1,267.165447		\$15.839568	\$1,279.837101		\$15.997964	\$1,299.034658		\$16.237933			
3		\$1,364.380498	\$17.054756		\$1,387.574966		\$17.344687	\$1,401.450716		\$17.518134	\$1,422.472477		\$17.780906			
4		\$1,479.958038	\$18.499475		\$1,505.117325		\$18.813967	\$1,520.168498		\$19.002106	\$1,542.971025		\$19.287138			
5		\$1,599.764249	\$19.997053		\$1,626.960241		\$20.337003	\$1,643.229843		\$20.540373	\$1,667.878291		\$20.848479			
CLAIMS ADJUSTOR 1	1251				\$1,801.840515	\$25.740579		\$1,819.858920	\$25.997985		\$1,847.156804	\$26.387954				
1		\$1,843.605084	\$26.337215		\$1,874.946370	\$26.784948		\$1,893.695834	\$27.052798		\$1,922.101272	\$27.458590				
2		\$1,926.764619	\$27.525209		\$1,959.519618	\$27.993137		\$1,979.114814	\$28.273069		\$2,008.801536	\$28.697165				
3		\$2,005.695742	\$28.652796		\$2,039.792570	\$29.139894		\$2,060.190496	\$29.431293		\$2,091.093353	\$29.872762				
4		\$2,093.083769	\$29.901197		\$2,128.666193	\$30.409517		\$2,149.952855	\$30.713612		\$2,182.202148	\$31.174316				
5		\$2,183.290683	\$31.189867		\$2,220.406625	\$31.720095		\$2,242.610691	\$32.037296		\$2,276.249851	\$32.517855				
CLAIMS ADJUSTOR 2	1252				\$2,316.447433	\$33.092106		\$2,339.611907	\$33.423027		\$2,374.706086	\$33.924373				
1		\$2,374.980465	\$33.928292		\$2,415.355133	\$34.505073		\$2,439.508684	\$34.850124		\$2,476.101314	\$35.372876				
2		\$2,473.644369	\$35.337777		\$2,515.696323	\$35.938519		\$2,540.853286	\$36.297904		\$2,578.966085	\$36.842373				
3		\$2,583.584149	\$36.908345		\$2,627.505080	\$37.535757		\$2,653.780131	\$37.911145		\$2,693.586833	\$38.479812				
4		\$2,696.342809	\$38.519183		\$2,742.180637	\$39.174009		\$2,769.602443	\$39.565749		\$2,811.146480	\$40.159235				
5		\$2,810.510997	\$40.150157		\$2,858.289684	\$40.832710		\$2,886.872581	\$41.241037		\$2,930.175670	\$41.859652				

SIX DIGIT - CUPE SALARY SCHEDULE - 2021 TO 2025
 REVISED MAY 12, 2025 WITH SPECIAL WAGE ADJUSTMENTS

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 DATE 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		\$1,533.301820	\$21.904312		\$1,556.301347	\$22.232876							\$1,579.645867	\$22.566370		\$1,603.340555	\$22.904865
2		\$1,621.302587	\$23.161466		\$1,645.622126	\$23.508888							\$1,670.306458	\$23.861521		\$1,695.361055	\$22.219444
3		\$1,712.286522	\$24.461236		\$1,737.970820	\$24.828155							\$1,764.040382	\$25.200577		\$1,790.500988	\$25.578586
4		\$1,801.778874	\$25.739698		\$1,828.805557	\$26.125794							\$1,856.237640	\$26.517681		\$1,884.081205	\$26.915446
ATTENDANT - LOCKER ROOM	122																
1		\$1,397.571751		\$17.469647	\$1,418.535327		\$17.731692						\$1,439.813357		\$17.997667	\$1,461.410557	\$18.267632
BEHAVIOURAL HEALTH NURSE	1681																
1		\$2,884.742708	\$41.210610		\$2,928.013849	\$41.828769							\$2,971.934057	\$42.456201		\$3,016.513068	\$43.093044
2		\$2,985.708702	\$42.652981		\$3,030.494333	\$43.292776							\$3,075.951748	\$43.942168		\$3,122.091024	\$44.601300
3		\$3,090.208508	\$44.145836		\$3,136.561636	\$44.808023							\$3,183.610061	\$45.480144		\$3,231.364212	\$46.162346
4		\$3,198.365806	\$45.690940		\$3,246.341293	\$46.376304							\$3,295.036412	\$47.071949		\$3,344.461958	\$47.778028
5		\$3,310.308609	\$47.290123		\$3,359.963238	\$47.999475							\$3,410.362687	\$48.719467		\$3,461.518127	\$49.450259
6		\$3,426.169409	\$48.945277		\$3,477.561950	\$49.679456							\$3,529.725379	\$50.424648		\$3,582.671260	\$51.181018
BRIDGE WORKER-CUPE	251																
1		\$2,080.696625		\$26.008708	\$2,111.907074		\$26.398838						\$2,143.585680		\$26.794821	\$2,175.739465	\$27.196743
2		\$2,161.239781		\$27.015497	\$2,193.658378		\$27.420730						\$2,226.563254		\$27.832041	\$2,259.961703	\$28.249521
3		\$2,270.121857		\$28.376523	\$2,304.173685		\$28.802171						\$2,338.736290		\$29.234204	\$2,373.817334	\$29.672717
4		\$2,341.716050		\$29.271451	\$2,376.841791		\$29.710522						\$2,412.494418		\$30.156180	\$2,448.681834	\$30.608523
BUYER 1	271																
1		\$1,983.746563	\$28.339237		\$2,013.502761	\$28.764325							\$2,043.705302	\$29.195790		\$2,074.360882	\$29.633727
2		\$2,080.696562	\$29.724237		\$2,111.907010	\$30.170100							\$2,143.585615	\$30.622652		\$2,175.739399	\$31.081991
3		\$2,168.697330	\$30.981390		\$2,201.227790	\$31.446111							\$2,234.246207	\$31.917803		\$2,267.759900	\$32.396570
4		\$2,249.240444	\$32.132006		\$2,282.979051	\$32.613986							\$2,317.223737	\$33.103196		\$2,351.982093	\$33.599744
BUYER 2	272																
1		\$2,353.648094	\$33.623544		\$2,388.952815	\$34.127897							\$2,424.787107	\$34.639816		\$2,461.158914	\$35.159413
2		\$2,472.971231	\$35.328160		\$2,510.065799	\$35.858083							\$2,547.716786	\$36.395954		\$2,585.932538	\$36.941893
3		\$2,581.853544	\$36.883622		\$2,620.581347	\$37.436876							\$2,659.890067	\$37.998430		\$2,699.788418	\$38.568406
4		\$2,708.634332	\$38.694776		\$2,749.263847	\$39.275198							\$2,790.502805	\$39.864326		\$2,832.360347	\$40.462291
5		\$2,833.923714	\$40.484624		\$2,876.432570	\$41.091894							\$2,919.579059	\$41.708272		\$2,963.372745	\$42.333896
6		\$2,966.670652	\$42.381009		\$3,011.170712	\$43.016724							\$3,056.338273	\$43.661975		\$3,102.183347	\$44.316905
BYLAW SUPPORT WORKER	1794																
1		\$1,196.213944	\$17.088771		\$1,214.157153	\$17.345102							\$1,232.369510	\$17.605279		\$1,250.855053	\$17.869358
CARETAKER	320																
1		\$1,970.322665	\$24.629033		\$1,999.877505		\$24.998469						\$2,029.875668		\$25.373446	\$2,060.323803	\$25.754048
CARPENTER ¹	330																
1		\$2,791.303887	\$34.891299		\$2,833.173445		\$35.414668						\$2,875.671047		\$35.945888	\$2,918.806113	\$36.485076
CASHIER/CLERK - AQUATIC AND RECREATION FACILITIES *	360																
1		\$1,218.000000	\$15.225000		\$1,236.270000	\$15.453375							\$1,254.814050	\$15.685176		\$1,273.636261	\$15.920453
2		\$1,318.520178	\$16.481502		\$1,338.297981	\$16.728725							\$1,358.372451	\$16.979656		\$1,378.748038	\$17.234350
3		\$1,443.809564	\$18.047620		\$1,465.466707	\$18.318334							\$1,487.448708	\$18.593109		\$1,509.760439	\$18.872005
4		\$1,566.115590	\$19.576445		\$1,589.607324	\$19.870092							\$1,613.451434	\$20.168143		\$1,637.653206	\$20.470665
5		\$1,692.896465	\$21.161206		\$1,718.289912	\$21.478624							\$1,744.064261	\$21.800803		\$1,770.225225	\$22.127815
CLAIMS ADJUSTOR 1	1251																
1		\$1,874.864156	\$26.783774		\$1,902.987118	\$27.185530							\$1,931.531925	\$27.593313		\$1,960.504904	\$28.007213
2		\$1,950.932791	\$27.870468		\$1,980.196783	\$28.288525							\$2,009.899735	\$28.712853		\$2,040.048231	\$29.143546
3		\$2,038.933559	\$29.127622		\$2,069.517562	\$29.564537							\$2,100.560325	\$30.008005		\$2,132.068730	\$30.458125
4		\$2,122.459753	\$30.320854		\$2,154.296649	\$30.775666							\$2,186.611099	\$31.237301		\$2,219.410265	\$31.705861
5		\$2,214.935180	\$31.641931		\$2,248.159208	\$32.116560							\$2,281.881596	\$32.598309		\$2,316.109820	\$33.087283
6		\$2,310.393599	\$33.005623		\$2,345.049503	\$33.500707							\$2,380.225246	\$34.003218		\$2,415.928625	\$34.513266
CLAIMS ADJUSTOR 2	1252																
1		\$2,410.326677	\$34.433238		\$2,446.481577	\$34.949737							\$2,483.178801	\$35.473983		\$2,520.426483	\$36.006093
2		\$2,513.242834	\$35.903469		\$2,550.941477	\$36.442021							\$2,589.205599	\$36.988651		\$2,628.043683	\$37.543481
3		\$2,617.650576	\$37.395008		\$2,656.915335	\$37.955933							\$2,696.769065	\$38.525272		\$2,737.220601	\$39.103151
4		\$2,733.990635	\$39.057009		\$2,775.000495	\$39.642864							\$2,816.625502	\$40.237507		\$2,858.874885	\$40.841070
5		\$2,853.313677	\$40.761624		\$2,896.113382	\$41.373048							\$2,939.555083	\$41.993644		\$2,983.648409	\$42.623549
6		\$2,974.128305	\$42.487547		\$3,018.740230	\$43.124860							\$3,064.021333	\$43.771733		\$3,109.981653	\$44.428309

SIX DIGIT - CUPE SALARY SCHEDULE - 2021 TO 2025
 REVISED MAY 12, 2025 WITH SPECIAL WAGE ADJUSTMENTS

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	\$1,498.281495		\$18.728519	\$1,523.752280		\$19.046904	\$1,538.989803		\$19.237373	\$1,562.074650		\$19.525933			
CLERK 2 - PARKS TEMPORARY 1	372	\$1,775.949837		\$22.199373	\$1,806.140984		\$22.576762	\$1,824.202394		\$22.802530	\$1,851.565430		\$23.144568			
CLERK 3 - PARKS TEMPORARY 1	373	\$1,980.325117		\$24.754064	\$2,013.990644		\$25.174883	\$2,034.130550		\$25.426632	\$2,064.642508		\$25.808031			
CLERK A - 35HR 1	361	\$1,128.996567	\$16.128522		\$1,148.189509	\$16.402707		\$1,159.671404	\$16.566734		\$1,177.066475	\$16.815235				
2		\$1,245.983724	\$17.799767		\$1,267.165447	\$18.102364		\$1,279.837101	\$18.283387		\$1,299.034658	\$18.557638				
3		\$1,364.380498	\$19.491150		\$1,387.574966	\$19.822500		\$1,401.450716	\$20.020725		\$1,422.472477	\$20.321035				
4		\$1,479.958038	\$21.142258		\$1,505.117325	\$21.501676		\$1,520.168498	\$21.716693		\$1,542.971025	\$22.042443				
5		\$1,599.764249	\$22.853775		\$1,626.960241	\$23.242289		\$1,643.229843	\$23.474712		\$1,667.878291	\$23.826833				
CLERK A - 40HR * 1	361	\$1,128.996567	\$14.112457		\$1,148.189509	\$14.352369		\$1,159.671404	\$14.495893		\$1,177.066475	\$14.713331	\$1,200.000000		\$15.000000	
2		\$1,245.983724	\$15.574797		\$1,267.165447	\$15.839568		\$1,279.837101	\$15.997964		\$1,299.034658	\$16.237933				
3		\$1,364.380498	\$17.054756		\$1,387.574966	\$17.344687		\$1,401.450716	\$17.518134		\$1,422.472477	\$17.780906				
4		\$1,479.958038	\$18.499475		\$1,505.117325	\$18.813967		\$1,520.168498	\$19.002106		\$1,542.971025	\$19.287138				
5		\$1,599.764249	\$19.997053		\$1,626.960241	\$20.337003		\$1,643.229843	\$20.540373		\$1,667.878291	\$20.848479				
CLERK B 1	362	\$1,625.134969	\$23.216214	\$20.314187	\$1,652.762263	\$23.610889	\$20.659528	\$1,669.289886	\$23.846998	\$20.866124	\$1,694.329234	\$24.204703	\$21.179115			
2		\$1,697.018711	\$24.243124	\$21.212734	\$1,725.868029	\$24.655258	\$21.573350	\$1,743.126709	\$24.901810	\$21.789084	\$1,769.273610	\$25.275337	\$22.115920			
3		\$1,759.035937	\$25.129085	\$21.987949	\$1,788.939548	\$25.556279	\$22.361744	\$1,806.828943	\$25.811842	\$22.585362	\$1,833.931377	\$26.199020	\$22.924142			
4		\$1,828.100625	\$26.115723	\$22.851258	\$1,859.178336	\$26.559691	\$23.239729	\$1,877.770119	\$26.825287	\$23.472126	\$1,905.936671	\$27.227667	\$23.824208			
5		\$1,902.803429	\$27.182906	\$23.785043	\$1,935.151087	\$27.645016	\$24.189389	\$1,954.502598	\$27.921466	\$24.431282	\$1,983.820137	\$28.340288	\$24.797752			
CLERK C 1	364	\$1,966.230092	\$28.089001	\$24.577876	\$1,999.656004	\$28.566514	\$24.995700	\$2,019.652564	\$28.852179	\$25.245657	\$2,049.947352	\$29.284962	\$25.624342			
2		\$2,049.389626	\$29.276995	\$25.617370	\$2,084.229250	\$29.774704	\$26.052866	\$2,105.071543	\$30.072451	\$26.313394	\$2,136.647616	\$30.523537	\$26.708095			
3		\$2,125.501779	\$30.364311	\$26.568772	\$2,161.635309	\$30.880504	\$27.020441	\$2,183.251662	\$31.189309	\$27.290646	\$2,216.000437	\$31.657149	\$27.700005			
CLERK - PRINCIPAL 1	365	\$2,393.303718	\$34.190053	\$29.916296	\$2,433.989881	\$34.771284	\$30.424874	\$2,458.329780	\$35.118997	\$30.729122	\$2,495.204727	\$35.645782	\$31.190059			
2		\$2,449.683180	\$34.995474	\$30.621040	\$2,491.327794	\$35.590397	\$31.141597	\$2,516.241072	\$35.946301	\$31.453013	\$2,553.984688	\$36.485496	\$31.924809			
3		\$2,525.795246	\$36.082789	\$31.572441	\$2,568.733765	\$36.696197	\$32.109172	\$2,594.421103	\$37.063159	\$32.430264	\$2,633.337420	\$37.619106	\$32.916718			
4		\$2,589.222086	\$36.988887	\$32.365276	\$2,633.238861	\$37.617698	\$32.915486	\$2,659.571250	\$37.993875	\$33.244641	\$2,699.464819	\$38.563783	\$33.743310			
CLERK - SENIOR 1	366	\$2,163.557900	\$30.907970	\$27.044474	\$2,200.338384	\$31.433405	\$27.504230	\$2,222.341768	\$31.747740	\$27.779272	\$2,255.676895	\$32.223956	\$28.195961			
2		\$2,250.945930	\$32.156370	\$28.136824	\$2,289.212011	\$32.703029	\$28.615150	\$2,312.104131	\$33.030059	\$28.901302	\$2,346.785693	\$33.525510	\$29.334821			
3		\$2,320.010532	\$33.143008	\$29.000132	\$2,359.450711	\$33.706439	\$29.493134	\$2,383.045218	\$34.043503	\$29.788065	\$2,418.790896	\$34.554156	\$30.234886			
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - OPERATOR IN TRAINING 1	1575	\$1,849.796186		\$23.122452	\$1,881.242721		\$23.515534	\$1,900.055148		\$23.750689	\$1,928.555975		\$24.106950			
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 1A 1	1576	\$1,891.063202		\$23.638290	\$1,923.211276		\$24.040141	\$1,942.443389		\$24.280542	\$1,971.580040		\$24.644751			
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 1B 1	1577	\$1,935.425364		\$24.192817	\$1,968.327595		\$24.604095	\$1,988.010871		\$24.850136	\$2,017.831034		\$25.222888			
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 2A 1	1578	\$1,970.502383		\$24.631280	\$2,004.000924		\$25.050012	\$2,024.040933		\$25.300512	\$2,054.401547		\$25.680019			
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 2B 1	1579	\$2,039.627213		\$25.495340	\$2,074.300876		\$25.928761	\$2,095.043885		\$26.188049	\$2,126.469543		\$26.580869			
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 3A 1 - With Provincial Certification	1582	\$2,134.538957		\$26.681737	\$2,170.826119		\$27.135326	\$2,192.534380		\$27.406680	\$2,225.422396		\$27.817780			
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 3B 1 - With Provincial Certification	1583	\$2,236.674962		\$27.958437	\$2,274.698436		\$28.433730	\$2,297.445420		\$28.718068	\$2,331.907101		\$29.148839			

SIX DIGIT - CUPE SALARY SCHEDULE - 2021 TO 2025
 REVISED MAY 12, 2025 WITH SPECIAL WAGE ADJUSTMENTS

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 DATE 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	\$1,585.505770		\$19.818822	\$1,609.288357		\$20.116104				\$1,633.427682		\$20.417846	\$1,657.929097		\$20.724114
CLERK 2 - PARKS TEMPORARY 1	372	\$1,879.338911		\$23.491736	\$1,907.528995		\$23.844112				\$1,936.141930		\$24.201774	\$1,965.184059		\$24.564801
CLERK 3 - PARKS TEMPORARY 1	373	\$2,095.612146		\$26.195152	\$2,127.046328		\$26.588079				\$2,158.952023		\$26.986900	\$2,191.336303		\$27.391704
CLERK A - 35HR 1	361	\$1,194.722472	\$17.067464		\$1,212.643309	\$17.323476					\$1,230.832959	\$17.583328		\$1,249.295453	\$17.847078	
2		\$1,318.520178	\$18.836003		\$1,338.297981	\$19.118543				\$1,358.372451	\$19.405321		\$1,378.748038	\$19.696401		
3		\$1,443.809564	\$20.625851		\$1,465.466707	\$20.935239				\$1,487.448708	\$21.249267		\$1,509.760439	\$21.568006		
4		\$1,566.115590	\$22.373080		\$1,589.607324	\$22.708676				\$1,613.451434	\$23.049306		\$1,637.653206	\$23.395046		
5		\$1,692.896465	\$24.184235		\$1,718.289912	\$24.546999				\$1,744.064261	\$24.915204		\$1,770.225225	\$25.288932		
CLERK A - 40HR * 1	361	\$1,218.000000	\$15.225000		\$1,236.270000	\$15.453375					\$1,254.814050	\$15.685176		\$1,273.636261		\$15.920453
2		\$1,318.520178	\$16.481502		\$1,338.297981	\$16.728725				\$1,358.372451	\$16.979656		\$1,378.748038	\$17.234350		
3		\$1,443.809564	\$18.047620		\$1,465.466707	\$18.318334				\$1,487.448708	\$18.593109		\$1,509.760439	\$18.872005		
4		\$1,566.115590	\$19.576445		\$1,589.607324	\$19.870092				\$1,613.451434	\$20.168143		\$1,637.653206	\$20.470665		
5		\$1,692.896465	\$21.161206		\$1,718.289912	\$21.478624				\$1,744.064261	\$21.800803		\$1,770.225225	\$22.127815		
CLERK B 1	362	\$1,719.744173	\$24.567774	\$21.496802	\$1,745.540336	\$24.936291	\$21.819254				\$1,771.723441	\$25.310335	\$22.146543	\$1,798.299293	\$25.689990	\$22.478741
2		\$1,795.812714	\$25.654467	\$22.447659	\$1,822.749905	\$26.039284	\$22.784374				\$1,850.091154	\$26.429874	\$23.126139	\$1,877.842521	\$26.826322	\$23.473032
3		\$1,861.440348	\$26.592005	\$23.268004	\$1,889.361953	\$26.990885	\$23.617024				\$1,917.702382	\$27.395748	\$23.971280	\$1,946.467918	\$27.806685	\$24.330849
4		\$1,934.525721	\$27.636082	\$24.181572	\$1,963.543607	\$28.050623	\$24.544295				\$1,992.996761	\$28.471382	\$24.912460	\$2,022.891712	\$28.898453	\$25.286146
5		\$2,013.577439	\$28.765392	\$25.169718	\$2,043.781101	\$29.196873	\$25.547264				\$2,074.437818	\$29.634826	\$25.930473	\$2,105.554385	\$30.079348	\$26.319430
CLERK C 1	364	\$2,080.696562	\$29.724237	\$26.008707	\$2,111.907010	\$30.170100	\$26.398838				\$2,143.585615	\$30.622652	\$26.794820	\$2,175.739399	\$31.081991	\$27.196742
2		\$2,168.697330	\$30.981390	\$27.108717	\$2,201.227790	\$31.446111	\$27.515347				\$2,234.246207	\$31.917803	\$27.928078	\$2,267.759900	\$32.396570	\$28.346999
3		\$2,249.240444	\$32.132006	\$28.115506	\$2,282.979051	\$32.613986	\$28.537238				\$2,317.223737	\$33.103196	\$28.965297	\$2,351.982093	\$33.599744	\$29.399776
CLERK - PRINCIPAL 1	365	\$2,532.632798	\$36.180469	\$31.657910	\$2,570.622290	\$36.723176	\$32.132779				\$2,609.181624	\$37.274023	\$32.614770	\$2,648.319348	\$37.833134	\$33.103992
2		\$2,592.294458	\$37.032778	\$32.403681	\$2,631.178875	\$37.588270	\$32.889736				\$2,670.646558	\$38.152094	\$33.383082	\$2,710.706256	\$38.724375	\$33.883828
3		\$2,672.837481	\$38.183393	\$33.410469	\$2,712.930043	\$38.756143	\$33.911626				\$2,753.623994	\$39.337486	\$34.420300	\$2,794.928354	\$39.927548	\$34.936604
4		\$2,739.956791	\$39.142240	\$34.249460	\$2,781.056143	\$39.729373	\$34.763202				\$2,822.771985	\$40.325314	\$35.284650	\$2,865.113565	\$40.930194	\$35.813920
CLERK - SENIOR 1	366	\$2,289.512048	\$32.707315	\$28.618901	\$2,323.854729	\$33.197925	\$29.048184				\$2,358.712550	\$33.695894	\$29.483907	\$2,394.093238	\$34.201332	\$29.926165
2		\$2,381.987478	\$34.028393	\$29.774843	\$2,417.717290	\$34.538818	\$30.221466				\$2,453.983049	\$35.056901	\$30.674788	\$2,490.792795	\$35.582754	\$31.134910
3		\$2,455.072759	\$35.072468	\$30.688409	\$2,491.898850	\$35.598555	\$31.148736				\$2,529.277333	\$36.132533	\$31.615967	\$2,567.216493	\$36.674521	\$32.090206
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - OPERATOR IN TRAINING 1	1575	\$1,957.484315		\$24.468554	\$1,986.846580		\$24.835582				\$2,016.649279		\$25.208116	\$2,046.899018		\$25.586238
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 1A 1	1576	\$2,001.153741		\$25.014422	\$2,031.171047		\$25.389638				\$2,061.638613		\$25.770483	\$2,092.563192		\$26.157040
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 1B 1	1577	\$2,048.098500		\$25.601231	\$2,078.819978		\$25.985250				\$2,110.002278		\$26.375028	\$2,141.652312		\$26.770654
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 2A 1	1578	\$2,085.217570		\$26.065220	\$2,116.495834		\$26.456198				\$2,148.243272		\$26.853041	\$2,180.466921		\$27.255837
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 2B 1	1579	\$2,158.366586		\$26.979582	\$2,190.742085		\$27.384276				\$2,223.603216		\$27.795040	\$2,256.957264		\$28.211966
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 3A 1 - With Provincial Certification	1582	\$2,258.803732		\$28.235047	\$2,292.685788		\$28.658572				\$2,327.076075		\$29.088451	\$2,361.982216		\$29.524778
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 3B 1 - With Provincial Certification	1583	\$2,366.885708		\$29.586071	\$2,402.388994		\$30.029862				\$2,438.424829		\$30.480310	\$2,475.001201		\$30.937515

SIX DIGIT - CUPE SALARY SCHEDULE - 2021 TO 2025
 REVISED MAY 12, 2025 WITH SPECIAL WAGE ADJUSTMENTS

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	\$2,372.856201		\$29.660703	\$2,413.194756		\$30.164934	\$2,437.326704		\$30.466584	\$2,473.886605		\$30.923583			
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 4B 1 - With Provincial Certification	1585	\$2,648.313927		\$33.103924	\$2,693.335264		\$33.666691	\$2,720.268617		\$34.003358	\$2,761.072646		\$34.513408			
COLLECTION SYSTEMS SCADA OPR 1 2	1586	\$2,314.927739 \$2,372.859681		\$28.936597 \$29.660746	\$2,354.281511 \$2,413.198296		\$29.428519 \$30.164979	\$2,377.824326 \$2,437.330279		\$29.722804 \$30.466628	\$2,413.491691 \$2,473.890233		\$30.168646 \$30.923628			
COMMUNICATIONS OPERATOR (CO) 1 - First 12 Months 2 - After 12 Months 3 - After 24 Months 4 - After 36 Months <small>In accordance with Supplementary Agreement: Communications salary rates paid may be higher than shown.</small>	1890	\$1,844.471877 \$2,196.039098 \$2,516.980696 \$2,877.875691		\$21.957999 \$26.143323 \$29.964056 \$34.260425	\$1,875.827899 \$2,233.371763 \$2,559.769368 \$2,926.799578		\$22.331285 \$26.587759 \$30.473445 \$34.842852	\$1,894.586178 \$2,255.705481 \$2,585.367062 \$2,956.067574		\$22.554597 \$26.853637 \$30.778179 \$35.191281	\$1,923.004971 \$2,289.541063 \$2,624.147568 \$3,000.408588		\$22.892916 \$27.256441 \$31.239852 \$35.719150			
COMMUNICATION TECHNOLOGIST - GRADE 1 1 2 3 4	2541	\$2,454.102413 \$2,539.996751 \$2,628.897486 \$2,720.912805		\$30.676280 \$31.749959 \$32.861219 \$34.011410	\$2,495.822154 \$2,583.176696 \$2,673.588743 \$2,767.168323		\$31.197777 \$32.289709 \$33.419859 \$34.589604	\$2,520.780376 \$2,609.008463 \$2,700.324630 \$2,794.840006		\$31.509755 \$32.612606 \$33.754058 \$34.935500	\$2,558.592082 \$2,648.143590 \$2,740.829499 \$2,836.762606		\$31.982401 \$33.101795 \$34.260369 \$35.459533			
COMMUNICATION TECHNOLOGIST - GRADE 2 1 2	2542	\$2,911.374106 \$3,013.271723		\$36.392176 \$37.665897	\$2,960.867466 \$3,064.497342		\$37.010843 \$38.306217	\$2,990.476141 \$3,095.142315		\$37.380952 \$38.689279	\$3,035.333283 \$3,141.569450		\$37.941666 \$39.269618			
CONSTABLE - OPERATIONS 1 2 3 4 5 6	405	\$1,921.126680 \$2,016.971528 \$2,101.540503 \$2,195.975998 \$2,283.364115 \$2,362.295148	\$27.444667 \$28.813879 \$30.022007 \$31.371086 \$32.619487 \$33.747074		\$1,953.785834 \$2,051.260044 \$2,137.266692 \$2,233.307590 \$2,322.181305 \$2,402.454166	\$27.911226 \$29.303715 \$30.532381 \$31.904394 \$33.174019 \$34.320774		\$1,973.323692 \$2,071.772644 \$2,158.639359 \$2,255.640666 \$2,345.403118 \$2,426.478708	\$28.190338 \$29.596752 \$30.837705 \$32.223438 \$33.505759 \$34.663982		\$2,002.923547 \$2,102.849234 \$2,191.018949 \$2,289.475276 \$2,380.584165 \$2,462.875889	\$28.613194 \$30.040703 \$31.300271 \$32.706790 \$34.008345 \$35.183941				
COORDINATOR - EDUCATION - NATURE PARKS 1 2 3 4 5 6	446	\$1,691.380777 \$1,775.949837 \$1,857.699842 \$1,936.630966 \$2,024.018994 \$2,128.320836	\$21.142260 \$22.199373 \$23.221248 \$24.207887 \$25.300237 \$26.604010		\$1,720.134250 \$1,806.140984 \$1,889.280739 \$1,969.553692 \$2,058.427317 \$2,164.502290	\$21.501678 \$22.576762 \$23.616009 \$24.619421 \$25.730341 \$27.056279		\$1,737.335593 \$1,824.202394 \$1,908.173546 \$1,989.249229 \$2,079.011590 \$2,186.147313	\$21.716695 \$22.802530 \$23.852169 \$24.865615 \$25.987645 \$27.326841		\$1,763.395627 \$1,851.565430 \$1,936.796149 \$2,019.087967 \$2,110.196764 \$2,218.939523	\$22.042445 \$23.144568 \$24.209952 \$25.238600 \$26.377460 \$27.736744				
COORDINATOR - EQUIPMENT 1 2 3 4	451	\$2,063.484431 \$2,163.557864 \$2,250.945881 \$2,320.010620	\$29.478349 \$30.907969 \$32.156370 \$33.143009		\$2,098.563666 \$2,200.338348 \$2,289.211961 \$2,359.450801	\$29.979481 \$31.433405 \$32.703028 \$33.706440		\$2,119.549303 \$2,222.341731 \$2,312.104081 \$2,383.045309	\$30.279276 \$31.747739 \$33.030058 \$34.043504		\$2,151.342543 \$2,255.676857 \$2,346.785642 \$2,418.790989	\$30.733465 \$32.223955 \$33.525509 \$34.554157				
COORDINATOR - STORES 1	477	\$2,317.191737		\$28.964897	\$2,356.583997		\$29.457300	\$2,380.149837		\$29.751873	\$2,415.852085		\$30.198151			
COORDINATOR - TRANSIT INFORMATION 1 2 3 4	480	\$2,218.527660 \$2,310.144185 \$2,410.217617 \$2,507.471819	\$31.693252 \$33.002060 \$34.431680 \$35.821026		\$2,256.242630 \$2,349.416636 \$2,451.191316 \$2,550.098840	\$32.232038 \$33.563095 \$35.017019 \$36.429983		\$2,278.805056 \$2,372.910802 \$2,475.703229 \$2,575.599828	\$32.554358 \$33.898726 \$35.367189 \$36.794283		\$2,312.987132 \$2,408.504464 \$2,512.838777 \$2,614.233825	\$33.042673 \$34.407207 \$35.897697 \$37.346198				
CORPORATE WEB SERVICES SPECIALIST 1 2 3 4 5 6	2909	\$2,082.459295 \$2,155.345371 \$2,230.782458 \$2,308.859844 \$2,389.669939 \$2,473.308387	\$29.749419 \$30.790648 \$31.868321 \$32.983712 \$34.138142 \$35.332977		\$2,117.861103 \$2,191.986242 \$2,268.705760 \$2,348.110461 \$2,430.294328 \$2,515.354630	\$30.255159 \$31.314089 \$32.410082 \$33.544435 \$34.718490 \$35.933638		\$2,139.039714 \$2,213.906104 \$2,291.392818 \$2,371.591566 \$2,454.597271 \$2,540.508176	\$30.557710 \$31.627230 \$32.734183 \$33.879880 \$35.065675 \$36.292974		\$2,171.125310 \$2,247.114696 \$2,325.763710 \$2,407.165439 \$2,491.416230 \$2,578.615799	\$31.016076 \$32.101639 \$33.225196 \$34.388078 \$35.591660 \$36.837369				

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 DATE 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	\$2,510.994904		\$31.387436	\$2,548.659828		\$31.858248				\$2,586.889725		\$32.336122	\$2,625.693071		\$32.821163
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 4B 1 - With Provincial Certification	1585	\$2,802.488736		\$35.031109	\$2,844.526067		\$35.556576				\$2,887.193958		\$36.089924	\$2,930.501867		\$36.631273
COLLECTION SYSTEMS SCADA OPR 1 2	1586	\$2,449.694066 \$2,510.998586		\$30.621176 \$31.387482	\$2,486.439477 \$2,548.663565		\$31.080493 \$31.858295				\$2,523.736069 \$2,586.893518		\$31.546701 \$32.336169	\$2,561.592110 \$2,625.696921		\$32.019901 \$32.821212
COMMUNICATIONS OPERATOR (CO) 1 - First 12 Months 2 - After 12 Months 3 - After 24 Months 4 - After 36 Months <small>In accordance with Supplementary Agreement: Communications salary rates paid may be higher than shown.</small>	1890	\$1,951.850046 \$2,323.884179 \$2,663.509782 \$3,045.414717		\$23.236310 \$27.665288 \$31.708450 \$36.254937	\$1,981.127797 \$2,358.742442 \$2,703.462429 \$3,091.095938		\$23.584855 \$28.080267 \$32.184077 \$36.798761				\$2,010.844714 \$2,394.123579 \$2,744.014365 \$3,137.462377		\$23.938628 \$28.501471 \$32.666838 \$37.350743	\$2,041.007385 \$2,430.035433 \$2,785.174580 \$3,184.524313		\$24.297707 \$28.928993 \$33.156840 \$37.911004
COMMUNICATION TECHNOLOGIST - GRADE 1 1 2 3 4	2541	\$2,596.970963 \$2,687.865744 \$2,781.941941 \$2,879.314045		\$32.462137 \$33.598322 \$34.774274 \$35.991426	\$2,635.925527 \$2,728.183730 \$2,823.671070 \$2,922.503756		\$32.949069 \$34.102297 \$35.295888 \$36.531297				\$2,675.464410 \$2,769.106486 \$2,866.026136 \$2,966.341312		\$33.443305 \$34.613831 \$35.825327 \$37.079266	\$2,715.596376 \$2,810.643083 \$2,909.016528 \$3,010.836432		\$33.944955 \$35.133039 \$36.362707 \$37.635455
COMMUNICATION TECHNOLOGIST - GRADE 2 1 2	2542	\$3,080.863282 \$3,188.692992		\$38.510791 \$39.858662	\$3,127.076231 \$3,236.523387		\$39.088453 \$40.456542				\$3,173.982374 \$3,285.071238		\$39.674780 \$41.063390	\$3,221.592110 \$3,334.347307		\$40.269901 \$41.679341
CONSTABLE - OPERATIONS 1 2 3 4 5 6	405	\$2,032.967400 \$2,134.391973 \$2,223.884233 \$2,323.817405 \$2,416.292927 \$2,499.819027	\$29.042391 \$30.491314 \$31.769775 \$33.197392 \$34.518470 \$35.711700		\$2,063.461911 \$2,166.407853 \$2,257.242496 \$2,358.674666 \$2,452.537321 \$2,537.316312	\$29.478027 \$30.948684 \$32.246321 \$33.695352 \$35.036247 \$36.247376					\$2,094.413840 \$2,198.903971 \$2,291.101133 \$2,394.054786 \$2,489.325381 \$2,575.376057	\$29.920198 \$31.412914 \$32.730016 \$34.200783 \$35.561791 \$36.791087	\$2,125.830048 \$2,231.887531 \$2,325.467650 \$2,429.965608 \$2,526.665262 \$2,614.006698	\$30.369001 \$31.884108 \$33.220966 \$34.713794 \$36.095218 \$37.342953		\$23.395048 \$24.564801 \$25.695560 \$26.787330 \$27.996074 \$29.438769
COORDINATOR - EDUCATION - NATURE PARKS 1 2 3 4 5 6	446	\$1,789.846561 \$1,879.338911 \$1,965.848091 \$2,049.374287 \$2,141.849715 \$2,252.223616	\$22.373082 \$23.491736 \$24.573101 \$25.617179 \$26.773121 \$28.152795		\$1,816.694259 \$1,907.528995 \$1,995.335812 \$2,080.114901 \$2,173.977461 \$2,286.006970	\$22.708678 \$23.844112 \$24.941698 \$26.001436 \$27.174718 \$28.575087					\$1,843.944673 \$1,936.141930 \$2,025.265849 \$2,111.316625 \$2,206.587123 \$2,320.297075	\$23.049308 \$24.201774 \$25.315823 \$26.391458 \$27.582339 \$29.003713	\$1,871.603843 \$1,965.184059 \$2,055.644837 \$2,142.986374 \$2,239.685930 \$2,355.101531		\$23.395048 \$24.564801 \$25.695560 \$26.787330 \$27.996074 \$29.438769	
COORDINATOR - EQUIPMENT 1 2 3 4	451	\$2,183.612681 \$2,289.512010 \$2,381.987427 \$2,455.072854	\$31.194467 \$32.707314 \$34.028392 \$35.072469		\$2,216.366871 \$2,323.854690 \$2,417.717238 \$2,491.898947	\$31.662384 \$33.197924 \$34.538818 \$35.598556					\$2,249.612374 \$2,358.712510 \$2,453.982997 \$2,529.277431	\$32.137320 \$33.695893 \$35.056900 \$36.132535	\$2,283.356560 \$2,394.093198 \$2,490.792742 \$2,567.216592	\$32.619379 \$34.201331 \$35.582753 \$36.674523		
COORDINATOR - STORES 1	477	\$2,452.089866		\$30.651123	\$2,488.871214		\$31.110890				\$2,526.204282		\$31.577554	\$2,564.097346		\$32.051217
COORDINATOR - TRANSIT INFORMATION 1 2 3 4	480	\$2,347.681939 \$2,444.632031 \$2,550.531359 \$2,653.447332	\$33.538313 \$34.923315 \$36.436162 \$37.906390		\$2,382.897168 \$2,481.301511 \$2,588.789329 \$2,693.249042	\$34.041388 \$35.447164 \$36.982705 \$38.474986					\$2,418.640626 \$2,518.521034 \$2,627.621169 \$2,733.647778	\$34.552009 \$35.978872 \$37.537445 \$39.052111	\$2,454.920235 \$2,556.298850 \$2,667.035487 \$2,774.652495	\$35.070289 \$36.518555 \$38.100507 \$39.637893		
CORPORATE WEB SERVICES SPECIALIST 1 2 3 4 5 6	2909	\$2,203.692190 \$2,280.821416 \$2,360.650166 \$2,443.272921 \$2,528.787473 \$2,617.295036	\$31.481317 \$32.583163 \$33.723574 \$34.903899 \$36.125535 \$37.389929		\$2,236.747573 \$2,315.033737 \$2,396.059918 \$2,479.922015 \$2,566.719285 \$2,656.554462	\$31.953537 \$33.071911 \$34.229427 \$35.427457 \$36.667418 \$37.950778					\$2,270.298787 \$2,349.759243 \$2,432.000817 \$2,517.120845 \$2,605.220074 \$2,696.402779	\$32.432840 \$33.567989 \$34.742869 \$35.958869 \$37.217430 \$38.520040	\$2,304.353269 \$2,385.005632 \$2,468.480829 \$2,554.877658 \$2,644.298375 \$2,736.848821	\$32.919332 \$34.071509 \$35.264012 \$36.498252 \$37.775691 \$39.097840		

SIX DIGIT - CUPE SALARY SCHEDULE - 2021 TO 2025
 REVISED MAY 12, 2025 WITH SPECIAL WAGE ADJUSTMENTS

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	\$2,342.562270		\$29.282028	\$2,382.385829		\$29.779823	\$2,406.209687		\$30.077621	\$2,442.302832		\$30.528785			
CREW LEAD - TRAFFIC SIGNALS ¹ 1	355	\$2,912.979856		\$36.412248	\$2,962.500514		\$37.031256	\$2,992.125519		\$37.401569	\$3,037.007402		\$37.962593	\$3,069.007402		\$38.362593
CURATOR - MUSEUM 1 2 3 4 5 6	500	\$1,690.656880 \$1,770.313982 \$1,853.735377 \$1,941.085663 \$2,032.542364 \$2,128.321008	\$24.152241 \$25.290200 \$26.481934 \$27.729795 \$29.036319 \$30.404586		\$1,719.398047 \$1,800.409320 \$1,885.248878 \$1,974.084119 \$2,067.095584 \$2,164.502465	\$24.562829 \$25.720133 \$26.932127 \$28.201202 \$29.529937 \$30.921464		\$1,736.592027 \$1,818.413413 \$1,904.101367 \$1,993.824960 \$2,087.766540 \$2,186.147490	\$24.808458 \$25.977334 \$27.201448 \$28.483214 \$29.825236 \$31.230678		\$1,762.640907 \$1,845.689614 \$1,932.662888 \$2,023.732334 \$2,119.083038 \$2,218.939702	\$25.180584 \$26.366994 \$27.609470 \$28.910462 \$30.272615 \$31.699139				
CUSTODIAL 1	357	\$1,320.686350	\$18.866948	\$16.508579	\$1,343.138018	\$19.187686	\$16.789225	\$1,356.569398	\$19.379563	\$16.957117	\$1,376.917939	\$19.670256	\$17.211474			
DEVELOPMENT PLANNING OFFICER 1 2 3 4 5 6	83	\$2,573.717714 \$2,701.980834 \$2,779.502342 \$2,866.890371 \$2,952.868871 \$3,044.485312	\$36.767396 \$38.599726 \$39.707176 \$40.955577 \$42.183841 \$43.492647		\$2,617.470915 \$2,747.914508 \$2,826.753882 \$2,915.627507 \$3,003.067642 \$3,096.241562	\$37.392442 \$39.255922 \$40.382198 \$41.651822 \$42.900966 \$44.232022		\$2,643.645624 \$2,775.393653 \$2,855.021421 \$2,944.783782 \$3,033.098318 \$3,127.203978	\$37.766366 \$39.648481 \$40.786020 \$42.068340 \$43.329976 \$44.674343		\$2,683.300308 \$2,817.024558 \$2,897.846742 \$2,988.955539 \$3,078.594793 \$3,174.112038	\$38.332862 \$40.243208 \$41.397811 \$42.699365 \$43.979926 \$45.344458				
DISPATCHER - EMERGENCY SERVICES- W & O 1 2 3 4 5 6	1876	\$1,691.380777 \$1,775.949837 \$1,857.699842 \$1,936.630966 \$2,024.018994 \$2,128.320836	\$21.142260 \$22.199373 \$23.221248 \$24.207887 \$25.300237 \$26.604010		\$1,720.134250 \$1,806.140984 \$1,889.280739 \$1,969.553692 \$2,058.427317 \$2,164.502290	\$21.501678 \$22.576762 \$23.616009 \$24.619421 \$25.730341 \$27.056279		\$1,737.335593 \$1,824.202394 \$1,908.173546 \$1,989.249229 \$2,079.011590 \$2,186.147313	\$21.716695 \$22.802530 \$23.852169 \$24.865615 \$25.987645 \$27.326841		\$1,763.395627 \$1,851.565430 \$1,936.796149 \$2,019.087967 \$2,110.196764 \$2,218.939523	\$22.042445 \$23.144568 \$24.209952 \$25.238600 \$26.377460 \$27.736744				
ELECTRICIAN - GENERAL 1 2 - With Contractor's Licence	631	\$2,744.097711 \$2,872.924488	\$34.301221 \$35.911556		\$2,790.747372 \$2,921.764204		\$34.884342 \$36.522053	\$2,818.654846 \$2,950.981846		\$35.233186 \$36.887273	\$2,860.934669 \$2,995.246574	\$35.761683 \$37.440582	\$2,892.934669 \$3,027.246574		\$36.161683 \$37.840582	
ELECTRICIAN/PLANT OPERATOR 1	633	\$2,576.536808		\$32.206710	\$2,620.337934		\$32.754224	\$2,646.541313		\$33.081766	\$2,686.239433		\$33.577993			
ENFORCEMENT SERVICES OFFICER 1 2 3 4 5	1816	\$2,253.764811 \$2,341.152842 \$2,405.989120 \$2,527.204774 \$2,641.372876	\$32.196640 \$33.445041 \$34.371273 \$36.102925 \$37.733898		\$2,292.078813 \$2,380.952440 \$2,446.890935 \$2,570.167255 \$2,686.276215	\$32.743983 \$34.013606 \$34.955585 \$36.716675 \$38.375375		\$2,314.999601 \$2,404.761964 \$2,471.359844 \$2,595.868928 \$2,713.138977	\$33.071423 \$34.353742 \$35.305141 \$37.083842 \$38.759128		\$2,349.724595 \$2,440.833393 \$2,508.430242 \$2,634.806962 \$2,753.836062	\$33.567494 \$34.869048 \$35.834718 \$37.640099 \$39.340515				
ENGINE DRIVER &/OR CONDUCTOR 1	641	\$2,294.639887		\$28.682999	\$2,333.648765		\$29.170610	\$2,356.985253		\$29.462316	\$2,392.340032		\$29.904250			
FABRICATOR - SIGN 1	711	\$2,217.118308		\$27.713979	\$2,254.809319		\$28.185116	\$2,277.357412		\$28.466968	\$2,311.517773		\$28.893972			
FABRICATOR - SIGN ASSISTANT 1 2 3 4 5 6	712	\$1,661.781611 \$1,746.350648 \$1,812.596404 \$1,880.251555 \$1,962.001609 \$2,042.342173	\$20.772270 \$21.829383 \$22.657455 \$23.503144 \$24.525020 \$25.529277		\$1,690.031898 \$1,776.038609 \$1,843.410543 \$1,912.215831 \$1,995.355636 \$2,077.061990	\$21.125399 \$22.200483 \$23.042632 \$23.902698 \$24.941945 \$25.963275		\$1,706.932217 \$1,793.798995 \$1,861.844648 \$1,931.337989 \$2,015.309192 \$2,097.832610	\$21.336653 \$22.422487 \$23.273058 \$24.141725 \$25.191365 \$26.222908		\$1,732.536200 \$1,820.705980 \$1,889.772318 \$1,960.308059 \$2,045.538830 \$2,129.300099	\$21.656703 \$22.758825 \$23.622154 \$24.503851 \$25.569235 \$26.616251				
FIELD SERVICES COORDINATOR 1 2 3	2803	\$2,587.812559 \$2,701.980834 \$2,780.911781	\$36.968751 \$38.599726 \$39.727311		\$2,631.805373 \$2,747.914508 \$2,828.187281	\$37.597220 \$39.255922 \$40.402675		\$2,658.123427 \$2,775.393653 \$2,856.469154	\$37.973192 \$39.648481 \$40.806702		\$2,697.995278 \$2,817.024558 \$2,899.316191	\$38.542790 \$40.243208 \$41.418803				
FINISHER - CONCRETE ¹ 1	721	\$2,032.052325		\$25.400654	\$2,066.597215		\$25.832465	\$2,087.263187		\$26.090790	\$2,118.572135		\$26.482152	\$2,148.172135		\$26.852152
FOREPERSON - ELECTRICAL MAINTENANCE AND CONSTRUCTION ¹ 1 2 - With Contractor's Licence	801	\$2,887.935647 \$3,025.783127	\$36.099196 \$37.822289		\$2,937.030553 \$3,077.221440		\$36.712882 \$38.465268	\$2,966.400859 \$3,107.993654		\$37.080011 \$38.849921	\$3,010.896872 \$3,154.613559	\$37.636211 \$39.432669	\$3,040.496872 \$3,184.213559		\$38.006211 \$39.802669	

SIX DIGIT - CUPE SALARY SCHEDULE - 2021 TO 2025
 REVISED MAY 12, 2025 WITH SPECIAL WAGE ADJUSTMENTS

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 DATE 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	\$2,478.937374		\$30.986717	\$2,516.121435		\$31.451518				\$2,553.863257		\$31.923291	\$2,592.171206		\$32.402140
CREW LEAD - TRAFFIC SIGNALS ¹ 1	355	\$3,115.042513		\$38.938031	\$3,161.768151		\$39.522102				\$3,209.194673		\$40.114933	\$3,257.332593		\$40.716657
CURATOR - MUSEUM 1 2 3 4 5 6	500	\$1,789.080521 \$1,873.374958 \$1,961.652831 \$2,054.088319 \$2,150.869284 \$2,252.223798	\$25.558293 \$26.762499 \$28.023612 \$29.344119 \$30.726704 \$32.174626		\$1,815.916729 \$1,901.475582 \$1,991.077623 \$2,084.899644 \$2,183.132323 \$2,286.007155	\$25.941668 \$27.163937 \$28.443966 \$29.784281 \$31.187605 \$32.657245					\$1,843.155480 \$1,929.997716 \$2,020.943787 \$2,116.173139 \$2,215.879308 \$2,320.297262	\$26.330793 \$27.571396 \$28.870626 \$30.231045 \$31.655419 \$33.147104		\$1,870.802812 \$1,958.947682 \$2,051.257944 \$2,147.915736 \$2,249.117498 \$2,355.101721	\$26.725754 \$27.984967 \$29.303685 \$30.684511 \$32.130250 \$33.644310	
CUSTODIAL 1	357	\$1,397.571708	\$19.965310	\$17.469646	\$1,418.535284	\$20.264790	\$17.731691				\$1,439.813313	\$20.568762	\$17.997666	\$1,461.410513	\$20.877293	\$18.267631
DEVELOPMENT PLANNING OFFICER 1 2 3 4 5 6	83	\$2,723.549813 \$2,859.279926 \$2,941.314443 \$3,033.789872 \$3,124.773715 \$3,221.723719	\$38.907854 \$40.846856 \$42.018778 \$43.339855 \$44.639625 \$46.024625		\$2,764.403060 \$2,902.169125 \$2,985.434160 \$3,079.296720 \$3,171.645321 \$3,270.049575	\$39.491472 \$41.459559 \$42.649059 \$43.989953 \$45.309219 \$46.714994					\$2,805.869106 \$2,945.701662 \$3,030.215672 \$3,125.486171 \$3,219.220001 \$3,319.100319	\$40.083844 \$42.081452 \$43.288795 \$44.649802 \$45.988857 \$47.415719		\$2,847.957143 \$2,989.887187 \$3,075.668907 \$3,172.368464 \$3,267.508301 \$3,368.886824	\$40.685102 \$42.712674 \$43.938127 \$45.319549 \$46.678690 \$48.126955	
DISPATCHER - EMERGENCY SERVICES- W & O 1 2 3 4 5 6	1876	\$1,789.846561 \$1,879.338911 \$1,965.848091 \$2,049.374287 \$2,141.849715 \$2,252.223616	\$22.373082 \$23.491736 \$24.573101 \$25.617179 \$26.773121 \$28.152795		\$1,816.694259 \$1,907.528995 \$1,995.335812 \$2,080.114901 \$2,173.977461 \$2,286.006970	\$22.708678 \$23.844112 \$24.941698 \$26.001436 \$27.174718 \$28.575087					\$1,843.944673 \$1,936.141930 \$2,025.265849 \$2,111.316625 \$2,206.587123 \$2,320.297075	\$23.049308 \$24.201774 \$25.315823 \$26.391458 \$27.582339 \$29.003713		\$1,871.603843 \$1,965.184059 \$2,055.644837 \$2,142.986374 \$2,239.685930 \$2,355.101531	\$23.395048 \$24.564801 \$25.695560 \$26.787330 \$27.996074 \$29.438769	
ELECTRICIAN - GENERAL 1 2 - With Contractor's Licence	631	\$2,936.328689 \$3,072.655273	\$36.704109 \$38.408191		\$2,980.373619 \$3,118.745102	\$37.254670 \$38.984314					\$3,025.079223 \$3,165.526279	\$37.813490 \$39.569078		\$3,070.455411 \$3,213.009173		\$38.380693 \$40.162615
ELECTRICIAN/PLANT OPERATOR 1	633	\$2,726.533024	\$34.081663		\$2,767.431019	\$34.592888					\$2,808.942484	\$35.111781		\$2,851.076621		\$35.638458
ENFORCEMENT SERVICES OFFICER 1 2 3 4 5	1816	\$2,384.970464 \$2,477.445894 \$2,546.056696 \$2,674.329066 \$2,795.143603	\$34.071007 \$35.392084 \$36.372239 \$38.204701 \$39.930623		\$2,420.745021 \$2,514.607582 \$2,584.247546 \$2,714.444002 \$2,837.070757	\$34.582072 \$35.922965 \$36.917822 \$38.777771 \$40.529582					\$2,457.056196 \$2,552.326696 \$2,623.011259 \$2,755.160662 \$2,879.626818	\$35.100803 \$36.461810 \$37.471589 \$39.359438 \$41.137526		\$2,493.912039 \$2,590.611596 \$2,662.356428 \$2,796.488072 \$2,922.821220	\$35.627315 \$37.008737 \$38.033663 \$39.949830 \$41.754589	
ENGINE DRIVER &/OR CONDUCTOR 1	641	\$2,428.225132	\$30.352814		\$2,464.648509	\$30.808106					\$2,501.618237	\$31.270228		\$2,539.142511		\$31.739281
FABRICATOR - SIGN 1	711	\$2,346.190540	\$29.327382		\$2,381.383398	\$29.767292					\$2,417.104149	\$30.213802		\$2,453.360711		\$30.667009
FABRICATOR - SIGN ASSISTANT 1 2 3 4 5 6	712	\$1,758.524243 \$1,848.016570 \$1,918.118903 \$1,989.712680 \$2,076.221912 \$2,161.239600	\$21.981553 \$23.100207 \$23.976486 \$24.871409 \$25.952774 \$27.015495		\$1,784.902107 \$1,875.736819 \$1,946.890687 \$2,019.558370 \$2,107.365241 \$2,193.658194	\$22.311276 \$23.446710 \$24.336134 \$25.244480 \$26.342066 \$27.420727					\$1,811.675639 \$1,903.872871 \$1,976.094047 \$2,049.851746 \$2,138.975720 \$2,226.563067	\$22.645945 \$23.798411 \$24.701176 \$25.623147 \$26.737197 \$27.832038		\$1,838.850774 \$1,932.430964 \$2,005.735458 \$2,080.599522 \$2,171.060356 \$2,259.961513	\$22.985635 \$24.155387 \$25.071693 \$26.007494 \$27.138254 \$28.249519	
FIELD SERVICES COORDINATOR 1 2 3	2803	\$2,738.465207 \$2,859.279926 \$2,942.805934	\$39.120932 \$40.846856 \$42.040085		\$2,779.542185 \$2,902.169125 \$2,986.948023	\$39.707746 \$41.459559 \$42.670686					\$2,821.235318 \$2,945.701662 \$3,031.752243	\$40.303362 \$42.081452 \$43.310746		\$2,863.553848 \$2,989.887187 \$3,077.228527	\$40.907912 \$42.712674 \$43.960408	
FINISHER - CONCRETE ¹ 1	721	\$2,180.394717	\$27.254934		\$2,213.100638	\$27.663758					\$2,246.297148	\$28.078714		\$2,279.991605		\$28.499895
FOREPERSON - ELECTRICAL MAINTENANCE AND CONSTRUCTION ¹ 1 2 - With Contractor's Licence	801	\$3,086.104325 \$3,231.976762	\$38.576304 \$40.399710		\$3,132.395890 \$3,280.456413	\$39.154949 \$41.005705					\$3,179.381828 \$3,329.663259	\$39.742273 \$41.620791		\$3,227.072555 \$3,379.608208		\$40.338407 \$42.245103

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
FOREPERSON - ELECTRICIAN ¹ 2 - With Contractor's Licence	803	\$2,791.764263 \$2,929.611800		\$34,897053 \$36.620148	\$2,839.224255 \$2,979.415201		\$35,490303 \$37.242690	\$2,867.616498 \$3,009.209353		\$35,845206 \$37.615117	\$2,910.630745 \$3,054.347493		\$36,382884 \$38.179344	\$2,940.230745 \$3,083.947493		\$36,752884 \$38.549344
FOREPERSON - GARAGE ¹	806	\$2,866.793254		\$35.834916	\$2,915.528739		\$36.444109	\$2,944.684026		\$36.808550	\$2,988.854286		\$37.360679	\$3,156.854286		\$39.460679
FOREPERSON - GARAGE GENERAL ¹	807	\$2,755.541112		\$34.444264	\$2,802.385311		\$35.029816	\$2,830.409164		\$35.380115	\$2,872.865301		\$35.910816			
FOREPERSON - GRADE 1 ¹	811	\$2,340.305782		\$29.253822	\$2,380.090980		\$29.751137	\$2,403.891890		\$30.048649	\$2,439.950268		\$30.499378	\$2,479.950268		\$30.999378
FOREPERSON - GRADE 2 ¹	812	\$2,448.836046		\$30.610451	\$2,490.466259		\$31.130828	\$2,515.370922		\$31.442137	\$2,553.101486		\$31.913769	\$2,593.101486		\$32.413769
FOREPERSON - GRADE 3 ¹	813	\$2,606.698193		\$32.583727	\$2,651.012062		\$33.137651	\$2,677.522183		\$33.469027	\$2,717.685016		\$33.971063	\$2,757.685016		\$34.471063
FOREPERSON - INSECT CONTROL ¹	822	\$1,908.441381 \$2,001.467218 \$2,083.217292 \$2,166.376969		\$23.855517 \$25.018340 \$26.040216 \$27.079712	\$1,940.884884 \$2,035.492161 \$2,118.631986 \$2,203.205377		\$24.261061 \$25.443652 \$26.482900 \$27.540067	\$1,960.293733 \$2,055.847083 \$2,139.818306 \$2,225.237431		\$24.503672 \$25.698089 \$26.747729 \$27.815468	\$1,989.698139 \$2,086.684789 \$2,171.915581 \$2,258.615992		\$24.871227 \$26.083560 \$27.148945 \$28.232700			
FOREPERSON - INTAKE ¹	823	\$2,495.196709		\$31.189959	\$2,537.615053		\$31.720188	\$2,562.991204		\$32.037390	\$2,601.436072		\$32.517951	\$2,631.036072		\$32.887951
FOREPERSON - MACHINE SHOP ¹	837	\$2,862.238396		\$35.777980	\$2,910.896449		\$36.386206	\$2,940.005413		\$36.750068	\$2,984.105494		\$37.301319	\$3,018.505494		\$37.731319
FOREPERSON MTCE AND CONSTRUCTION ¹	1022	\$3,025.783127		\$37.822289	\$3,077.221440		\$38.465268	\$3,107.993654		\$38.849921	\$3,154.613559		\$39.432669	\$3,184.213559		\$39.802669
FOREPERSON - OUTSIDE INSTALLATION CREW ¹	843	\$2,878.166295		\$35.977079	\$2,927.095122		\$36.588689	\$2,956.366073		\$36.954576	\$3,000.711564		\$37.508895			
FOREPERSON - PARKING METER ¹	846	\$2,257.993235 \$2,341.152781 \$2,411.627108		\$28.224915 \$29.264410 \$30.145339	\$2,296.379120 \$2,380.952378 \$2,452.624769		\$28.704739 \$29.761905 \$30.657810	\$2,319.342911 \$2,404.761902 \$2,477.151017		\$28.991786 \$30.059524 \$30.964388	\$2,354.133055 \$2,440.833331 \$2,514.308282		\$29.426663 \$30.510417 \$31.428854	\$2,383.733055 \$2,470.433331 \$2,543.908282		\$29.796663 \$30.880417 \$31.798854
FOREPERSON - PLANT ¹	848	\$2,379.208978		\$29.740112	\$2,419.655531		\$30.245694	\$2,443.852086		\$30.548151	\$2,480.509867		\$31.006373			
FOREPERSON - PUMPING STATIONS ¹	855	\$2,537.071072		\$31.713388	\$2,580.201280		\$32.252516	\$2,606.003293		\$32.575041	\$2,645.093342		\$33.063667			
FOREPERSON - REFUSE CONTRACT ¹	873	\$2,270.678649		\$28.383483	\$2,309.280186		\$28.866002	\$2,332.372988		\$29.154662	\$2,367.358583		\$29.591982	\$2,396.958583		\$29.961982
FOREPERSON - REFUSE DISPOSAL ¹	871	\$2,379.208924		\$29.740112	\$2,419.655476		\$30.245693	\$2,443.852031		\$30.548150	\$2,480.509811		\$31.006373	\$2,510.109811		\$31.376373
FOREPERSON SECTION - WATERWORKS ¹	862	\$2,341.152781		\$29.264410	\$2,380.952378		\$29.761905	\$2,404.761902		\$30.059524	\$2,440.833331		\$30.510417	\$2,473.633331		\$30.920417
FOREPERSON - SEWER MAINTENANCE ¹	865	\$2,460.958979		\$30.761987	\$2,502.795282		\$31.284941	\$2,527.823235		\$31.597790	\$2,565.740584		\$32.071757			
FOREPERSON - SHOP ¹	867	\$2,886.526084		\$36.081576	\$2,935.597027		\$36.694963	\$2,964.952997		\$37.061912	\$3,009.427292		\$37.617841	\$3,042.227292		\$38.027841
FOREPERSON - STORES ¹	869	\$2,379.208924		\$29.740112	\$2,419.655476		\$30.245693	\$2,443.852031		\$30.548150	\$2,480.509811		\$31.006373	\$2,510.109811		\$31.376373
FOREPERSON - TRAFFIC SIGNALS CREW ¹	876	\$3,063.794648		\$38.297433	\$3,115.879157		\$38.948489	\$3,147.037949		\$39.337974	\$3,194.243518		\$39.928044	\$3,223.843518		\$40.298044
FOREMAN - TRAFFIC - STREETS AND TRAFFIC ¹	877	\$2,257.993235 \$2,341.152781 \$2,411.627108		\$28.224915 \$29.264410 \$30.145339	\$2,296.379120 \$2,380.952378 \$2,452.624769		\$28.704739 \$29.761905 \$30.657810	\$2,319.342911 \$2,404.761902 \$2,477.151017		\$28.991786 \$30.059524 \$30.964388	\$2,354.133055 \$2,440.833331 \$2,514.308282		\$29.426663 \$30.510417 \$31.428854	\$2,383.733055 \$2,470.433331 \$2,543.908282		\$29.796663 \$30.880417 \$31.798854
FOREPERSON - WATERWORKS ¹	885	\$2,589.222046 \$2,627.680411		\$32.365276 \$32.846005	\$2,633.238821 \$2,672.350978		\$32.915485 \$33.404387	\$2,659.571209 \$2,699.074488		\$33.244640 \$33.738431	\$2,699.464777 \$2,739.560605		\$33.743310 \$34.244508	\$2,729.864777 \$2,769.960605		\$34.123310 \$34.624508
FOREPERSON - WATERWORKS-SEWER ¹ 1 - With Provincial Certificate	888	\$2,627.680411		\$32.846005	\$2,672.350978		\$33.404387	\$2,699.074488		\$33.738431	\$2,739.560605		\$34.244508	\$2,769.160605		\$34.614508
GARDENER 1	921	\$1,812.596165 \$1,880.251622 \$1,956.363639		\$22.657452 \$23.503145 \$24.454545	\$1,843.410300 \$1,912.215900 \$1,989.621821		\$23.042629 \$23.902699 \$24.870273	\$1,861.844403 \$1,931.338059 \$2,009.518039		\$23.273055 \$24.141726 \$25.118975	\$1,889.772069 \$1,960.308130 \$2,039.660810		\$23.622151 \$24.503852 \$25.495760			

SIX DIGIT - CUPE SALARY SCHEDULE - 2021 TO 2025
 REVISED MAY 12, 2025 WITH SPECIAL WAGE ADJUSTMENTS

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 DATE 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
FOREPERSON - ELECTRICIAN ¹ 2 - With Contractor's Licence	803	\$2,984.334206 \$3,130.206705	\$37,304178 \$39,127584	\$37,304178 \$39,127584	\$3,029.099219 \$3,177.159806		\$37,863740 \$39,714498				\$3,074.535707 \$3,224.817203	\$38,431696 \$40,310215	\$3,120.653743 \$3,273.189461		\$39,008172 \$40,914868	
FOREPERSON - GARAGE ¹	806	\$3,204.207100	\$40.052589	\$40.052589	\$3,252.270207		\$40.653378				\$3,301.054260	\$41.263178	\$3,350.570074		\$41.882126	
FOREPERSON - GARAGE GENERAL ¹	807	\$2,915.958281	\$36.449479	\$36.449479	\$2,959.697655		\$36.996221				\$3,004.093120	\$37.551164	\$3,049.154517		\$38.114431	
FOREPERSON - GRADE 1 ¹	811	\$2,517.149522	\$31.464369	\$31.464369	\$2,554.906765		\$31.936335				\$2,593.230366	\$32.415380	\$2,632.128821		\$32.901610	
FOREPERSON - GRADE 2 ¹	812	\$2,631.998008	\$32.899975	\$32.899975	\$2,671.477978		\$33.393475				\$2,711.550148	\$33.894377	\$2,752.223400		\$34.402793	
FOREPERSON - GRADE 3 ¹	813	\$2,799.050291	\$34.988129	\$34.988129	\$2,841.036045		\$35.512951				\$2,883.651586	\$36.045645	\$2,926.906360		\$36.586330	
FOREPERSON - INSECT CONTROL ¹	822	\$2,019.543611 \$2,117.985061 \$2,204.494315 \$2,292.495232	\$25.244295 \$26.474813 \$27.556179 \$28.656190	\$25.244295 \$26.474813 \$27.556179 \$28.656190	\$2,049.836765 \$2,149.754837 \$2,237.561730 \$2,326.882660		\$25.622960 \$26.871935 \$27.969522 \$29.086033				\$2,080.584316 \$2,182.001160 \$2,271.125156 \$2,361.785900	\$26.007304 \$27.275015 \$28.389064 \$29.522324	\$2,111.793081 \$2,214.731177 \$2,305.192033 \$2,397.212689		\$26.397414 \$27.684140 \$28.814900 \$29.965159	
FOREPERSON - INTAKE ¹	823	\$2,670.501613	\$33.381270	\$33.381270	\$2,710.559137		\$33.881989				\$2,751.217524	\$34.390219	\$2,792.485787		\$34.906072	
FOREPERSON - MACHINE SHOP ¹	837	\$3,063.783076	\$38.297288	\$38.297288	\$3,109.739822		\$38.871748				\$3,156.385919	\$39.454824	\$3,203.731708		\$40.046646	
FOREPERSON MTCE AND CONSTRUCTION ¹	1022	\$3,231.976762	\$40.399710	\$40.399710	\$3,280.456413		\$41.005705				\$3,329.663259	\$41.620791	\$3,379.608208		\$42.245103	
FOREPERSON - OUTSIDE INSTALLATION CREW ¹	843	\$3,045.722237	\$38.071528	\$38.071528	\$3,091.408071		\$38.642601				\$3,137.779192	\$39.222240	\$3,184.845880		\$39.810574	
FOREPERSON - PARKING METER ¹	846	\$2,419.489051 \$2,507.489831 \$2,582.066906	\$30.243613 \$31.343623 \$32.275836	\$30.243613 \$31.343623 \$32.275836	\$2,455.781387 \$2,545.102178 \$2,620.797910		\$30.697267 \$31.813777 \$32.759974				\$2,492.618108 \$2,583.278711 \$2,660.109879	\$31.157726 \$32.290984 \$33.251373	\$2,530.007380 \$2,622.027892 \$2,700.011527		\$31.625092 \$32.775349 \$33.750144	
FOREPERSON - PLANT ¹	848	\$2,517.717515	\$31.471469	\$31.471469	\$2,555.483278		\$31.943541				\$2,593.815527	\$32.422694	\$2,632.722760		\$32.909035	
FOREPERSON - PUMPING STATIONS ¹	855	\$2,684.769742	\$33.559622	\$33.559622	\$2,725.041288		\$34.063016				\$2,765.916907	\$34.573961	\$2,807.405661		\$35.092571	
FOREPERSON - REFUSE CONTRACT ¹	873	\$2,432.912962	\$30.411412	\$30.411412	\$2,469.406656		\$30.867583				\$2,506.447756	\$31.330597	\$2,544.044472		\$31.800556	
FOREPERSON - REFUSE DISPOSAL ¹	871	\$2,547.761458	\$31.847018	\$31.847018	\$2,585.977880		\$32.324724				\$2,624.767548	\$32.809594	\$2,664.139061		\$33.301738	
FOREPERSON SECTION - WATERWORKS ¹	862	\$2,510.737831	\$31.384223	\$31.384223	\$2,548.398898		\$31.854986				\$2,586.624881	\$32.332811	\$2,625.424254		\$32.817803	
FOREPERSON - SEWER MAINTENANCE ¹	865	\$2,604.226693	\$32.552834	\$32.552834	\$2,643.290093		\$33.041126				\$2,682.939444	\$33.536743	\$2,723.183536		\$34.039794	
FOREPERSON - SHOP ¹	867	\$3,087.860701	\$38.598259	\$38.598259	\$3,134.178612		\$39.177233				\$3,181.191291	\$39.764891	\$3,228.909160		\$40.361365	
FOREPERSON - STORES ¹	869	\$2,547.761458	\$31.847018	\$31.847018	\$2,585.977880		\$32.324724				\$2,624.767548	\$32.809594	\$2,664.139061		\$33.301738	
FOREPERSON - TRAFFIC SIGNALS CREW ¹	876	\$3,272.201171	\$40.902515	\$40.902515	\$3,321.284189		\$41.516052				\$3,371.103452	\$42.138793	\$3,421.670004		\$42.770875	
FOREMAN - TRAFFIC - STREETS AND TRAFFIC ¹	877	\$2,419.489051 \$2,507.489831 \$2,582.066906	\$30.243613 \$31.343623 \$32.275836	\$30.243613 \$31.343623 \$32.275836	\$2,455.781387 \$2,545.102178 \$2,620.797910		\$30.697267 \$31.813777 \$32.759974				\$2,492.618108 \$2,583.278711 \$2,660.109879	\$31.157726 \$32.290984 \$33.251373	\$2,530.007380 \$2,622.027892 \$2,700.011527		\$31.625092 \$32.775349 \$33.750144	
FOREPERSON - WATERWORKS ¹ 2 - With Provincial Certificate	885	\$2,770.812749 \$2,811.510014	\$34.635159 \$35.143875	\$34.635159 \$35.143875	\$2,812.374940 \$2,853.682664		\$35.154687 \$35.671033				\$2,854.560564 \$2,896.487904	\$35.682007 \$36.206099	\$2,897.378972 \$2,939.935223		\$36.217237 \$36.749190	
FOREPERSON - WATERWORKS-SEWER ¹ 1 - With Provincial Certificate	888	\$2,810.698014	\$35.133725	\$35.133725	\$2,852.858484		\$35.660731				\$2,895.651361	\$36.195642	\$2,939.086131		\$36.738577	
GARDENER 1	921	\$1,918.118650 \$1,989.712752 \$2,070.255722	\$23.976483 \$24.871409 \$25.878197	\$23.976483 \$24.871409 \$25.878197	\$1,946.890430 \$2,019.558443 \$2,101.309558		\$24.336130 \$25.244481 \$26.266369				\$1,976.093786 \$2,049.851820 \$2,132.829201	\$24.701172 \$25.623148 \$26.660365	\$2,005.735193 \$2,080.599597 \$2,164.821639		\$25.071690 \$26.007495 \$27.060270	

SIX DIGIT - CUPE SALARY SCHEDULE - 2021 TO 2025
 REVISED MAY 12, 2025 WITH SPECIAL WAGE ADJUSTMENTS

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
GARDENER 2 1 2	922	\$1,956.363745 \$2,042.342173		\$24.454547 \$25.529277	\$1,989.621929 \$2,077.061990		\$24.870274 \$25.963275	\$2,009.518148 \$2,097.832610		\$25.118977 \$26.222908	\$2,039.660920 \$2,129.300099		\$25.495762 \$26.616251			
GARDENER 3 1 2	923	\$2,083.217201 \$2,166.376943		\$26.040215 \$27.079712	\$2,118.631893 \$2,203.205351		\$26.482899 \$27.540067	\$2,139.818212 \$2,225.237405		\$26.747728 \$27.815468	\$2,171.915485 \$2,258.615966		\$27.148944 \$28.232700			
HANDI TRANSIT SERVICE INSPECTOR 1 2 3 4 5	1043	\$1,890.232283 \$1,956.390414 \$2,024.864078 \$2,095.734319 \$2,169.085021	\$27.003318 \$27.948434 \$28.926630 \$29.939062 \$30.986929		\$1,922.366232 \$1,989.649051 \$2,059.286767 \$2,131.361802 \$2,205.959466	\$27.462375 \$28.423558 \$29.418382 \$30.448026 \$31.513707		\$1,941.589894 \$2,009.545542 \$2,079.879635 \$2,152.675420 \$2,228.019061	\$27.736998 \$28.707793 \$29.712566 \$30.752506 \$31.828844		\$1,970.713742 \$2,039.688725 \$2,111.077830 \$2,184.965551 \$2,261.439347	\$28.153053 \$29.138410 \$30.158255 \$31.213794 \$32.306276				
HELPER-LANDFILL/DIRECTOR TRAFFIC 1	3005	\$1,861.928276		\$23.274103	\$1,893.581057		\$23.669763	\$1,912.516868		\$23.906461	\$1,941.204621		\$24.265058			
HELPER - REFUSE 1	1041	\$1,861.928253		\$23.274103	\$1,893.581033		\$23.669763	\$1,912.516843		\$23.906461	\$1,941.204596		\$24.265057			
HELPER - TRADES 1	1042	\$1,901.393898	\$27.162770	\$23.767424	\$1,933.717594	\$27.624537	\$24.171470	\$1,953.054770	\$27.900782	\$24.413185	\$1,982.350592	\$28.319294	\$24.779382			
INSPECTOR - BUILDING 1 2 3 4 5 6	1122	\$2,387.119079 \$2,468.869082 \$2,550.619263 \$2,660.558953 \$2,777.546109 \$2,898.761677	\$34.101701 \$35.269558 \$36.437418 \$38.007985 \$39.679230 \$41.410881		\$2,427.700103 \$2,510.839856 \$2,593.979790 \$2,705.788455 \$2,824.764393 \$2,948.040626	\$34.681430 \$35.869141 \$37.056854 \$38.654121 \$40.353777 \$42.114866		\$2,451.977104 \$2,535.948255 \$2,619.919588 \$2,732.846340 \$2,853.012037 \$2,977.521032	\$35.028244 \$36.227832 \$37.427423 \$39.040662 \$40.757315 \$42.536015		\$2,488.756761 \$2,573.987479 \$2,659.218382 \$2,773.839035 \$2,895.807218 \$3,022.183847	\$35.553668 \$36.771250 \$37.988834 \$39.626272 \$41.368675 \$43.174055				
INSPECTOR - CROSS CONNECTION & BACK FLOW PREVENTION 1 2 3 4 5 6	1120	\$2,274.360331 \$2,387.119079 \$2,468.869082 \$2,550.619263 \$2,660.558953 \$2,777.546109	\$32.490862 \$34.101701 \$35.269558 \$36.437418 \$38.007985 \$39.679230		\$2,313.024457 \$2,427.700103 \$2,510.839856 \$2,593.979790 \$2,705.788455 \$2,824.764393	\$33.043207 \$34.681430 \$35.869141 \$37.056854 \$38.654121 \$40.353777		\$2,336.154702 \$2,451.977104 \$2,535.948255 \$2,619.919588 \$2,732.846340 \$2,853.012037	\$33.373639 \$35.028244 \$36.227832 \$37.427423 \$39.040662 \$40.757315		\$2,371.197023 \$2,488.756761 \$2,573.987479 \$2,659.218382 \$2,773.839035 \$2,895.807218	\$33.874243 \$35.553668 \$36.771250 \$37.988834 \$39.626272 \$41.368675		\$2,399.197023 \$2,516.756761 \$2,601.987479 \$2,687.218382 \$2,801.839035 \$2,923.807218	\$34.274243 \$35.953668 \$37.171250 \$38.388834 \$40.026272 \$41.768675	
INSPECTOR - EQUIPMENT AND MAINTENANCE 1 2 3	1125	\$2,597.581917 \$2,720.207018 \$2,758.263211	\$32.469774 \$34.002588 \$34.478290		\$2,641.740810 \$2,766.450537 \$2,805.153686		\$33.021760 \$34.580632 \$35.064421	\$2,668.158218 \$2,794.115042 \$2,833.205223		\$33.351978 \$34.926438 \$35.415065	\$2,708.180591 \$2,836.026768 \$2,875.703301		\$33.852257 \$35.450335 \$35.946291			
INSP INDUSTRIAL WASTE SERV 1 1 2 3 4 5 6	1151	\$1,602.570582 \$1,659.301582 \$1,718.040857 \$1,778.859504 \$1,841.831130 \$1,907.031953	\$22.893865 \$23.704308 \$24.543441 \$25.412279 \$26.311873 \$27.243314		\$1,629.814282 \$1,687.509709 \$1,747.247552 \$1,809.100116 \$1,873.142259 \$1,939.451496	\$23.283061 \$24.107282 \$24.960679 \$25.844287 \$26.759175 \$27.706450		\$1,646.112425 \$1,704.384806 \$1,764.720028 \$1,827.191117 \$1,891.873682 \$1,958.846011	\$23.515892 \$24.348354 \$25.210286 \$26.102730 \$27.026767 \$27.983514		\$1,670.804111 \$1,729.950578 \$1,791.190828 \$1,854.598984 \$1,920.251787 \$1,988.228701	\$23.868630 \$24.713580 \$25.588440 \$26.494271 \$27.432168 \$28.403267				
INSP INDUSTRIAL WASTE SERV 2 1 2 3 4 5	1152	\$1,916.923292 \$1,984.015608 \$2,053.456153 \$2,125.327119 \$2,199.713567	\$27.384618 \$28.343080 \$29.335088 \$30.361814 \$31.424480		\$1,949.510988 \$2,017.743873 \$2,088.364908 \$2,161.457680 \$2,237.108698	\$27.850157 \$28.824912 \$29.833784 \$30.877967 \$31.958696		\$1,969.006098 \$2,037.921312 \$2,109.248557 \$2,183.072257 \$2,259.479785	\$28.128659 \$29.113162 \$30.132122 \$31.186747 \$32.278283		\$1,998.541189 \$2,068.490132 \$2,140.887285 \$2,215.818341 \$2,293.371982	\$28.550588 \$29.549859 \$30.584104 \$31.654548 \$32.762457				
INSP INDUSTRIAL WASTE SERV 3 1 2 3 4 5	1153	\$2,158.094759 \$2,233.628076 \$2,311.805059 \$2,392.718236 \$2,476.463374	\$30.829925 \$31.908973 \$33.025787 \$34.181689 \$35.378048		\$2,194.782370 \$2,271.599753 \$2,351.105745 \$2,433.394446 \$2,518.563251	\$31.354034 \$32.451425 \$33.587225 \$34.762778 \$35.979475		\$2,216.730194 \$2,294.315751 \$2,374.616802 \$2,457.728390 \$2,543.748884	\$31.667574 \$32.775939 \$33.923097 \$35.110406 \$36.339270		\$2,249.981147 \$2,328.730487 \$2,410.236054 \$2,494.594316 \$2,581.905117	\$32.142588 \$33.267578 \$34.431944 \$35.637062 \$36.884359				
INSPECTOR - LICENCE 1 1 2 3 4 5 6	1161	\$1,525.061625 \$1,601.173779 \$1,666.010059 \$1,746.350623 \$1,823.872132 \$1,907.031837	\$21.786595 \$22.873911 \$23.800144 \$24.947866 \$26.055316 \$27.243312		\$1,550.987673 \$1,628.393733 \$1,694.332230 \$1,776.038584 \$1,854.877958 \$1,939.451378	\$22.156967 \$23.262768 \$24.204746 \$25.371980 \$26.498257 \$27.706448		\$1,566.497550 \$1,644.677670 \$1,711.275552 \$1,793.798970 \$1,873.426738 \$1,958.845892	\$22.378536 \$23.495395 \$24.446794 \$25.625700 \$26.763239 \$27.983513		\$1,589.995013 \$1,669.347835 \$1,736.944685 \$1,820.705955 \$1,901.528139 \$1,988.228580	\$22.714214 \$23.847826 \$24.813496 \$26.010085 \$27.164688 \$28.403265				

SIX DIGIT - CUPE SALARY SCHEDULE - 2021 TO 2025
 REVISED MAY 12, 2025 WITH SPECIAL WAGE ADJUSTMENTS

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 DATE 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 1 2	922	\$2,070.255834 \$2,161.239600	\$25,878.198 \$27,015.495	\$26,266.371 \$27,420.272	\$2,101.309672 \$2,193.658194							\$2,132.829317 \$2,226.563067	\$26,660.366 \$27,832.038	\$2,164.821757 \$2,259.961513	\$27,060.272 \$28,249.519		
GARDENER 3 1 2	923	\$2,204.494217 \$2,292.495205	\$27,556.178 \$28,656.190	\$27,969.520 \$29,086.033	\$2,237.561630 \$2,326.882633							\$2,271.125054 \$2,361.785872	\$28,389.063 \$29,522.323	\$2,305.191930 \$2,397.212660	\$28,814.899 \$29,965.158		
HANDI TRANSIT SERVICE INSPECTOR 1 2 3 4 5	1043	\$2,000.274448 \$2,070.284056 \$2,142.743997 \$2,217.740034 \$2,295.360937	\$28,575.349 \$29,575.487 \$30,610.629 \$31,682.000 \$32,790.871	\$29,003.980 \$30,019.119 \$31,069.788 \$32,157.231 \$33,282.734	\$2,030.278565 \$2,101.338317 \$2,174.885157 \$2,251.006135 \$2,329.791351							\$2,060.732743 \$2,132.858392 \$2,207.508434 \$2,284.771227 \$2,364.738221	\$29,439.039 \$30,469.406 \$31,535.835 \$32,639.589 \$33,781.975	\$2,091.643734 \$2,164.851268 \$2,240.621061 \$2,319.042795 \$2,400.209294	\$29,880.625 \$30,926.447 \$32,008.872 \$33,129.183 \$34,288.704		
HELPER-LANDFILL/DIRECTOR TRAFFIC 1	3005	\$1,970.322690	\$24,629.034	\$24,998.469	\$1,999.877530							\$2,029.875693	\$25,373.446	\$2,060.323828	\$25,754.048		
HELPER - REFUSE 1	1041	\$1,970.322665	\$24,629.033	\$24,998.469	\$1,999.877505							\$2,029.875668	\$25,373.446	\$2,060.323803	\$25,754.048		
HELPER - TRADES 1	1042	\$2,012.085851	\$28,744.084	\$29,175.245	\$2,042.267139	\$29,175.245	\$25,528.339					\$2,072.901146	\$29,612.874	\$25,911.264	\$2,103.994663	\$30,057.067	\$26,299.933
INSPECTOR - BUILDING 1 2 3 4 5 6	1122	\$2,526.088112 \$2,612.597291 \$2,699.106658 \$2,815.446621 \$2,939.244326 \$3,067.516605	\$36,086.973 \$37,322.818 \$38,558.667 \$40,220.666 \$41,989.205 \$43,821.666	\$36,628.278 \$37,882.661 \$39,137.047 \$40,823.976 \$42,619.043 \$44,478.991	\$2,563.979434 \$2,651.786250 \$2,739.593258 \$2,857.678320 \$2,983.332991 \$3,113.529354							\$2,602.439126 \$2,691.563044 \$2,780.687157 \$2,900.543495 \$3,028.082986 \$3,160.232294	\$37,177.702 \$38,450.901 \$39,724.102 \$41,436.336 \$43,258.328 \$45,146.176	\$2,641.475713 \$2,731.936490 \$2,822.397464 \$2,944.051647 \$3,073.504231 \$3,207.635778	\$37,735.367 \$39,027.664 \$40,319.964 \$42,057.881 \$43,907.203 \$45,823.368		
INSPECTOR - CROSS CONNECTION & BACK FLOW PREVENTION 1 2 3 4 5 6	1120	\$2,435.184978 \$2,554.508112 \$2,641.017291 \$2,727.526658 \$2,843.866621 \$2,967.664326	\$34,788.357 \$36,492.973 \$37,728.818 \$38,964.667 \$40,626.666 \$42,395.205	\$35,310.182 \$37,040.368 \$38,294.751 \$39,549.137 \$41,236.066 \$43,031.133	\$2,471.712753 \$2,592.825734 \$2,680.632550 \$2,768.439558 \$2,886.524620 \$3,012.179291							\$2,508.788444 \$2,631.718120 \$2,720.842038 \$2,809.966151 \$2,929.822489 \$3,057.361980	\$35,839.835 \$37,595.973 \$38,869.172 \$40,142.374 \$41,854.607 \$43,676.600	\$2,546.420271 \$2,671.193892 \$2,761.654669 \$2,852.115643 \$2,973.769826 \$3,103.222410	\$36,377.432 \$38,159.913 \$39,452.210 \$40,744.509 \$42,482.426 \$44,331.749		
INSPECTOR - EQUIPMENT AND MAINTENANCE 1 2 3	1125	\$2,748.803300 \$2,878.567170 \$2,918.838851	\$34,360.041 \$35,982.090 \$36,485.486	\$34,875.442 \$36,521.821 \$37,032.768	\$2,790.035350 \$2,921.745678 \$2,962.621434							\$2,831.885880 \$2,965.571863 \$3,007.060756	\$35,398.574 \$37,069.648 \$37,588.259	\$2,874.364168 \$3,010.055441 \$3,052.166667	\$35,929.552 \$37,625.693 \$38,152.083		
INSP INDUSTRIAL WASTE SERV 1 1 2 3 4 5 6	1151	\$1,695.866173 \$1,755.899837 \$1,818.058690 \$1,882.417969 \$1,949.055564 \$2,018.052132	\$24,226.660 \$25,084.283 \$25,972.267 \$26,891.685 \$27,843.651 \$28,829.316	\$24,590.060 \$25,460.548 \$26,361.851 \$27,295.061 \$28,261.306 \$29,261.756	\$1,721.304166 \$1,782.238335 \$1,845.329570 \$1,910.654239 \$1,978.291397 \$2,048.322914							\$1,747.123728 \$1,808.971910 \$1,873.009514 \$1,939.314053 \$2,007.965768 \$2,079.047758	\$24,958.910 \$25,842.456 \$26,757.279 \$27,704.486 \$28,685.225 \$29,700.682	\$1,773.330584 \$1,836.106489 \$1,901.104657 \$1,968.403764 \$2,038.085255 \$2,110.233474	\$25,333.294 \$26,230.093 \$27,158.638 \$28,120.054 \$29,115.504 \$30,146.192		
INSP INDUSTRIAL WASTE SERV 2 1 2 3 4 5	1152	\$2,028.519307 \$2,099.517484 \$2,173.000594 \$2,249.055616 \$2,327.772562	\$28,978.847 \$29,993.107 \$31,042.866 \$32,129.366 \$33,253.894	\$29,413.530 \$30,443.004 \$31,508.509 \$32,611.306 \$33,752.702	\$2,058.947097 \$2,131.010246 \$2,205.595603 \$2,282.791450 \$2,362.689150							\$2,089.831303 \$2,162.975400 \$2,238.679537 \$2,317.033322 \$2,398.129487	\$29,854.733 \$30,899.649 \$31,981.136 \$33,100.476 \$34,258.993	\$2,121.178773 \$2,195.420031 \$2,272.259730 \$2,351.788822 \$2,434.101429	\$30,302.554 \$31,363.143 \$32,460.853 \$33,596.983 \$34,772.878		
INSP INDUSTRIAL WASTE SERV 3 1 2 3 4 5	1153	\$2,283.730864 \$2,363.661444 \$2,446.389595 \$2,532.013231 \$2,620.633694	\$32,624.727 \$33,766.592 \$34,948.423 \$36,171.618 \$37,437.624	\$33,114.098 \$34,273.091 \$35,472.649 \$36,714.192 \$37,999.189	\$2,317.986827 \$2,399.116366 \$2,483.085439 \$2,569.993429 \$2,659.943199							\$2,352.756629 \$2,435.103111 \$2,520.331721 \$2,608.543330 \$2,699.842347	\$33,610.809 \$34,787.187 \$36,004.739 \$37,264.905 \$38,569.176	\$2,388.047978 \$2,471.629658 \$2,558.136697 \$2,647.671480 \$2,740.339982	\$34,114.971 \$35,308.995 \$36,544.810 \$37,823.878 \$39,147.714		
INSPECTOR - LICENCE 1 1 2 3 4 5 6	1161	\$1,613.844938 \$1,694.388053 \$1,762.998855 \$1,848.016544 \$1,930.051061 \$2,018.052009	\$23,054.928 \$24,205.544 \$25,185.698 \$26,400.236 \$27,572.158 \$28,829.314	\$23,400.752 \$24,568.627 \$25,563.483 \$26,796.240 \$27,985.740 \$29,261.754	\$1,638.052612 \$1,719.803874 \$1,789.443838 \$1,875.736792 \$1,959.001827 \$2,048.322789							\$1,662.623401 \$1,745.600932 \$1,816.285496 \$1,903.872844 \$1,988.386854 \$2,079.047631	\$23,751.763 \$24,937.156 \$25,946.936 \$27,198.183 \$28,405.526 \$29,700.680	\$1,687.562752 \$1,771.784946 \$1,843.529778 \$1,932.430937 \$2,018.212657 \$2,110.233345	\$24,108.039 \$25,311.214 \$26,336.140 \$27,606.156 \$28,831.609 \$30,146.191		

SIX DIGIT - CUPE SALARY SCHEDULE - 2021 TO 2025
 REVISED MAY 12, 2025 WITH SPECIAL WAGE ADJUSTMENTS

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		\$1,775.949837	\$25.370712		\$1,806.140984	\$25.802014		\$1,824.202394	\$26.060034		\$1,851.565430	\$26.450935				
2		\$1,857.699842	\$26.538569		\$1,889.280739	\$26.989725		\$1,908.173546	\$27.259622		\$1,936.796149	\$27.668516				
3		\$1,936.630966	\$27.666157		\$1,969.553692	\$28.136481		\$1,989.249229	\$28.417846		\$2,019.087967	\$28.844114				
4		\$2,024.018994	\$28.914557		\$2,058.427317	\$29.406105		\$2,079.011590	\$29.700166		\$2,110.196764	\$30.145668				
5		\$2,128.320836	\$30.404583		\$2,164.502290	\$30.921461		\$2,186.147313	\$31.230676		\$2,218.939523	\$31.699136				
INSPECTOR - PROPERTY	1174															
1		\$1,866.156749	\$26.659382		\$1,897.881414	\$27.112592		\$1,916.860228	\$27.383718		\$1,945.613131	\$27.794473				
2		\$1,957.773274	\$27.968190		\$1,991.055420	\$28.443649		\$2,010.965974	\$28.728085		\$2,041.130464	\$29.159007				
3		\$2,019.790499	\$28.854150		\$2,054.126937	\$29.344671		\$2,074.668206	\$29.638117		\$2,105.788229	\$30.082689				
4		\$2,087.445747	\$29.820654		\$2,122.932325	\$30.327605		\$2,144.161648	\$30.630881		\$2,176.324073	\$31.090344				
5		\$2,155.087026	\$30.786958		\$2,191.723505	\$31.310336		\$2,213.640740	\$31.623439		\$2,246.845351	\$32.097791				
6		\$2,224.914916	\$31.784499		\$2,262.738470	\$32.324835		\$2,285.365855	\$32.648084		\$2,319.646343	\$33.137805				
INSPECTOR - REGIONAL STREETS	1177															
1		\$1,963.411125	\$28.048730		\$1,996.789114	\$28.525559		\$2,016.757005	\$28.810814		\$2,047.008360	\$29.242977				
2		\$2,066.303523	\$29.518622		\$2,101.430683	\$30.020438		\$2,122.444990	\$30.320643		\$2,154.281665	\$30.775452				
3		\$2,155.100906	\$30.787156		\$2,191.737621	\$31.310537		\$2,213.654997	\$31.623643		\$2,246.859822	\$32.097997				
4		\$2,265.040775	\$32.357725		\$2,303.546468	\$32.907807		\$2,326.581933	\$33.236885		\$2,361.480662	\$33.735438				
5		\$2,358.066651	\$33.686666		\$2,398.153784	\$34.259340		\$2,422.135322	\$34.601933		\$2,458.467352	\$35.120962				
6		\$2,476.463250	\$35.378046		\$2,518.563125	\$35.979473		\$2,543.748756	\$36.339268		\$2,581.904987	\$36.884357				
INSPECTOR - SENIOR - CROSS CONNECTION & BACK FLOW PREVENTION ¹	1119															
1		\$2,873.694060	\$41.052772		\$2,922.546859	\$41.750669		\$2,951.772328	\$42.168176		\$2,996.048913	\$42.800699		\$3,024.048913	\$43.200699	
INSPECTOR - SENIOR HOUSING	1123															
1		\$3,042.176669	\$43.459667		\$3,093.893672	\$44.198481		\$3,124.832609	\$44.640466		\$3,171.705098	\$45.310073				
INSPECTOR - SENIOR METER READING/ CUSTOMER BILLING	1180															
1		\$2,200.204409	\$31.431492		\$2,237.607884	\$31.965827		\$2,259.983963	\$32.285485		\$2,293.883722	\$32.769767				
INSPECTOR - WASTEWATER CONTRACTS	1179															
1		\$1,815.415385	\$22.692692		\$1,846.277447	\$23.078468		\$1,864.740221	\$23.309253		\$1,892.711324	\$23.658892				
2		\$1,907.031874	\$23.837898		\$1,939.451416	\$24.243143		\$1,958.845930	\$24.485574		\$1,988.228619	\$24.852858				
3		\$2,052.208706	\$25.652609		\$2,087.096254	\$26.088703		\$2,107.967217	\$26.349590		\$2,139.586725	\$26.744834				
4		\$2,195.975950	\$27.449699		\$2,233.307541	\$27.916344		\$2,255.640616	\$28.195508		\$2,289.475225	\$28.618440				
5		\$2,339.743386	\$29.246792		\$2,379.519024	\$29.743988		\$2,403.314214	\$30.041428		\$2,439.363927	\$30.492049				
6		\$2,476.463374	\$30.955792		\$2,518.563251	\$31.482041		\$2,543.748884	\$31.796861		\$2,581.905117	\$32.273814				
INSPECTOR - WATER METER	1181															
1		\$1,952.135336	\$27.887648		\$1,985.321637	\$28.361738		\$2,005.174853	\$28.645355		\$2,035.252476	\$29.075035				
2		\$2,053.618122	\$29.337402		\$2,088.529630	\$29.836138		\$2,109.414926	\$30.134499		\$2,141.056150	\$30.586516				
3		\$2,125.501779	\$30.364311		\$2,161.635309	\$30.880504		\$2,183.251662	\$31.189309		\$2,216.000437	\$31.657149				
INSPECTOR - WEED	1185															
1		\$2,229.803709	\$27.872546		\$2,267.710372	\$28.346380		\$2,290.387476	\$28.629843		\$2,324.743288	\$29.059291				
INSTALLER - RADIO/ELECTRONIC	1192															
1		\$2,005.695618	\$25.071195		\$2,039.792444	\$25.497406		\$2,060.190368	\$25.752380		\$2,091.093224	\$26.138665				
2		\$2,107.178541	\$26.339732		\$2,143.000576	\$26.787507		\$2,164.430582	\$27.055382		\$2,196.897041	\$27.461213				
INSTALLER - SENIOR RADIO/ELECTRONIC	1193															
1		\$2,212.889635	\$27.661120		\$2,250.508759	\$28.131359		\$2,273.013847	\$28.412673		\$2,307.109055	\$28.838863				
INSTRUCTOR - AQUATICS	1218															
1		\$1,262.669886	\$15.783374		\$1,284.135274	\$16.051691		\$1,296.976627	\$16.212208		\$1,316.431276	\$16.455391				
2		\$1,308.466203	\$16.355828		\$1,330.710128	\$16.633877		\$1,344.017229	\$16.800215		\$1,364.177487	\$17.052219				
3		\$1,355.923527	\$16.949044		\$1,378.974227	\$17.237178		\$1,392.763969	\$17.409550		\$1,413.655429	\$17.670693				
INSTRUCTOR - FIELD	1211															
1		\$2,389.075220	\$34.129646	\$29.863440	\$2,429.689499	\$34.709850	\$30.371119	\$2,453.986394	\$35.056948	\$30.674830	\$2,490.796190	\$35.582803	\$31.134952			
INSTRUCTOR GUARD ²	1219															
1		\$1,518.014344	\$18.975179		\$1,543.820588	\$19.297757		\$1,559.258794	\$19.490735		\$1,582.647676	\$19.783096				
2		\$1,699.837681	\$21.247971		\$1,728.734922	\$21.609187		\$1,746.022271	\$21.825278		\$1,772.212605	\$22.152658				
INSTRUCTOR GUARD - HEAD ²	1221															
1		\$1,909.058097	\$23.863226		\$1,941.512085	\$24.268901		\$1,960.927206	\$24.511590		\$1,990.341114	\$24.879264				
2		\$1,963.411188	\$24.542640		\$1,996.789178	\$24.959865		\$2,016.757070	\$25.209463		\$2,047.008426	\$25.587605				
3		\$2,019.340520	\$25.241757		\$2,053.669309	\$25.670866		\$2,074.206002	\$25.927575		\$2,105.319092	\$26.316489				
4		\$2,076.891800	\$25.961148		\$2,112.198961	\$26.402487		\$2,133.320951	\$26.666512		\$2,165.320765	\$27.066510				
INSTRUCTOR GUARD - IN CHARGE ²	1220															
1		\$1,750.579020	\$21.882238		\$1,780.338863	\$22.254236		\$1,798.142252	\$22.476778		\$1,825.114386	\$22.813930				
2		\$1,835.148056	\$22.939351		\$1,866.345573	\$23.329320		\$1,885.009029	\$23.562613		\$1,913.284164	\$23.916052				

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 DATE 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		\$1,879.338911	\$26.847699		\$1,907.528995	\$27.250414					\$1,936.141930	\$27.659170		\$1,965.184059	\$28.074058	
2		\$1,965.848091	\$28.083544		\$1,995.335812	\$28.504797					\$2,025.265849	\$28.932369		\$2,055.644837	\$29.366355	
3		\$2,049.374287	\$29.276776		\$2,080.114901	\$29.715927					\$2,111.316625	\$30.161666		\$2,142.986374	\$30.614091	
4		\$2,141.849715	\$30.597853		\$2,173.977461	\$31.056821					\$2,206.587123	\$31.522673		\$2,239.685930	\$31.995513	
5		\$2,252.223616	\$32.174623		\$2,286.006970	\$32.657242					\$2,320.297075	\$33.147101		\$2,355.101531	\$33.644308	
INSPECTOR - PROPERTY	1174															
1		\$1,974.797328	\$28.211390		\$2,004.419288	\$28.634561					\$2,034.485577	\$29.064080		\$2,065.002861	\$29.500041	
2		\$2,071.747421	\$29.596392		\$2,102.823632	\$30.040338					\$2,134.365986	\$30.490943		\$2,166.381476	\$30.948307	
3		\$2,137.375052	\$30.533929		\$2,169.435678	\$30.991938					\$2,201.977213	\$31.456817		\$2,235.006871	\$31.928670	
4		\$2,208.968934	\$31.556699		\$2,242.103468	\$32.030050					\$2,275.735020	\$32.510500		\$2,309.871045	\$32.998158	
5		\$2,280.548031	\$32.579258		\$2,314.756251	\$33.067946					\$2,349.477595	\$33.563966		\$2,384.719759	\$34.067425	
6		\$2,354.441038	\$33.634872		\$2,389.757654	\$34.139395					\$2,425.604019	\$34.651486		\$2,461.988079	\$35.171258	
INSPECTOR - REGIONAL STREETS	1177															
1		\$2,077.713485	\$29.681621		\$2,108.879187	\$30.126846					\$2,140.512375	\$30.578748		\$2,172.620061	\$31.037429	
2		\$2,186.595890	\$31.237084		\$2,219.394828	\$31.705640					\$2,252.685750	\$32.181225		\$2,286.476036	\$32.663943	
3		\$2,280.562719	\$32.579467		\$2,314.771160	\$33.068159					\$2,349.492727	\$33.564182		\$2,384.735118	\$34.067645	
4		\$2,396.902872	\$34.241470		\$2,432.856415	\$34.755092					\$2,469.349261	\$35.276418		\$2,506.389500	\$35.805564	
5		\$2,495.344362	\$35.647777		\$2,532.774527	\$36.182493					\$2,570.766145	\$36.725231		\$2,609.327637	\$37.276109	
6		\$2,620.633562	\$37.437622		\$2,659.943065	\$37.999187					\$2,699.842211	\$38.569174		\$2,740.339844	\$39.147712	
INSPECTOR - SENIOR - CROSS CONNECTION & BACK FLOW PREVENTION ¹	1119															
1		\$3,069.409647	\$43.848709		\$3,115.450792	\$44.506440					\$3,162.182554	\$45.174036		\$3,209.615292	\$45.851647	
INSPECTOR - SENIOR HOUSING	1123															
1		\$3,219.280674	\$45.989724		\$3,267.569884	\$46.679570					\$3,316.583432	\$47.379763		\$3,366.332183	\$48.090460	
INSPECTOR - SENIOR METER READING/ CUSTOMER BILLING	1180															
1		\$2,328.291978	\$33.261314		\$2,363.216358	\$33.760234					\$2,398.664603	\$34.266637		\$2,434.644572	\$34.780637	
INSPECTOR - WASTEWATER CONTRACTS	1179															
1		\$1,921.101994	\$24.013775		\$1,949.918524	\$24.373982					\$1,979.167302	\$24.739591		\$2,008.854812	\$25.110685	
2		\$2,018.052048	\$25.225651		\$2,048.322829	\$25.604035					\$2,079.047671	\$25.988096		\$2,110.233386	\$26.377917	
3		\$2,171.680526	\$27.146007		\$2,204.255734	\$27.553197					\$2,237.319570	\$27.966495		\$2,270.879364	\$28.385992	
4		\$2,323.817353	\$29.047717		\$2,358.674613	\$29.483433					\$2,394.054732	\$29.925684		\$2,429.965553	\$30.374569	
5		\$2,475.954386	\$30.949430		\$2,513.093702	\$31.413671					\$2,550.790108	\$31.884876		\$2,589.051960	\$32.363150	
6		\$2,620.633694	\$32.757921		\$2,659.943199	\$33.249290					\$2,699.842347	\$33.748029		\$2,740.339982	\$34.254250	
INSPECTOR - WATER METER	1181															
1		\$2,065.781263	\$29.511161		\$2,096.767982	\$29.953828					\$2,128.219502	\$30.403136		\$2,160.142795	\$30.859183	
2		\$2,173.171992	\$31.045314		\$2,205.769572	\$31.510994					\$2,238.856116	\$31.983659		\$2,272.438958	\$32.463414	
3		\$2,249.240444	\$32.132006		\$2,282.979051	\$32.613986					\$2,317.223737	\$33.103196		\$2,351.982093	\$33.599744	
INSPECTOR - WEED	1185															
1		\$2,359.614437	\$29.495180		\$2,395.008654	\$29.937608					\$2,430.933784	\$30.386672		\$2,467.397791	\$30.842472	
INSTALLER - RADIO/ELECTRONIC	1192															
1		\$2,122.459622	\$26.530745		\$2,154.296516	\$26.928706					\$2,186.610964	\$27.332637		\$2,219.410128	\$27.742627	
2		\$2,229.850497	\$27.873131		\$2,263.298254	\$28.291228					\$2,297.247728	\$28.715597		\$2,331.706444	\$29.146331	
INSTALLER - SENIOR RADIO/ELECTRONIC	1193															
1		\$2,341.715691	\$29.271446		\$2,376.841426	\$29.710518					\$2,412.494047	\$30.156176		\$2,448.681458	\$30.608518	
INSTRUCTOR - AQUATICS	1218															
1		\$1,336.177745	\$16.702222		\$1,356.220411	\$16.952755					\$1,376.563717	\$17.207046		\$1,397.212173	\$17.465152	
2		\$1,384.640149	\$17.308002		\$1,405.409751	\$17.567622					\$1,426.490897	\$17.831136		\$1,447.888260	\$18.098603	
3		\$1,434.860260	\$17.935753		\$1,456.383164	\$18.204790					\$1,478.228911	\$18.477861		\$1,500.402345	\$18.755029	
INSTRUCTOR - FIELD	1211															
1		\$2,528.158133	\$36.116545	\$31.601977	\$2,566.080505	\$36.658293	\$32.076006				\$2,604.571713	\$37.208167	\$32.557146	\$2,643.640289	\$37.766290	\$33.045504
INSTRUCTOR GUARD ²	1219															
1		\$1,606.387391	\$20.079842		\$1,630.483202	\$20.381040		\$1,678.483202	\$20.981040	\$1,703.660450	\$21.295756		\$1,729.215357	\$21.615192		
2		\$1,798.795794	\$22.484947		\$1,825.777731	\$22.822222		\$1,873.777731	\$23.422222	\$1,901.864397	\$23.773555		\$1,930.412663	\$24.130158		
INSTRUCTOR GUARD - HEAD ²	1221															
1		\$2,020.196231	\$25.252453		\$2,050.499174	\$25.631240		\$2,104.099174	\$26.301240	\$2,135.660662	\$26.695758		\$2,167.695572	\$27.096195		
2		\$2,077.713552	\$25.971419		\$2,108.879255	\$26.360991		\$2,163.279255	\$27.040991	\$2,195.728444	\$27.446606		\$2,228.664371	\$27.858305		
3		\$2,136.898878	\$26.711236		\$2,168.952361	\$27.111905		\$2,208.152361	\$27.601905	\$2,241.274646	\$28.015933		\$2,274.893766	\$28.436172		
4		\$2,197.800576	\$27.472507		\$2,230.767585	\$27.884595		\$2,249.967585	\$28.124595	\$2,283.717099	\$28.546464		\$2,317.972855	\$28.974661		
INSTRUCTOR GUARD - IN CHARGE ²	1220															
1		\$1,852.491102	\$23.156139		\$1,880.278469	\$23.503481		\$1,907.478469	\$23.843481	\$1,936.090646	\$24.201133		\$1,965.132006	\$24.564150		
2		\$1,941.983426	\$24.274793		\$1,971.113177	\$24.638915		\$1,999.113177	\$24.988915	\$2,029.099875	\$25.363748		\$2,059.536373	\$25.744205		

SIX DIGIT - CUPE SALARY SCHEDULE - 2021 TO 2025
 REVISED MAY 12, 2025 WITH SPECIAL WAGE ADJUSTMENTS

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		\$1,366.987996		\$17.087350	\$1,390.226792		\$17.377835	\$1,404.129060		\$17.551613	\$1,425.190996		\$17.814887			
2		\$1,414.832577		\$17.685407	\$1,438.884731		\$17.986059	\$1,453.273578		\$18.165920	\$1,475.072682		\$18.438409			
3		\$1,464.351717		\$18.304396	\$1,489.245696		\$18.615571	\$1,504.138153		\$18.801727	\$1,526.700225		\$19.083753			
4		\$1,515.604027		\$18.945050	\$1,541.369295		\$19.267116	\$1,556.782988		\$19.459787	\$1,580.134733		\$19.751684			
5		\$1,568.650168		\$19.608127	\$1,595.317221		\$19.941465	\$1,611.270393		\$20.140880	\$1,635.439449		\$20.442993			
LABOURER 1	1411															
1		\$1,370.018359		\$17.125229	\$1,393.308671		\$17.416358	\$1,407.241758		\$17.590522	\$1,428.350384		\$17.854380			
LABOURER 2	1412															
1		\$1,581.441085		\$19.768014	\$1,608.325583		\$20.104070	\$1,624.408839		\$20.305110	\$1,648.774972		\$20.609687			
2		\$1,792.863578		\$22.410795	\$1,823.342259		\$22.791778	\$1,841.575682		\$23.019696	\$1,869.199317		\$23.364991			
LABOURER - SKILLED	1413															
1		\$1,861.928288		\$23.274104	\$1,893.581069		\$23.669763	\$1,912.516880		\$23.906461	\$1,941.204633		\$24.265058			
LEGAL ASSISTANT 1	2281															
1		April 12 2020 \$1,759.035937	\$25.129085		\$1,788.939548	\$25.556279		\$1,806.828943	\$25.811842		\$1,833.931377	\$26.199020				
2		\$1,828.100625	\$26.115723		\$1,859.178336	\$26.559691		\$1,877.770119	\$26.825287		\$1,905.936671	\$27.227667				
3		\$1,902.803429	\$27.182906		\$1,935.151087	\$27.645016		\$1,954.502598	\$27.921466		\$1,983.820137	\$28.340288				
4		\$1,974.700000	\$28.210000		\$2,008.269900	\$28.689570		\$2,028.352599	\$28.976466		\$2,058.777888	\$29.411113				
5		\$2,046.100000	\$29.230000		\$2,080.883700	\$29.726910		\$2,101.692537	\$30.024179		\$2,133.217925	\$30.474542				
LEGAL ASSISTANT 2	2282															
1		April 12 2020 \$2,049.389626	\$29.276995		\$2,084.229250	\$29.774704		\$2,105.071543	\$30.072451		\$2,136.647616	\$30.523537				
2		\$2,125.501779	\$30.364311		\$2,161.635309	\$30.880504		\$2,183.251662	\$31.189309		\$2,216.000437	\$31.657149				
3		\$2,210.521841	\$31.578883		\$2,248.100712	\$32.115724		\$2,270.581719	\$32.436882		\$2,304.640445	\$32.923435				
LEGAL ASSISTANT 3	2283															
1		\$2,163.557900	\$30.907970		\$2,200.338384	\$31.433405		\$2,222.341768	\$31.747740		\$2,255.676895	\$32.223956				
2		\$2,250.945930	\$32.156370		\$2,289.212011	\$32.703029		\$2,312.104131	\$33.030059		\$2,346.785693	\$33.525510				
3		\$2,320.010532	\$33.143008		\$2,359.450711	\$33.706439		\$2,383.045218	\$34.043503		\$2,418.790896	\$34.554156				
LIBRARIAN - COMPUTER	1445															
1		\$1,588.488464	\$22.692692		\$1,615.492768	\$23.078468		\$1,631.647696	\$23.309253		\$1,656.122411	\$23.658892				
2		\$1,666.010059	\$23.800144		\$1,694.332230	\$24.204746		\$1,711.275552	\$24.446794		\$1,736.944685	\$24.813496				
3		\$1,746.350623	\$24.947866		\$1,776.038584	\$25.371980		\$1,793.798970	\$25.625700		\$1,820.705955	\$26.010085				
4		\$1,823.872132	\$26.055316		\$1,854.877958	\$26.498257		\$1,873.426738	\$26.763239		\$1,901.528139	\$27.164688				
5		\$1,907.031837	\$27.243312		\$1,939.451378	\$27.706448		\$1,958.845892	\$27.983513		\$1,988.228580	\$28.403265				
6		\$2,019.790499	\$28.854150		\$2,054.126937	\$29.344671		\$2,074.668206	\$29.638117		\$2,105.788229	\$30.082689				
LIBRARIAN - GRADE 1	1441															
1		\$2,200.225620	\$31.431795		\$2,237.629456	\$31.966135		\$2,260.005751	\$32.285796		\$2,293.905837	\$32.770083				
2		\$2,308.755955	\$32.982228		\$2,348.004806	\$33.542926		\$2,371.484854	\$33.878355		\$2,407.057127	\$34.386530				
3		\$2,372.182709	\$33.888324		\$2,412.509815	\$34.464426		\$2,436.634913	\$34.809070		\$2,473.184437	\$35.331206				
4		\$2,442.657011	\$34.895100		\$2,484.182180	\$35.488317		\$2,509.024002	\$35.843200		\$2,546.659362	\$36.380848				
5		\$2,504.674322	\$35.781062		\$2,547.253785	\$36.389340		\$2,572.726323	\$36.753233		\$2,611.317218	\$37.304532				
6		\$2,565.282106	\$36.646887		\$2,608.891902	\$37.269884		\$2,634.980821	\$37.642583		\$2,674.505533	\$38.207222				
LIBRARIAN - GRADE 2	1442															
1		\$2,565.282106	\$36.646887		\$2,608.891902	\$37.269884		\$2,634.980821	\$37.642583		\$2,674.505533	\$38.207222				
2		\$2,627.299418	\$37.532849		\$2,671.963508	\$38.170907		\$2,698.683143	\$38.552616		\$2,739.163390	\$39.130906				
3		\$2,696.364019	\$38.519486		\$2,742.202207	\$39.174317		\$2,769.624229	\$39.566060		\$2,811.168592	\$40.159551				
4		\$2,749.924511	\$39.284636		\$2,796.673228	\$39.952475		\$2,824.639960	\$40.351999		\$2,867.009559	\$40.957279				
5		\$2,817.579674	\$40.251138		\$2,865.478528	\$40.935408		\$2,894.133313	\$41.344762		\$2,937.545313	\$41.964933				
LIBRARY - SERVICE ASSISTANT 1	1453															
1		\$1,075.436298	\$15.363376		\$1,093.718715	\$15.624553		\$1,104.655902	\$15.780799		\$1,121.225741	\$16.017511				
2		\$1,128.996636	\$16.128523		\$1,148.189579	\$16.402708		\$1,159.671475	\$16.566735		\$1,177.066547	\$16.815236				
3		\$1,245.983680	\$17.799767		\$1,267.165403	\$18.102363		\$1,279.837057	\$18.283387		\$1,299.034613	\$18.557637				
4		\$1,364.380576	\$19.491151		\$1,387.575046	\$19.822501		\$1,401.450796	\$20.020726		\$1,422.472558	\$20.321037				
5		\$1,479.957997	\$21.142257		\$1,505.117283	\$21.501675		\$1,520.168456	\$21.716692		\$1,542.970983	\$22.042443				
6		\$1,599.764363	\$22.853777		\$1,626.960357	\$23.242291		\$1,643.229961	\$23.474714		\$1,667.878410	\$23.826834				
LIBRARY - SERVICE ASSISTANT 2	1454															
1		\$1,368.608818	\$19.551555		\$1,391.875168	\$19.883931		\$1,405.793920	\$20.082770		\$1,426.880829	\$20.384012				
2		\$1,465.863370	\$20.940905		\$1,490.783047	\$21.296901		\$1,505.690877	\$21.509870		\$1,528.276240	\$21.832518				
3		\$1,580.031557	\$22.571879		\$1,606.892093	\$22.955601		\$1,622.961014	\$23.185157		\$1,647.305429	\$23.532935				
4		\$1,687.152366	\$24.102177		\$1,715.833956	\$24.511914		\$1,732.992296	\$24.757033		\$1,758.987180	\$25.128388				
5		\$1,792.863562	\$25.612337		\$1,823.342243	\$26.047746		\$1,841.575665	\$26.308224		\$1,869.199300	\$26.702847				

SIX DIGIT - CUPE SALARY SCHEDULE - 2021 TO 2025
 REVISED MAY 12, 2025 WITH SPECIAL WAGE ADJUSTMENTS

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 DATE 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		\$1,446.568861		\$18,082111	\$1,468.267394		\$18,353342				\$1,490.291405		\$18,628643	\$1,512.645776		\$18,908072
2		\$1,497.198772		\$18,714985	\$1,519.656754		\$18,995709				\$1,542.451605		\$19,280645	\$1,565.588379		\$19,569855
3		\$1,549.600728		\$19,370009	\$1,572.844739		\$19,660559				\$1,596.437410		\$19,955468	\$1,620.383971		\$20,254800
4		\$1,603.836754		\$20,047959	\$1,627.894305		\$20,348679				\$1,652.312720		\$20,653909	\$1,677.097411		\$20,963718
5		\$1,659.971041		\$20,749638	\$1,684.870607		\$21,060883				\$1,710.143666		\$21,376796	\$1,735.795821		\$21,697448
LABOURER 1	1411															
1		\$1,449.775640		\$18,122196	\$1,471.522275		\$18,394028				\$1,493.595109		\$18,669939	\$1,515.999036		\$18,949988
LABOURER 2	1412															
1		\$1,673.506597		\$20,918832	\$1,698.609196		\$21,232615				\$1,724.088334		\$21,551104	\$1,749.949659		\$21,874371
2		\$1,897.237307		\$23,715466	\$1,925.695867		\$24,071198				\$1,954.581305		\$24,432266	\$1,983.900025		\$24,798750
LABOURER - SKILLED	1413															
1		\$1,970.322702		\$24,629034	\$1,999.877543		\$24,998469				\$2,029.875706		\$25,373446	\$2,060.323842		\$25,754048
LEGAL ASSISTANT 1	2281															
1		\$1,861.440348	\$26.592005		\$1,889.361953	\$26.990885					\$1,917.702382	\$27.395748		\$1,946.467918	\$27.806685	
2		\$1,934.525721	\$27.636082		\$1,963.543607	\$28.050623					\$1,992.996761	\$28.471382		\$2,022.891712	\$28.898453	
3		\$2,013.577439	\$28.765392		\$2,043.781101	\$29.196873					\$2,074.437818	\$29.634826		\$2,105.554385	\$30,079348	
4		\$2,089.659556	\$29.852279		\$2,121.004449	\$30.300064					\$2,152.819516	\$30.754565		\$2,185.111809	\$31,215883	
5		\$2,165.216194	\$30.931660		\$2,197.694437	\$31.395635					\$2,230.659854	\$31.866569		\$2,264.119752	\$32,344568	
LEGAL ASSISTANT 2	2282															
1		\$2,168.697330	\$30.981390		\$2,201.227790	\$31.446111					\$2,234.246207	\$31.917803		\$2,267.759900	\$32.396570	
2		\$2,249.240444	\$32.132006		\$2,282.979051	\$32.613986					\$2,317.223737	\$33.103196		\$2,351.982093	\$33,599744	
3		\$2,339.210052	\$33.417286		\$2,374.298203	\$33.918546					\$2,409.912676	\$34.427324		\$2,446.061366	\$34,943734	
LEGAL ASSISTANT 3	2283															
1		\$2,289.512048	\$32.707315		\$2,323.854729	\$33.197925					\$2,358.712550	\$33.695894		\$2,394.093238	\$34,201332	
2		\$2,381.987478	\$34.028393		\$2,417.717290	\$34.538818					\$2,453.983049	\$35.056901		\$2,490.792795	\$35,582754	
3		\$2,455.072759	\$35.072468		\$2,491.898850	\$35.598555					\$2,529.277333	\$36.132533		\$2,567.216493	\$36,674521	
LIBRARIAN - COMPUTER	1445															
1		\$1,680.964247	\$24.013775		\$1,706.178711	\$24.373982					\$1,731.771392	\$24.739591		\$1,757.747963	\$25,110685	
2		\$1,762.998855	\$25.185698		\$1,789.443838	\$25.563483					\$1,816.285496	\$25.946936		\$1,843.529778	\$26,336140	
3		\$1,848.016544	\$26.400236		\$1,875.736792	\$26.796240					\$1,903.872844	\$27.198183		\$1,932.430937	\$27,606156	
4		\$1,930.051061	\$27.572158		\$1,959.001827	\$27.985740					\$1,988.386854	\$28.405526		\$2,018.212657	\$28,831609	
5		\$2,018.052009	\$28.829314		\$2,048.322789	\$29.261174					\$2,079.047631	\$29.700680		\$2,110.233345	\$30,146191	
6		\$2,137.375052	\$30.533929		\$2,169.435678	\$30.991938					\$2,201.977213	\$31.456817		\$2,235.006871	\$31,928670	
LIBRARIAN - GRADE 1 ²	1441															
1		\$2,328.314425	\$33.261635		\$2,363.239141	\$33.760559		\$2,470.339141	\$35.290559		\$2,507.394228	\$35.819918		\$2,545.005141	\$36,357216	
2		\$2,443.162984	\$34.902328		\$2,479.810429	\$35.425863		\$2,586.910429	\$36.955863		\$2,625.714085	\$37.510201		\$2,665.099796	\$38,072854	
3		\$2,510.282204	\$35.861174		\$2,547.936437	\$36.399092		\$2,655.036437	\$37.929092		\$2,694.861984	\$38.498028		\$2,735.284914	\$39,075499	
4		\$2,584.859252	\$36.926561		\$2,623.632141	\$37.480459		\$2,730.732141	\$39.010459		\$2,771.693123	\$39.595616		\$2,813.268520	\$40,189550	
5		\$2,650.486976	\$37.864100		\$2,690.244281	\$38.432061		\$2,797.344281	\$39.962061		\$2,839.304445	\$40.561492		\$2,881.894012	\$41,169914	
6		\$2,714.623116	\$38.780330		\$2,755.342463	\$39.362035		\$2,862.442463	\$40.892035		\$2,905.379100	\$41.505416		\$2,948.959787	\$42,127997	
LIBRARIAN - GRADE 2 ²	1442															
1		\$2,714.623116	\$38.780330		\$2,755.342463	\$39.362035		\$2,862.442463	\$40.892035		\$2,905.379100	\$41.505416		\$2,948.959787	\$42,127997	
2		\$2,780.250841	\$39.717869		\$2,821.954604	\$40.313637		\$2,929.054604	\$41.843637		\$2,972.990423	\$42.471292		\$3,017.585279	\$43,108361	
3		\$2,853.336121	\$40.761945		\$2,896.136163	\$41.373374		\$3,003.236163	\$42.903374		\$3,048.284705	\$43.546924		\$3,094.008976	\$44,200128	
4		\$2,910.014702	\$41.571639		\$2,953.664923	\$42.195213		\$3,060.764923	\$43.725213		\$3,106.676397	\$44.381091		\$3,153.276543	\$45,046808	
5		\$2,981.608493	\$42.594407		\$3,026.332620	\$43.233323		\$3,133.432620	\$44.763323		\$3,180.434109	\$45.434773		\$3,228.140621	\$46,116295	
LIBRARY - SERVICE ASSISTANT 1 ²	1453															
1		\$1,138.044127	\$16.257773		\$1,155.114789	\$16.501640		\$1,290.214789	\$18.431640		\$1,309.568011	\$18.708114		\$1,329.211531	\$18,988736	
2		\$1,194.722545	\$17.067465		\$1,212.643383	\$17.323477		\$1,342.843383	\$19.183477		\$1,362.986034	\$19.471229		\$1,383.430825	\$19,763298	
3		\$1,318.520132	\$18.836002		\$1,338.297934	\$19.118542		\$1,402.697934	\$20.038542		\$1,423.738403	\$20.339120		\$1,445.094479	\$20,644207	
4		\$1,443.809646	\$20.625852		\$1,465.466791	\$20.935240										
5		\$1,566.115548	\$22.373079		\$1,589.607281	\$22.708675										
6		\$1,692.896586	\$24.184237		\$1,718.290035	\$24.547001										
LIBRARY - SERVICE ASSISTANT 2 ²	1454															
1		\$1,448.284041	\$20.689772		\$1,470.008302	\$21.000119		\$1,559.552302	\$22.279319		\$1,582.945587	\$22.613508		\$1,606.689771	\$22,952711	
2		\$1,551.200384	\$22.160005		\$1,574.468390	\$22.492406		\$1,625.792390	\$23.225606		\$1,650.179276	\$23.573990		\$1,674.931965	\$23,927600	
3		\$1,672.015010	\$23.885929		\$1,697.095235	\$24.244218		\$1,748.419235	\$24.977418		\$1,774.645524	\$25.352079		\$1,801.265207	\$25,732360	
4		\$1,785.371988	\$25.505314		\$1,812.152568	\$25.887894		\$1,863.476568	\$26.621094		\$1,891.428717	\$27.020410		\$1,919.800148	\$27,425716	
5		\$1,897.237290	\$27.103390		\$1,925.695849	\$27.509941		\$1,976.795849	\$28.239941		\$2,006.447787	\$28.663540		\$2,036.544504	\$29,093493	

SIX DIGIT - CUPE SALARY SCHEDULE - 2021 TO 2025
 REVISED MAY 12, 2025 WITH SPECIAL WAGE ADJUSTMENTS

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	\$1,646.277120	\$23.518245	\$1,674.263831	\$23.918055		\$1,691.006469	\$24.157235		\$1,716.371566	\$24.519594				
2		\$1,726.617854	\$24.665969	\$1,755.970358	\$25.085291		\$1,773.530062	\$25.336144		\$1,800.133013	\$25.716186					
3		\$1,811.186847	\$25.874098	\$1,841.977023	\$26.313957		\$1,860.396793	\$26.577097		\$1,888.302745	\$26.975754					
4		\$1,892.936976	\$27.041957	\$1,925.116905	\$27.501670		\$1,944.368074	\$27.776687		\$1,973.533595	\$28.193337					
5		\$1,971.868088	\$28.169544	\$2,005.389845	\$28.648426		\$2,025.443743	\$28.934911		\$2,055.825399	\$29.368934					
LIBRARY - SERVICE ASSISTANT 4 ²	1456	1	\$1,870.385159	\$26.719788	\$1,902.181707	\$27.174024		\$1,921.203524	\$27.445765		\$1,950.021577	\$27.857451				
2		\$1,939.449934	\$27.706428	\$1,972.420583	\$28.177437		\$1,992.144789	\$28.459211		\$2,022.026961	\$28.886099					
3		\$2,007.105268	\$28.672932	\$2,041.226058	\$29.160372		\$2,061.638319	\$29.451976		\$2,092.562894	\$29.893756					
4		\$2,078.988839	\$29.699841	\$2,114.331649	\$30.204738		\$2,135.474965	\$30.506785		\$2,167.507089	\$30.964387					
5		\$2,160.738930	\$30.867699	\$2,197.471492	\$31.392450		\$2,219.446207	\$31.706374		\$2,252.737900	\$32.181970					
LIBRARY - SERVICE ASSISTANT 5	1457	1	\$2,046.570743	\$29.236725	\$2,081.362446	\$29.733749		\$2,102.176070	\$30.031087		\$2,133.708711	\$30.481553				
2		\$2,125.501779	\$30.364311	\$2,161.635309	\$30.880504		\$2,183.251662	\$31.189309		\$2,216.000437	\$31.657149					
3		\$2,200.204409	\$31.431492	\$2,237.607884	\$31.965827		\$2,259.983963	\$32.285485		\$2,293.883722	\$32.769767					
4		\$2,276.316562	\$32.518808	\$2,315.013944	\$33.071628		\$2,338.164083	\$33.402344		\$2,373.236544	\$33.903379					
5		\$2,351.019360	\$33.585991	\$2,390.986689	\$34.156953		\$2,414.896556	\$34.498522		\$2,451.120004	\$35.016000					
LIBRARY SHELVING ²	2021	1		\$11.952424		\$12.155615			\$12.277171							
2			\$13.305528		\$13.531722			\$13.667039								
1 - Effective October 1 2022 2 - Effective October 1 2022											\$13.702500			\$15.000000		
											\$14.210000			\$15.500000		
LOCKSMITH	1478	1	\$2,361.895041	\$29.523688	\$2,402.047257	\$30.025591		\$2,426.067730		\$30.325847	\$2,462.458746	\$30.780734				
MACHINIST ¹	1511	1	\$2,608.460629	\$32.605758	\$2,652.804460	\$33.160056		\$2,679.332505		\$33.491656	\$2,719.522493	\$33.994031	\$2,751.522493		\$34.394031	
MACHINIST - LEADING ¹	1512	1	\$2,698.667727	\$33.733347	\$2,744.545078	\$34.306813		\$2,771.990529		\$34.649882	\$2,813.570387	\$35.169630	\$2,845.570387		\$35.569630	
MAINTENANCE WORKER 1	1561	1	\$1,723.798960	\$21.547487	\$1,753.103542	\$21.913794		\$1,770.634577		\$22.132932	\$1,797.194096	\$22.464926				
2		\$1,812.596257	\$22.657453	\$1,843.410393	\$23.042630		\$1,861.844497		\$23.273056	\$1,889.772164	\$23.622152					
3		\$1,880.251505	\$23.503144	\$1,912.215781	\$23.902697		\$1,931.337939		\$24.141724	\$1,960.308008	\$24.503850					
4		\$1,956.363745	\$24.454547	\$1,989.621929	\$24.870274		\$2,009.518148		\$25.118977	\$2,039.660920	\$25.495762					
5		\$2,042.342248	\$25.529278	\$2,077.062066	\$25.963276		\$2,097.832687		\$26.222909	\$2,129.300177	\$26.616252					
6		\$2,129.730365	\$26.621630	\$2,165.935781	\$27.074197		\$2,187.595139		\$27.344939	\$2,220.409066	\$27.755113					
MAINTENANCE WORKER 2	1562	1	\$1,880.251505	\$23.503144	\$1,912.215781	\$23.902697		\$1,931.337939		\$24.141724	\$1,960.308008	\$24.503850				
2		\$1,956.363745	\$24.454547	\$1,989.621929	\$24.870274		\$2,009.518148		\$25.118977	\$2,039.660920	\$25.495762					
3		\$2,042.342248	\$25.529278	\$2,077.062066	\$25.963276		\$2,097.832687		\$26.222909	\$2,129.300177	\$26.616252					
4		\$2,129.730365	\$26.621630	\$2,165.935781	\$27.074197		\$2,187.595139		\$27.344939	\$2,220.409066	\$27.755113					
5		\$2,215.708865	\$27.696361	\$2,253.375916	\$28.167199		\$2,275.909675		\$28.448871	\$2,310.048320	\$28.875604					
MAINTENANCE WORKER - COLLECTION SYSTEMS	1537	1	\$2,231.213111	\$27.890164	\$2,269.143734	\$28.364297		\$2,291.835171		\$28.647940	\$2,326.212699	\$29.077659				
MAINTENANCE WORKER - FLEET	1535	1	\$2,126.911307	\$26.586391	\$2,163.068799	\$27.038360		\$2,184.699487		\$27.308744	\$2,217.469979	\$27.718375				
2		\$2,193.157067	\$27.414463	\$2,230.440737	\$27.880509		\$2,252.745144		\$28.159314	\$2,286.536321	\$28.581704					
3		\$2,259.402723	\$28.242534	\$2,297.812569	\$28.722657		\$2,320.790695		\$29.009884	\$2,355.602555	\$29.445032					
4		\$2,329.877052	\$29.123463	\$2,369.484962	\$29.618562		\$2,393.179812		\$29.914748	\$2,429.077509	\$30.363469					
MAINTENANCE WORKER - GENERAL	1548	1	\$1,861.928276	\$23.274103	\$1,893.581057	\$23.669763		\$1,912.516868		\$23.906461	\$1,941.204621	\$24.265058				
MAINTENANCE WORKER - SHOP - STREETS AND TRANSPORTATION	1574	1	\$1,661.781611	\$20.772270	\$1,690.031898	\$21.125399		\$1,706.932217		\$21.336653	\$1,732.536200	\$21.656703				
2		\$1,746.350648	\$21.829383	\$1,776.038609	\$22.200483		\$1,793.798995		\$22.422487	\$1,820.705980	\$22.758825					
3		\$1,812.596404	\$22.657455	\$1,843.410543	\$23.042632		\$1,861.844648		\$23.273058	\$1,889.772318	\$23.622154					
4		\$1,880.251555	\$23.503144	\$1,912.215831	\$23.902698		\$1,931.337989		\$24.141725	\$1,960.308059	\$24.503851					
5		\$1,956.363745	\$24.454547	\$1,989.621929	\$24.870274		\$2,009.518148		\$25.118977	\$2,039.660920	\$25.495762					
6		\$2,042.342173	\$25.529277	\$2,077.061990	\$25.963275		\$2,097.832610		\$26.222908	\$2,129.300099	\$26.616251					
MAINTENANCE WORKER - SKILLED "A"	1549	1	\$1,928.174132	\$24.102177	\$1,960.953092	\$24.511914		\$1,980.562623		\$24.757033	\$2,010.271062	\$25.128388				
MAINTENANCE WORKER - SKILLED "A"-SEWER	1580	1	\$1,928.174054	\$24.102176	\$1,960.953013	\$24.511913		\$1,980.562543		\$24.757032	\$2,010.270981	\$25.128387				

SIX DIGIT - CUPE SALARY SCHEDULE - 2021 TO 2025
 REVISED MAY 12, 2025 WITH SPECIAL WAGE ADJUSTMENTS

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 DATE 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		\$1,742.117139	\$24.887388		\$1,768.248896	\$25.260699		\$1,819.572896	\$25.993899		\$1,846.866489	\$26.383807		\$1,874.569486	\$26.779564	
2		\$1,827.135008	\$26.101929		\$1,854.542033	\$26.493458		\$1,905.866033	\$27.226658		\$1,934.454023	\$27.635057		\$1,963.470833	\$28.049583	
3		\$1,916.627286	\$27.380390		\$1,945.376695	\$27.791096		\$1,996.700695	\$28.524296		\$2,026.651205	\$28.952160		\$2,057.050973	\$29.386442	
4		\$2,003.136599	\$28.616237		\$2,033.183648	\$29.045481		\$2,084.507648	\$29.778681		\$2,115.775263	\$30.225361		\$2,147.511892	\$30.678741	
5	\$2,086.662780	\$29.809468		\$2,117.962722	\$30.256610		\$2,169.062722	\$30.986610		\$2,201.598663	\$31.451409		\$2,234.622643	\$31.923181		
LIBRARY - SERVICE ASSISTANT 4 ²	1456															
1		\$1,979.271901	\$28.275313		\$2,008.960980	\$28.699443		\$2,060.284980	\$29.432643		\$2,091.189255	\$29.874132		\$2,122.557094	\$30.322244	
2		\$2,052.357365	\$29.319391		\$2,083.142725	\$29.759182		\$2,134.466725	\$30.492382		\$2,166.483726	\$30.949768		\$2,198.980982	\$31.414014	
3		\$2,123.951337	\$30.342162		\$2,155.810607	\$30.797294		\$2,207.134607	\$31.530494		\$2,240.241626	\$32.003452		\$2,273.845250	\$32.483504	
4		\$2,200.019695	\$31.428853		\$2,233.019990	\$31.900286		\$2,284.343990	\$32.633486		\$2,318.609150	\$33.122988		\$2,353.388287	\$33.619833	
5	\$2,286.528969	\$32.664700		\$2,320.826904	\$33.154670		\$2,371.926904	\$33.884670		\$2,407.505808	\$34.392940		\$2,443.618395	\$34.908834		
LIBRARY - SERVICE ASSISTANT 5	1457															
1		\$2,165.714342	\$30.938776		\$2,198.200057	\$31.402858					\$2,231.173058	\$31.873901		\$2,264.640654	\$32.352009	
2		\$2,249.240444	\$32.132006		\$2,282.979051	\$32.613986					\$2,317.223737	\$33.103196		\$2,351.982093	\$33.599744	
3		\$2,328.291978	\$33.261314		\$2,363.216358	\$33.760234					\$2,398.664603	\$34.266637		\$2,434.644572	\$34.780637	
4		\$2,408.835092	\$34.411930		\$2,444.967618	\$34.928109					\$2,481.642132	\$35.452030		\$2,518.866764	\$35.983811	
5	\$2,487.886804	\$35.541240		\$2,525.205106	\$36.074359					\$2,563.083183	\$36.615474		\$2,601.529431	\$37.164706		
LIBRARY SHELVER * ²	2021															
1																
2																
1 - Effective October 1 2022			\$15.225000						\$17.170000				\$17.427550		\$17.688963	
2 - Effective October 1 2022			\$15.732500						\$17.170000				\$17.427550		\$17.688963	
LOCKSMITH	1478															
1		\$2,499.395627	\$31.242445		\$2,536.886561		\$31.711082				\$2,574.939859		\$32.186748	\$2,613.563957		\$32.669549
MACHINIST ¹	1511															
1		\$2,792.795330	\$34.909942		\$2,834.687260		\$35.433591				\$2,877.207569		\$35.965095	\$2,920.365683		\$36.504571
MACHINIST - LEADING ¹	1512															
1		\$2,888.253943	\$36.103174		\$2,931.577752		\$36.644722				\$2,975.551418		\$37.194393	\$3,020.184689		\$37.752309
MAINTENANCE WORKER 1	1561															
1		\$1,824.152007	\$22.801900		\$1,851.514287		\$23.143929				\$1,879.287001	\$23.491088		\$1,907.476306		\$23.843454
2		\$1,918.118746	\$23.976484		\$1,946.890527		\$24.336132				\$1,976.093885	\$24.701174		\$2,005.735293		\$25.071691
3		\$1,989.712628	\$24.871408		\$2,019.558317		\$25.244479				\$2,049.851692	\$25.623146		\$2,080.599467		\$26.007493
4		\$2,070.255834	\$25.878198		\$2,101.309672		\$26.266371				\$2,132.829317	\$26.660366		\$2,164.821757		\$27.060272
5		\$2,161.239680	\$27.015496		\$2,193.658275		\$27.420728				\$2,226.563149	\$27.832039		\$2,259.961596		\$28.249520
6	\$2,253.715202	\$28.171440		\$2,287.520930		\$28.594012				\$2,321.833744	\$29.022922		\$2,356.661250		\$29.458266	
5	\$2,344.699045	\$29.308738		\$2,379.869531		\$29.748369				\$2,415.567574	\$30.194595		\$2,451.801088		\$30.647514	
MAINTENANCE WORKER - COLLECTION SYSTEMS	1537															
1		\$2,361.105889	\$29.513824		\$2,396.522477		\$29.956531				\$2,432.470314		\$30.405879	\$2,468.957369		\$30.861967
MAINTENANCE WORKER - FLEET	1535															
1		\$2,250.732029	\$28.134150		\$2,284.493009		\$28.556163				\$2,318.760404		\$28.984505	\$2,353.541810		\$29.419273
2		\$2,320.834366	\$29.010430		\$2,355.646881		\$29.445586				\$2,390.981584		\$29.887270	\$2,426.846308		\$30.335579
3		\$2,390.936593	\$29.886707		\$2,426.800642		\$30.335008				\$2,463.202652		\$30.790033	\$2,500.150692		\$31.251884
4	\$2,465.513672	\$30.818921		\$2,502.496377		\$31.281205				\$2,540.033823		\$31.750423	\$2,578.134330		\$32.226679	
MAINTENANCE WORKER - GENERAL	1548															
1		\$1,970.322690	\$24.629034		\$1,999.877530		\$24.998469				\$2,029.875693		\$25.373446	\$2,060.323828		\$25.754048
MAINTENANCE WORKER - SHOP - STREETS AND TRANSPORTATION	1574															
1		\$1,758.524243	\$21.981553		\$1,784.902107		\$22.311276				\$1,811.675639		\$22.645945	\$1,838.850774		\$22.985635
2		\$1,848.016570	\$23.100207		\$1,875.736819		\$23.446710				\$1,903.872871		\$23.798411	\$1,932.430964		\$24.155387
3		\$1,918.118903	\$23.976486		\$1,946.890687		\$24.336134				\$1,976.094047		\$24.701176	\$2,005.735458		\$25.071693
4		\$1,989.712680	\$24.871409		\$2,019.558370		\$25.244480				\$2,049.851746		\$25.623147	\$2,080.599522		\$26.007494
5		\$2,070.255834	\$25.878198		\$2,101.309672		\$26.266371				\$2,132.829317		\$26.660366	\$2,164.821757		\$27.060272
6	\$2,161.239600	\$27.015495		\$2,193.658194		\$27.420727				\$2,226.563067		\$27.832038	\$2,259.961513		\$28.249519	
MAINTENANCE WORKER - SKILLED "A"	1549															
1		\$2,040.425128	\$25.505314		\$2,071.031505		\$25.887894				\$2,102.096978		\$26.276212	\$2,133.628433		\$26.670355
MAINTENANCE WORKER - SKILLED "A"-SEWER	1580															
1		\$2,040.425046	\$25.505313		\$2,071.031422		\$25.887893				\$2,102.096893		\$26.276211	\$2,133.628346		\$26.670354

SIX DIGIT - CUPE SALARY SCHEDULE - 2021 TO 2025
 REVISED MAY 12, 2025 WITH SPECIAL WAGE ADJUSTMENTS

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	\$2,154.140832		\$26.926760	\$2,190.761226		\$27.384515	\$2,212.668838		\$27.658360	\$2,245.858871		\$28.073236			
MAINTENANCE WORKER-SKILLED "B"-GRADE 1 1	1550	\$2,154.140832		\$26.926760	\$2,190.761226		\$27.384515	\$2,212.668838		\$27.658360	\$2,245.858871		\$28.073236			
MAINTENANCE WORKER-SKILLED "B"-GRADE 2 1 - With Provincial Certification	1551	\$2,311.987311		\$28.899841	\$2,351.291095		\$29.391139	\$2,374.804006		\$29.685050	\$2,410.426066		\$30.130326			
MAINTENANCE WORKER-SKILLED "C"-GRADE 1 1 - With Provincial Certification	1552	\$2,432.693508		\$30.408669	\$2,474.049298		\$30.925616	\$2,498.789791		\$31.234872	\$2,536.271638		\$31.703395			
MAINTENANCE WORKER-SKILLED "C"-GRADE 2 1 - With Provincial Certification	1553	\$2,543.082874		\$31.788536	\$2,586.315283		\$32.328941	\$2,612.178436		\$32.652230	\$2,651.361113		\$33.142014			
MECHANIC-GARAGE FIRST CLASS/MACHINIST** 1	1621	\$2,704.632051		\$33.807901	\$2,750.610796		\$34.382635	\$2,778.116904		\$34.726461	\$2,819.788658		\$35.247358	\$2,931.788658		\$36.647358
MECHANIC - HEATING 1 - With Gas Fitter "B" 2 - With Gas Fitter "A"	1627	\$2,539.395991 \$2,714.171926		\$31.742450 \$33.927149	\$2,582.565723 \$33.927149		\$32.282072 \$34.503911	\$2,608.391380 \$2,787.915977		\$32.604892 \$34.848950	\$2,647.517251 \$2,829.734717		\$33.093966 \$35.371684	\$2,735.517251 \$2,917.734717		\$34.193966 \$36.471684
MECHANIC - JOURNEY INDUSTRIAL 1	1631	\$2,752.554517		\$34.406931	\$2,799.347944		\$34.991849	\$2,827.341423		\$35.341768	\$2,869.751544		\$35.871894	\$2,901.751544		\$36.271894
MECHANIC - LEAD HEAVY DUTY EQUIPMENT** 1	1637	\$2,794.839111		\$34.935489	\$2,842.351376		\$35.529392	\$2,870.774890		\$35.884686	\$2,913.836513		\$36.422956	\$3,025.836513		\$37.822956
MECHANIC - LEADING JOURNEY INDUSTRIAL 1	1632	\$2,859.675377		\$35.745942	\$2,908.289858		\$36.353623	\$2,937.372757		\$36.717159	\$2,981.433348		\$37.267917	\$3,013.433348		\$37.667917
MECHANIC - LIGHT VEHICLE** 1	1635	\$2,472.603796		\$30.907547	\$2,514.638061		\$31.432976	\$2,539.784442		\$31.747306	\$2,577.881209		\$32.223515	\$2,689.881209		\$33.623515
MECHANIC - REFRIGERATION 1	1641	\$2,657.792502		\$33.222406	\$2,702.974975		\$33.787187	\$2,730.004725		\$34.125059	\$2,770.954796		\$34.636935	\$2,858.954796		\$35.736935
METER READER 1 2 3 4 5	1671	\$1,698.428155 \$1,782.997215 \$1,829.510071 \$1,899.984371 \$1,957.773274	\$24.263259 \$25.471389 \$26.135858 \$27.142634 \$27.968190		\$1,727.301434 \$1,813.308168 \$1,860.611742 \$1,932.284105 \$1,991.055420	\$24.675735 \$25.904402 \$26.580168 \$27.604059 \$28.443649		\$1,744.574448 \$1,831.441250 \$1,879.217859 \$1,951.606946 \$2,010.965974	\$24.922492 \$26.163446 \$26.845969 \$27.880099 \$28.728085		\$1,770.743065 \$1,858.912869 \$1,907.406127 \$1,980.881050 \$2,041.130464	\$25.296330 \$26.555898 \$27.248659 \$28.298301 \$29.159007				
METER READER - COMMERCIAL 1 2 3 4 5	1673	\$1,698.428155 \$1,782.997215 \$1,829.510071 \$1,899.984371 \$1,957.773274	\$24.263259 \$25.471389 \$26.135858 \$27.142634 \$27.968190		\$1,727.301434 \$1,813.308168 \$1,860.611742 \$1,932.284105 \$1,991.055420	\$24.675735 \$25.904402 \$26.580168 \$27.604059 \$28.443649		\$1,744.574448 \$1,831.441250 \$1,879.217859 \$1,951.606946 \$2,010.965974	\$24.922492 \$26.163446 \$26.845969 \$27.880099 \$28.728085		\$1,770.743065 \$1,858.912869 \$1,907.406127 \$1,980.881050 \$2,041.130464	\$25.296330 \$26.555898 \$27.248659 \$28.298301 \$29.159007				
NURSE - OCCUPATIONAL HEALTH 1 2 3 4 5 6	1676	\$2,892.058826 \$2,993.280885 \$3,098.045715 \$3,206.474931 \$3,318.701555 \$3,434.856109	\$41.315126 \$42.761156 \$44.257796 \$45.806785 \$47.410022 \$49.069373		\$2,941.223826 \$3,044.166660 \$3,150.712492 \$3,260.985005 \$3,375.119481 \$3,493.248663	\$42.017483 \$43.488095 \$45.010178 \$46.585500 \$48.215993 \$49.903552		\$2,970.636064 \$3,074.608327 \$3,182.219617 \$3,293.594855 \$3,408.870676 \$3,528.181150	\$42.437658 \$43.922976 \$45.460280 \$47.051355 \$48.698153 \$50.402588		\$3,015.195605 \$3,120.727452 \$3,229.952911 \$3,342.998778 \$3,460.003736 \$3,581.103867	\$43.074223 \$44.581821 \$46.142184 \$47.757125 \$49.428625 \$51.158627				
OCCUPATIONAL THERAPIST 1 2 3 4 5 6	1679	\$2,405.986519 \$2,513.108457 \$2,607.543689 \$2,721.712486 \$2,844.334977 \$2,915.056829	\$34.371236 \$35.901549 \$37.250624 \$38.881607 \$40.633357 \$41.643669		\$2,446.888290 \$2,555.831301 \$2,651.871932 \$2,767.981598 \$2,892.688672 \$2,964.612795	\$34.955547 \$36.511876 \$37.883885 \$39.542594 \$41.324124 \$42.351611		\$2,471.357173 \$2,581.389614 \$2,678.390651 \$2,795.661414 \$2,921.615559 \$2,994.258923	\$35.305102 \$36.876994 \$38.262724 \$39.938020 \$41.737365 \$42.775127		\$2,508.427531 \$2,620.110458 \$2,718.566511 \$2,837.596335 \$2,965.439792 \$3,039.172807	\$35.834679 \$37.430149 \$38.836664 \$40.537091 \$42.363426 \$43.416754				
OFFICER 1 - REAL ESTATE 1 2 3 4 5	1831	\$1,658.962507 \$1,743.531654 \$1,835.148180 \$1,947.906841 \$2,071.941463	\$23.699464 \$24.907595 \$26.216403 \$27.827241 \$29.599164		\$1,687.164870 \$1,773.171692 \$1,866.345699 \$1,981.021257 \$2,107.164468	\$24.102355 \$25.331024 \$26.662081 \$28.300304 \$30.102350		\$1,704.036519 \$1,790.903409 \$1,885.009156 \$2,000.831470 \$2,128.236113	\$24.343379 \$25.584334 \$26.928702 \$28.583307 \$30.403373		\$1,729.597067 \$1,817.766960 \$1,913.284293 \$2,030.843942 \$2,160.159655	\$24.708530 \$25.968099 \$27.332633 \$29.012056 \$30.859424				
OFFICER 2 - REAL ESTATE 1 2 3 4	1832	\$2,071.941463 \$2,194.566556 \$2,318.601091 \$2,446.864124	\$29.599164 \$31.350951 \$33.122873 \$34.955202		\$2,107.164468 \$2,231.874187 \$2,358.017310 \$2,488.460814	\$30.102350 \$31.883917 \$33.685962 \$35.549440		\$2,128.236113 \$2,254.192929 \$2,381.597483 \$2,513.345422	\$30.403373 \$32.202756 \$34.022821 \$35.904935		\$2,160.159655 \$2,288.005823 \$2,417.321445 \$2,551.045603	\$30.859424 \$32.685797 \$34.533164 \$36.443509				

SIX DIGIT - CUPE SALARY SCHEDULE - 2021 TO 2025
 REVISED MAY 12, 2025 WITH SPECIAL WAGE ADJUSTMENTS

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 DATE 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	\$2,279.546754		\$28.494334	\$2,313.739955		\$28.921749				\$2,348.446054		\$29.355576	\$2,383.672745		\$29.795909	
MAINTENANCE WORKER-SKILLED "B"-GRADE 1 1	1550	\$2,279.546754		\$28.494334	\$2,313.739955		\$28.921749				\$2,348.446054		\$29.355576	\$2,383.672745		\$29.795909	
MAINTENANCE WORKER-SKILLED "B"-GRADE 2 1 - With Provincial Certification	1551	\$2,446.582457		\$30.582281	\$2,483.281194		\$31.041015				\$2,520.530412		\$31.506630	\$2,558.338368		\$31.979230	
MAINTENANCE WORKER-SKILLED "C"-GRADE 1 1 - With Provincial Certification	1552	\$2,574.315713		\$32.178946	\$2,612.930449		\$32.661631				\$2,652.124406		\$33.151555	\$2,691.906272		\$33.648828	
MAINTENANCE WORKER-SKILLED "C"-GRADE 2 1 - With Provincial Certification	1553	\$2,691.131530		\$33.639144	\$2,731.498503		\$34.143731				\$2,772.470981		\$34.655887	\$2,814.058046		\$35.175726	
MECHANIC-GARAGE FIRST CLASS/MACHINIST** 1	1621	\$2,975.765488		\$37.197069	\$3,020.401970		\$37.755025				\$3,105.708000		\$38.821350	\$3,192.293620		\$39.903670	
MECHANIC - HEATING 1 1 - With Gas Fitter "B" 2 - With Gas Fitter "A"	1627	\$2,776.550010 \$2,961.500738		\$34.706875 \$37.018759	\$2,818.198260 \$3,005.923249		\$35.227478 \$37.574041				\$2,860.471234 \$3,051.012098		\$35.755890 \$38.137651	\$2,903.378303 \$3,096.777279		\$36.292229 \$38.709716	
MECHANIC - JOURNEY INDUSTRIAL 1	1631	\$2,945.277817		\$36.815973	\$2,989.456984		\$37.368212				\$3,034.298839		\$37.928735	\$3,079.813322		\$38.497667	
MECHANIC - LEAD HEAVY DUTY EQUIPMENT** 1	1637	\$3,071.224061		\$38.390301	\$3,117.292422		\$38.966155				\$3,204.051808		\$40.050648	\$3,292.112585		\$41.151407	
MECHANIC - LEADING JOURNEY INDUSTRIAL 1	1632	\$3,058.634848		\$38.232936	\$3,104.514371		\$38.806430				\$3,151.082087		\$39.388526	\$3,198.348318		\$39.979354	
MECHANIC - LIGHT VEHICLE** 1	1635	\$2,730.229427		\$34.127868	\$2,771.182868		\$34.639786				\$2,852.750611		\$35.659383	\$2,935.541870		\$36.694273	
MECHANIC - REFRIGERATION 1	1641	\$2,901.839118		\$36.272989	\$2,945.366705		\$36.817084				\$2,989.547206		\$37.369340	\$3,034.390414		\$37.929880	
METER READER 1 2 3 4 5	1671	\$1,797.304211 \$1,886.796562 \$1,936.017219 \$2,010.594266 \$2,071.747421	\$25.675774 \$26.954237 \$27.657389 \$28.722775 \$29.596392		\$1,824.263774 \$1,915.098510 \$1,965.057477 \$2,040.753180 \$2,102.823632	\$26.060911 \$27.358550 \$28.072250 \$29.153617 \$30.040338					\$1,851.627731 \$1,943.824988 \$1,994.533339 \$2,071.364478 \$2,134.365986	\$26.451825 \$27.768928 \$28.493333 \$29.590921 \$30.490943		\$1,879.402147 \$1,972.982363 \$2,024.451339 \$2,102.434945 \$2,166.381476	\$26.848602 \$28.185462 \$28.920733 \$30.034785 \$30.948307		
METER READER - COMMERCIAL 1 2 3 4 5	1673	\$1,797.304211 \$1,886.796562 \$1,936.017219 \$2,010.594266 \$2,071.747421	\$25.675774 \$26.954237 \$27.657389 \$28.722775 \$29.596392		\$1,824.263774 \$1,915.098510 \$1,965.057477 \$2,040.753180 \$2,102.823632	\$26.060911 \$27.358550 \$28.072250 \$29.153617 \$30.040338					\$1,851.627731 \$1,943.824988 \$1,994.533339 \$2,071.364478 \$2,134.365986	\$26.451825 \$27.768928 \$28.493333 \$29.590921 \$30.490943		\$1,879.402147 \$1,972.982363 \$2,024.451339 \$2,102.434945 \$2,166.381476	\$26.848602 \$28.185462 \$28.920733 \$30.034785 \$30.948307		
NURSE - OCCUPATIONAL HEALTH 1 2 3 4 5 6	1676	\$3,060.423539 \$3,167.538364 \$3,278.402205 \$3,393.143760 \$3,511.903792 \$3,634.820425	\$43.720336 \$45.250548 \$46.834317 \$48.473482 \$50.170054 \$51.926006		\$3,106.329892 \$3,215.051439 \$3,327.578238 \$3,444.040916 \$3,564.582349 \$3,689.342731	\$44.376141 \$45.929306 \$47.536832 \$49.200585 \$50.922605 \$52.704896					\$3,152.924840 \$3,263.277211 \$3,377.491912 \$3,495.701530 \$3,618.051084 \$3,744.682872	\$45.041783 \$46.618246 \$48.249884 \$49.938593 \$51.686444 \$53.495470		\$3,200.218713 \$3,312.226369 \$3,428.154291 \$3,548.137053 \$3,672.321850 \$3,800.853115	\$45.717410 \$47.317520 \$48.973633 \$50.687672 \$52.461741 \$54.297902		
OCCUPATIONAL THERAPIST 1 2 3 4 5 6	1679	\$2,546.053944 \$2,659.412115 \$2,759.345009 \$2,880.160280 \$3,009.921389 \$3,084.760399	\$36.372199 \$37.991602 \$39.419214 \$41.145147 \$42.998877 \$44.068006		\$2,584.244753 \$2,699.303297 \$2,800.735184 \$2,923.362684 \$3,055.070210 \$3,131.031805	\$36.917782 \$38.561476 \$40.010503 \$41.762324 \$43.643860 \$44.729026					\$2,623.008424 \$2,739.792846 \$2,842.746212 \$2,967.213124 \$3,100.896263 \$3,177.997282	\$37.471549 \$39.139898 \$40.610660 \$42.388759 \$44.298518 \$45.399961		\$2,662.353550 \$2,780.889739 \$2,885.387405 \$3,011.721321 \$3,147.409707 \$3,225.667241	\$38.033622 \$39.726996 \$41.219820 \$43.024590 \$44.962996 \$46.080961		
OFFICER 1 - REAL ESTATE 1 2 3 4 5	1831	\$1,755.541023 \$1,845.033464 \$1,941.983557 \$2,061.306601 \$2,192.562050	\$25.079157 \$26.357621 \$27.742622 \$29.447237 \$31.322315		\$1,781.874138 \$1,872.708966 \$1,971.113310 \$2,092.226200 \$2,225.450481	\$25.455345 \$26.752985 \$28.158762 \$29.888946 \$31.792150					\$1,808.602250 \$1,900.799600 \$2,000.680010 \$2,123.609593 \$2,258.832238	\$25.837175 \$27.154280 \$28.581143 \$30.337280 \$32.269032		\$1,835.731284 \$1,929.311594 \$2,030.690210 \$2,155.463737 \$2,292.714722	\$26.224733 \$27.561594 \$29.009860 \$30.792339 \$32.753067		
OFFICER 2 - REAL ESTATE 1 2 3 4	1832	\$2,192.562050 \$2,322.325910 \$2,453.581267 \$2,589.311287	\$31.322315 \$33.176084 \$35.051161 \$36.990161		\$2,225.450481 \$2,357.160799 \$2,490.384986 \$2,628.150956	\$31.792150 \$33.673726 \$35.576928 \$37.545014					\$2,258.832238 \$2,392.518211 \$2,527.740761 \$2,667.573220	\$32.269032 \$34.178832 \$36.110582 \$38.108189		\$2,292.714722 \$2,428.405984 \$2,565.656872 \$2,707.586818	\$32.753067 \$34.691514 \$36.652241 \$38.679812		

SIX DIGIT - CUPE SALARY SCHEDULE - 2021 TO 2025
 REVISED MAY 12, 2025 WITH SPECIAL WAGE ADJUSTMENTS

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		\$2,446.864124	\$34.955202		\$2,488.460814	\$35.549440		\$2,513.345422	\$35.904935		\$2,551.045603	\$36.443509				
2		\$2,527.204774	\$36.102925		\$2,570.167255	\$36.716675		\$2,595.868928	\$37.083842		\$2,634.806962	\$37.640099				
3		\$2,617.411601	\$37.391594		\$2,661.907598	\$38.027251		\$2,688.526674	\$38.407524		\$2,728.854574	\$38.983637				
4		\$2,707.618681	\$38.680267		\$2,753.648199	\$39.337831		\$2,781.184681	\$39.731210		\$2,822.902451	\$40.327178				
OFFICER - ANIMAL SERVICE 1	1780															
1		\$1,918.307600		\$23.978845	\$1,950.918829		\$24.386485	\$1,970.428017		\$24.630350	\$1,999.984437		\$24.999805			
2		\$2,014.152562		\$25.176907	\$2,048.393156		\$25.604914	\$2,068.877088		\$25.860964	\$2,099.910244		\$26.248878			
3	\$2,093.083634		\$26.163545	\$2,128.666056		\$26.608326	\$2,149.952717		\$26.874409	\$2,182.202008		\$27.277525				
OFFICER - ANIMAL SERVICE 2	1781															
1	\$2,167.786436		\$27.097330	\$2,204.638805		\$27.557985	\$2,226.685193		\$27.833565	\$2,260.085471		\$28.251068				
OFFICER - BICYCLE RECOVERY	1790															
1	\$2,067.712964	\$29.538757		\$2,102.864084	\$30.040915		\$2,123.892725	\$30.341325		\$2,155.751116	\$30.796445					
OFFICER - BYLAW ENFORCEMENT	1795															
1		\$1,981.301389	\$28.304306		\$2,014.983513	\$28.785479		\$2,035.133348	\$29.073334		\$2,065.660348	\$29.509434				
2		\$2,063.855613	\$29.483652		\$2,098.941158	\$29.984874		\$2,119.930570	\$30.284722		\$2,151.729529	\$30.738993				
3		\$2,149.849597	\$30.712137		\$2,186.397040	\$31.234243		\$2,208.261010	\$31.546586		\$2,241.384925	\$32.019785				
4		\$2,226.268845	\$31.803841		\$2,264.115415	\$32.344506		\$2,286.756569	\$32.667951		\$2,321.057918	\$33.157970				
5		\$2,302.972634	\$32.899609		\$2,342.123169	\$33.458902		\$2,365.544401	\$33.793491		\$2,401.027567	\$34.300394				
6	\$2,362.295148	\$33.747074		\$2,402.454166	\$34.320774		\$2,426.478708	\$34.663982		\$2,462.875889	\$35.183941					
OFFICER - PROJECTS 1	1818															
1		\$2,104.359471	\$30.062278		\$2,140.133582	\$30.573337		\$2,161.534918	\$30.879070		\$2,193.957942	\$31.342256				
2		\$2,208.661314	\$31.552304		\$2,246.208556	\$32.088694		\$2,268.670642	\$32.409581		\$2,302.700702	\$32.895724				
3		\$2,308.734658	\$32.981924		\$2,347.983147	\$33.542616		\$2,371.462978	\$33.878043		\$2,407.034923	\$34.386213				
4		\$2,421.493404	\$34.592763		\$2,462.658792	\$35.180840		\$2,487.285380	\$35.532648		\$2,524.594661	\$36.065638				
5		\$2,537.071121	\$36.243873		\$2,580.201330	\$36.860019		\$2,606.003343	\$37.228619		\$2,645.093393	\$37.787048				
6	\$2,656.877248	\$37.955389		\$2,702.044161	\$38.600631		\$2,729.064603	\$38.986637		\$2,770.000572	\$39.571437					
OFFICER - ZONING DEVELOPMENT	681															
1		\$2,181.881240	\$31.169732		\$2,218.973221	\$31.699617		\$2,241.162953	\$32.016614		\$2,274.780397	\$32.496863				
2		\$2,341.152842	\$33.445041		\$2,380.952440	\$34.013606		\$2,404.761964	\$34.353742		\$2,440.833393	\$34.869048				
3		\$2,405.989120	\$34.371273		\$2,446.890935	\$34.955585		\$2,471.359844	\$35.305141		\$2,508.430242	\$35.834718				
4		\$2,527.204774	\$36.102925		\$2,570.167255	\$36.716675		\$2,595.868928	\$37.083842		\$2,634.806962	\$37.640099				
5		\$2,641.372876	\$37.733898		\$2,686.276215	\$38.375375		\$2,713.138977	\$38.759128		\$2,753.836062	\$39.340515				
6	\$2,754.131709	\$39.344739		\$2,800.951948	\$40.013599		\$2,828.961467	\$40.413735		\$2,871.395889	\$41.019941					
ENFORCEMENT SERVICES OFFICER-IN-TRAINING	1817															
1		\$1,788.635152	\$25.551931		\$1,819.041950	\$25.986314		\$1,837.232370	\$26.246177		\$1,864.790856	\$26.639869				
2		\$1,878.842065	\$26.840601		\$1,910.782380	\$27.296891		\$1,929.890204	\$27.569860		\$1,958.838557	\$27.983408				
3		\$1,956.363745	\$27.948054		\$1,989.621929	\$28.423170		\$2,009.518148	\$28.707402		\$2,039.660920	\$29.138013				
4		\$2,039.523193	\$29.136046		\$2,074.195087	\$29.631358		\$2,094.937038	\$29.927672		\$2,126.361094	\$30.376587				
5		\$2,128.320836	\$30.404583		\$2,164.502290	\$30.921461		\$2,186.147313	\$31.230676		\$2,218.939523	\$31.699136				
6	\$2,211.480281	\$31.592575		\$2,249.075446	\$32.129649		\$2,271.566200	\$32.450946		\$2,305.639693	\$32.937710					
OPERATOR - COMMUNICATIONS LEAD	1896			42 Hours			42 Hours			42 Hours		42 Hours				
1	\$3,271.012794		\$38.940629	\$3,326.620011		\$39.602619	\$3,359.886211		\$39.998645	\$3,410.284504		\$40.598625				
In accordance with Supplementary Agreement: Communications salary rates paid may be higher than shown.																
OPERATOR - COMPUTER	1857															
1		\$1,657.553064	\$23.679329		\$1,685.731466	\$24.081878		\$1,702.588781	\$24.322697		\$1,728.127613	\$24.687537				
2		\$1,742.122213	\$24.887460		\$1,771.738291	\$25.310547		\$1,789.455674	\$25.563652		\$1,816.297509	\$25.947107				
3		\$1,792.863562	\$25.612337		\$1,823.342243	\$26.047746		\$1,841.575665	\$26.308224		\$1,869.199300	\$26.702847				
4		\$1,912.669774	\$27.323854		\$1,945.185160	\$27.788359		\$1,964.637012	\$28.066243		\$1,994.106567	\$28.487237				
5		\$2,005.695742	\$28.652796		\$2,039.792570	\$29.139894		\$2,060.190496	\$29.431293		\$2,091.093353	\$29.872762				
6	\$2,109.997410	\$30.142820		\$2,145.867366	\$30.655248		\$2,167.326040	\$30.961801		\$2,199.835931	\$31.426228					
OPERATOR - COMPUTER SENIOR	1950															
1		\$1,907.031837	\$27.243312		\$1,939.451378	\$27.706448		\$1,958.845892	\$27.983513		\$1,988.228580	\$28.403265				
2		\$2,007.105268	\$28.672932		\$2,041.226058	\$29.160372		\$2,061.638319	\$29.451976		\$2,092.562894	\$29.893756				
3		\$2,094.493125	\$29.921330		\$2,130.099508	\$30.429993		\$2,151.400503	\$30.734293		\$2,183.671511	\$31.195307				
4		\$2,200.204409	\$31.431492		\$2,237.607884	\$31.965827		\$2,259.983963	\$32.285485		\$2,293.883722	\$32.769767				
5	\$2,308.734658	\$32.981924		\$2,347.983147	\$33.542616		\$2,371.462978	\$33.878043		\$2,407.034923	\$34.386213					
OPERATOR - CONTROL	1905															
1	\$2,324.238992		\$29.052987	\$2,363.751055		\$29.546888	\$2,387.388566		\$29.842357	\$2,423.199394		\$30.289992				
OPERATOR - EQUIPMENT 2 - EMERGENCY SERVICES	1886															
1	\$1,962.987615		\$24.537345	\$1,996.358404		\$24.954480	\$2,016.321988		\$25.204025	\$2,046.566818		\$25.582085				

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 DATE 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		\$2,589.311287	\$36.990161		\$2,628.150956	\$37.545014					\$2,667.573220	\$38.108189		\$2,707.586818	\$38.679812	
2		\$2,674.329066	\$38.204701		\$2,714.444002	\$38.777771					\$2,755.160662	\$39.359438		\$2,796.488072	\$39.949830	
3		\$2,769.787393	\$39.568391		\$2,811.334204	\$40.161917					\$2,853.504217	\$40.764346		\$2,896.306780	\$41.375811	
4		\$2,865.245988	\$40.932086		\$2,908.224678	\$41.546067					\$2,951.848048	\$42.169258		\$2,996.125769	\$42.801797	
OFFICER - ANIMAL SERVICE 1	1780															
1		\$2,029.984204		\$25.374803	\$2,060.433967		\$25.755425				\$2,091.340477		\$26.141756	\$2,122.710584		\$26.533882
2		\$2,131.408898		\$26.642611	\$2,163.380031		\$27.042250				\$2,195.830731		\$27.447884	\$2,228.768192		\$27.859602
3		\$2,214.935038		\$27.686688	\$2,248.159064		\$28.101988				\$2,281.881450		\$28.523518	\$2,316.109672		\$28.951371
OFFICER - ANIMAL SERVICE 2	1781															
1		\$2,293.986753		\$28.674834	\$2,328.396554		\$29.104957				\$2,363.322502		\$29.541531	\$2,398.772340		\$29.984654
OFFICER - BICYCLE RECOVERY	1790															
1		\$2,188.087383	\$31.258391		\$2,220.908694	\$31.727267					\$2,254.222324	\$32.203176		\$2,288.035659	\$32.686224	
OFFICER - BYLAW ENFORCEMENT	1795															
1		\$2,096.645253	\$29.952075		\$2,128.094932	\$30.401356					\$2,160.016356	\$30.857377		\$2,192.416601	\$31.320237	
2		\$2,184.005472	\$31.200078		\$2,216.765554	\$31.668079					\$2,250.017037	\$32.143101		\$2,283.767293	\$32.625247	
3		\$2,275.005699	\$32.500081		\$2,309.130784	\$32.987583					\$2,343.767746	\$33.482396		\$2,378.924262	\$33.984632	
4		\$2,355.873787	\$33.655340		\$2,391.211894	\$34.160170					\$2,427.080072	\$34.672572		\$2,463.486273	\$35.192661	
5		\$2,437.042981	\$34.814900		\$2,473.598626	\$35.337123					\$2,510.702605	\$35.867180		\$2,548.363144	\$36.405188	
6		\$2,499.819027	\$35.711700		\$2,537.316312	\$36.247376					\$2,575.376057	\$36.791087		\$2,614.006698	\$37.342953	
OFFICER - PROJECTS 1	1818															
1		\$2,226.867311	\$31.812390		\$2,260.270321	\$32.289576					\$2,294.174376	\$32.773920		\$2,328.586992	\$33.265528	
2		\$2,337.241213	\$33.389160		\$2,372.299831	\$33.889998					\$2,407.884328	\$34.398348		\$2,444.002593	\$34.914323	
3		\$2,443.140447	\$34.902006		\$2,479.787554	\$35.425536					\$2,516.984367	\$35.956920		\$2,554.739133	\$36.496273	
4		\$2,562.463581	\$36.606623		\$2,600.900535	\$37.155722					\$2,639.914043	\$37.713058		\$2,679.512754	\$38.278754	
5		\$2,684.769794	\$38.353854		\$2,725.041341	\$38.929162					\$2,765.916961	\$39.513099		\$2,807.405715	\$40.105796	
6		\$2,811.550581	\$40.165008		\$2,853.723840	\$40.767483					\$2,896.529698	\$41.378996		\$2,939.977643	\$41.999681	
OFFICER - ZONING DEVELOPMENT	681															
1		\$2,308.902103	\$32.984316		\$2,343.535635	\$33.479081					\$2,378.688670	\$33.981267		\$2,414.369000	\$34.490986	
2		\$2,477.445894	\$35.392084		\$2,514.607582	\$35.922965					\$2,552.326696	\$36.461810		\$2,590.611596	\$37.008737	
3		\$2,546.056696	\$36.372239		\$2,584.247546	\$36.917822					\$2,623.011259	\$37.471589		\$2,662.356428	\$38.033663	
4		\$2,674.329066	\$38.204701		\$2,714.444002	\$38.777771					\$2,755.160662	\$39.359438		\$2,796.488072	\$39.949830	
5		\$2,795.143603	\$39.930623		\$2,837.070757	\$40.529582					\$2,879.626818	\$41.137526		\$2,922.821220	\$41.754589	
6		\$2,914.466827	\$41.635240		\$2,958.183829	\$42.259769					\$3,002.556586	\$42.893666		\$3,047.594935	\$43.537071	
ENFORCEMENT SERVICES OFFICER-IN-TRAINING	1817															
1		\$1,892.762719	\$27.039467		\$1,921.154160	\$27.445059					\$1,949.971472	\$27.856735		\$1,979.221044	\$28.274586	
2		\$1,988.221135	\$28.403159		\$2,018.044452	\$28.829206					\$2,048.315119	\$29.261645		\$2,079.039846	\$29.700569	
3		\$2,070.255834	\$29.575083		\$2,101.309672	\$30.018710					\$2,132.829317	\$30.468990		\$2,164.821757	\$30.926025	
4		\$2,158.256510	\$30.832236		\$2,190.630358	\$31.294719					\$2,223.489813	\$31.764140		\$2,256.842160	\$32.240602	
5		\$2,252.223616	\$32.174623		\$2,286.006970	\$32.657242					\$2,320.297075	\$33.147101		\$2,355.101531	\$33.644308	
6		\$2,340.224288	\$33.431776		\$2,375.327652	\$33.933252					\$2,410.957567	\$34.442251		\$2,447.121931	\$34.958885	
OPERATOR - COMMUNICATIONS LEAD	1896			42 Hours			42 Hours						42 Hours			42 Hours
1		\$3,461.438772		\$41.207604	\$3,513.360354		\$41.825719				\$3,566.060759		\$42.453104	\$3,619.551670		\$43.089901
In accordance with Supplementary Agreement: Communications salary rates paid may be higher than shown.																
OPERATOR - COMPUTER	1857															
1		\$1,754.049527	\$25.057850		\$1,780.360270	\$25.433718					\$1,807.065674	\$25.815224		\$1,834.171659	\$26.202452	
2		\$1,843.541972	\$26.336314		\$1,871.195102	\$26.731359					\$1,899.263029	\$27.132329		\$1,927.751974	\$27.539314	
3		\$1,897.237290	\$27.103390		\$1,925.695849	\$27.509941					\$1,954.581287	\$27.922590		\$1,983.900006	\$28.341429	
4		\$2,024.018166	\$28.914545		\$2,054.378438	\$29.348263					\$2,085.194115	\$29.788487		\$2,116.472027	\$30.235315	
5		\$2,122.459753	\$30.320854		\$2,154.296649	\$30.775666					\$2,186.611099	\$31.237301		\$2,219.410265	\$31.705861	
6		\$2,232.833470	\$31.897621		\$2,266.325972	\$32.376085					\$2,300.320862	\$32.861727		\$2,334.825675	\$33.354653	
OPERATOR - COMPUTER SENIOR	1950															
1		\$2,018.052009	\$28.829314		\$2,048.322789	\$29.261754					\$2,079.047631	\$29.700680		\$2,110.233345	\$30.146191	
2		\$2,123.951337	\$30.342162		\$2,155.810607	\$30.797294					\$2,188.147766	\$31.259254		\$2,220.969982	\$31.728143	
3		\$2,216.426584	\$31.663237		\$2,249.672983	\$32.138185					\$2,283.418078	\$32.620258		\$2,317.669349	\$33.109562	
4		\$2,328.291978	\$33.261314		\$2,363.216358	\$33.760234					\$2,398.664603	\$34.266637		\$2,434.644572	\$34.780637	
5		\$2,443.140447	\$34.902006		\$2,479.787554	\$35.425536					\$2,516.984367	\$35.956920		\$2,554.739133	\$36.496273	
OPERATOR - CONTROL	1905															
1		\$2,459.547385		\$30.744342	\$2,496.440596		\$31.205507				\$2,533.887205		\$31.673590	\$2,571.895513		\$32.148694
OPERATOR - EQUIPMENT 2 - EMERGENCY SERVICES	1886															
1		\$2,077.265320	\$25.965817		\$2,108.424300	\$26.355304					\$2,140.050665	\$26.750633		\$2,172.151425	\$27.151893	

SIX DIGIT - CUPE SALARY SCHEDULE - 2021 TO 2025
 REVISED MAY 12, 2025 WITH SPECIAL WAGE ADJUSTMENTS

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	\$1,861.928276		\$23.274103	\$1,893.581057		\$23.669763	\$1,912.516868		\$23.906461	\$1,941.204621		\$24.265058			
OPERATOR - EQUIPMENT GRADE 2 1	1882	\$1,962.987530		\$24.537344	\$1,996.358318		\$24.954479	\$2,016.321901		\$25.204024	\$2,046.566730		\$25.582084			
OPERATOR - EQUIPMENT GRADE 3 1	1883	\$2,040.509278		\$25.506366	\$2,075.197936		\$25.939974	\$2,095.949915		\$26.199374	\$2,127.389164		\$26.592365			
OPERATOR - EQUIPMENT 3 - AUTOMATED 1	1887	\$2,005.695618		\$25.071195	\$2,039.792444		\$25.497406	\$2,060.190368		\$25.752380	\$2,091.093224		\$26.138665			
OPERATOR - EQUIPMENT GRADE 4 1	1884	\$2,167.362628		\$27.092033	\$2,204.207793		\$27.552597	\$2,226.249871		\$27.828123	\$2,259.643619		\$28.245545			
OPERATOR - EQUIPMENT GRADE 5 1	1885	\$2,247.703296		\$28.096291	\$2,285.914252		\$28.573928	\$2,308.773395		\$28.859667	\$2,343.404996		\$29.292562			
OPERATOR - FLOOD PUMPING STATION 1	1898	\$1,956.363745		\$24.454547	\$1,989.621929		\$24.870274	\$2,009.518148		\$25.118977	\$2,039.660920		\$25.495762			
OPERATOR - NETWORK 1	1923	\$1,988.781930	\$28.411170		\$2,022.591223	\$28.894160		\$2,042.817135	\$29.183102		\$2,073.459392	\$29.620848		\$2,093.459392	\$29.620848	
2		\$2,087.445747	\$29.820654		\$2,122.932325	\$30.327605		\$2,144.161648	\$30.630881		\$2,176.324073	\$31.090344		\$2,208.459392	\$31.090344	
3		\$2,193.157028	\$31.330815		\$2,230.440697	\$31.863439		\$2,252.745104	\$32.182073		\$2,286.536281	\$32.664804		\$2,320.664804	\$32.664804	
4		\$2,284.773467	\$32.639621		\$2,323.614616	\$33.194495		\$2,346.850762	\$33.526439		\$2,382.053523	\$34.029336		\$2,417.182073	\$34.029336	
5		\$2,382.027931	\$34.028970		\$2,422.522406	\$34.607463		\$2,446.747630	\$34.953538		\$2,483.448844	\$35.477841		\$2,519.620848	\$35.477841	
6		\$2,475.053810	\$35.357912		\$2,517.129725	\$35.958996		\$2,542.301022	\$36.318586		\$2,580.435537	\$36.863365		\$2,618.566730	\$36.863365	
OPERATOR - NETWORK 2 1	1924	\$2,379.208962	\$33.988699		\$2,419.655514	\$34.566507		\$2,443.852069	\$34.912172		\$2,480.509850	\$35.435855		\$2,519.620848	\$35.435855	
2		\$2,475.053810	\$35.357912		\$2,517.129725	\$35.958996		\$2,542.301022	\$36.318586		\$2,580.435537	\$36.863365		\$2,618.566730	\$36.863365	
3		\$2,610.364220	\$37.290917		\$2,654.740412	\$37.924863		\$2,681.287816	\$38.304112		\$2,721.507133	\$38.878673		\$2,759.643619	\$38.878673	
4		\$2,725.941935	\$38.942028		\$2,772.282948	\$39.604042		\$2,800.005777	\$40.000083		\$2,842.005864	\$40.600084		\$2,882.005864	\$40.600084	
5		\$2,851.385999	\$40.734086		\$2,899.859561	\$41.426565		\$2,928.858157	\$41.840831		\$2,972.791029	\$42.468443		\$3,019.620848	\$42.468443	
OPERATOR - PRINTING MACHINE - GRADE 1 1	1931	\$1,075.436248	\$15.363375		\$1,093.718664	\$15.624552		\$1,104.655851	\$15.780798		\$1,121.225689	\$16.017510		\$1,139.620848	\$16.017510	
2		\$1,128.996567	\$16.128522		\$1,148.189509	\$16.402707		\$1,159.671404	\$16.566734		\$1,177.066475	\$16.815235		\$1,195.461625	\$16.815235	
3		\$1,258.669128	\$17.980988		\$1,280.066503	\$18.286664		\$1,292.867168	\$18.469531		\$1,312.260176	\$18.746574		\$1,332.655326	\$18.746574	
4		\$1,393.979623	\$19.913995		\$1,417.677277	\$20.252533		\$1,431.854050	\$20.455058		\$1,453.331861	\$20.761884		\$1,475.815235	\$20.761884	
OPERATOR - PRINTING MACHINE - GRADE 2 1	1932	\$1,393.979623	\$19.913995		\$1,417.677277	\$20.252533		\$1,431.854050	\$20.455058		\$1,453.331861	\$20.761884		\$1,475.815235	\$20.761884	
2		\$1,516.604719	\$21.665782		\$1,542.386999	\$22.034100		\$1,557.810869	\$22.254441		\$1,581.178032	\$22.588258		\$1,606.566730	\$22.588258	
3		\$1,646.277191	\$23.518246		\$1,674.263903	\$23.918056		\$1,691.006542	\$24.157236		\$1,716.371640	\$24.519595		\$1,743.854050	\$24.519595	
OPERATOR - PRINTING MACHINE - GRADE 3 1	1933	\$1,601.173779	\$22.873911		\$1,628.393733	\$23.262768		\$1,644.677670	\$23.495395		\$1,669.347835	\$23.847826		\$1,695.461625	\$23.847826	
2		\$1,666.010059	\$23.800144		\$1,694.332230	\$24.204746		\$1,711.275552	\$24.446794		\$1,736.944685	\$24.813496		\$1,763.854050	\$24.813496	
3		\$1,746.350623	\$24.947866		\$1,776.038584	\$25.371980		\$1,793.798970	\$25.625700		\$1,820.705955	\$26.010085		\$1,849.620848	\$26.010085	
4		\$1,823.872132	\$26.055316		\$1,854.877958	\$26.498257		\$1,873.426738	\$26.763239		\$1,901.528139	\$27.164688		\$1,930.461625	\$27.164688	
5		\$1,907.031837	\$27.243312		\$1,939.451378	\$27.706448		\$1,958.845892	\$27.983513		\$1,988.228580	\$28.403265		\$2,018.566730	\$28.403265	
OPERATOR - PRINTING MACHINE - GRADE 4 1	1934	\$1,907.031837	\$27.243312		\$1,939.451378	\$27.706448		\$1,958.845892	\$27.983513		\$1,988.228580	\$28.403265		\$2,018.566730	\$28.403265	
2		\$2,008.514622	\$28.693066		\$2,042.659371	\$29.180848		\$2,063.085965	\$29.472657		\$2,094.032254	\$29.914746		\$2,126.519595	\$29.914746	
3		\$2,125.501779	\$30.364311		\$2,161.635309	\$30.880504		\$2,183.251662	\$31.189309		\$2,216.000437	\$31.657149		\$2,250.461625	\$31.657149	
OPERATOR - PUMPING STATION 1	1941	\$1,790.044754		\$22.375559	\$1,820.475515		\$22.755944	\$1,838.680270		\$22.983503	\$1,866.260474		\$23.328256			
2		\$1,880.251555		\$23.503144	\$1,912.215831		\$23.902698	\$1,931.337989		\$24.141725	\$1,960.308059		\$24.503851			
3		\$1,966.230180		\$24.577877	\$1,999.656093		\$24.995701	\$2,019.652654		\$25.245658	\$2,049.947444		\$25.624343			
4		\$2,042.342173		\$25.529277	\$2,077.061990		\$25.963275	\$2,097.832610		\$26.222908	\$2,129.300099		\$26.616251			
5		\$2,145.234488		\$26.815431	\$2,181.703474		\$27.271293	\$2,203.520509		\$27.544006	\$2,236.573317		\$27.957166			
6		\$2,366.523607		\$29.581545	\$2,406.754508		\$30.084431	\$2,430.822053		\$30.385276	\$2,467.284384		\$30.841055			
PAINTER ¹ 1	2031	\$2,607.051237		\$32.588140	\$2,651.371108		\$33.142139	\$2,677.884819		\$33.473560	\$2,718.053091		\$33.975664	\$2,750.053091		\$34.375664
PARK PATROL OFFICER 1	402	\$2,211.480244		\$27.643503	\$2,249.075408		\$28.113443	\$2,271.566162		\$28.394577	\$2,305.639654		\$28.820496			
2		\$2,298.868460		\$28.735856	\$2,337.949224		\$29.224365	\$2,361.328716		\$29.516609	\$2,396.748647		\$29.959358			
3		\$2,387.665867		\$29.845823	\$2,428.256187		\$30.353202	\$2,452.538749		\$30.656734	\$2,489.326830		\$31.116585			
4		\$2,476.463374		\$30.955792	\$2,518.563251		\$31.482041	\$2,543.748884		\$31.796861	\$2,581.905117		\$32.273814			

SIX DIGIT - CUPE SALARY SCHEDULE - 2021 TO 2025
 REVISED MAY 12, 2025 WITH SPECIAL WAGE ADJUSTMENTS

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 DATE 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	\$1,970.322690		\$24.629034	\$1,999.877530		\$24.998469				\$2,029.875693		\$25.373446	\$2,060.323828		\$25.754048
OPERATOR - EQUIPMENT GRADE 2 1	1882	\$2,077.265231		\$25.965815	\$2,108.424209		\$26.355303				\$2,140.050572		\$26.750632	\$2,172.151331		\$27.151892
OPERATOR - EQUIPMENT GRADE 3 1	1883	\$2,159.300001		\$26.991250	\$2,191.689501		\$27.396119				\$2,224.564844		\$27.807061	\$2,257.933317		\$28.224166
OPERATOR - EQUIPMENT 3 - AUTOMATED 1	1887	\$2,122.459622		\$26.530745	\$2,154.296516		\$26.928706				\$2,186.610964		\$27.332637	\$2,219.410128		\$27.742627
OPERATOR - EQUIPMENT GRADE 4 1	1884	\$2,293.538273		\$28.669228	\$2,327.941347		\$29.099267				\$2,362.860467		\$29.535756	\$2,398.303374		\$29.978792
OPERATOR - EQUIPMENT GRADE 5 1	1885	\$2,378.556071		\$29.731951	\$2,414.234412		\$30.177930				\$2,450.447928		\$30.630599	\$2,487.204647		\$31.090058
OPERATOR - FLOOD PUMPING STATION 1	1898	\$2,070.255834		\$25.878198	\$2,101.309672		\$26.266371				\$2,132.829317		\$26.660366	\$2,164.821757		\$27.060272
OPERATOR - NETWORK 1	1923	\$2,104.561283	\$30.065161		\$2,136.129702	\$30.516139					\$2,168.171648	\$30.973881		\$2,200.694223	\$31.438489	
2		\$2,208.968934	\$31.556699		\$2,242.103468	\$32.030050					\$2,275.735020	\$32.510500		\$2,309.871045	\$32.998158	
3		\$2,320.834325	\$33.154776		\$2,355.646840	\$33.652098					\$2,390.981543	\$34.156879		\$2,426.846266	\$34.669232	
4		\$2,417.784326	\$34.539776		\$2,454.051091	\$35.057873					\$2,490.861857	\$35.583741		\$2,528.224785	\$36.117497	
5		\$2,520.700577	\$36.010008		\$2,558.511086	\$36.550158					\$2,596.888752	\$37.098411		\$2,635.842083	\$37.654887	
6		\$2,619.142070	\$37.416315		\$2,658.429201	\$37.977560					\$2,698.305639	\$38.547223		\$2,738.780224	\$39.125432	
OPERATOR - NETWORK 2 1	1924	\$2,517.717498	\$35.967393		\$2,555.483260	\$36.506904					\$2,593.815509	\$37.054507		\$2,632.722742	\$37.610325	
2		\$2,619.142070	\$37.416315		\$2,658.429201	\$37.977560					\$2,698.305639	\$38.547223		\$2,738.780224	\$39.125432	
3		\$2,762.329740	\$39.461853		\$2,803.764686	\$40.053781					\$2,845.821156	\$40.654588		\$2,888.508473	\$41.264407	
4		\$2,884.635952	\$41.209085		\$2,927.905491	\$41.827221					\$2,971.824073	\$42.454630		\$3,016.401434	\$43.091449	
5		\$3,017.382894	\$43.105470		\$3,062.643637	\$43.752052					\$3,108.583292	\$44.408333		\$3,155.212041	\$45.074458	
OPERATOR - PRINTING MACHINE - GRADE 1 1	1931	\$1,138.044074	\$16.257772		\$1,155.114735	\$16.501639					\$1,172.441456	\$16.749164		\$1,190.028078	\$17.000401	
2		\$1,194.722472	\$17.067464		\$1,212.643309	\$17.323476					\$1,230.832959	\$17.583328		\$1,249.295453	\$17.847078	
3		\$1,331.944079	\$19.027773		\$1,351.923240	\$19.313189					\$1,372.202089	\$19.602887		\$1,392.785120	\$19.896930	
4		\$1,475.131839	\$21.073312		\$1,497.258817	\$21.389412					\$1,519.717699	\$21.710253		\$1,542.513464	\$22.035907	
OPERATOR - PRINTING MACHINE - GRADE 2 1	1932	\$1,475.131839	\$21.073312		\$1,497.258817	\$21.389412					\$1,519.717699	\$21.710253		\$1,542.513464	\$22.035907	
2		\$1,604.895702	\$22.927081		\$1,628.969138	\$23.270988					\$1,653.403675	\$23.620053		\$1,678.204730	\$23.974353	
3		\$1,742.117215	\$24.887389		\$1,768.248973	\$25.260700					\$1,794.772708	\$25.639610		\$1,821.694299	\$26.024204	
OPERATOR - PRINTING MACHINE - GRADE 3 1	1933	\$1,694.388053	\$24.205544		\$1,719.803874	\$24.568627					\$1,745.600932	\$24.937156		\$1,771.784946	\$25.311214	
2		\$1,762.998855	\$25.185698		\$1,789.443838	\$25.563483					\$1,816.285496	\$25.946936		\$1,843.529778	\$26.336140	
3		\$1,848.016544	\$26.400236		\$1,875.736792	\$26.796240					\$1,903.872844	\$27.198183		\$1,932.430937	\$27.606156	
4		\$1,930.051061	\$27.572158		\$1,959.001827	\$27.985740					\$1,988.386854	\$28.405526		\$2,018.212657	\$28.831609	
5		\$2,018.052009	\$28.829314		\$2,048.322789	\$29.261754					\$2,079.047631	\$29.700680		\$2,110.233345	\$30.146191	
OPERATOR - PRINTING MACHINE - GRADE 4 1	1934	\$2,018.052009	\$28.829314		\$2,048.322789	\$29.261754					\$2,079.047631	\$29.700680		\$2,110.233345	\$30.146191	
2		\$2,125.442738	\$30.363468		\$2,157.324379	\$30.818920					\$2,189.684245	\$31.281204		\$2,222.529509	\$31.750422	
3		\$2,249.240444	\$32.132006		\$2,282.979051	\$32.613986					\$2,317.223737	\$33.103196		\$2,351.982093	\$33.599744	
OPERATOR - PUMPING STATION 1	1941	\$1,894.254381		\$23.678180	\$1,922.668197		\$24.033352				\$1,951.508220		\$24.393853	\$1,980.780843		\$24.759761
2		\$1,989.712680		\$24.871409	\$2,019.558370		\$25.244480				\$2,049.851746		\$25.623147	\$2,080.599522		\$26.007494
3		\$2,080.696656		\$26.008708	\$2,111.907106		\$26.398839				\$2,143.585713		\$26.794821	\$2,175.739499		\$27.196744
4		\$2,161.239600		\$27.015495	\$2,193.658194		\$27.420727				\$2,226.563067		\$27.832038	\$2,259.961513		\$28.249519
5		\$2,270.121917		\$28.376524	\$2,304.173746		\$28.802172				\$2,338.736352		\$29.234204	\$2,373.817397		\$29.672717
6		\$2,504.293650		\$31.303671	\$2,541.858055		\$31.773226				\$2,579.985926		\$32.249824	\$2,618.685715		\$32.733571
PAINTER ¹ 1	2031	\$2,791.303887		\$34.891299	\$2,833.173445		\$35.414668				\$2,875.671047		\$35.945888	\$2,918.806113		\$36.485076
PARK PATROL OFFICER 1	402	\$2,340.224249		\$29.252803	\$2,375.327613		\$29.691595				\$2,410.957527		\$30.136969	\$2,447.121890		\$30.589024
2		\$2,432.699877		\$30.408748	\$2,469.190375		\$30.864880				\$2,506.228231		\$31.327853	\$2,543.821654		\$31.797771
3		\$2,526.666732		\$31.583334	\$2,564.566733		\$32.057084				\$2,603.035234		\$32.537940	\$2,642.080763		\$33.026010
4		\$2,620.633694		\$32.757921	\$2,659.943199		\$33.249290				\$2,699.842347		\$33.748029	\$2,740.339982		\$34.254250

SIX DIGIT - CUPE SALARY SCHEDULE - 2021 TO 2025
 REVISED MAY 12, 2025 WITH SPECIAL WAGE ADJUSTMENTS

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		\$1,592.394039	\$22,748486		\$1,619.464738	\$23,135211		\$1,635.659385	\$23,366563		\$1,660.194276	\$23,717061				
2		\$1,648.127831	\$23,544683		\$1,676.146004	\$23,944943		\$1,692.907464	\$24,184392		\$1,718.301076	\$24,547158				
3		\$1,705.812304	\$24,368747		\$1,734.811113	\$24,783016		\$1,752.159224	\$25,030846		\$1,778.441612	\$25,406309				
4		\$1,765.515736	\$25,221653		\$1,795.529504	\$25,650421		\$1,813.484799	\$25,906926		\$1,840.687071	\$26,295530				
5		\$1,827.308785	\$26,104411		\$1,858.373034	\$26,548186		\$1,876.956764	\$26,813668		\$1,905.111115	\$27,215873				
PERSONNEL ASSISTANT 1	2050															
1		\$1,815.415311	\$25,934504		\$1,846.277371	\$26,375391		\$1,864.740145	\$26,639145		\$1,892.711247	\$27,038732				
2		\$1,907.031837	\$27,243312		\$1,939.451378	\$27,706448		\$1,958.845892	\$27,983513		\$1,988.228580	\$28,403265				
3		\$2,007.105268	\$28,672932		\$2,041.226058	\$29,160372		\$2,061.638319	\$29,451976		\$2,092.562894	\$29,893756				
4		\$2,094.493125	\$29,921330		\$2,130.099508	\$30,429993		\$2,151.400503	\$30,734293		\$2,183.671511	\$31,195307				
5		\$2,200.204409	\$31,431492		\$2,237.607884	\$31,965827		\$2,259.983963	\$32,285485		\$2,293.883722	\$32,769767				
6		\$2,308.734658	\$32,981924		\$2,347.983147	\$33,542616		\$2,371.462978	\$33,878043		\$2,407.034923	\$34,386213				
PLAN EXAMINER 1	682															
1		\$1,792.863562	\$25,612337		\$1,823.342243	\$26,047746		\$1,841.575665	\$26,308224		\$1,869.199300	\$26,702847				
2		\$1,885.889440	\$26,941278		\$1,917.949560	\$27,399279		\$1,937.129056	\$27,673272		\$1,966.185992	\$28,088371				
3		\$1,956.363745	\$27,948054		\$1,989.621929	\$28,423170		\$2,009.518148	\$28,707402		\$2,039.660920	\$29,138013				
4		\$2,042.342248	\$29,176318		\$2,077.062066	\$29,672315		\$2,097.832687	\$29,969038		\$2,129.300177	\$30,418574				
5		\$2,129.730365	\$30,424720		\$2,165.935781	\$30,941940		\$2,187.595139	\$31,251359		\$2,220.409066	\$31,720130				
6		\$2,219.937189	\$31,713388		\$2,257.676121	\$32,252516		\$2,280.252882	\$32,575041		\$2,314.456675	\$33,063667				
PLAN EXAMINER 2	683															
1		\$2,186.109563	\$31,230137		\$2,223.273426	\$31,761049		\$2,245.506160	\$32,078659		\$2,279.188752	\$32,559839				
2		\$2,293.230461	\$32,760435		\$2,332.215379	\$33,317363		\$2,355.537533	\$33,650536		\$2,390.870596	\$34,155294				
3		\$2,359.476093	\$33,706801		\$2,399.587187	\$34,279817		\$2,423.583059	\$34,622615		\$2,459.936805	\$35,141954				
4		\$2,475.053810	\$35,357912		\$2,517.129725	\$35,958996		\$2,542.301022	\$36,318586		\$2,580.435537	\$36,863365				
5		\$2,589.222086	\$36,988887		\$2,633.238861	\$37,617698		\$2,659.571250	\$37,993875		\$2,699.464819	\$38,563783				
6		\$2,697.752251	\$38,539318		\$2,743.614039	\$39,194486		\$2,771.050179	\$39,586431		\$2,812.615932	\$40,180228				
PLAN EXAMINER 3	684															
1		\$2,697.752251	\$38,539318		\$2,743.614039	\$39,194486		\$2,771.050179	\$39,586431		\$2,812.615932	\$40,180228				
2		\$2,787.959333	\$39,827990		\$2,835.354642	\$40,505066		\$2,863.708188	\$40,910117		\$2,906.663811	\$41,523769				
3		\$2,914.812839	\$41,640183		\$2,964.364657	\$42,348067		\$2,994.008304	\$42,771547		\$3,038.918429	\$43,413120				
4		\$3,044.485312	\$43,492647		\$3,096.241562	\$44,232022		\$3,127.203978	\$44,674343		\$3,174.112038	\$45,344458				
5		\$3,137.511278	\$44,821590		\$3,190.848970	\$45,583557		\$3,222.757460	\$46,039392		\$3,271.098822	\$46,729983				
6		\$3,229.127716	\$46,130396		\$3,284.022887	\$46,914613		\$3,316.863116	\$47,383759		\$3,366.616063	\$48,094515				
PLUMBER TRADES - PIPEFITTER 1	2069															
1		\$2,744.097711	\$34,301221	\$34,301221	\$2,790.747372		\$34,884342	\$2,818.654846	\$35,233186	\$2,860.934669	\$35,761683	\$2,892.934669	\$36,161683			
2 - With Contractor's Licence		\$2,881.302598	\$36,016282	\$36,016282	\$2,930.284742		\$36,628559	\$2,959.587589	\$36,994845	\$3,003.981403	\$37,549768	\$3,035.981403	\$37,949768			
POOL SUPERVISOR	2363															
1		\$2,265.040785	\$28,313010		\$2,303.546478		\$28,794331	\$2,326.581943	\$29,082274	\$2,361.480672	\$29,518508					
2		\$2,377.799335	\$29,722492		\$2,418.221924		\$30,227774	\$2,442.404143	\$30,530052	\$2,479.040205	\$30,988003					
3		\$2,484.920220	\$31,061503		\$2,527.163864		\$31,589548	\$2,552.435503	\$31,905444	\$2,590.722036	\$32,384025					
4		\$2,596.742975	\$32,459287		\$2,640.887606		\$33,011095	\$2,667.296482	\$33,341206	\$2,707.305929	\$33,841324					
RAKER	2111															
1		\$2,032.052335	\$25,400654		\$2,066.597225		\$25,832465	\$2,087.263197		\$26,090790	\$2,118.572145		\$26,482152			
REGISTERED VETERINARY TECHNICIAN	118															
1		\$1,608.221172	\$20,102765		\$1,635.560932		\$20,444512	\$1,651.916541		\$20,648957	\$1,676.695289		\$20,958691			
2		\$1,673.057336	\$20,913217		\$1,701.499311		\$21,268741	\$1,718.514304		\$21,481429	\$1,744.292019		\$21,803650			
3		\$1,740.712685	\$21,758909		\$1,770.304801		\$22,128810	\$1,788.007849		\$22,350098	\$1,814.827967		\$22,685350			
4		\$1,811.186915	\$22,639836		\$1,841.977093		\$23,024714	\$1,860.396864		\$23,254961	\$1,888.302817		\$23,603785			
5		\$1,883.070535	\$23,538382		\$1,915.082734		\$23,938534	\$1,934.233561		\$24,177920	\$1,963.247064		\$24,540588			
6		\$1,956.363745	\$24,454547		\$1,989.621929		\$24,870274	\$2,009.518148		\$25,118977	\$2,039.660920		\$25,495762			
REPAIRER - PARKING METER	2141															
1		\$1,649.096158	\$20,613702		\$1,677.130793		\$20,964135	\$1,693.902101		\$21,173776	\$1,719.310633		\$21,491383			
2		\$1,746.350623	\$21,829383		\$1,776.038584		\$22,200482	\$1,793.798970		\$22,422487	\$1,820.705955		\$22,758824			
3		\$1,812.596257	\$22,657453		\$1,843.410393		\$23,02630	\$1,861.844497		\$23,273056	\$1,889.772164		\$23,622152			
4		\$1,880.251505	\$23,503144		\$1,912.215781		\$23,902697	\$1,931.337939		\$24,141724	\$1,960.308008		\$24,503850			
5		\$1,956.363745	\$24,454547		\$1,989.621929		\$24,870274	\$2,009.518148		\$25,118977	\$2,039.660920		\$25,495762			
6		\$2,042.342248	\$25,529278		\$2,077.062066		\$25,963276	\$2,097.832687		\$26,222909	\$2,129.300177		\$26,616252			
SAFETY TECHNICIAN I	1633															
1		\$1,907.031837	\$27,243312		\$1,939.451378	\$27,706448		\$1,958.845892	\$27,983513		\$1,988.228580	\$28,403265				
2		\$2,007.105268	\$28,672932		\$2,041.226058	\$29,160372		\$2,061.638319	\$29,451976		\$2,092.562894	\$29,893756				
3		\$2,094.493125	\$29,921330		\$2,130.099508	\$30,429993		\$2,151.400503	\$30,734293		\$2,183.671511	\$31,195307				
4		\$2,200.204409	\$31,431492		\$2,237.607884	\$31,965827		\$2,259.983963	\$32,285485		\$2,293.883722	\$32,769767				

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 DATE 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		\$1,685.097190	\$24.072817		\$1,710.373648	\$24.433909					\$1,736.029253	\$24.800418		\$1,762.069692	\$25.172424	
2		\$1,744.075592	\$24.915366		\$1,770.236726	\$25.289096					\$1,796.790277	\$25.668433		\$1,823.742131	\$26.053459	
3		\$1,805.118236	\$25.787403		\$1,832.195010	\$26.174214					\$1,859.677935	\$26.566828		\$1,887.573104	\$26.965330	
4		\$1,868.297377	\$26.689963		\$1,896.321838	\$27.090312					\$1,924.766666	\$27.496667		\$1,953.638166	\$27.909117	
5		\$1,933.687782	\$27.624111		\$1,962.693099	\$28.038473					\$1,992.133495	\$28.459050		\$2,022.015497	\$28.885936	
PERSONNEL ASSISTANT 1	2050															
1		\$1,921.101916	\$27.444313		\$1,949.918445	\$27.855978					\$1,979.167222	\$28.273817		\$2,008.854730	\$28.697925	
2		\$2,018.052009	\$28.829314		\$2,048.322789	\$29.261754					\$2,079.047631	\$29.700680		\$2,110.233345	\$30.146191	
3		\$2,123.951337	\$30.342162		\$2,155.810607	\$30.797294					\$2,188.147766	\$31.259254		\$2,220.969982	\$31.728143	
4		\$2,216.426584	\$31.663237		\$2,249.672983	\$32.138185					\$2,283.418078	\$32.620258		\$2,317.669349	\$33.109562	
5		\$2,328.291978	\$33.261314		\$2,363.216358	\$33.760234					\$2,398.664603	\$34.266637		\$2,434.644572	\$34.780637	
6		\$2,443.140447	\$34.902006		\$2,479.787554	\$35.425536					\$2,516.984367	\$35.956920		\$2,554.739133	\$36.496273	
PLAN EXAMINER 1	682															
1		\$1,897.237290	\$27.103390		\$1,925.695849	\$27.509941					\$1,954.581287	\$27.922590		\$1,983.900006	\$28.341429	
2		\$1,995.678782	\$28.509697		\$2,025.613964	\$28.937342					\$2,055.998173	\$29.371402		\$2,086.838146	\$29.811974	
3		\$2,070.255834	\$29.575083		\$2,101.309672	\$30.018710					\$2,132.829317	\$30.468990		\$2,164.821757	\$30.926025	
4		\$2,161.239680	\$30.874853		\$2,193.658275	\$31.337975					\$2,226.563149	\$31.808045		\$2,259.961596	\$32.285166	
5		\$2,253.715202	\$32.195931		\$2,287.520930	\$32.678870					\$2,321.833744	\$33.169053		\$2,356.661250	\$33.666589	
6		\$2,349.173525	\$33.559622		\$2,384.411128	\$34.063016					\$2,420.177295	\$34.573961		\$2,456.479954	\$35.092571	
PLAN EXAMINER 2	683															
1		\$2,313.376583	\$33.048237		\$2,348.077232	\$33.543960					\$2,383.298390	\$34.047120		\$2,419.047866	\$34.557827	
2		\$2,426.733655	\$34.667624		\$2,463.134660	\$35.187638					\$2,500.081680	\$35.715453		\$2,537.582905	\$36.251184	
3		\$2,496.835857	\$35.669084		\$2,534.288395	\$36.204120					\$2,572.302721	\$36.747182		\$2,610.887262	\$37.298389	
4		\$2,619.142070	\$37.416315		\$2,658.429201	\$37.977560					\$2,698.305639	\$38.547223		\$2,738.780224	\$39.125432	
5		\$2,739.956791	\$39.142240		\$2,781.056143	\$39.729373					\$2,822.771985	\$40.325314		\$2,865.113565	\$40.930194	
6		\$2,854.805171	\$40.782931		\$2,897.627249	\$41.394675					\$2,941.091658	\$42.015595		\$2,985.208033	\$42.645829	
PLAN EXAMINER 3	684															
1		\$2,854.805171	\$40.782931		\$2,897.627249	\$41.394675					\$2,941.091658	\$42.015595		\$2,985.208033	\$42.645829	
2		\$2,950.263768	\$42.146625		\$2,994.517725	\$42.778825					\$3,039.435491	\$43.420507		\$3,085.027023	\$44.071815	
3		\$3,084.502205	\$44.064317		\$3,130.769738	\$44.725282					\$3,177.731284	\$45.396161		\$3,225.397253	\$46.077104	
4		\$3,221.723719	\$46.024625		\$3,270.049575	\$46.714994					\$3,319.100319	\$47.415719		\$3,368.886824	\$48.126955	
5		\$3,320.165304	\$47.430933		\$3,369.967784	\$48.142397					\$3,420.517301	\$48.864533		\$3,471.825061	\$49.597501	
6		\$3,417.115304	\$48.815933		\$3,468.372034	\$49.548172					\$3,520.397615	\$50.291395		\$3,573.203579	\$51.045765	
PLUMBER TRADES - PIPEFITTER 1	2069															
1		\$2,936.328689	\$36.704109		\$2,980.373619	\$37.254670					\$3,025.079223	\$37.813490		\$3,070.455411	\$38.380693	
2 - With Contractor's Licence		\$3,081.521124	\$38.519014		\$3,127.743941	\$39.096799					\$3,174.660100	\$39.683251		\$3,222.280002	\$40.278500	
POOL SUPERVISOR	2363															
1		\$2,396.902882	\$29.961286		\$2,432.856425	\$30.410705					\$2,469.349271	\$30.866866		\$2,506.389510	\$31.329869	
2		\$2,516.225808	\$31.452823		\$2,553.969195	\$31.924615					\$2,592.278733	\$32.403484		\$2,631.162914	\$32.889536	
3		\$2,629.582867	\$32.869786		\$2,669.026610	\$33.362833					\$2,709.062009	\$33.863275		\$2,749.697939	\$34.371224	
4		\$2,747.915518	\$34.348944		\$2,789.134251	\$34.864178					\$2,830.971265	\$35.387141		\$2,873.435834	\$35.917948	
RAKER	2111															
1		\$2,150.350727	\$26.879384		\$2,182.605988	\$27.282575					\$2,215.345078	\$27.691813		\$2,248.575254	\$28.107191	
REGISTERED VETERINARY TECHNICIAN	118															
1		\$1,701.845718	\$21.273071		\$1,727.373404	\$21.592168					\$1,753.284005	\$21.916050		\$1,779.583265	\$22.244791	
2		\$1,770.456399	\$22.130705		\$1,797.013245	\$22.462666					\$1,823.968444	\$22.799606		\$1,851.327971	\$23.141600	
3		\$1,842.050387	\$23.025630		\$1,869.681143	\$23.371014					\$1,897.726360	\$23.721580		\$1,926.192255	\$24.077403	
4		\$1,916.627359	\$23.957842		\$1,945.376769	\$24.317210					\$1,974.557421	\$24.681968		\$2,004.175782	\$25.052197	
5		\$1,992.695770	\$24.908697		\$2,022.586207	\$25.282328					\$2,052.925000	\$25.661563		\$2,083.718875	\$26.046486	
6		\$2,070.255834	\$25.878198		\$2,101.309672	\$26.266371					\$2,132.829317	\$26.660366		\$2,164.821757	\$27.060272	
REPAIRER - PARKING METER	2141															
1		\$1,745.100292	\$21.813754		\$1,771.276796	\$22.140960					\$1,797.845948	\$22.473074		\$1,824.813637	\$22.810170	
2		\$1,848.016544	\$23.100207		\$1,875.736792	\$23.446710					\$1,903.872844	\$23.798411		\$1,932.430937	\$24.155387	
3		\$1,918.118746	\$23.976484		\$1,946.890527	\$24.336132					\$1,976.093885	\$24.701174		\$2,005.735293	\$25.071691	
4		\$1,989.712628	\$24.871408		\$2,019.558317	\$25.244479					\$2,049.851692	\$25.623146		\$2,080.599467	\$26.007493	
5		\$2,070.255834	\$25.878198		\$2,101.309672	\$26.266371					\$2,132.829317	\$26.660366		\$2,164.821757	\$27.060272	
6		\$2,161.239680	\$27.015496		\$2,193.658275	\$27.420728					\$2,226.563149	\$27.832039		\$2,259.961596	\$28.249520	
SAFETY TECHNICIAN I	1633															
1		\$2,018.052009	\$28.829314		\$2,048.322789	\$29.261754					\$2,079.047631	\$29.700680		\$2,110.233345	\$30.146191	
2		\$2,123.951337	\$30.342162		\$2,155.810607	\$30.797294					\$2,188.147766	\$31.259254		\$2,220.969982	\$31.728143	
3		\$2,216.426584	\$31.663237		\$2,249.672983	\$32.138185					\$2,283.418078	\$32.620258		\$2,317.669349	\$33.109562	
4		\$2,328.291978	\$33.261314		\$2,363.216358	\$33.760234					\$2,398.664603	\$34.266637		\$2,434.644572	\$34.780637	

SIX DIGIT - CUPE SALARY SCHEDULE - 2021 TO 2025
 REVISED MAY 12, 2025 WITH SPECIAL WAGE ADJUSTMENTS

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	1634															
1		\$2,265.040775	\$32,357725		\$2,303.546468	\$32,907807		\$2,326.581933	\$33,236885		\$2,361.480662	\$33,735438				
2		\$2,358.066651	\$33,686666		\$2,398.153784	\$34,259340		\$2,422.135322	\$34,601933		\$2,458.467352	\$35,120962				
3		\$2,476.463250	\$35,378046		\$2,518.563125	\$35,979473		\$2,543.748756	\$36,339268		\$2,581.904987	\$36,884357				
SECTION WORKER - RAILWAY GRADE 1	2221	\$1,709.704029		\$21.371300	\$1,738.768997		\$21.734612	\$1,756.156687		\$21.951959	\$1,782.499037		\$22.281238			
SECTION WORKER - RAILWAY GRADE 2	2222	\$1,861.928253		\$23.274103	\$1,893.581033		\$23.669763	\$1,912.516843		\$23.906461	\$1,941.204596		\$24.265057			
SENIOR COMMUNICATIONS OPERATOR (SCO) 1 - After 5 Years Service as CO 2 - After 6 Years Service as SCO <small>In accordance with Supplementary Agreement: Communications salary rates paid may be higher than shown.</small>	1895	\$3,097.994977 \$3,191.231994		42 Hours \$36,880893 \$37,990857	\$3,150.660892 \$3,245.482938		42 Hours \$37,507868 \$38,636702	\$3,182.167501 \$3,277.937767		42 Hours \$37,882946 \$39,023069	\$3,229.900014 \$3,327.106834		42 Hours \$38,451191 \$39,608415			
SERVICER - BUILDING GRADE 1	2231															
2 - With 5th Class Power Engineering		\$1,861.928288 \$1,901.393896		\$23.274104 \$23.767424	\$1,893.581069 \$1,933.717592		\$23.669763 \$24.171470	\$1,912.516880 \$1,953.054768		\$23.906461 \$24.413185	\$1,941.204633 \$1,982.350590		\$24.265058 \$24.779382			
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	\$1,957.773337 \$2,005.695716 \$2,036.084149		\$24.472167 \$25.071196 \$25.451052	\$1,991.055484 \$2,039.792543 \$2,070.697580		\$24.888194 \$25.497407 \$25.883720	\$2,010.966039 \$2,060.190468 \$2,091.404556		\$25.137075 \$25.752381 \$26.142557	\$2,041.130530 \$2,091.093325 \$2,122.775624		\$25.514132 \$26.138667 \$26.534695			
SERVICER - BUILDING GRADE 3	2233	\$2,085.923633		\$26.074045	\$2,121.384335		\$26.517304	\$2,142.598178		\$26.782477	\$2,174.737151		\$27.184214			
SERVICER - TRAFFIC GRADE 1 1 - First Four Months	2251															
2		\$1,585.669493		\$19.820869	\$1,612.625874		\$20.157823	\$1,628.752133		\$20.359402	\$1,653.183415		\$20.664793			
3		\$1,861.928253 \$1,956.363745		\$23.274103 \$24.454547	\$1,893.581033 \$1,989.621929		\$23.669763 \$24.870274	\$1,912.516843 \$2,009.518148		\$23.906461 \$25.118977	\$1,941.204596 \$2,039.660920		\$24.265057 \$25.495762			
SERVICER - TRAFFIC GRADE 2	2252															
1		\$2,042.342248		\$25.529278	\$2,077.062066		\$25.963276	\$2,097.832687		\$26.222909	\$2,129.300177		\$26.616252			
2	\$2,129.730365		\$26.621630	\$2,165.935781		\$27.074197	\$2,187.595139		\$27.344939	\$2,220.409066		\$27.755113				
SERVICER - TRAFFIC LANE LINER OPERATOR	2255	\$2,229.803621		\$27.872545	\$2,267.710283		\$28.346379	\$2,290.387386		\$28.629842	\$2,324.743197		\$29.059290			
SERVICER - TRAFFIC SIGNALS ¹	2260															
1		\$2,647.926412		\$33.099080	\$2,692.941161		\$33.661765	\$2,719.870573		\$33.998382	\$2,760.668632		\$34.508358	\$2,792.668632		\$34.908358
2		\$2,769.141749		\$34.614272	\$2,816.217159		\$35.202714	\$2,844.379331		\$35.554742	\$2,887.045021		\$36.088063	\$2,919.045021		\$36.488063
3		\$2,898.814257		\$36.235178	\$2,948.094099		\$36.851176	\$2,977.575040		\$37.219688	\$3,022.238666		\$37.777983	\$3,054.238666		\$38.177983
SPECIALIST - RELOCATION	2270															
1		\$1,775.949837	\$25,370712		\$1,806.140984	\$25,802014		\$1,824.202394	\$26,060034		\$1,851.565430	\$26,450935				
2		\$1,857.699842	\$26,538569		\$1,889.280739	\$26,989725		\$1,908.173546	\$27,259622		\$1,936.796149	\$27,668516				
3		\$1,936.630966	\$27,666157		\$1,969.553692	\$28,136481		\$1,989.249229	\$28,417846		\$2,019.087967	\$28,844114				
4		\$2,024.018994	\$28,914557		\$2,058.427317	\$29,406105		\$2,079.011590	\$29,700166		\$2,110.196764	\$30,145668				
5	\$2,128.320836	\$30,404583		\$2,164.502290	\$30,921461		\$2,186.147313	\$31,230676		\$2,218.939523	\$31,699136					
STOREKEEPER 1	2301	\$1,861.928276	\$26,598975	\$23,274103	\$1,893.581057	\$27,051158	\$23,669763	\$1,912.516868	\$27,321670	\$23,906461	\$1,941.204621	\$27,731495	\$24,265058			
STOREKEEPER 2	2304	\$1,901.393898	\$27,162770	\$23,767424	\$1,933.717594	\$27,624537	\$24,171470	\$1,953.054770	\$27,900782	\$24,413185	\$1,982.350592	\$28,319294	\$24,779382			
STOREKEEPER 3	2305	\$2,005.695742	\$28,652796	\$25,071197	\$2,039.792570	\$29,139894	\$25,497407	\$2,060.190496	\$29,431293	\$25,752381	\$2,091.093353	\$29,872762	\$26,138667			
STOREKEEPER 4	2306	\$2,156.510312	\$30,807290	\$26,956379	\$2,193.170987	\$31,331014	\$27,414637	\$2,215.102697	\$31,644324	\$27,688784	\$2,248.329237	\$32,118989	\$28,104115			
STUDENT - 35HR	1415	\$1,099.397374	\$15,705677		\$1,118.087129	\$15,972673		\$1,129.268000	\$16,132400		\$1,146.207020	\$16,374386				
STUDENT - 40HR *	1415															
1		\$1,099.397374		\$13.742467	\$1,118.087129		\$13.976089	\$1,129.268000		\$14.115850	\$1,146.207020		\$14.327588	\$1,200.000000		\$15.000000
SUPERVISOR - BYLAW ENFORCEMENT OPERATIONS	4574	\$2,423.403961 \$2,508.223097 \$2,596.010906 \$2,686.871288 \$2,780.911781	\$34,620057 \$35,831759 \$37,085870 \$38,383876 \$39,727311		\$2,464.601828 \$2,550.862890 \$2,640.143091 \$2,732.548100 \$2,828.187281	\$35,208598 \$36,440898 \$37,716330 \$39,036401 \$40,402675		\$2,489.247846 \$2,576.371519 \$2,666.544522 \$2,759.873581 \$2,856.469154	\$35,560684 \$36,805307 \$38,093493 \$39,426765 \$40,806702		\$2,526.586564 \$2,615.017092 \$2,706.542690 \$2,801.271685 \$2,899.316191	\$36,094094 \$37,357387 \$38,664896 \$40,018167 \$41,418803				

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 DATE 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	1634															
1		\$2,396.902872	\$34,241470		\$2,432.856415	\$34,755092					\$2,469.349261	\$35,276418		\$2,506.389500	\$35,805564	
2		\$2,495.344362	\$35,647777		\$2,532.774527	\$36,182493					\$2,570.766145	\$36,725231		\$2,609.327637	\$37,276109	
3		\$2,620.633562	\$37,437622		\$2,659.943065	\$37,999187					\$2,699.842211	\$38,569174		\$2,740.339844	\$39,147712	
SECTION WORKER - RAILWAY GRADE 1	2221															
1		\$1,809.236523		\$22,615457	\$1,836.375071		\$22,954688				\$1,863.920697		\$23,299009	\$1,891.879507		\$23,648494
SECTION WORKER - RAILWAY GRADE 2	2222															
1		\$1,970.322665		\$24,629033	\$1,999.877505		\$24,998469				\$2,029.875668		\$25,373446	\$2,060.323803		\$25,754048
SENIOR COMMUNICATIONS OPERATOR (SCO)	1895			42 Hours			42 Hours						42 Hours			42 Hours
1 - After 5 Years Service as CO		\$3,278.348514		\$39,027959	\$3,327.523742		\$39,613378				\$3,377.436598		\$40,207579	\$3,428.098147		\$40,810692
2 - After 6 Years Service as SCO		\$3,377.013437		\$40,202541	\$3,427.668639		\$40,805579				\$3,479.083669		\$41,417663	\$3,531.269924		\$42,038928
In accordance with Supplementary Agreement: Communications salary rates paid may be higher than shown.																
SERVICER - BUILDING GRADE 1	2231															
1		\$1,970.322702		\$24,629034	\$1,999.877543		\$24,998469				\$2,029.875706		\$25,373446	\$2,060.323842		\$25,754048
2 - With 5th Class Power Engineering		\$2,012.085849		\$25,151073	\$2,042.267137		\$25,528339				\$2,072.901144		\$25,911264	\$2,103.994661		\$26,299933
SERVICER - BUILDING GRADE 2	2232															
1 - With 5th Class Power Engineering		\$2,071.747488		\$25,896844	\$2,102.823700		\$26,285296				\$2,134.366056		\$26,679576	\$2,166.381547		\$27,079769
2 - With 4th Class Power Engineering		\$2,122.459725		\$26,530747	\$2,154.296621		\$26,928708				\$2,186.611070		\$27,332638	\$2,219.410236		\$27,742628
1- CENTRAL CONTROL ONLY - with 5th Class Power Engineering		\$2,154.617258		\$26,932716	\$2,186.936517		\$27,336706				\$2,219.740565		\$27,746757	\$2,253.036673		\$28,162958
2 - CENTRAL CONTROL ONLY - with 4th Class Power Engineering		\$2,207.358208		\$27,591978	\$2,240.468581		\$28,005857				\$2,274.075610		\$28,425945	\$2,308.186744		\$28,852334
SERVICER - BUILDING GRADE 3	2233															
1		\$2,344.698992		\$29,308737	\$2,379.869477		\$29,748368				\$2,415.567519		\$30,194594	\$2,451.801032		\$30,647513
SERVICER - TRAFFIC GRADE 1	2251															
1 - First Four Months		\$1,677.981166		\$20,974765	\$1,703.150883		\$21,289386				\$1,728.698146		\$21,608727	\$1,754.628618		\$21,932858
2		\$1,970.322665		\$24,629033	\$1,999.877505		\$24,998469				\$2,029.875668		\$25,373446	\$2,060.323803		\$25,754048
3		\$2,070.255834		\$25,878198	\$2,101.309672		\$26,266371				\$2,132.829317		\$26,660366	\$2,164.821757		\$27,060272
SERVICER - TRAFFIC GRADE 2	2252															
1		\$2,161.239680		\$27,015496	\$2,193.658275		\$27,420728				\$2,226.563149		\$27,832039	\$2,259.961596		\$28,249520
2		\$2,253.715202		\$28,171440	\$2,287.520930		\$28,594012				\$2,321.833744		\$29,022922	\$2,356.661250		\$29,458266
SERVICER - TRAFFIC LANE LINER OPERATOR	2255															
1		\$2,359.614345		\$29,495179	\$2,395.008560		\$29,937607				\$2,430.933688		\$30,386671	\$2,467.397693		\$30,842471
SERVICER - TRAFFIC SIGNALS¹	2260															
1		\$2,834.558661		\$35,431983	\$2,877.077041		\$35,963463				\$2,920.233197		\$36,502915	\$2,964.036695		\$37,050459
2		\$2,962.830696		\$37,035384	\$3,007.273156		\$37,590914				\$3,052.382253		\$38,154778	\$3,098.167987		\$38,727100
3		\$3,100.052246		\$38,750653	\$3,146.553030		\$39,331913				\$3,193.751325		\$39,921892	\$3,241.657595		\$40,520720
SPECIALIST - RELOCATION	2270															
1		\$1,879.338911	\$26,847699		\$1,907.528995	\$27,250414					\$1,936.141930	\$27,659170		\$1,965.184059	\$28,074058	
2		\$1,965.848091	\$28,083544		\$1,995.335812	\$28,504797					\$2,025.265849	\$28,932369		\$2,055.644837	\$29,366355	
3		\$2,049.374287	\$29,276776		\$2,080.114901	\$29,715927					\$2,111.316625	\$30,161666		\$2,142.986374	\$30,614091	
4		\$2,141.849715	\$30,597853		\$2,173.977461	\$31,056821					\$2,206.587123	\$31,522673		\$2,239.685930	\$31,995513	
5		\$2,252.223616	\$32,174623		\$2,286.006970	\$32,657242					\$2,320.297075	\$33,147101		\$2,355.101531	\$33,644308	
STOREKEEPER 1	2301															
1		\$1,970.322690	\$28,147467	\$24,629034	\$1,999.877530	\$28,569679	\$24,998469				\$2,029.875693	\$28,998224	\$25,373446	\$2,060.323828	\$29,433198	\$25,754048
STOREKEEPER 2	2304															
1		\$2,012.085851	\$28,744084	\$25,151073	\$2,042.267139	\$29,175245	\$25,528339				\$2,072.901146	\$29,612874	\$25,911264	\$2,103.994663	\$30,057067	\$26,299933
STOREKEEPER 3	2305															
1		\$2,122.459753	\$30,320854	\$26,530747	\$2,154.296649	\$30,775666	\$26,928708				\$2,186.611099	\$31,237301	\$27,332639	\$2,219.410265	\$31,705861	\$27,742628
STOREKEEPER 4	2306															
1		\$2,282.054176	\$32,600774	\$28,525677	\$2,316.284989	\$33,089786	\$28,953562				\$2,351.029264	\$33,586132	\$29,387866	\$2,386.294703	\$34,089924	\$29,828684
STUDENT - 35HR	1415															
1		\$1,163.400125	\$16,620002		\$1,180.851127	\$16,869302					\$1,198.563894	\$17,122341		\$1,216.542352	\$17,379176	
STUDENT - 40HR *	1415															
1		\$1,218.000000		\$15,225000	\$1,236.270000		\$15,453375				\$1,254.814050		\$15,685176	\$1,273.636261		\$15,920453
SUPERVISOR - BYLAW ENFORCEMENT OPERATIONS	4574															
1		\$2,564.485362	\$36,635505		\$2,602.952642	\$37,185038					\$2,641.996932	\$37,742813		\$2,681.626886	\$38,308956	
2		\$2,654.242348	\$37,917748		\$2,694.055983	\$38,486514					\$2,734.466823	\$39,063812		\$2,775.483825	\$39,649769	
3		\$2,747.140830	\$39,244869		\$2,788.347942	\$39,833542					\$2,830.173161	\$40,431045		\$2,872.625758	\$41,037511	
4		\$2,843.290760	\$40,618439		\$2,885.940121	\$41,227716					\$2,929.229223	\$41,846132		\$2,973.167661	\$42,473824	
5		\$2,942.805934	\$42,040085		\$2,986.948023	\$42,670686					\$3,031.752243	\$43,310746		\$3,077.228527	\$43,960408	

SIX DIGIT - CUPE SALARY SCHEDULE - 2021 TO 2025
 REVISED MAY 12, 2025 WITH SPECIAL WAGE ADJUSTMENTS

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
SUPERVISOR - LABORATORY	2359	\$2,456.874747	\$35.098211		\$2,498.641618	\$35.694880		\$2,523.628034	\$36.051829		\$2,561.482455	\$36.592607				
1		\$2,542.865362	\$36.326648		\$2,586.094073	\$36.944201		\$2,611.955014	\$37.313643		\$2,651.134339	\$37.873348				
2		\$2,631.865651	\$37.598081		\$2,676.607367	\$38.237248		\$2,703.373441	\$38.619621		\$2,743.924043	\$39.198915				
3		\$2,723.980948	\$38.914014		\$2,770.288624	\$39.575552		\$2,797.991510	\$39.971307		\$2,839.961383	\$40.570877				
4		\$2,819.320281	\$40.276004		\$2,867.248726	\$40.960696		\$2,895.921213	\$41.370303		\$2,939.360031	\$41.990858				
TECHNICAL ASSISTANT	2421	\$1,525.061664	\$21.786595	\$19.063271	\$1,550.987712	\$22.156967	\$19.387346	\$1,566.497589	\$22.378537	\$19.581220	\$1,589.995053	\$22.714215	\$19.874938			
1		\$1,601.173757	\$22.873911	\$20.014672	\$1,628.393711	\$23.262767	\$20.354921	\$1,644.677648	\$23.495395	\$20.558471	\$1,669.347813	\$23.847826	\$20.866848			
2		\$1,666.010088	\$23.800144	\$20.825126	\$1,694.332259	\$24.204747	\$21.179153	\$1,711.275582	\$24.446794	\$21.390945	\$1,736.944716	\$24.813496	\$21.711809			
3		\$1,746.350669	\$24.947867	\$21.829383	\$1,776.038630	\$25.371980	\$22.200483	\$1,793.799016	\$25.625700	\$22.422488	\$1,820.706001	\$26.010086	\$22.758825			
4		\$1,823.872159	\$26.055317	\$22.798402	\$1,854.877986	\$26.498257	\$23.185975	\$1,873.426766	\$26.763240	\$23.417835	\$1,901.528167	\$27.164688	\$23.769102			
5		\$1,907.031758	\$27.243311	\$23.837897	\$1,939.451298	\$27.706447	\$24.243141	\$1,958.845811	\$27.983512	\$24.485573	\$1,988.228498	\$28.403264	\$24.852856			
TECHNICAL ASSISTANT - ENTOMOLOGY	2425	\$1,525.061566		\$19.063270	\$1,550.987613		\$19.387345	\$1,566.497489		\$19.581219	\$1,589.994951		\$19.874937			
1		\$1,601.173757		\$20.014672	\$1,628.393711		\$20.354921	\$1,644.677648		\$20.558471	\$1,669.347813		\$20.866848			
2		\$1,666.010099		\$20.825126	\$1,694.332271		\$21.179153	\$1,711.275594		\$21.390945	\$1,736.944728		\$21.711809			
3		\$1,746.350573		\$21.829382	\$1,776.038533		\$22.200482	\$1,793.798918		\$22.422486	\$1,820.705902		\$22.758824			
4		\$1,823.872279		\$22.798403	\$1,854.878108		\$23.185976	\$1,873.426889		\$23.417836	\$1,901.528292		\$23.769104			
5		\$1,907.031953		\$23.837899	\$1,939.451496		\$24.243144	\$1,958.846011		\$24.485575	\$1,988.228701		\$24.852859			
TECHNICAL ASSISTANT - FORESTRY	2427	\$1,525.061566		\$19.063270	\$1,550.987613		\$19.387345	\$1,566.497489		\$19.581219	\$1,589.994951		\$19.874937			
1		\$1,601.173757		\$20.014672	\$1,628.393711		\$20.354921	\$1,644.677648		\$20.558471	\$1,669.347813		\$20.866848			
2		\$1,666.010099		\$20.825126	\$1,694.332271		\$21.179153	\$1,711.275594		\$21.390945	\$1,736.944728		\$21.711809			
3		\$1,746.350573		\$21.829382	\$1,776.038533		\$22.200482	\$1,793.798918		\$22.422486	\$1,820.705902		\$22.758824			
4		\$1,823.872279		\$22.798403	\$1,854.878108		\$23.185976	\$1,873.426889		\$23.417836	\$1,901.528292		\$23.769104			
5		\$1,907.031953		\$23.837899	\$1,939.451496		\$24.243144	\$1,958.846011		\$24.485575	\$1,988.228701		\$24.852859			
TECHNICAL WRITER/ADMINISTRATOR	2802	\$2,076.814741	\$29.668782		\$2,112.120592	\$30.173151		\$2,133.241798	\$30.474883		\$2,165.240425	\$30.932006				
1		\$2,149.509335	\$30.707276		\$2,186.050994	\$31.229300		\$2,207.911504	\$31.541593		\$2,241.030177	\$32.014717				
2		\$2,224.731588	\$31.781880		\$2,262.552025	\$32.322172		\$2,285.177545	\$32.645394		\$2,319.455208	\$33.135074				
3		\$2,302.603027	\$32.894329		\$2,341.747278	\$33.453533		\$2,365.164751	\$33.788068		\$2,400.642222	\$34.294889				
4		\$2,383.196565	\$34.045665		\$2,423.710907	\$34.624442		\$2,447.948016	\$34.970686		\$2,484.667236	\$35.495246				
5		\$2,466.609417	\$35.237277		\$2,508.541777	\$35.836311		\$2,533.627195	\$36.194674		\$2,571.631603	\$36.737594				
TECHNICIAN - ELECTRONIC	2518	\$2,108.588029		\$26.357350	\$2,144.434025		\$26.805425	\$2,165.878365		\$27.073480	\$2,198.366540		\$27.479582			
1		\$2,215.708815		\$27.696360	\$2,253.375865		\$28.167198	\$2,275.909624		\$28.448870	\$2,310.048268		\$28.875603			
2		\$2,293.230397		\$28.665380	\$2,332.215314		\$29.152691	\$2,355.537467		\$29.444218	\$2,390.870529		\$29.885882			
TECHNICIAN - ENTOMOLOGY 1	2457	\$1,933.811994	\$24.172650		\$1,966.686798		\$24.583585	\$1,986.353666		\$24.829421	\$2,016.148971		\$25.201862			
1		\$2,024.018896	\$25.300236		\$2,058.427217		\$25.730340	\$2,079.011489		\$25.987644	\$2,110.196661		\$26.377458			
2		\$2,128.320798	\$26.604010		\$2,164.502252		\$27.056278	\$2,186.147275		\$27.326841	\$2,218.939484		\$27.736744			
3		\$2,231.213111	\$27.890164		\$2,269.143734		\$28.364297	\$2,291.835171		\$28.647940	\$2,326.212699		\$29.077659			
TECHNICIAN - ENTOMOLOGY 2	2458	\$2,128.320798		\$26.604010	\$2,164.502252		\$27.056278	\$2,186.147275		\$27.326841	\$2,218.939484		\$27.736744			
1		\$2,231.213111		\$27.890164	\$2,269.143734		\$28.364297	\$2,291.835171		\$28.647940	\$2,326.212699		\$29.077659			
2		\$2,345.381250		\$29.317266	\$2,385.252731		\$29.815659	\$2,409.105258		\$30.113816	\$2,445.241837		\$30.565523			
3		\$2,465.187450		\$30.814843	\$2,507.095637		\$31.338695	\$2,532.166593		\$31.652082	\$2,570.149092		\$32.126864			
NATURAL RESOURCES COORDINATOR 1	2459	\$1,907.031874	\$27.243312		\$1,939.451416	\$27.706449		\$1,958.845930	\$27.983513		\$1,988.228619	\$28.403266				
1		\$2,007.105108	\$28.672930		\$2,041.225895	\$29.160370		\$2,061.638154	\$29.451974		\$2,092.562726	\$29.893753				
2		\$2,094.493224	\$29.921332		\$2,130.099609	\$30.429994		\$2,151.400605	\$30.734294		\$2,183.671614	\$31.195309				
3		\$2,200.204420	\$31.431492		\$2,237.607895	\$31.965827		\$2,259.983974	\$32.285485		\$2,293.883734	\$32.769768				
NATURAL RESOURCES COORDINATOR 2	2460	\$2,200.204420	\$31.431492		\$2,237.607895	\$31.965827		\$2,259.983974	\$32.285485		\$2,293.883734	\$32.769768				
1		\$2,308.734695	\$32.981924		\$2,347.983185	\$33.542617		\$2,371.463017	\$33.878043		\$2,407.034962	\$34.386214				
2		\$2,424.312425	\$34.633035		\$2,465.525736	\$35.221796		\$2,490.180993	\$35.574014		\$2,527.533708	\$36.107624				
3		\$2,545.520182	\$36.364574		\$2,588.794025	\$36.982772		\$2,614.681965	\$37.352600		\$2,653.902194	\$37.912888				
4		\$2,672.803305	\$38.182904		\$2,718.240961	\$38.832014		\$2,745.423371	\$39.220334		\$2,786.604722	\$39.808639				
TECHNICIAN - GRADE 1	2461	\$1,775.949837	\$25.370712	\$22.199373	\$1,806.140984	\$25.802014	\$22.576762	\$1,824.202394	\$26.060034	\$22.802530	\$1,851.565430	\$26.450935	\$23.144568			
1		\$1,857.699842	\$26.538569	\$23.221248	\$1,889.280739	\$26.989725	\$23.616009	\$1,908.173546	\$27.259622	\$23.852169	\$1,936.796149	\$27.668516	\$24.209952			
2		\$1,936.630966	\$27.666157	\$24.207887	\$1,969.553692	\$28.136481	\$24.619421	\$1,989.249229	\$28.417846	\$24.865615	\$2,019.087967	\$28.844114	\$25.238600			
3		\$2,024.018994	\$28.914557	\$25.300237	\$2,058.427317	\$29.406105	\$25.730341	\$2,079.011590	\$29.700166	\$25.987645	\$2,110.196764	\$30.145668	\$26.377460			
4		\$2,128.320836	\$30.404583	\$26.604010	\$2,164.502290	\$30.921461	\$27.056279	\$2,186.147313	\$31.230676	\$27.326841	\$2,218.939523	\$31.699136	\$27.736744			

SIX DIGIT - CUPE SALARY SCHEDULE - 2021 TO 2025
 REVISED MAY 12, 2025 WITH SPECIAL WAGE ADJUSTMENTS

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 DATE 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		\$2,599.904692	\$37.141496		\$2,638.903262	\$37.698618				\$2,678.486811	\$38.264097		\$2,718.664113	\$38.838059		
2		\$2,690.901354	\$38.441448		\$2,731.264874	\$39.018070			\$2,772.233847	\$39.603341			\$2,813.817355	\$40.197391		
3		\$2,785.082904	\$39.786899		\$2,826.859148	\$40.383702			\$2,869.262035	\$40.989458			\$2,912.300966	\$41.604300		
4		\$2,882.560804	\$41.179440		\$2,925.799216	\$41.797132			\$2,969.686204	\$42.424089			\$3,014.231497	\$43.060450		
5		\$2,983.450431	\$42.620720		\$3,028.202187	\$43.260031			\$3,073.625220	\$43.908932			\$3,119.729598	\$44.567566		
TECHNICAL ASSISTANT	2421															
1		\$1,613.844979	\$23.054928	\$20.173062	\$1,638.052654	\$23.400752	\$20.475658			\$1,662.623444	\$23.751763	\$20.782793	\$1,687.562796	\$24.108040	\$21.094535	
2		\$1,694.388030	\$24.205543	\$21.179850	\$1,719.803850	\$24.568626	\$21.497548			\$1,745.600908	\$24.937156	\$21.820011	\$1,771.784922	\$25.311213	\$22.147312	
3		\$1,762.998887	\$25.185698	\$22.037486	\$1,789.443870	\$25.563484	\$22.368048			\$1,816.285528	\$25.946936	\$22.703569	\$1,843.529811	\$26.336140	\$23.044123	
4		\$1,848.016591	\$26.400237	\$23.100207	\$1,875.736840	\$26.796241	\$23.446711			\$1,903.872893	\$27.198184	\$23.798411	\$1,932.430986	\$27.606157	\$24.155387	
5		\$1,930.051090	\$27.572158	\$24.125639	\$1,959.001856	\$27.985741	\$24.487523			\$1,988.386884	\$28.405527	\$24.854836	\$2,018.212687	\$28.831610	\$25.227659	
6		\$2,018.051925	\$28.829313	\$25.225649	\$2,048.322704	\$29.261753	\$25.604034			\$2,079.047545	\$29.700679	\$25.988094	\$2,110.233258	\$30.146189	\$26.377916	
TECHNICAL ASSISTANT - ENTOMOLOGY	2425															
1		\$1,613.844875		\$20.173061	\$1,638.052548		\$20.475657			\$1,662.623336		\$20.782792	\$1,687.562686		\$21.094534	
2		\$1,694.388030		\$21.179850	\$1,719.803850		\$21.497548			\$1,745.600908		\$21.820011	\$1,771.784922		\$22.147312	
3		\$1,762.998899		\$22.037486	\$1,789.443882		\$22.368049			\$1,816.285540		\$22.703569	\$1,843.529823		\$23.044123	
4		\$1,848.016491		\$23.100206	\$1,875.736738		\$23.446709			\$1,903.872789		\$23.798410	\$1,932.430881		\$24.155386	
5		\$1,930.051216		\$24.125640	\$1,959.001984		\$24.487525			\$1,988.387014		\$24.854838	\$2,018.212819		\$25.227660	
6		\$2,018.052132		\$25.225652	\$2,048.322914		\$25.604036			\$2,079.047758		\$25.988097	\$2,110.233474		\$26.377918	
TECHNICAL ASSISTANT - FORESTRY	2427															
1		\$1,613.844875		\$20.173061	\$1,638.052548		\$20.475657			\$1,662.623336		\$20.782792	\$1,687.562686		\$21.094534	
2		\$1,694.388030		\$21.179850	\$1,719.803850		\$21.497548			\$1,745.600908		\$21.820011	\$1,771.784922		\$22.147312	
3		\$1,762.998899		\$22.037486	\$1,789.443882		\$22.368049			\$1,816.285540		\$22.703569	\$1,843.529823		\$23.044123	
4		\$1,848.016491		\$23.100206	\$1,875.736738		\$23.446709			\$1,903.872789		\$23.798410	\$1,932.430881		\$24.155386	
5		\$1,930.051216		\$24.125640	\$1,959.001984		\$24.487525			\$1,988.387014		\$24.854838	\$2,018.212819		\$25.227660	
6		\$2,018.052132		\$25.225652	\$2,048.322914		\$25.604036			\$2,079.047758		\$25.988097	\$2,110.233474		\$26.377918	
TECHNICAL WRITER/ADMINISTRATOR	2802															
1		\$2,197.719031	\$31.395986		\$2,230.684816	\$31.866926			\$2,264.145088	\$32.344930		\$2,298.107264	\$32.830104		\$23.979254	
2		\$2,274.645630	\$32.494938		\$2,308.765314	\$32.982362			\$2,343.396794	\$33.477097		\$2,378.547746	\$33.979254		\$24.168360	
3		\$2,354.247036	\$33.632101		\$2,389.560742	\$34.136582			\$2,425.404153	\$34.648631		\$2,461.785215	\$35.168360		\$25.369345	
4		\$2,436.651855	\$34.809312		\$2,473.201633	\$35.331452			\$2,510.299657	\$35.861424		\$2,547.954152	\$36.399345		\$26.673361	
5		\$2,521.937245	\$36.027675		\$2,559.766304	\$36.568090			\$2,598.162799	\$37.116611		\$2,637.135241	\$37.673361		\$28.991944	
6		\$2,610.206077	\$37.288658		\$2,649.359168	\$37.847988			\$2,689.099556	\$38.415708		\$2,729.436049				
TECHNICIAN - ELECTRONIC	2518															
1		\$2,231.342038		\$27.891775	\$2,264.812169		\$28.310152		\$2,298.784352		\$28.734804	\$2,333.266117		\$29.165826		
2		\$2,344.698992		\$29.308737	\$2,379.869477		\$29.748368		\$2,415.567519		\$30.194594	\$2,451.801032		\$30.647513		
3		\$2,426.733587		\$30.334170	\$2,463.134591		\$30.789182		\$2,500.081610		\$31.251020	\$2,537.582834		\$31.719785		
TECHNICIAN - ENTOMOLOGY 1	2457															
1		\$2,046.391206		\$25.579890	\$2,077.087074		\$25.963588		\$2,108.243380		\$26.353042	\$2,139.867031		\$26.748338		
2		\$2,141.849611		\$26.773120	\$2,173.977355		\$27.174717		\$2,206.587015		\$27.582338	\$2,239.685820		\$27.996073		
3		\$2,252.223576		\$28.152795	\$2,286.006930		\$28.575087		\$2,320.297034		\$29.003713	\$2,355.101490		\$29.438769		
4		\$2,361.105889		\$29.513824	\$2,396.522477		\$29.956531		\$2,432.470314		\$30.405879	\$2,468.957369		\$30.861967		
TECHNICIAN - ENTOMOLOGY 2	2458															
1		\$2,252.223576		\$28.152795	\$2,286.006930		\$28.575087		\$2,320.297034		\$29.003713	\$2,355.101490		\$29.438769		
2		\$2,361.105889		\$29.513824	\$2,396.522477		\$29.956531		\$2,432.470314		\$30.405879	\$2,468.957369		\$30.861967		
3		\$2,481.920465		\$31.024006	\$2,519.149272		\$31.489366		\$2,556.936511		\$31.961706	\$2,595.290559		\$32.441132		
4		\$2,608.701328		\$32.608767	\$2,647.831848		\$33.097898		\$2,687.549326		\$33.594367	\$2,727.862566		\$34.098282		
NATURAL RESOURCES COORDINATOR 1	2459															
1		\$2,018.052048	\$28.829315		\$2,048.322829	\$29.261755			\$2,079.047671	\$29.700681		\$2,110.233386	\$30.146191		\$23.728140	
2		\$2,123.951167	\$30.342160		\$2,155.810435	\$30.797292			\$2,188.147592	\$31.259251		\$2,220.969806	\$31.728140		\$23.109564	
3		\$2,216.426688	\$31.663238		\$2,249.673088	\$32.138187			\$2,283.418184	\$32.620260		\$2,317.669457	\$33.109564		\$24.780637	
4		\$2,328.291990	\$33.261314		\$2,363.216370	\$33.760234			\$2,398.664616	\$34.266637		\$2,434.644585	\$34.780637			
NATURAL RESOURCES COORDINATOR 2	2460															
1		\$2,328.291990	\$33.261314		\$2,363.216370	\$33.760234			\$2,398.664616	\$34.266637		\$2,434.644585	\$34.780637		\$36.496274	
2		\$2,443.140486	\$34.902007		\$2,479.787593	\$35.425537			\$2,516.984407	\$35.956920		\$2,554.739173	\$36.496274		\$38.323316	
3		\$2,565.446714	\$36.649239		\$2,603.928415	\$37.198977			\$2,642.987341	\$37.756962		\$2,682.632151	\$38.323316		\$40.239358	
4		\$2,693.710727	\$38.481582		\$2,734.116388	\$39.058806			\$2,775.128134	\$39.644688		\$2,816.755056	\$40.239358		\$42.251438	
5		\$2,828.403793	\$40.405768		\$2,870.829850	\$41.011855			\$2,913.892298	\$41.627033		\$2,957.600682				
TECHNICIAN - GRADE 1	2461															
1		\$1,879.338911	\$26.847699	\$23.491736	\$1,907.528995	\$27.250414	\$23.844112		\$1,936.141930	\$27.659170	\$24.201774	\$1,965.184059	\$28.074058	\$24.564801		
2		\$1,965.848091	\$28.083544	\$24.573101	\$1,995.335812	\$28.504797	\$24.941698		\$2,025.265849	\$28.932369	\$25.315823	\$2,055.644837	\$29.366355	\$25.695560		
3		\$2,049.374287	\$29.276776	\$25.617179	\$2,080.114901	\$29.715927	\$26.001436		\$2,111.316625	\$30.161666	\$26.391458	\$2,142.986374	\$30.614091	\$26.787330		
4		\$2,141.849715	\$30.597853	\$26.773121	\$2,173.977461	\$31.056821	\$27.174718		\$2,206.587123	\$31.522673	\$27.582339	\$2,239.685930	\$31.995513	\$27.996074		
5		\$2,252.223616	\$32.174623	\$28.152795	\$2,286.006970</											

SIX DIGIT - CUPE SALARY SCHEDULE - 2021 TO 2025
REVISED MAY 12, 2025 WITH SPECIAL WAGE ADJUSTMENTS

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		\$1,907.031837	\$27.243312	\$23.837898	\$1,939.451378	\$27.706448	\$24.243142	\$1,958.845892	\$27.983513	\$24.485574	\$1,988.228580	\$28.403265	\$24.852857			
2		\$2,007.105268	\$28.672932	\$25.088816	\$2,041.226058	\$29.160372	\$25.515326	\$2,061.638319	\$29.451976	\$25.770479	\$2,092.562894	\$29.893756	\$26.157036			
3		\$2,094.493125	\$29.921330	\$26.181164	\$2,130.099508	\$30.429993	\$26.626244	\$2,151.400503	\$30.734293	\$26.892506	\$2,183.671511	\$31.195307	\$27.295894			
4		\$2,200.204409	\$31.431492	\$27.502555	\$2,237.607884	\$31.965827	\$27.970099	\$2,259.983963	\$32.285485	\$28.249800	\$2,293.883722	\$32.769767	\$28.673547			
5		\$2,308.734658	\$32.981924	\$28.859183	\$2,347.983147	\$33.542616	\$29.349789	\$2,371.462978	\$33.878043	\$29.643287	\$2,407.034923	\$34.386213	\$30.087937			
TECHNICIAN - GRADE 3	2463															
1		\$2,066.303523	\$29.518622	\$25.828794	\$2,101.430683	\$30.020438	\$26.267884	\$2,122.444990	\$30.320643	\$26.530562	\$2,154.281665	\$30.775452	\$26.928521			
2		\$2,155.100906	\$30.787156	\$26.938761	\$2,191.737621	\$31.310537	\$27.396720	\$2,213.654997	\$31.623643	\$27.670687	\$2,246.859822	\$32.097997	\$28.085748			
3		\$2,265.040775	\$32.357725	\$28.313010	\$2,303.546468	\$32.907807	\$28.794331	\$2,326.581933	\$33.236885	\$29.082274	\$2,361.480662	\$33.735438	\$29.518508			
4		\$2,358.066651	\$33.686666	\$29.475833	\$2,398.153784	\$34.259340	\$29.976922	\$2,422.135322	\$34.601933	\$30.276692	\$2,458.467352	\$35.120962	\$30.730842			
5		\$2,476.463250	\$35.378046	\$30.955791	\$2,518.563125	\$35.979473	\$31.482039	\$2,543.748756	\$36.339288	\$31.796859	\$2,581.904987	\$36.884357	\$32.273812			
TECHNICIAN - GRADE 4	2464															
1		\$2,341.152842	\$33.445041	\$29.264411	\$2,380.952440	\$34.013606	\$29.761906	\$2,404.761964	\$34.353742	\$30.059525	\$2,440.833393	\$34.869048	\$30.510417			
2		\$2,446.864124	\$34.955202	\$30.585802	\$2,488.460814	\$35.549440	\$31.105760	\$2,513.345422	\$35.904935	\$31.416818	\$2,551.045603	\$36.443509	\$31.888070			
3		\$2,570.898746	\$36.727125	\$32.136234	\$2,614.604025	\$37.351486	\$32.682550	\$2,640.750065	\$37.725001	\$33.009376	\$2,680.361316	\$38.290876	\$33.504516			
4		\$2,685.066934	\$38.358099	\$33.563337	\$2,730.713072	\$39.010187	\$34.133913	\$2,758.020203	\$39.400289	\$34.475253	\$2,799.390506	\$39.991293	\$34.992381			
5		\$2,810.510997	\$40.150157	\$35.131387	\$2,858.289684	\$40.832710	\$35.728621	\$2,886.872581	\$41.241037	\$36.085907	\$2,930.175670	\$41.859652	\$36.627196			
TECHNICIAN - LABORATORY 1	2481															
1		\$1,467.272723	\$20.961039		\$1,492.216359	\$21.317377		\$1,507.138523	\$21.530550		\$1,529.745601	\$21.853509				
2		\$1,541.975349	\$22.028219		\$1,568.188930	\$22.402699		\$1,583.870819	\$22.626726		\$1,607.628881	\$22.966127				
3		\$1,603.992746	\$22.914182		\$1,631.260623	\$23.303723		\$1,647.573229	\$23.536760		\$1,672.286827	\$23.889812				
4		\$1,651.915127	\$23.598788		\$1,679.997684	\$23.999967		\$1,696.797661	\$24.239967		\$1,722.249626	\$24.603566				
5		\$1,706.884974	\$24.384071		\$1,735.902019	\$24.798600		\$1,753.261039	\$25.046586		\$1,779.559955	\$25.422285				
6		\$1,777.359277	\$25.390847		\$1,807.574385	\$25.822491		\$1,825.650129	\$26.080716		\$1,853.034881	\$26.471927				
TECHNICIAN - LABORATORY 2	2482															
1		\$1,811.186815	\$25.874097		\$1,841.976991	\$26.313957		\$1,860.396761	\$26.577097		\$1,888.302712	\$26.975753				
2		\$1,878.842065	\$26.840601		\$1,910.782380	\$27.296891		\$1,929.890204	\$27.569860		\$1,958.838557	\$27.983408				
3		\$1,956.363745	\$27.948054		\$1,989.621929	\$28.423170		\$2,009.518148	\$28.707402		\$2,039.660920	\$29.138013				
4		\$2,039.523193	\$29.136046		\$2,074.195087	\$29.631358		\$2,094.937038	\$29.927672		\$2,126.361094	\$30.376587				
5		\$2,128.320836	\$30.404583		\$2,164.502290	\$30.921461		\$2,186.147313	\$31.230676		\$2,218.939523	\$31.699136				
TECHNICIAN - LABORATORY 3	2483															
1		\$2,039.523193	\$29.136046		\$2,074.195087	\$29.631358		\$2,094.937038	\$29.927672		\$2,126.361094	\$30.376587				
2		\$2,128.320836	\$30.404583		\$2,164.502290	\$30.921461		\$2,186.147313	\$31.230676		\$2,218.939523	\$31.699136				
3		\$2,211.480281	\$31.592575		\$2,249.075446	\$32.129649		\$2,271.566200	\$32.450946		\$2,305.639693	\$32.937710				
4		\$2,290.411405	\$32.720163		\$2,329.348399	\$33.276406		\$2,352.641883	\$33.609170		\$2,387.931511	\$34.113307				
5		\$2,359.476093	\$33.706801		\$2,399.587187	\$34.279817		\$2,423.583059	\$34.622615		\$2,459.936805	\$35.141954				
TECHNICIAN - LABORATORY - SENIOR	2510															
1		\$2,290.411405	\$32.720163		\$2,329.348399	\$33.276406		\$2,352.641883	\$33.609170		\$2,387.931511	\$34.113307				
2		\$2,390.484663	\$34.149781		\$2,431.122902	\$34.730327		\$2,455.434131	\$35.077630		\$2,492.265643	\$35.603795				
3		\$2,476.463250	\$35.378046		\$2,518.563125	\$35.979473		\$2,543.748756	\$36.339288		\$2,581.904987	\$36.884357				
4		\$2,580.765092	\$36.868073		\$2,624.638099	\$37.494830		\$2,650.884480	\$37.869778		\$2,690.647747	\$38.437825				
5		\$2,685.066934	\$38.358099		\$2,730.713072	\$39.010187		\$2,758.020203	\$39.400289		\$2,799.390506	\$39.991293				
TECHNICIAN - MARKET RESEARCH	2484															
1		\$1,815.415311	\$25.934504		\$1,846.277371	\$26.375391		\$1,864.740145	\$26.639145		\$1,892.711247	\$27.038732				
2		\$1,907.031837	\$27.243312		\$1,939.451378	\$27.706448		\$1,958.845892	\$27.983513		\$1,988.228580	\$28.403265				
3		\$2,007.105268	\$28.672932		\$2,041.226058	\$29.160372		\$2,061.638319	\$29.451976		\$2,092.562894	\$29.893756				
4		\$2,094.493125	\$29.921330		\$2,130.099508	\$30.429993		\$2,151.400503	\$30.734293		\$2,183.671511	\$31.195307				
5		\$2,200.204409	\$31.431492		\$2,237.607884	\$31.965827		\$2,259.983963	\$32.285485		\$2,293.883722	\$32.769767				
6		\$2,308.734658	\$32.981924		\$2,347.983147	\$33.542616		\$2,371.462978	\$33.878043		\$2,407.034923	\$34.386213				
TECHNICIAN - RECREATION B * 2	2502															
1		\$1,130.406029		\$14.130075	\$1,149.622931		\$14.370287	\$1,161.119160		\$14.513990	\$1,178.535947		\$14.731699	\$1,200.000000		\$15.000000
TECHNICIAN - RECREATION C * 2	2503															
1		\$1,355.923504		\$16.949044	\$1,378.974204		\$17.237178	\$1,392.763946		\$17.409549	\$1,413.655405		\$17.670693			
TECHNICIAN - RECREATION D	2504															
1		\$1,465.863370		\$18.323292	\$1,490.783047		\$18.634788	\$1,505.690877		\$18.821136	\$1,528.276240		\$19.103453			
2		\$1,546.203933		\$19.327549	\$1,572.489400		\$19.656118	\$1,588.214294		\$19.852679	\$1,612.037508		\$20.150469			
3		\$1,627.953938		\$20.349424	\$1,655.629155		\$20.695364	\$1,672.185447		\$20.902318	\$1,697.268229		\$21.215853			
4		\$1,712.522909		\$21.406536	\$1,741.635798		\$21.770447	\$1,759.052156		\$21.988152	\$1,785.437938		\$22.317974			
TECHNICIAN - RECREATION E	2509															
1		\$1,808.367934		\$22.604599	\$1,839.110189		\$22.988877	\$1,857.501291		\$23.218766	\$1,885.363810		\$23.567048			
2		\$1,897.165402		\$23.714568	\$1,929.417214		\$24.117715	\$1,948.711386		\$24.358892	\$1,977.942057		\$24.724276			
3		\$1,988.781930		\$24.859774	\$2,022.591223		\$25.282390	\$2,042.817135		\$25.535214	\$2,073.459392		\$25.918242			
4		\$2,084.626776		\$26.057835	\$2,120.065431		\$26.500818	\$2,141.266085		\$26.765826	\$2,173.385076		\$27.167313			
5		\$2,197.385525		\$27.467319	\$2,234.741079		\$27.934263	\$2,257.088490		\$28.213606	\$2,290.944817		\$28.636810			

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 DATE 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		\$2,018.052009	\$28.829314	\$25.225650	\$2,048.322789	\$29.261754	\$25.604035				\$2,079.047631	\$29.700680	\$25.988095	\$2,110.233345	\$30.146191	\$26.377917
2		\$2,123.951337	\$30.342162	\$26.549392	\$2,155.810607	\$30.797294	\$26.947633				\$2,188.147766	\$31.259254	\$27.351847	\$2,220.969982	\$31.728143	\$27.762125
3		\$2,216.426584	\$31.663237	\$27.705332	\$2,249.672983	\$32.138185	\$28.120912				\$2,283.418078	\$32.620258	\$28.542726	\$2,317.669349	\$33.109562	\$28.970867
4		\$2,328.291978	\$33.261314	\$29.103650	\$2,363.216358	\$33.760234	\$29.540204				\$2,398.664603	\$34.266637	\$29.983308	\$2,434.644572	\$34.780637	\$30.433057
5		\$2,443.140447	\$34.902006	\$30.539256	\$2,479.787554	\$35.425536	\$30.997344				\$2,516.984367	\$35.956920	\$31.462305	\$2,554.739133	\$36.496273	\$31.934239
TECHNICIAN - GRADE 3	2463															
1		\$2,186.595890	\$31.237084	\$27.332449	\$2,219.394828	\$31.705640	\$27.742435				\$2,252.685750	\$32.181225	\$28.158572	\$2,286.476036	\$32.663943	\$28.580950
2		\$2,280.562719	\$32.579467	\$28.507034	\$2,314.771160	\$33.068159	\$28.934640				\$2,349.492727	\$33.564182	\$29.368659	\$2,384.735118	\$34.067645	\$29.809189
3		\$2,396.902872	\$34.241470	\$29.961286	\$2,432.856415	\$34.755092	\$30.410705				\$2,469.349261	\$35.276418	\$30.866866	\$2,506.389500	\$35.805564	\$31.329869
4		\$2,495.344362	\$35.647777	\$31.191805	\$2,532.774527	\$36.182493	\$31.659682				\$2,570.766145	\$36.725231	\$32.134577	\$2,609.327637	\$37.276109	\$32.616595
5		\$2,620.633562	\$37.437622	\$32.757920	\$2,659.943065	\$37.999187	\$33.249288				\$2,699.842211	\$38.569174	\$33.748028	\$2,740.339844	\$39.147712	\$34.254248
TECHNICIAN - GRADE 4	2464															
1		\$2,477.445894	\$35.392084	\$30.968074	\$2,514.607582	\$35.922965	\$31.432595				\$2,552.326696	\$36.461810	\$31.904084	\$2,590.611596	\$37.008737	\$32.382645
2		\$2,589.311287	\$36.990161	\$32.366391	\$2,628.150956	\$37.545014	\$32.851887				\$2,667.573220	\$38.108189	\$33.344665	\$2,707.586818	\$38.679812	\$33.844835
3		\$2,720.566736	\$38.865239	\$34.007084	\$2,761.375237	\$39.448218	\$34.517190				\$2,802.795866	\$40.039941	\$35.034948	\$2,844.837804	\$40.640540	\$35.560473
4		\$2,841.381364	\$40.591162	\$35.517267	\$2,884.002084	\$41.200030	\$36.050026				\$2,927.262115	\$41.818030	\$36.590776	\$2,971.171047	\$42.445301	\$37.139638
5		\$2,974.128305	\$42.487547	\$37.176604	\$3,018.740230	\$43.124860	\$37.734253				\$3,064.021333	\$43.771733	\$38.300267	\$3,109.981653	\$44.428309	\$38.874771
TECHNICIAN - LABORATORY 1	2481															
1		\$1,552.691785	\$22.181311		\$1,575.982162	\$22.514031					\$1,599.621894	\$22.851741		\$1,623.616222	\$23.194517	
2		\$1,631.743314	\$23.310619		\$1,656.219464	\$23.660278					\$1,681.062756	\$24.015182		\$1,706.278697	\$24.375410	
3		\$1,697.371129	\$24.248159		\$1,722.831696	\$24.611881					\$1,748.674711	\$24.981060		\$1,774.904284	\$25.355775	
4		\$1,748.083370	\$24.972620		\$1,774.304621	\$25.347209					\$1,800.919190	\$25.727417		\$1,827.932978	\$26.113328	
5		\$1,806.253354	\$25.803619		\$1,833.347154	\$26.190674					\$1,860.847361	\$26.583534		\$1,888.760071	\$26.982287	
6		\$1,880.830404	\$26.869006		\$1,909.042860	\$27.272041					\$1,937.678503	\$27.681121		\$1,966.743681	\$28.096338	
TECHNICIAN - LABORATORY 2	2482															
1		\$1,916.627253	\$27.380389		\$1,945.376662	\$27.791095					\$1,974.557312	\$28.207962		\$2,004.175672	\$28.631081	
2		\$1,988.221135	\$28.403159		\$2,018.044452	\$28.829206					\$2,048.315119	\$29.261645		\$2,079.039846	\$29.700569	
3		\$2,070.255834	\$29.575083		\$2,101.309672	\$30.018710					\$2,132.829317	\$30.468990		\$2,164.821757	\$30.926205	
4		\$2,158.256510	\$30.832236		\$2,190.630358	\$31.294719					\$2,223.489813	\$31.764140		\$2,256.842160	\$32.240602	
5		\$2,252.223616	\$32.174623		\$2,286.006970	\$32.657242					\$2,320.297075	\$33.147101		\$2,355.101531	\$33.644308	
TECHNICIAN - LABORATORY 3	2483															
1		\$2,158.256510	\$30.832236		\$2,190.630358	\$31.294719					\$2,223.489813	\$31.764140		\$2,256.842160	\$32.240602	
2		\$2,252.223616	\$32.174623		\$2,286.006970	\$32.657242					\$2,320.297075	\$33.147101		\$2,355.101531	\$33.644308	
3		\$2,340.224288	\$33.431776		\$2,375.327652	\$33.933252					\$2,410.957567	\$34.442251		\$2,447.121931	\$34.958885	
4		\$2,423.750484	\$34.625007		\$2,460.106741	\$35.144382					\$2,497.008342	\$35.671548		\$2,534.463467	\$36.206621	
5		\$2,496.835857	\$35.669084		\$2,534.288395	\$36.204120					\$2,572.302721	\$36.747182		\$2,610.887262	\$37.298389	
TECHNICIAN - LABORATORY - SENIOR	2510															
1		\$2,423.750484	\$34.625007		\$2,460.106741	\$35.144382					\$2,497.008342	\$35.671548		\$2,534.463467	\$36.206621	
2		\$2,529.649628	\$36.137852		\$2,567.594372	\$36.679920					\$2,606.108288	\$37.230118		\$2,645.199912	\$37.788570	
3		\$2,620.633562	\$37.437622		\$2,659.943065	\$37.999187					\$2,699.842211	\$38.569174		\$2,740.339844	\$39.147712	
4		\$2,731.007463	\$39.014392		\$2,771.972575	\$39.599608					\$2,813.552164	\$40.193602		\$2,855.755446	\$40.796506	
5		\$2,841.381364	\$40.591162		\$2,884.002084	\$41.200030					\$2,927.262115	\$41.818030		\$2,971.171047	\$42.445301	
TECHNICIAN - MARKET RESEARCH	2484															
1		\$1,921.101916	\$27.444313		\$1,949.918445	\$27.855978					\$1,979.167222	\$28.273817		\$2,008.854730	\$28.697925	
2		\$2,018.052009	\$28.829314		\$2,048.322789	\$29.261754					\$2,079.047631	\$29.700680		\$2,110.233345	\$30.146191	
3		\$2,123.951337	\$30.342162		\$2,155.810607	\$30.797294					\$2,188.147766	\$31.259254		\$2,220.969982	\$31.728143	
4		\$2,216.426584	\$31.663237		\$2,249.672983	\$32.138185					\$2,283.418078	\$32.620258		\$2,317.669349	\$33.109562	
5		\$2,328.291978	\$33.261314		\$2,363.216358	\$33.760234					\$2,398.664603	\$34.266637		\$2,434.644572	\$34.780637	
6		\$2,443.140447	\$34.902006		\$2,479.787554	\$35.425536					\$2,516.984367	\$35.956920		\$2,554.739133	\$36.496273	
TECHNICIAN - RECREATION B * 2	2502															
1		\$1,218.000000		\$15.225000	\$1,236.270000		\$15.453375	\$1,373.600000		\$17.170000	\$1,394.204000		\$17.427550	\$1,415.117060		\$17.688963
TECHNICIAN - RECREATION C * 2	2503															
1		\$1,434.860236		\$17.935753	\$1,456.383140		\$18.204789	\$1,496.383140		\$18.704789	\$1,518.828887		\$18.985361	\$1,541.611320		\$19.270142
TECHNICIAN - RECREATION D	2504															
1		\$1,551.200384		\$19.390005	\$1,574.468390		\$19.680855				\$1,598.085416		\$19.976068	\$1,622.056697		\$20.275709
2		\$1,636.218071		\$20.452726	\$1,660.761342		\$20.759517				\$1,685.672762		\$21.070910	\$1,710.957853		\$21.386973
3		\$1,722.727252		\$21.534091	\$1,748.568161		\$21.857102				\$1,774.796683		\$22.184959	\$1,801.418633		\$22.517733
4		\$1,812.219507		\$22.652744	\$1,839.402800		\$22.992535				\$1,866.993842		\$23.337423	\$1,894.998750		\$23.687484
TECHNICIAN - RECREATION E	2509															
1		\$1,913.644267		\$23.920553	\$1,942.348931		\$24.279362				\$1,971.484165		\$24.643552	\$2,001.056427		\$25.013205
2		\$2,007.611188		\$25.095140	\$2,037.725356		\$25.471567				\$2,068.291236		\$25.853640	\$2,099.315605		\$26.241445
3		\$2,104.561283		\$26.307016	\$2,136.129702		\$26.701621				\$2,168.171648		\$27.102146	\$2,200.694223		\$27.508678
4		\$2,205.985852		\$27.574823	\$2,239.075640		\$27.988446				\$2,272.661775		\$28.408272	\$2,306.751702		\$28.834396
5		\$2,325.308989		\$29.066362	\$2,360.188624		\$29.502358				\$2,395.591453		\$29.944893	\$2,431.525325		

SIX DIGIT - CUPE SALARY SCHEDULE - 2021 TO 2025
 REVISED MAY 12, 2025 WITH SPECIAL WAGE ADJUSTMENTS

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	2543	\$2,861.252433 \$2,983.877527	\$40.875035 \$42.626822		\$2,909.893724 \$3,034.603445	\$41.569910 \$43.351478		\$2,938.992661 \$3,064.949479	\$41.985609 \$43.784993		\$2,983.077551 \$3,110.923721	\$42.615394 \$44.441767		
TECHNOLOGIST - ELECTRONIC	2519	\$2,425.721814 \$2,545.528029 \$2,675.200501 \$2,762.588528 \$2,861.252433 \$2,983.877527		\$30.321523 \$31.819100 \$33.440006 \$34.532357 \$35.765655 \$37.298469	\$2,466.959085 \$2,588.802005 \$2,720.678910 \$2,809.552533 \$2,909.893724 \$3,034.603445		\$30.836989 \$32.360025 \$34.008486 \$35.119407 \$36.373672 \$37.932543	\$2,491.628676 \$2,614.690025 \$2,747.886599 \$2,837.648058 \$2,938.992661 \$3,064.949479		\$31.145358 \$32.683625 \$34.348571 \$35.470601 \$36.737408 \$38.311868	\$2,529.003106 \$2,653.910375 \$2,789.103984 \$2,880.212779 \$2,983.077551 \$3,110.923721		\$31.612539 \$33.173880 \$34.863800 \$36.002660 \$37.288469 \$38.886547			
TECHNOLOGIST - GRADE 1	2531	\$1,792.863562 \$1,885.889440 \$1,956.363745 \$2,042.342248 \$2,129.730365 \$2,219.937189	\$25.612337 \$26.941278 \$27.948054 \$29.176318 \$30.424720 \$31.713388	\$22.410795 \$23.573618 \$24.454547 \$25.529278 \$26.621630 \$27.749215	\$1,823.342243 \$1,917.949560 \$1,989.621929 \$2,077.062066 \$2,165.935781 \$2,257.676121	\$26.047746 \$27.399279 \$28.423170 \$29.672315 \$30.941940 \$32.252516	\$22.791778 \$23.974370 \$24.870274 \$25.963276 \$27.074197 \$28.220952	\$1,841.575665 \$1,937.129056 \$2,009.518148 \$2,097.832687 \$2,187.595139 \$2,280.252882	\$26.308224 \$27.673272 \$28.707402 \$29.969038 \$31.251359 \$32.575041	\$23.019696 \$24.214113 \$25.118977 \$26.222909 \$27.344939 \$28.503161	\$1,869.199300 \$1,966.185992 \$2,039.660920 \$2,129.300177 \$2,220.409066 \$2,314.456675	\$26.702847 \$28.088371 \$29.138013 \$30.418574 \$31.720130 \$33.063667	\$23.364991 \$24.577325 \$25.495762 \$26.616252 \$27.755113 \$28.930708			
TECHNOLOGIST - GRADE 2	2532	\$2,293.230461 \$2,359.476093 \$2,475.053810 \$2,589.222086 \$2,697.752251	\$32.760435 \$33.706801 \$35.357912 \$36.988887 \$38.539318	\$28.665381 \$29.493451 \$30.938173 \$32.365276 \$33.721903	\$2,332.215379 \$2,399.587187 \$2,517.129725 \$2,633.238861 \$2,743.614039	\$33.317363 \$34.279817 \$35.958996 \$37.617698 \$39.194486	\$29.152692 \$29.994840 \$31.464122 \$32.915486 \$34.295175	\$2,355.537533 \$2,423.583059 \$2,542.301022 \$2,659.571250 \$2,771.050179	\$33.650536 \$34.622615 \$36.318586 \$37.993875 \$39.586431	\$29.444219 \$30.294788 \$31.778763 \$33.244641 \$34.638127	\$2,390.870596 \$2,459.936805 \$2,580.435537 \$2,699.464819 \$2,812.615932	\$34.155294 \$35.141954 \$36.863365 \$38.563783 \$40.180228	\$29.885882 \$30.749210 \$32.255444 \$33.743310 \$35.157699			
TECHNOLOGIST - GRADE 3	2533	\$2,589.222086 \$2,697.752251 \$2,787.959333 \$2,914.812839 \$3,044.485312	\$36.988887 \$38.539318 \$39.827990 \$41.640183 \$43.492647	\$32.365276 \$33.721903 \$34.849492 \$36.435160 \$38.056066	\$2,633.238861 \$2,743.614039 \$2,835.354642 \$2,964.364657 \$3,096.241562	\$37.617698 \$39.194486 \$40.505066 \$42.348067 \$44.232022	\$32.915486 \$34.295175 \$35.441933 \$37.054558 \$38.703020	\$2,659.571250 \$2,771.050179 \$2,863.708188 \$2,994.008304 \$3,127.203978	\$37.993875 \$39.586431 \$40.910117 \$42.771547 \$44.674343	\$33.244641 \$34.638127 \$35.796352 \$37.425104 \$39.090050	\$2,699.464819 \$2,812.615932 \$2,906.663811 \$3,038.918429 \$3,174.112038	\$38.563783 \$40.180228 \$41.523769 \$43.413120 \$45.344458	\$33.743310 \$35.157699 \$36.333298 \$37.986480 \$39.676400			
TECHNOLOGIST - SR ELECTRONIC	2520	\$3,034.617872 \$3,140.829516		\$37.932723 \$39.260369	\$3,086.206376 \$3,194.223618		\$38.577580 \$39.927795	\$3,117.068440 \$3,226.165854		\$38.963356 \$40.327073	\$3,163.824467 \$3,274.558342		\$39.547806 \$40.931979			
TRAINER - E-LEARNING	3002	\$2,124.092425 \$2,208.661314 \$2,297.458871 \$2,389.075220	\$30.344178 \$31.552304 \$32.820841 \$34.129646		\$2,160.201996 \$2,246.208556 \$2,336.515672 \$2,429.689499	\$30.860029 \$32.088694 \$33.378795 \$34.709850		\$2,181.804016 \$2,268.670642 \$2,359.880829 \$2,453.986394	\$31.168629 \$32.409581 \$33.712583 \$35.056948		\$2,214.531076 \$2,302.700702 \$2,395.279041 \$2,490.796190	\$31.636158 \$32.895724 \$34.218272 \$35.582803				
TRAINER - JOINT COMMITTEE PROGRAM	3003	\$2,124.092425 \$2,208.661314 \$2,297.458871 \$2,389.075220	\$30.344178 \$31.552304 \$32.820841 \$34.129646		\$2,160.201996 \$2,246.208556 \$2,336.515672 \$2,429.689499	\$30.860029 \$32.088694 \$33.378795 \$34.709850		\$2,181.804016 \$2,268.670642 \$2,359.880829 \$2,453.986394	\$31.168629 \$32.409581 \$33.712583 \$35.056948		\$2,214.531076 \$2,302.700702 \$2,395.279041 \$2,490.796190	\$31.636158 \$32.895724 \$34.218272 \$35.582803				
TRAINER-RESPECTFUL WORKPLACE	3001	\$2,338.333872 \$2,429.950311 \$2,527.204774 \$2,589.222419 \$2,658.288845	\$33.404770 \$34.713576 \$36.102925 \$36.988892 \$37.975555		\$2,378.085548 \$2,471.259466 \$2,570.167255 \$2,633.239200 \$2,703.479755	\$33.972651 \$35.303707 \$36.716675 \$37.617703 \$38.621139		\$2,401.866403 \$2,495.972061 \$2,595.868928 \$2,659.571592 \$2,730.514553	\$34.312377 \$35.656744 \$37.083842 \$37.993880 \$39.007351		\$2,437.894399 \$2,533.411642 \$2,634.806962 \$2,699.465166 \$2,771.472271	\$34.827063 \$36.191595 \$37.640099 \$38.563788 \$39.592461				
TRAINWORKER	2566	\$2,239.670055		\$27.995876	\$2,277.744446		\$28.471806	\$2,300.521890		\$28.756524	\$2,335.029718		\$29.187871			
TREE CLIMBER	2621			\$26.075453			\$26.518736			\$26.783923			\$27.185682			
UTILITY 1 - FIRST 4 MONTHS	2651			\$17.125229	\$1,393.308671		\$17.416358	\$1,407.241758		\$17.590522	\$1,428.350384		\$17.854380			
UTILITY 1 - AFTER 4 MONTHS	2650			\$19.768014 \$1,792.863578	\$1,608.325583 \$1,823.342259		\$20.104070 \$22.791778	\$1,624.408839 \$1,841.575682		\$20.305110 \$23.019696	\$1,648.774972 \$1,869.199317		\$20.609687 \$23.364991			
UTILITY 2	2652			\$23.274103	\$1,893.581057		\$23.669763	\$1,912.516868		\$23.906461	\$1,941.204621		\$24.265058			
UTILITY 3	2653			\$23.767424	\$1,933.717610		\$24.171470	\$1,953.054786		\$24.413185	\$1,982.350608		\$24.779383			
UTILITY 4	2634			\$25.071196	\$2,039.792543		\$25.497407	\$2,060.190468		\$25.752381	\$2,091.093325		\$26.138667			
UTILITY A	2641			\$22.410795	\$1,823.342318		\$22.791779	\$1,841.575741		\$23.019697	\$1,869.199377		\$23.364992			

SIX DIGIT - CUPE SALARY SCHEDULE - 2021 TO 2025
 REVISED MAY 12, 2025 WITH SPECIAL WAGE ADJUSTMENTS

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 DATE 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	2543	\$3,027.823714	\$43.254624		\$3,073.241070	\$43.903444					\$3,119.339686	\$44.561996		\$3,166.129781	\$45.230425	
1		\$3,157.587577	\$45.108394		\$3,204.951391	\$45.785020					\$3,253.025662	\$46.471795		\$3,301.821047	\$47.168872	
TECHNOLOGIST - ELECTRONIC	2519	\$2,566.938153		\$32.086727	\$2,605.442225		\$32.568028				\$2,644.523858		\$33.056548	\$2,684.191716		\$33.552396
1		\$2,693.719031		\$33.671488	\$2,734.124816		\$34.176560				\$2,775.136688		\$34.689209	\$2,816.763738		\$35.209547
2		\$2,830.940544		\$35.386757	\$2,873.404652		\$35.917558				\$2,916.505722		\$36.456322	\$2,960.253308		\$37.003166
3		\$2,923.415971		\$36.542700	\$2,967.267211		\$37.090840				\$3,011.776219		\$37.647203	\$3,056.952862		\$38.211911
4		\$3,027.823714		\$37.847796	\$3,073.241070		\$38.415513				\$3,119.339686		\$38.991746	\$3,166.129781		\$39.576622
5		\$3,157.587577		\$39.469845	\$3,204.951391		\$40.061892				\$3,253.025662		\$40.662821	\$3,301.821047		\$41.272763
TECHNOLOGIST - GRADE 1	2531	\$1,897.237290	\$27.103390	\$23.715466	\$1,925.695849	\$27.509941	\$24.071198				\$1,954.581287	\$27.922590	\$24.432266	\$1,983.900006	\$28.341429	\$24.798750
1		\$1,995.678782	\$28.509697	\$24.945985	\$2,025.613964	\$28.937342	\$25.320175				\$2,055.998173	\$29.371402	\$25.699977	\$2,086.838146	\$29.811974	\$26.085477
2		\$2,070.255834	\$29.575083	\$25.878198	\$2,101.309672	\$30.018710	\$26.266371				\$2,132.829317	\$30.468990	\$26.660366	\$2,164.821757	\$30.926025	\$27.060272
3		\$2,161.239680	\$30.874853	\$27.015496	\$2,193.658275	\$31.337975	\$27.420728				\$2,226.563149	\$31.808045	\$27.832039	\$2,259.961596	\$32.285166	\$28.249520
4		\$2,253.715202	\$32.195931	\$28.171440	\$2,287.520930	\$32.678870	\$28.540412				\$2,321.833744	\$33.169053	\$29.022922	\$2,356.661250	\$33.666589	\$29.458266
5		\$2,349.173525	\$33.559622	\$29.364669	\$2,384.411128	\$34.063016	\$29.805139				\$2,420.177295	\$34.573961	\$30.252216	\$2,456.479954	\$35.092571	\$30.705999
TECHNOLOGIST - GRADE 2	2532	\$2,426.733655	\$34.667624	\$30.334171	\$2,463.134660	\$35.187638	\$30.789183				\$2,500.081680	\$35.715453	\$31.251021	\$2,537.582905	\$36.251184	\$31.719786
1		\$2,496.835857	\$35.669084	\$31.210448	\$2,534.288395	\$36.204120	\$31.678605				\$2,572.302721	\$36.747182	\$32.153784	\$2,610.887262	\$37.298389	\$32.636091
2		\$2,619.142070	\$37.416315	\$32.739276	\$2,658.429201	\$37.977560	\$33.230365				\$2,698.305639	\$38.547223	\$33.728820	\$2,738.780224	\$39.125432	\$34.234753
3		\$2,739.956791	\$39.142240	\$34.249460	\$2,781.056143	\$39.729373	\$34.763202				\$2,822.771985	\$40.325314	\$35.284650	\$2,865.113565	\$40.930194	\$35.813920
4		\$2,854.805171	\$40.782931	\$35.685065	\$2,897.627249	\$41.394675	\$36.220341				\$2,941.091658	\$42.015595	\$36.763646	\$2,985.208033	\$42.645829	\$37.315100
TECHNOLOGIST - GRADE 3	2533	\$2,739.956791	\$39.142240	\$34.249460	\$2,781.056143	\$39.729373	\$34.763202				\$2,822.771985	\$40.325314	\$35.284650	\$2,865.113565	\$40.930194	\$35.813920
1		\$2,854.805171	\$40.782931	\$35.685065	\$2,897.627249	\$41.394675	\$36.220341				\$2,941.091658	\$42.015595	\$36.763646	\$2,985.208033	\$42.645829	\$37.315100
2		\$2,950.263768	\$42.146625	\$36.878297	\$2,994.517725	\$42.778825	\$37.431472				\$3,039.435491	\$43.420507	\$37.992944	\$3,085.027023	\$44.071815	\$38.562838
3		\$3,084.502205	\$44.064317	\$38.556278	\$3,130.769738	\$44.725282	\$39.134622				\$3,177.731284	\$45.396161	\$39.721641	\$3,225.397253	\$46.077104	\$40.317466
4		\$3,221.723719	\$46.024625	\$40.271546	\$3,270.049575	\$46.714994	\$40.875620				\$3,319.100319	\$47.415719	\$41.488754	\$3,368.886824	\$48.126955	\$42.111085
TECHNOLOGIST - SR ELECTRONIC	2520	\$3,211.281834		\$40.141023	\$3,259.451062		\$40.743138				\$3,308.342828		\$41.354285	\$3,357.967970		\$41.974600
1		\$3,323.676717		\$41.545959	\$3,373.531868		\$42.169148				\$3,424.134846		\$42.801686	\$3,475.496869		\$43.443711
TRAINER - E-LEARNING	3002	\$2,247.749042	\$32.110701		\$2,281.465278	\$32.592361					\$2,315.687257	\$33.081247		\$2,350.422566	\$33.577465	
1		\$2,337.241213	\$33.389160		\$2,372.299831	\$33.889998					\$2,407.884328	\$34.398348		\$2,444.002593	\$34.914323	
2		\$2,431.208227	\$34.731546		\$2,467.676350	\$35.252519					\$2,504.691495	\$35.781307		\$2,542.261867	\$36.318027	
3		\$2,528.158133	\$36.116545		\$2,566.080505	\$36.658293					\$2,604.571713	\$37.208167		\$2,643.640289	\$37.766290	
TRAINER - JOINT COMMITTEE PROGRAM	3003	\$2,247.749042	\$32.110701		\$2,281.465278	\$32.592361					\$2,315.687257	\$33.081247		\$2,350.422566	\$33.577465	
1		\$2,337.241213	\$33.389160		\$2,372.299831	\$33.889998					\$2,407.884328	\$34.398348		\$2,444.002593	\$34.914323	
2		\$2,431.208227	\$34.731546		\$2,467.676350	\$35.252519					\$2,504.691495	\$35.781307		\$2,542.261867	\$36.318027	
3		\$2,528.158133	\$36.116545		\$2,566.080505	\$36.658293					\$2,604.571713	\$37.208167		\$2,643.640289	\$37.766290	
TRAINER-RESPECTFUL WORKPLACE	3001	\$2,474.462815	\$35.349469		\$2,511.579757	\$35.879711					\$2,549.253453	\$36.417906		\$2,587.492255	\$36.964175	
1		\$2,571.412817	\$36.734469		\$2,609.984009	\$37.285486					\$2,649.133769	\$37.844768		\$2,688.870776	\$38.412440	
2		\$2,674.329066	\$38.204701		\$2,714.444002	\$38.777771					\$2,755.160662	\$39.359438		\$2,796.488072	\$39.949830	
3		\$2,739.957143	\$39.142245		\$2,781.056500	\$39.729379					\$2,822.772348	\$40.325319		\$2,865.113933	\$40.930199	
4		\$2,813.044355	\$40.186348		\$2,855.240020	\$40.789143					\$2,898.068620	\$41.400980		\$2,941.539649	\$42.021995	
TRAINWORKER	2566	\$2,370.055164		\$29.625690	\$2,405.605991		\$30.070075				\$2,441.690081		\$30.521126	\$2,478.315432		\$30.978943
TREE CLIMBER	2621			\$27.593467			\$28.007369						\$28.427480			\$28.853892
UTILITY 1 - FIRST 4 MONTHS	2651	\$1,449.775640		\$18.122196	\$1,471.522275		\$18.394028				\$1,493.595109		\$18.669939	\$1,515.999036		\$18.949988
UTILITY 1 - AFTER 4 MONTHS	2650	\$1,673.506597		\$20.918832	\$1,698.609196		\$21.232615				\$1,724.088334		\$21.551104	\$1,749.949659		\$21.874371
1		\$1,897.237307		\$23.715466	\$1,925.695867		\$24.071198				\$1,954.581305		\$24.432266	\$1,983.900025		\$24.798750
UTILITY 2	2652	\$1,970.322690		\$24.629034	\$1,999.877530		\$24.998469				\$2,029.875693		\$25.373446	\$2,060.323828		\$25.754048
UTILITY 3	2653	\$2,012.085867		\$25.151073	\$2,042.267155		\$25.528339				\$2,072.901162		\$25.911265	\$2,103.994679		\$26.299933
UTILITY 4	2634	\$2,122.459725		\$26.530747	\$2,154.296621		\$26.928708				\$2,186.611070		\$27.332638	\$2,219.410236		\$27.742628
UTILITY A	2641	\$1,897.237368		\$23.715467	\$1,925.695929		\$24.071199				\$1,954.581368		\$24.432267	\$1,983.900089		\$24.798751

SIX DIGIT - CUPE SALARY SCHEDULE - 2021 TO 2025
 REVISED MAY 12, 2025 WITH SPECIAL WAGE ADJUSTMENTS

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 1	2642	\$1,861.928276		\$23.274103	\$1,893.581057		\$23.669763	\$1,912.516868		\$23.906461	\$1,941.204621		\$24.265058			
UTILITY C 1	2643	\$1,901.393814		\$23.767423	\$1,933.717509		\$24.171469	\$1,953.054684		\$24.413184	\$1,982.350504		\$24.779381			
UTILITY D 1	2644	\$2,005.695716		\$25.071196	\$2,039.792543		\$25.497407	\$2,060.190468		\$25.752381	\$2,091.093325		\$26.138667			
VALUATION OFFICER 1 2 3 4 5 6	68	\$2,172.779831 \$2,273.928651 \$2,441.332214 \$2,587.812559 \$2,744.265276 \$2,911.993868	\$31.039712 \$32.484695 \$34.876174 \$36.968751 \$39.203790 \$41.599912		\$2,209.717088 \$2,312.585438 \$2,482.834862 \$2,631.805373 \$2,790.917786 \$2,961.497764	\$31.567387 \$33.036935 \$35.469069 \$37.597220 \$39.870254 \$42.307111		\$2,231.814259 \$2,335.711292 \$2,507.663211 \$2,658.123427 \$2,818.826964 \$2,991.112742	\$31.883061 \$33.367304 \$35.823760 \$37.973192 \$40.268957 \$42.730182		\$2,265.291473 \$2,370.746961 \$2,545.278159 \$2,697.995278 \$2,861.109368 \$3,035.979433	\$32.361307 \$33.867814 \$36.361117 \$38.542790 \$40.872991 \$43.371135				
WASTE WATER TREATMENT - OPERATOR IN TRAINING 1	1953	\$1,864.239647		\$23.302996	\$1,895.931721		\$23.699147	\$1,914.891038		\$23.936138	\$1,943.614404		\$24.295180	\$1,987.614404		\$24.845180
WASTE WATER TREATMENT OPERATOR - 1A 1	1954	\$1,953.995555		\$24.424944	\$1,987.213479		\$24.840168	\$2,007.085614		\$25.088570	\$2,037.191898		\$25.464899	\$2,081.191898		\$26.014899
WASTE WATER TREATMENT OPERATOR - 1B 1	1955	\$2,038.593052		\$25.482413	\$2,073.249134		\$25.915614	\$2,093.981625		\$26.174770	\$2,125.391349		\$26.567392	\$2,169.391349		\$27.117392
WASTE WATER TREATMENT OPERATOR - 2A 1	1956	\$2,113.905402		\$26.423818	\$2,149.841794		\$26.873022	\$2,171.340212		\$27.141753	\$2,203.910315		\$27.548879	\$2,247.910315		\$28.098879
WASTE WATER TREATMENT OPERATOR - 2B 1	1957	\$2,213.978040		\$27.674726	\$2,251.615667		\$28.145196	\$2,274.131824		\$28.426648	\$2,308.243801		\$28.853048	\$2,352.243801		\$29.403048
WASTE WATER TREATMENT OPERATOR - 3A 1 - With Provincial Certification	1958	\$2,373.887884		\$29.673599	\$2,414.243978		\$30.178050	\$2,438.386418		\$30.479830	\$2,474.962214		\$30.937028	\$2,526.962214		\$31.587028
WASTE WATER TREATMENT OPERATOR - 3B 1 - With Provincial Certification	1959	\$2,482.213983		\$31.027675	\$2,524.411621		\$31.555145	\$2,549.655737		\$31.870697	\$2,587.900573		\$32.348757	\$2,639.900573		\$32.998757
WASTE WATER TREATMENT OPERATOR 4 1 - With Provincial Certification	1960	\$2,769.020023		\$34.612750	\$2,816.093363		\$35.201167	\$2,844.254297		\$35.553179	\$2,886.918111		\$36.086476	\$2,938.918111		\$36.736476
WATER TREATMENT OPERATOR - IT 1	2901	\$1,946.079729		\$24.325997	\$1,979.163084		\$24.739539	\$1,998.954715		\$24.986934	\$2,028.939036		\$25.361738			
WATER TREATMENT OPERATOR - 1A 1	2902	\$2,039.775994		\$25.497200	\$2,074.452186		\$25.930652	\$2,095.196708		\$26.189959	\$2,126.624659		\$26.582808			
WATER TREATMENT OPERATOR - 1B 1	2903	\$2,128.087267		\$26.601091	\$2,164.264751		\$27.053309	\$2,185.907399		\$27.323842	\$2,218.696010		\$27.733700			
WATER TREATMENT OPERATOR - 2A 1	2904	\$2,206.705866		\$27.583823	\$2,244.219866		\$28.052748	\$2,266.662065		\$28.333276	\$2,300.661996		\$28.758275			
WATER TREATMENT OPERATOR - 2B 1	2905	\$2,311.171724		\$28.889647	\$2,350.461643		\$29.380771	\$2,373.966259		\$29.674578	\$2,409.575753		\$30.119697			
WATER TREATMENT OPERATOR - 3A 1	2906	\$2,452.254435		\$30.653180	\$2,493.942760		\$31.174285	\$2,518.882188		\$31.486027	\$2,556.665421		\$31.958318			
WATER TREATMENT OPERATOR - 3A 2	2906	\$2,478.101594		\$30.976270	\$2,520.229321		\$31.502867	\$2,545.431614		\$31.817895	\$2,583.613088		\$32.295164			
WATER TREATMENT OPERATOR - 3B 1	2907	\$2,565.335947		\$32.066699	\$2,608.946658		\$32.611833	\$2,635.036125		\$32.937952	\$2,674.561667		\$33.432021			
WATER TREATMENT OPERATOR - 3B 2	2907	\$2,591.183205		\$32.389790	\$2,635.233319		\$32.940416	\$2,661.585652		\$33.269821	\$2,701.509437		\$33.768868			
WATER TREATMENT OPERATOR - 4 1	2908	\$2,847.501366		\$35.593767	\$2,895.908889		\$36.198861	\$2,924.867978		\$36.560850	\$2,968.740998		\$37.109262			
WATER TREATMENT OPERATOR - 4 2	2908	\$2,890.580035		\$36.132250	\$2,939.719896		\$36.746499	\$2,969.117095		\$37.113964	\$3,013.653851		\$37.670673			
WEB SERVICES SPECIALIST 1 2 3 4 5 6	2783	\$1,943.998035 \$2,012.037965 \$2,082.459295 \$2,155.345371 \$2,230.782458 \$2,308.859844	\$27.771401 \$28.743400 \$29.749419 \$30.790648 \$31.868321 \$32.983712		\$1,977.046002 \$2,046.242610 \$2,117.861103 \$2,191.986242 \$2,268.705760 \$2,348.110461	\$28.243514 \$29.232037 \$30.255159 \$31.314089 \$32.410082 \$33.544435		\$1,996.816462 \$2,066.705036 \$2,139.039714 \$2,213.906104 \$2,291.392818 \$2,371.591566	\$28.525949 \$29.524358 \$30.557710 \$31.627230 \$32.734183 \$33.879880		\$2,026.768709 \$2,097.705612 \$2,171.125310 \$2,247.114696 \$2,325.763710 \$2,407.165439	\$28.953839 \$29.967223 \$31.016076 \$32.101639 \$33.225196 \$34.388078				
WEIGH SCALES OPERATOR-REFUSE DISPOSAL 1	2722	\$1,928.174132		\$24.102177	\$1,960.953092		\$24.511914	\$1,980.562623		\$24.757033	\$2,010.271062		\$25.128388			
WELDER 1	2731	\$2,607.051237		\$32.588140	\$2,651.371108		\$33.142139	\$2,677.884819		\$33.473560	\$2,718.053091		\$33.975664	\$2,750.053091		\$34.375664
WELDER - LEADING 1	2734	\$2,700.077121		\$33.750964	\$2,745.978432		\$34.324730	\$2,773.438216		\$34.667978	\$2,815.039789		\$35.187997	\$2,847.039789		\$35.587997
WELDER - PRESSURE VESSEL 1	2741	\$2,628.687561		\$32.858595	\$2,673.375250		\$33.417191	\$2,700.109003		\$33.751363	\$2,740.610638		\$34.257633			

SIX DIGIT - CUPE SALARY SCHEDULE - 2021 TO 2025
 REVISED MAY 12, 2025 WITH SPECIAL WAGE ADJUSTMENTS

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 DATE 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 1	2642	\$1,970.322690		\$24.629034	\$1,999.877530		\$24.998469				\$2,029.875693		\$25.373446	\$2,060.323828		\$25.754048	
UTILITY C 1	2643	\$2,012.085762		\$25.151072	\$2,042.267048		\$25.528338				\$2,072.901054		\$25.911263	\$2,103.994570		\$26.299932	
UTILITY D 1	2644	\$2,122.459725		\$26.530747	\$2,154.296621		\$26.928708				\$2,186.611070		\$27.332638	\$2,219.410236		\$27.742628	
VALUATION OFFICER 1 2 3 4 5 6	68	\$2,299.270845 \$2,406.308165 \$2,583.457331 \$2,738.465207 \$2,904.026009 \$3,081.519124	\$32.846726 \$34.375831 \$36.906533 \$39.120932 \$41.486086 \$44.021702		\$2,333.759908 \$2,442.402787 \$2,622.209191 \$2,779.542185 \$2,947.586399 \$3,127.741911	\$33.339427 \$34.891468 \$37.460131 \$39.707746 \$42.108377 \$44.682027					\$2,368.766307 \$2,479.038829 \$2,661.542329 \$2,821.235318 \$2,991.800195 \$3,174.658040	\$33.839519 \$35.414840 \$38.022033 \$40.303362 \$42.740003 \$45.352258		\$2,404.297802 \$2,516.224411 \$2,701.465464 \$2,863.553848 \$3,036.677198 \$3,222.277911	\$34.347111 \$35.946063 \$38.592364 \$40.907912 \$43.381103 \$46.032542		
WASTE WATER TREATMENT - OPERATOR IN TRAINING 1 1	1953	\$2,017.428620		\$25.217858	\$2,047.690049		\$25.596126				\$2,078.405400		\$25.980068	\$2,109.581481		\$26.369769	
WASTE WATER TREATMENT OPERATOR - 1A 1 1	1954	\$2,112.409776		\$26.405122	\$2,144.095923		\$26.801199				\$2,176.257362		\$27.203217	\$2,208.901222		\$27.611265	
WASTE WATER TREATMENT OPERATOR - 1B 1 1	1955	\$2,201.932219		\$27.524153	\$2,234.961202		\$27.937015				\$2,268.485620		\$28.356070	\$2,302.512904		\$28.781411	
WASTE WATER TREATMENT OPERATOR - 2A 1 1	1956	\$2,281.628970		\$28.520362	\$2,315.853405		\$28.948168				\$2,350.591206		\$29.382390	\$2,385.850074		\$29.823126	
WASTE WATER TREATMENT OPERATOR - 2B 1 1	1957	\$2,387.527458		\$29.844093	\$2,423.340370		\$30.291755				\$2,459.690476		\$30.746131	\$2,496.585833		\$31.207323	
WASTE WATER TREATMENT OPERATOR - 3A 1 1 - With Provincial Certification	1958	\$2,564.866647		\$32.060833	\$2,603.339647		\$32.541746				\$2,642.389742		\$33.029872	\$2,682.025588		\$33.525320	
WASTE WATER TREATMENT OPERATOR - 3B 1 1 - With Provincial Certification	1959	\$2,679.499082		\$33.493739	\$2,719.691568		\$33.996145				\$2,760.486942		\$34.506087	\$2,801.894246		\$35.023678	
WASTE WATER TREATMENT OPERATOR 4 1 1 - With Provincial Certification	1960	\$2,983.001883		\$37.287524	\$3,027.746911		\$37.846836				\$3,073.163115		\$38.414539	\$3,119.260562		\$38.990757	
WATER TREATMENT OPERATOR - IT 1	2901	\$2,059.373122		\$25.742164	\$2,090.263719		\$26.128296				\$2,121.617675		\$26.520221	\$2,153.441940		\$26.918024	
WATER TREATMENT OPERATOR - 1A 1	2902	\$2,158.524029		\$26.981550	\$2,190.901889		\$27.386274				\$2,223.765417		\$27.797068	\$2,257.121898		\$28.214024	
WATER TREATMENT OPERATOR - 1B 1	2903	\$2,251.976450		\$28.149706	\$2,285.756097		\$28.571951				\$2,320.042438		\$29.000530	\$2,354.843075		\$29.435538	
WATER TREATMENT OPERATOR - 2A 1	2904	\$2,335.171926		\$29.189649	\$2,370.199505		\$29.627494				\$2,405.752498		\$30.071906	\$2,441.838785		\$30.522985	
WATER TREATMENT OPERATOR - 2B 1	2905	\$2,445.719389		\$30.571492	\$2,482.405180		\$31.030065				\$2,519.641258		\$31.495516	\$2,557.435877		\$31.967948	
WATER TREATMENT OPERATOR - 3A 1 2	2906	\$2,595.015402 \$2,622.367284	\$32.437693 \$32.779591		\$2,633.940633 \$2,661.702793		\$32.924258 \$33.271285				\$2,673.449742 \$2,701.628335	\$33.418122 \$33.770354		\$2,713.551488 \$2,742.152760		\$33.919394 \$34.276910	
WATER TREATMENT OPERATOR - 3B 1 2	2907	\$2,714.680092 \$2,742.032079	\$33.933501 \$34.275401		\$2,755.400293 \$2,783.162560		\$34.442504 \$34.789532				\$2,796.731297 \$2,824.909998	\$34.959141 \$35.311375		\$2,838.682266 \$2,867.283648		\$35.483528 \$35.841046	
WATER TREATMENT OPERATOR - 4 1 2	2908	\$3,013.272113 \$3,058.858659	\$37.665901 \$38.235733		\$3,058.471195 \$3,104.741539		\$38.230890 \$38.809269				\$3,104.348263 \$3,151.312662	\$38.804353 \$39.391408		\$3,150.913487 \$3,198.582352		\$39.386419 \$39.982279	
WEB SERVICES SPECIALIST 1 2 3 4 5 6	2783	\$2,057.170240 \$2,129.171196 \$2,203.692190 \$2,280.821416 \$2,360.650166 \$2,443.272921	\$29.388146 \$30.416731 \$31.481317 \$32.583163 \$33.723574 \$34.903899		\$2,088.027794 \$2,161.108764 \$2,236.747573 \$2,315.033737 \$2,396.059918 \$2,479.922015	\$29.828968 \$30.872982 \$31.953537 \$33.071911 \$34.229427 \$35.427457					\$2,119.348211 \$2,193.525395 \$2,270.298787 \$2,349.759243 \$2,432.000817 \$2,517.120845	\$30.276403 \$31.336077 \$32.432840 \$33.567989 \$34.742869 \$35.958869		\$2,151.138434 \$2,226.428276 \$2,304.353269 \$2,385.005632 \$2,468.480829 \$2,554.877658	\$30.730549 \$31.806118 \$32.919332 \$34.071509 \$35.264012 \$36.498252		
WEIGH SCALES OPERATOR-REFUSE DISPOSAL 1	2722	\$2,040.425128		\$25.505314	\$2,071.031505		\$25.887894				\$2,102.096978		\$26.276212	\$2,133.628433		\$26.670355	
WELDER 1 1	2731	\$2,791.303887		\$34.891299	\$2,833.173445		\$35.414668				\$2,875.671047		\$35.945888	\$2,918.806113		\$36.485076	
WELDER - LEADING 1 1	2734	\$2,889.745386		\$36.121817	\$2,933.091567		\$36.663645				\$2,977.087941		\$37.213599	\$3,021.744260		\$37.771803	
WELDER - PRESSURE VESSEL 1	2741	\$2,781.719798		\$34.771497	\$2,823.445595		\$35.293070				\$2,865.797279		\$35.822466	\$2,908.784238		\$36.359803	

SIX DIGIT - CUPE SALARY SCHEDULE - 2021 TO 2025
 REVISED MAY 12, 2025 WITH SPECIAL WAGE ADJUSTMENTS

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		\$1,966.230092	\$28.089001		\$1,999.656004	\$28.566514		\$2,019.652564	\$28.852179		\$2,049.947352	\$29.284962				
2		\$2,069.122408	\$29.558892		\$2,104.297489	\$30.061393		\$2,125.340464	\$30.362007		\$2,157.220571	\$30.817437				
3		\$2,139.596624	\$30.565666		\$2,175.969767	\$31.085282		\$2,197.729465	\$31.396135		\$2,230.695407	\$31.867077				
4		\$2,208.661314	\$31.552304		\$2,246.208556	\$32.088694		\$2,268.670642	\$32.409581		\$2,302.700702	\$32.895724				
5		\$2,276.316562	\$32.518808		\$2,315.013944	\$33.071628		\$2,338.164083	\$33.402344		\$2,373.236544	\$33.903379				
6		\$2,353.838157	\$33.626259		\$2,393.853406	\$34.197906		\$2,417.791940	\$34.539885		\$2,454.058819	\$35.057983				
WORKER - COMMUNITY DEVELOPMENT 2	2766															
1		\$2,270.678623	\$32.438266		\$2,309.280160	\$32.989717		\$2,332.372962	\$33.319614		\$2,367.358556	\$33.819408				
2		\$2,334.105377	\$33.344363		\$2,373.785168	\$33.911217		\$2,397.523020	\$34.250329		\$2,433.485865	\$34.764084				
3		\$2,404.579679	\$34.351138		\$2,445.457534	\$34.935108		\$2,469.912109	\$35.284459		\$2,506.960791	\$35.813726				
4		\$2,466.596990	\$35.237100		\$2,508.529139	\$35.836131		\$2,533.614430	\$36.194492		\$2,571.618646	\$36.737409				
5		\$2,527.204774	\$36.102925		\$2,570.167255	\$36.716675		\$2,595.868928	\$37.083842		\$2,634.806962	\$37.640099				
WORKER - METER SERVICE 1	2772															
1		\$1,861.928276		\$23.274103	\$1,893.581057		\$23.669763	\$1,912.516868		\$23.906461	\$1,941.204621		\$24.265058			
WORKER - METER SERVICE 2	2773															
1		\$2,005.695675		\$25.071196	\$2,039.792501		\$25.497406	\$2,060.190426		\$25.752380	\$2,091.093282		\$26.138666			
WORKER - SEWER MAINTENANCE	2771															
1		\$1,918.307631		\$23.978845	\$1,950.918861		\$24.386486	\$1,970.428050		\$24.630351	\$1,999.984471		\$24.999806			
WORKER-SOCIAL 3-SOCIAL SERVICES	2788															
1		\$2,527.204774	\$36.102925		\$2,570.167255	\$36.716675		\$2,595.868928	\$37.083842		\$2,634.806962	\$37.640099				
2		\$2,589.222086	\$36.988887		\$2,633.238861	\$37.617698		\$2,659.571250	\$37.993875		\$2,699.464819	\$38.563783				
3		\$2,658.286687	\$37.975524		\$2,703.477561	\$38.621108		\$2,730.512337	\$39.007319		\$2,771.470022	\$39.592429				
4		\$2,711.847179	\$38.740674		\$2,757.948581	\$39.399265		\$2,785.528067	\$39.793258		\$2,827.310988	\$40.390157				
5		\$2,779.502342	\$39.707176		\$2,826.753882	\$40.382198		\$2,855.021421	\$40.786020		\$2,897.846742	\$41.397811				
WORKER - WATER SUPPLY	2775															
1		\$2,289.001993		\$28.612525	\$2,327.915027		\$29.098938	\$2,351.194177		\$29.389927	\$2,386.462090		\$29.830776			
WORK MANAGEMENT TECHNICIAN	2465															
1		\$2,242.252175	\$32.032174		\$2,280.370462	\$32.576721		\$2,303.174167	\$32.902488		\$2,337.721780	\$33.396025				
2		\$2,323.577383	\$33.193963		\$2,363.078199	\$33.758260		\$2,386.708981	\$34.095843		\$2,422.509616	\$34.607280				
3		\$2,407.852211	\$34.397889		\$2,448.785699	\$34.982653		\$2,473.273556	\$35.332479		\$2,510.372659	\$35.862467				

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 DATE 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		\$2,080.696562	\$29.724237		\$2,111.907010	\$30.170100					\$2,143.585615	\$30.622652		\$2,175.739399	\$31.081991	
2		\$2,189.578880	\$31.279698		\$2,222.422563	\$31.748894					\$2,255.758901	\$32.225127		\$2,289.595285	\$32.708504	
3		\$2,264.155838	\$32.345083		\$2,298.118176	\$32.830260					\$2,332.589949	\$33.322714		\$2,367.578798	\$33.822554	
4		\$2,337.241213	\$33.389160		\$2,372.299831	\$33.889998					\$2,407.884328	\$34.398348		\$2,444.002593	\$34.914323	
5		\$2,408.835092	\$34.411930		\$2,444.967618	\$34.928109					\$2,481.642132	\$35.452030		\$2,518.866764	\$35.983811	
6		\$2,490.869701	\$35.583853		\$2,528.232747	\$36.117611					\$2,566.156238	\$36.659375		\$2,604.648582	\$37.209265	
WORKER - COMMUNITY DEVELOPMENT 2	2766															
1		\$2,402.868934	\$34.326699		\$2,438.911968	\$34.841600					\$2,475.495648	\$35.364224		\$2,512.628083	\$35.894687	
2		\$2,469.988153	\$35.285545		\$2,507.037975	\$35.814828					\$2,544.643545	\$36.352051		\$2,582.813198	\$36.897331	
3		\$2,544.565203	\$36.350931		\$2,582.733681	\$36.896195					\$2,621.474686	\$37.449638		\$2,660.796806	\$38.011383	
4		\$2,610.192926	\$37.288470		\$2,649.345820	\$37.847797					\$2,689.086007	\$38.415514		\$2,729.422297	\$38.991747	
5		\$2,674.329066	\$38.204701		\$2,714.444002	\$38.777771					\$2,755.160662	\$39.359438		\$2,796.488072	\$39.949830	
WORKER - METER SERVICE 1	2772															
1		\$1,970.322690		\$24.629034	\$1,999.877530		\$24.998469				\$2,029.875693		\$25.373446	\$2,060.323828		\$25.754048
WORKER - METER SERVICE 2	2773															
1		\$2,122.459681		\$26.530746	\$2,154.296576		\$26.928707				\$2,186.611025		\$27.332638	\$2,219.410190		\$27.742627
WORKER - SEWER MAINTENANCE	2771															
1		\$2,029.984238		\$25.374803	\$2,060.434002		\$25.755425				\$2,091.340512		\$26.141756	\$2,122.710620		\$26.533883
WORKER-SOCIAL 3-SOCIAL SERVICES	2788															
1		\$2,674.329066	\$38.204701		\$2,714.444002	\$38.777771					\$2,755.160662	\$39.359438		\$2,796.488072	\$39.949830	
2		\$2,739.956791	\$39.142240		\$2,781.056143	\$39.729373					\$2,822.771985	\$40.325314		\$2,865.113565	\$40.930194	
3		\$2,813.042072	\$40.186315		\$2,855.237703	\$40.789110					\$2,898.066269	\$41.400947		\$2,941.537263	\$42.021961	
4		\$2,869.720653	\$40.996009		\$2,912.766463	\$41.610949					\$2,956.457960	\$42.235114		\$3,000.804829	\$42.868640	
5		\$2,941.314443	\$42.018778		\$2,985.434160	\$42.649059					\$3,030.215672	\$43.288795		\$3,075.668907	\$43.938127	
WORKER - WATER SUPPLY	2775															
1		\$2,422.259021		\$30.278238	\$2,458.592906		\$30.732411				\$2,495.471800		\$31.193398	\$2,532.903877		\$31.661298
WORK MANAGEMENT TECHNICIAN	2465															
1		\$2,372.787607	\$33.896966		\$2,408.379421	\$34.405420					\$2,444.505112	\$34.921502		\$2,481.172689	\$35.445324	
2		\$2,458.847260	\$35.126389		\$2,495.729969	\$35.653285					\$2,533.165919	\$36.188085		\$2,571.163408	\$36.730906	
3		\$2,548.028249	\$36.400404		\$2,586.248673	\$36.946410					\$2,625.042403	\$37.500606		\$2,664.418039	\$38.063115	

*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%