

**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%		
		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
<b>311 CUSTOMER SERVICE REPRESENTATIVE I*</b>	<b>391</b>												
1		\$1,129.00		\$14.11	\$1,148.19		\$14.35	\$1,159.67		\$14.50	\$1,177.07		\$14.71
1 - Effective January 1 2023													
2		\$1,245.98		\$15.57	\$1,267.17		\$15.84	\$1,279.84		\$16.00	\$1,299.03		\$16.24
3		\$1,364.38		\$17.05	\$1,387.57		\$17.34	\$1,401.45		\$17.52	\$1,422.47		\$17.78
4		\$1,479.96		\$18.50	\$1,505.12		\$18.81	\$1,520.17		\$19.00	\$1,542.97		\$19.29
5		\$1,599.76		\$20.00	\$1,626.96		\$20.34	\$1,643.23		\$20.54	\$1,667.88		\$20.85
6		\$1,639.36		\$20.49	\$1,667.23		\$20.84	\$1,683.90		\$21.05	\$1,709.16		\$21.36
<b>311 CUSTOMER SERVICE REPRESENTATIVE II</b>	<b>392</b>												
1		\$1,625.13		\$20.31	\$1,652.76		\$20.66	\$1,669.29		\$20.87	\$1,694.33		\$21.18
2		\$1,697.02		\$21.21	\$1,725.87		\$21.57	\$1,743.13		\$21.79	\$1,769.27		\$22.12
3		\$1,759.04		\$21.99	\$1,788.94		\$22.36	\$1,806.83		\$22.59	\$1,833.93		\$22.92
4		\$1,828.10		\$22.85	\$1,859.18		\$23.24	\$1,877.77		\$23.47	\$1,905.94		\$23.82
5		\$1,902.80		\$23.79	\$1,935.15		\$24.19	\$1,954.50		\$24.43	\$1,983.82		\$24.80
6		\$1,949.90		\$24.37	\$1,983.05		\$24.79	\$2,002.88		\$25.04	\$2,032.92		\$25.41
<b>311 CUSTOMER SERVICE SPECIALIST I</b>	<b>393</b>												
1		\$1,966.23		\$24.58	\$1,999.66		\$25.00	\$2,019.65		\$25.25	\$2,049.95		\$25.62
2		\$2,049.39		\$25.62	\$2,084.23		\$26.05	\$2,105.07		\$26.31	\$2,136.65		\$26.71
3		\$2,125.50		\$26.57	\$2,161.64		\$27.02	\$2,183.25		\$27.29	\$2,216.00		\$27.70
4		\$2,193.89		\$27.42	\$2,231.19		\$27.89	\$2,253.50		\$28.17	\$2,287.30		\$28.59
5		\$2,270.68		\$28.38	\$2,309.28		\$28.87	\$2,332.37		\$29.15	\$2,367.36		\$29.59
<b>311 CUSTOMER SERVICE SPECIALIST II</b>	<b>394</b>												
1		\$2,163.56		\$27.04	\$2,200.34		\$27.50	\$2,222.34		\$27.78	\$2,255.68		\$28.20
2		\$2,250.95		\$28.14	\$2,289.21		\$28.62	\$2,312.10		\$28.90	\$2,346.79		\$29.33
3		\$2,320.01		\$29.00	\$2,359.45		\$29.49	\$2,383.05		\$29.79	\$2,418.79		\$30.23
<b>311 KNOWLEDGE MGMT LIAISON</b>	<b>395</b>												
1		\$2,163.56		\$27.04	\$2,200.34		\$27.50	\$2,222.34		\$27.78	\$2,255.68		\$28.20
2		\$2,250.95		\$28.14	\$2,289.21		\$28.62	\$2,312.10		\$28.90	\$2,346.79		\$29.33
3		\$2,320.01		\$29.00	\$2,359.45		\$29.49	\$2,383.05		\$29.79	\$2,418.79		\$30.23
4		\$2,389.61		\$29.87	\$2,430.23		\$30.38	\$2,454.54		\$30.68	\$2,491.35		\$31.14
5		\$2,461.30		\$30.77	\$2,503.14		\$31.29	\$2,528.17		\$31.60	\$2,566.10		\$32.08
<b>ACCOUNTING TECHNICIAN 1</b>	<b>2558</b>												
1		\$1,921.13	\$27.44		\$1,953.79	\$27.91		\$1,973.32	\$28.19		\$2,002.92	\$28.61	
2		\$2,016.97	\$28.81		\$2,051.26	\$29.30		\$2,071.77	\$29.60		\$2,102.85	\$30.04	
3		\$2,098.72	\$29.98		\$2,134.40	\$30.49		\$2,155.74	\$30.80		\$2,188.08	\$31.26	
4		\$2,190.34	\$31.29		\$2,227.57	\$31.82		\$2,249.85	\$32.14		\$2,283.60	\$32.62	
<b>ACCOUNTING TECHNICIAN 2</b>	<b>2559</b>												
1		\$2,248.13	\$32.12		\$2,286.35	\$32.66		\$2,309.21	\$32.99		\$2,343.85	\$33.48	
2		\$2,318.60	\$33.12		\$2,358.02	\$33.69		\$2,381.60	\$34.02		\$2,417.32	\$34.53	
3		\$2,391.89	\$34.17		\$2,432.56	\$34.75		\$2,456.88	\$35.10		\$2,493.74	\$35.62	
<b>ACCOUNTING TECHNICIAN 3</b>	<b>2560</b>												
1		\$2,435.59	\$34.79		\$2,476.99	\$35.39		\$2,501.76	\$35.74		\$2,539.29	\$36.28	
2		\$2,513.11	\$35.90		\$2,555.83	\$36.51		\$2,581.39	\$36.88		\$2,620.11	\$37.43	
3		\$2,587.81	\$36.97		\$2,631.81	\$37.60		\$2,658.12	\$37.97		\$2,698.00	\$38.54	
4		\$2,668.15	\$38.12		\$2,713.51	\$38.76		\$2,740.65	\$39.15		\$2,781.76	\$39.74	
<b>ACTIVE LIVING SUPERVISOR</b>	<b>1200</b>												
1		\$1,925.36		\$24.07	\$1,958.09		\$24.48	\$1,977.67		\$24.72	\$2,007.33		\$25.09
2		\$2,019.79		\$25.25	\$2,054.13		\$25.68	\$2,074.67		\$25.93	\$2,105.79		\$26.32
3		\$2,122.68		\$26.53	\$2,158.77		\$26.98	\$2,180.36		\$27.25	\$2,213.06		\$27.66
4		\$2,225.58		\$27.82	\$2,263.41		\$28.29	\$2,286.04		\$28.58	\$2,320.33		\$29.00
<b>ANALYST - NETWORK SYSTEMS</b>	<b>14</b>												
1		\$2,121.27	\$30.30		\$2,157.34	\$30.82		\$2,178.91	\$31.13		\$2,211.59	\$31.59	
2		\$2,205.84	\$31.51		\$2,243.34	\$32.05		\$2,265.78	\$32.37		\$2,299.76	\$32.85	
3		\$2,293.23	\$32.76		\$2,332.22	\$33.32		\$2,355.54	\$33.65		\$2,390.87	\$34.16	
4		\$2,384.85	\$34.07		\$2,425.39	\$34.65		\$2,449.64	\$34.99		\$2,486.39	\$35.52	
5		\$2,482.10	\$35.46		\$2,524.30	\$36.06		\$2,549.54	\$36.42		\$2,587.78	\$36.97	

**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 MARCH 1, 2024 - 1.50% PLUS \$0.50 PER HOUR**			EFFECTIVE DATE SEPTEMBER 1, 2024 - 1.50% PLUS \$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
<b>311 CUSTOMER SERVICE REPRESENTATIVE I*</b>	391												
1 - Effective January 1 2023		\$1,218.00		\$15.23	\$1,236.27		\$15.45	\$1,254.81		\$15.69	\$1,273.64		\$15.92
2		\$1,318.52		\$16.48	\$1,338.30		\$16.73	\$1,358.37		\$16.98	\$1,378.75		\$17.23
3		\$1,443.81		\$18.05	\$1,465.47		\$18.32	\$1,487.45		\$18.59	\$1,509.76		\$18.87
4		\$1,566.12		\$19.58	\$1,589.61		\$19.87	\$1,613.45		\$20.17	\$1,637.65		\$20.47
5		\$1,692.90		\$21.16	\$1,718.29		\$21.48	\$1,744.06		\$21.80	\$1,770.23		\$22.13
6		\$1,734.80		\$21.68	\$1,760.82		\$22.01	\$1,787.27		\$22.34	\$1,814.04		\$22.68
<b>311 CUSTOMER SERVICE REPRESENTATIVE II</b>	392												
1		\$1,719.74		\$21.50	\$1,745.54		\$21.82	\$1,771.72		\$22.15	\$1,798.30		\$22.48
2		\$1,795.81		\$22.45	\$1,822.75		\$22.78	\$1,850.09		\$23.13	\$1,877.84		\$23.47
3		\$1,861.44		\$23.27	\$1,889.36		\$23.62	\$1,917.70		\$23.97	\$1,946.47		\$24.33
4		\$1,934.53		\$24.18	\$1,963.54		\$24.54	\$1,993.00		\$24.91	\$2,022.89		\$25.29
5		\$2,013.58		\$25.17	\$2,043.78		\$25.55	\$2,074.44		\$25.93	\$2,105.55		\$26.32
6		\$2,063.42		\$25.79	\$2,094.37		\$26.18	\$2,125.78		\$26.57	\$2,157.67		\$26.97
<b>311 CUSTOMER SERVICE SPECIALIST I</b>	393												
1		\$2,080.70		\$26.01	\$2,111.91		\$26.40	\$2,143.59		\$26.79	\$2,175.74		\$27.20
2		\$2,168.70		\$27.11	\$2,201.23		\$27.52	\$2,234.25		\$27.93	\$2,267.76		\$28.35
3		\$2,249.24		\$28.12	\$2,282.98		\$28.54	\$2,317.22		\$28.97	\$2,351.98		\$29.40
4		\$2,321.61		\$29.02	\$2,356.44		\$29.46	\$2,391.78		\$29.90	\$2,427.66		\$30.35
5		\$2,402.87		\$30.04	\$2,438.91		\$30.49	\$2,475.50		\$30.94	\$2,512.63		\$31.41
<b>311 CUSTOMER SERVICE SPECIALIST II</b>	394												
1		\$2,289.51		\$28.62	\$2,323.85		\$29.05	\$2,358.71		\$29.48	\$2,394.09		\$29.93
2		\$2,381.99		\$29.77	\$2,417.72		\$30.22	\$2,453.98		\$30.67	\$2,490.79		\$31.13
3		\$2,455.07		\$30.69	\$2,491.90		\$31.15	\$2,529.28		\$31.62	\$2,567.22		\$32.09
<b>311 KNOWLEDGE MGMT LIAISON</b>	395												
1		\$2,289.51		\$28.62	\$2,323.85		\$29.05	\$2,358.71		\$29.48	\$2,394.09		\$29.93
2		\$2,381.99		\$29.77	\$2,417.72		\$30.22	\$2,453.98		\$30.67	\$2,490.79		\$31.13
3		\$2,455.07		\$30.69	\$2,491.90		\$31.15	\$2,529.28		\$31.62	\$2,567.22		\$32.09
4		\$2,528.72		\$31.61	\$2,566.66		\$32.08	\$2,605.16		\$32.56	\$2,644.23		\$33.05
5		\$2,604.59		\$32.56	\$2,643.66		\$33.05	\$2,683.31		\$33.54	\$2,723.56		\$34.04
<b>ACCOUNTING TECHNICIAN 1</b>	2558												
1		\$2,032.97	\$29.04		\$2,063.46	\$29.48		\$2,094.41	\$29.92		\$2,125.83	\$30.37	
2		\$2,134.39	\$30.49		\$2,166.41	\$30.95		\$2,198.90	\$31.41		\$2,231.89	\$31.88	
3		\$2,220.90	\$31.73		\$2,254.21	\$32.20		\$2,288.03	\$32.69		\$2,322.35	\$33.18	
4		\$2,317.85	\$33.11		\$2,352.62	\$33.61		\$2,387.91	\$34.11		\$2,423.73	\$34.62	
<b>ACCOUNTING TECHNICIAN 2</b>	2559												
1		\$2,379.00	\$33.99		\$2,414.69	\$34.50		\$2,450.91	\$35.01		\$2,487.67	\$35.54	
2		\$2,453.58	\$35.05		\$2,490.38	\$35.58		\$2,527.74	\$36.11		\$2,565.66	\$36.65	
3		\$2,531.14	\$36.16		\$2,569.11	\$36.70		\$2,607.65	\$37.25		\$2,646.76	\$37.81	
<b>ACCOUNTING TECHNICIAN 3</b>	2560												
1		\$2,577.38	\$36.82		\$2,616.04	\$37.37		\$2,655.28	\$37.93		\$2,695.11	\$38.50	
2		\$2,659.41	\$37.99		\$2,699.30	\$38.56		\$2,739.79	\$39.14		\$2,780.89	\$39.73	
3		\$2,738.47	\$39.12		\$2,779.54	\$39.71		\$2,821.24	\$40.30		\$2,863.55	\$40.91	
4		\$2,823.48	\$40.34		\$2,865.84	\$40.94		\$2,908.82	\$41.55		\$2,952.46	\$42.18	
<b>ACTIVE LIVING SUPERVISOR</b>	1200												
1		\$2,037.44		\$25.47	\$2,068.00		\$25.85	\$2,099.02		\$26.24	\$2,130.51		\$26.63
2		\$2,137.38		\$26.72	\$2,169.44		\$27.12	\$2,201.98		\$27.52	\$2,235.01		\$27.94
3		\$2,246.26		\$28.08	\$2,279.95		\$28.50	\$2,314.15		\$28.93	\$2,348.86		\$29.36
4		\$2,355.14		\$29.44	\$2,390.47		\$29.88	\$2,426.32		\$30.33	\$2,462.72		\$30.78
<b>ANALYST - NETWORK SYSTEMS</b>	14												
1		\$2,244.77	\$32.07		\$2,278.44	\$32.55		\$2,312.61	\$33.04		\$2,347.30	\$33.53	
2		\$2,334.26	\$33.35		\$2,369.27	\$33.85		\$2,404.81	\$34.35		\$2,440.88	\$34.87	
3		\$2,426.73	\$34.67		\$2,463.13	\$35.19		\$2,500.08	\$35.72		\$2,537.58	\$36.25	
4		\$2,523.68	\$36.05		\$2,561.54	\$36.59		\$2,599.96	\$37.14		\$2,638.96	\$37.70	
5		\$2,626.60	\$37.52		\$2,666.00	\$38.09		\$2,705.99	\$38.66		\$2,746.58	\$39.24	

**CUPE 2021 TO 2025 SALARY SCHEDULE**

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

**CUPE 2021 TO 2025 SALARY SCHEDULE** (Continued)

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

**CUPE 2021 TO 2025 SALARY SCHEDULE**

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

**CUPE 2021 TO 2025 SALARY SCHEDULE** (Continued)

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

**CUPE 2021 TO 2025 SALARY SCHEDULE**

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

**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 MARCH 1, 2024 - 1.50% PLUS \$0.50 PER HOUR**			EFFECTIVE DATE SEPTEMBER 1, 2024 - 1.50% PLUS \$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
ATTENDANT - LABORATORY 2	92												
1		\$1,533.30	\$21.90		\$1,556.30	\$22.23		\$1,579.65	\$22.57		\$1,603.34	\$22.90	
2		\$1,621.30	\$23.16		\$1,645.62	\$23.51		\$1,670.31	\$23.86		\$1,695.36	\$24.22	
3		\$1,712.29	\$24.46		\$1,737.97	\$24.83		\$1,764.04	\$25.20		\$1,790.50	\$25.58	
4		\$1,801.78	\$25.74		\$1,828.81	\$26.13		\$1,856.24	\$26.52		\$1,884.08	\$26.92	
ATTENDANT - LOCKER ROOM	122												
1		\$1,397.57		\$17.47	\$1,418.54		\$17.73	\$1,439.81		\$18.00	\$1,461.41		\$18.27
BEHAVIOURAL HEALTH NURSE	1681												
		\$2,884.74	\$41.21		\$2,928.01	\$41.83		\$2,971.93	\$42.46		\$3,016.51	\$43.09	
		\$2,985.71	\$42.65		\$3,030.49	\$43.29		\$3,075.95	\$43.94		\$3,122.09	\$44.60	
		\$3,090.21	\$44.15		\$3,136.56	\$44.81		\$3,183.61	\$45.48		\$3,231.36	\$46.16	
		\$3,198.37	\$45.69		\$3,246.34	\$46.38		\$3,295.04	\$47.07		\$3,344.46	\$47.78	
		\$3,310.31	\$47.29		\$3,359.96	\$48.00		\$3,410.36	\$48.72		\$3,461.52	\$49.45	
		\$3,426.17	\$48.95		\$3,477.56	\$49.68		\$3,529.73	\$50.42		\$3,582.67	\$51.18	
BRIDGE WORKER-CUPE	251												
1		\$2,080.70		\$26.01	\$2,111.91		\$26.40	\$2,143.59		\$26.79	\$2,175.74		\$27.20
2		\$2,161.24		\$27.02	\$2,193.66		\$27.42	\$2,226.56		\$27.83	\$2,259.96		\$28.25
3		\$2,270.12		\$28.38	\$2,304.17		\$28.80	\$2,338.74		\$29.23	\$2,373.82		\$29.67
4		\$2,341.72		\$29.27	\$2,376.84		\$29.71	\$2,412.49		\$30.16	\$2,448.68		\$30.61
BUYER 1	271												
1		\$1,983.75	\$28.34		\$2,013.50	\$28.76		\$2,043.71	\$29.20		\$2,074.36	\$29.63	
2		\$2,080.70	\$29.72		\$2,111.91	\$30.17		\$2,143.59	\$30.62		\$2,175.74	\$31.08	
3		\$2,168.70	\$30.98		\$2,201.23	\$31.45		\$2,234.25	\$31.92		\$2,267.76	\$32.40	
4		\$2,249.24	\$32.13		\$2,282.98	\$32.61		\$2,317.22	\$33.10		\$2,351.98	\$33.60	
BUYER 2	272												
1		\$2,353.65	\$33.62		\$2,388.95	\$34.13		\$2,424.79	\$34.64		\$2,461.16	\$35.16	
2		\$2,472.97	\$35.33		\$2,510.07	\$35.86		\$2,547.72	\$36.40		\$2,585.93	\$36.94	
3		\$2,581.85	\$36.88		\$2,620.58	\$37.44		\$2,659.89	\$38.00		\$2,699.79	\$38.57	
4		\$2,708.63	\$38.69		\$2,749.26	\$39.28		\$2,790.50	\$39.86		\$2,832.36	\$40.46	
5		\$2,833.92	\$40.48		\$2,876.43	\$41.09		\$2,919.58	\$41.71		\$2,963.37	\$42.33	
6		\$2,966.67	\$42.38		\$3,011.17	\$43.02		\$3,056.34	\$43.66		\$3,102.18	\$44.32	
BYLAW SUPPORT WORKER	1794												
1		\$1,196.21	\$17.09		\$1,214.16	\$17.35		\$1,232.37	\$17.61		\$1,250.86	\$17.87	
CARETAKER	320												
1		\$1,970.32		\$24.63	\$1,999.88		\$25.00	\$2,029.88		\$25.37	\$2,060.32		\$25.75
CARPENTER	330												
1		\$2,758.82		\$34.49	\$2,800.21		\$35.00	\$2,842.21		\$35.53	\$2,884.84		\$36.06
CASHIER/CLERK - AQUATIC AND RECREATION FACILITIES*	360												
1 - Effective January 1 2023		\$1,218.00		\$15.23	\$1,236.27		\$15.45	\$1,254.81		\$15.69	\$1,273.64		\$15.92
2		\$1,318.52		\$16.48	\$1,338.30		\$16.73	\$1,358.37		\$16.98	\$1,378.75		\$17.23
3		\$1,443.81		\$18.05	\$1,465.47		\$18.32	\$1,487.45		\$18.59	\$1,509.76		\$18.87
4		\$1,566.12		\$19.58	\$1,589.61		\$19.87	\$1,613.45		\$20.17	\$1,637.65		\$20.47
5		\$1,692.90		\$21.16	\$1,718.29		\$21.48	\$1,744.06		\$21.80	\$1,770.23		\$22.13
CLAIMS ADJUSTOR 1	1251												
1		\$1,874.86	\$26.78		\$1,902.99	\$27.19		\$1,931.53	\$27.59		\$1,960.50	\$28.01	
2		\$1,950.93	\$27.87		\$1,980.20	\$28.29		\$2,009.90	\$28.71		\$2,040.05	\$29.14	
3		\$2,038.93	\$29.13		\$2,069.52	\$29.56		\$2,100.56	\$30.01		\$2,132.07	\$30.46	
4		\$2,122.46	\$30.32		\$2,154.30	\$30.78		\$2,186.61	\$31.24		\$2,219.41	\$31.71	
5		\$2,214.94	\$31.64		\$2,248.16	\$32.12		\$2,281.88	\$32.60		\$2,316.11	\$33.09	
6		\$2,310.39	\$33.01		\$2,345.05	\$33.50		\$2,380.23	\$34.00		\$2,415.93	\$34.51	



**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%		
		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
<b>CLAIMS ADJUSTOR 2</b>	<b>1252</b>												
1		\$2,277.73	\$32.54		\$2,316.45	\$33.09		\$2,339.61	\$33.42		\$2,374.71	\$33.92	
2		\$2,374.98	\$33.93		\$2,415.36	\$34.51		\$2,439.51	\$34.85		\$2,476.10	\$35.37	
3		\$2,473.64	\$35.34		\$2,515.70	\$35.94		\$2,540.85	\$36.30		\$2,578.97	\$36.84	
4		\$2,583.58	\$36.91		\$2,627.51	\$37.54		\$2,653.78	\$37.91		\$2,693.59	\$38.48	
5		\$2,696.34	\$38.52		\$2,742.18	\$39.17		\$2,769.60	\$39.57		\$2,811.15	\$40.16	
6		\$2,810.51	\$40.15		\$2,858.29	\$40.83		\$2,886.87	\$41.24		\$2,930.18	\$41.86	
<b>CLERK 1 - PARKS TEMPORARY</b>	<b>371</b>												
1		\$1,498.28		\$18.73	\$1,523.75		\$19.05	\$1,538.99		\$19.24	\$1,562.07		\$19.53
<b>CLERK 2 - PARKS TEMPORARY</b>	<b>372</b>												
1		\$1,775.95		\$22.20	\$1,806.14		\$22.58	\$1,824.20		\$22.80	\$1,851.57		\$23.14
<b>CLERK 3 - PARKS TEMPORARY</b>	<b>373</b>												
1		\$1,980.33		\$24.75	\$2,013.99		\$25.17	\$2,034.13		\$25.43	\$2,064.64		\$25.81
<b>CLERK A - 35HR</b>	<b>361</b>												
1		\$1,129.00	\$16.13		\$1,148.19	\$16.40		\$1,159.67	\$16.57		\$1,177.07	\$16.82	
2		\$1,245.98	\$17.80		\$1,267.17	\$18.10		\$1,279.84	\$18.28		\$1,299.03	\$18.56	
3		\$1,364.38	\$19.49		\$1,387.57	\$19.82		\$1,401.45	\$20.02		\$1,422.47	\$20.32	
4		\$1,479.96	\$21.14		\$1,505.12	\$21.50		\$1,520.17	\$21.72		\$1,542.97	\$22.04	
5		\$1,599.76	\$22.85		\$1,626.96	\$23.24		\$1,643.23	\$23.47		\$1,667.88	\$23.83	
<b>CLERK A - 40HR*</b>	<b>361</b>												
1		\$1,129.00		\$14.11	\$1,148.19		\$14.35	\$1,159.67		\$14.50	\$1,177.07		\$14.71
1 - Effective January 1 2023													
2		\$1,245.98		\$15.57	\$1,267.17		\$15.84	\$1,279.84		\$16.00	\$1,299.03		\$16.24
3		\$1,364.38		\$17.05	\$1,387.57		\$17.34	\$1,401.45		\$17.52	\$1,422.47		\$17.78
4		\$1,479.96		\$18.50	\$1,505.12		\$18.81	\$1,520.17		\$19.00	\$1,542.97		\$19.29
5		\$1,599.76		\$20.00	\$1,626.96		\$20.34	\$1,643.23		\$20.54	\$1,667.88		\$20.85
<b>CLERK B</b>	<b>362</b>												
1		\$1,625.13	\$23.22	\$20.31	\$1,652.76	\$23.61	\$20.66	\$1,669.29	\$23.85	\$20.87	\$1,694.33	\$24.20	\$21.18
2		\$1,697.02	\$24.24	\$21.21	\$1,725.87	\$24.66	\$21.57	\$1,743.13	\$24.90	\$21.79	\$1,769.27	\$25.28	\$22.12
3		\$1,759.04	\$25.13	\$21.99	\$1,788.94	\$25.56	\$22.36	\$1,806.83	\$25.81	\$22.59	\$1,833.93	\$26.20	\$22.92
4		\$1,828.10	\$26.12	\$22.85	\$1,859.18	\$26.56	\$23.24	\$1,877.77	\$26.83	\$23.47	\$1,905.94	\$27.23	\$23.82
5		\$1,902.80	\$27.18	\$23.79	\$1,935.15	\$27.65	\$24.19	\$1,954.50	\$27.92	\$24.43	\$1,983.82	\$28.34	\$24.80
<b>CLERK C</b>	<b>364</b>												
1		\$1,966.23	\$28.09	\$24.58	\$1,999.66	\$28.57	\$25.00	\$2,019.65	\$28.85	\$25.25	\$2,049.95	\$29.28	\$25.62
2		\$2,049.39	\$29.28	\$25.62	\$2,084.23	\$29.77	\$26.05	\$2,105.07	\$30.07	\$26.31	\$2,136.65	\$30.52	\$26.71
3		\$2,125.50	\$30.36	\$26.57	\$2,161.64	\$30.88	\$27.02	\$2,183.25	\$31.19	\$27.29	\$2,216.00	\$31.66	\$27.70
<b>CLERK - PRINCIPAL</b>	<b>365</b>												
1		\$2,393.30	\$34.19	\$29.92	\$2,433.99	\$34.77	\$30.42	\$2,458.33	\$35.12	\$30.73	\$2,495.20	\$35.65	\$31.19
2		\$2,449.68	\$35.00	\$30.62	\$2,491.33	\$35.59	\$31.14	\$2,516.24	\$35.95	\$31.45	\$2,553.98	\$36.49	\$31.92
3		\$2,525.80	\$36.08	\$31.57	\$2,568.73	\$36.70	\$32.11	\$2,594.42	\$37.06	\$32.43	\$2,633.34	\$37.62	\$32.92
4		\$2,589.22	\$36.99	\$32.37	\$2,633.24	\$37.62	\$32.92	\$2,659.57	\$37.99	\$33.24	\$2,699.46	\$38.56	\$33.74
<b>CLERK - SENIOR</b>	<b>366</b>												
1		\$2,163.56	\$30.91	\$27.04	\$2,200.34	\$31.43	\$27.50	\$2,222.34	\$31.75	\$27.78	\$2,255.68	\$32.22	\$28.20
2		\$2,250.95	\$32.16	\$28.14	\$2,289.21	\$32.70	\$28.62	\$2,312.10	\$33.03	\$28.90	\$2,346.79	\$33.53	\$29.33
3		\$2,320.01	\$33.14	\$29.00	\$2,359.45	\$33.71	\$29.49	\$2,383.05	\$34.04	\$29.79	\$2,418.79	\$34.55	\$30.23
<b>COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - OPERATOR IN TRAINING</b>	<b>1575</b>												
1		\$1,849.80		\$23.12	\$1,881.24		\$23.52	\$1,900.06		\$23.75	\$1,928.56		\$24.11
<b>COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 1A</b>	<b>1576</b>												
1		\$1,891.06		\$23.64	\$1,923.21		\$24.04	\$1,942.44		\$24.28	\$1,971.58		\$24.64
<b>COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 1B</b>	<b>1577</b>												
1		\$1,935.43		\$24.19	\$1,968.33		\$24.60	\$1,988.01		\$24.85	\$2,017.83		\$25.22
<b>COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 2A</b>	<b>1578</b>												
1		\$1,970.50		\$24.63	\$2,004.00		\$25.05	\$2,024.04		\$25.30	\$2,054.40		\$25.68

**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 MARCH 1, 2024 - 1.50% PLUS \$0.50 PER HOUR**			EFFECTIVE DATE SEPTEMBER 1, 2024 - 1.50% PLUS \$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
<b>CLAIMS ADJUSTOR 2</b>	<b>1252</b>												
1		\$2,410.33	\$34.43		\$2,446.48	\$34.95		\$2,483.18	\$35.47		\$2,520.43	\$36.01	
2		\$2,513.24	\$35.90		\$2,550.94	\$36.44		\$2,589.21	\$36.99		\$2,628.04	\$37.54	
3		\$2,617.65	\$37.40		\$2,656.92	\$37.96		\$2,696.77	\$38.53		\$2,737.22	\$39.10	
4		\$2,733.99	\$39.06		\$2,775.00	\$39.64		\$2,816.63	\$40.24		\$2,858.87	\$40.84	
5		\$2,853.31	\$40.76		\$2,896.11	\$41.37		\$2,939.56	\$41.99		\$2,983.65	\$42.62	
6		\$2,974.13	\$42.49		\$3,018.74	\$43.12		\$3,064.02	\$43.77		\$3,109.98	\$44.43	
<b>CLERK 1 - PARKS TEMPORARY</b>	<b>371</b>												
1		\$1,585.51		\$19.82	\$1,609.29		\$20.12	\$1,633.43		\$20.42	\$1,657.93		\$20.72
<b>CLERK 2 - PARKS TEMPORARY</b>	<b>372</b>												
1		\$1,879.34		\$23.49	\$1,907.53		\$23.84	\$1,936.14		\$24.20	\$1,965.18		\$24.56
<b>CLERK 3 - PARKS TEMPORARY</b>	<b>373</b>												
1		\$2,095.61		\$26.20	\$2,127.05		\$26.59	\$2,158.95		\$26.99	\$2,191.34		\$27.39
<b>CLERK A - 35HR</b>	<b>361</b>												
1		\$1,194.72	\$17.07		\$1,212.64	\$17.32		\$1,230.83	\$17.58		\$1,249.30	\$17.85	
2		\$1,318.52	\$18.84		\$1,338.30	\$19.12		\$1,358.37	\$19.41		\$1,378.75	\$19.70	
3		\$1,443.81	\$20.63		\$1,465.47	\$20.94		\$1,487.45	\$21.25		\$1,509.76	\$21.57	
4		\$1,566.12	\$22.37		\$1,589.61	\$22.71		\$1,613.45	\$23.05		\$1,637.65	\$23.40	
5		\$1,692.90	\$24.18		\$1,718.29	\$24.55		\$1,744.06	\$24.92		\$1,770.23	\$25.29	
<b>CLERK A - 40HR*</b>	<b>361</b>												
1		\$1,218.00		\$15.23	\$1,236.27		\$15.45	\$1,254.81		\$15.69	\$1,273.64		\$15.92
1 - Effective January 1 2023													
2		\$1,318.52		\$16.48	\$1,338.30		\$16.73	\$1,358.37		\$16.98	\$1,378.75		\$17.23
3		\$1,443.81		\$18.05	\$1,465.47		\$18.32	\$1,487.45		\$18.59	\$1,509.76		\$18.87
4		\$1,566.12		\$19.58	\$1,589.61		\$19.87	\$1,613.45		\$20.17	\$1,637.65		\$20.47
5		\$1,692.90		\$21.16	\$1,718.29		\$21.48	\$1,744.06		\$21.80	\$1,770.23		\$22.13
<b>CLERK B</b>	<b>362</b>												
1		\$1,719.74	\$24.57	\$21.50	\$1,745.54	\$24.94	\$21.82	\$1,771.72	\$25.31	\$22.15	\$1,798.30	\$25.69	\$22.48
2		\$1,795.81	\$25.65	\$22.45	\$1,822.75	\$26.04	\$22.78	\$1,850.09	\$26.43	\$23.13	\$1,877.84	\$26.83	\$23.47
3		\$1,861.44	\$26.59	\$23.27	\$1,889.36	\$26.99	\$23.62	\$1,917.70	\$27.40	\$23.97	\$1,946.47	\$27.81	\$24.33
4		\$1,934.53	\$27.64	\$24.18	\$1,963.54	\$28.05	\$24.54	\$1,993.00	\$28.47	\$24.91	\$2,022.89	\$28.90	\$25.29
5		\$2,013.58	\$28.77	\$25.17	\$2,043.78	\$29.20	\$25.55	\$2,074.44	\$29.63	\$25.93	\$2,105.55	\$30.08	\$26.32
<b>CLERK C</b>	<b>364</b>												
1		\$2,080.70	\$29.72	\$26.01	\$2,111.91	\$30.17	\$26.40	\$2,143.59	\$30.62	\$26.79	\$2,175.74	\$31.08	\$27.20
2		\$2,168.70	\$30.98	\$27.11	\$2,201.23	\$31.45	\$27.52	\$2,234.25	\$31.92	\$27.93	\$2,267.76	\$32.40	\$28.35
3		\$2,249.24	\$32.13	\$28.12	\$2,282.98	\$32.61	\$28.54	\$2,317.22	\$33.10	\$28.97	\$2,351.98	\$33.60	\$29.40
<b>CLERK - PRINCIPAL</b>	<b>365</b>												
1		\$2,532.63	\$36.18	\$31.66	\$2,570.62	\$36.72	\$32.13	\$2,609.18	\$37.27	\$32.61	\$2,648.32	\$37.83	\$33.10
2		\$2,592.29	\$37.03	\$32.40	\$2,631.18	\$37.59	\$32.89	\$2,670.65	\$38.15	\$33.38	\$2,710.71	\$38.72	\$33.88
3		\$2,672.84	\$38.18	\$33.41	\$2,712.93	\$38.76	\$33.91	\$2,753.62	\$39.34	\$34.42	\$2,794.93	\$39.93	\$34.94
4		\$2,739.96	\$39.14	\$34.25	\$2,781.06	\$39.73	\$34.76	\$2,822.77	\$40.33	\$35.28	\$2,865.11	\$40.93	\$35.81
<b>CLERK - SENIOR</b>	<b>366</b>												
1		\$2,289.51	\$32.71	\$28.62	\$2,323.85	\$33.20	\$29.05	\$2,358.71	\$33.70	\$29.48	\$2,394.09	\$34.20	\$29.93
2		\$2,381.99	\$34.03	\$29.77	\$2,417.72	\$34.54	\$30.22	\$2,453.98	\$35.06	\$30.67	\$2,490.79	\$35.58	\$31.13
3		\$2,455.07	\$35.07	\$30.69	\$2,491.90	\$35.60	\$31.15	\$2,529.28	\$36.13	\$31.62	\$2,567.22	\$36.67	\$32.09
<b>COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - OPERATOR IN TRAINING</b>	<b>1575</b>												
1		\$1,957.48		\$24.47	\$1,986.85		\$24.84	\$2,016.65		\$25.21	\$2,046.90		\$25.59
<b>COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 1A</b>	<b>1576</b>												
1		\$2,001.15		\$25.01	\$2,031.17		\$25.39	\$2,061.64		\$25.77	\$2,092.56		\$26.16
<b>COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 1B</b>	<b>1577</b>												
1		\$2,048.10		\$25.60	\$2,078.82		\$25.99	\$2,110.00		\$26.38	\$2,141.65		\$26.77
<b>COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 2A</b>	<b>1578</b>												
1		\$2,085.22		\$26.07	\$2,116.50		\$26.46	\$2,148.24		\$26.85	\$2,180.47		\$27.26

**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%			
		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 - 2B 1	1579	\$2,039.63		\$25.50	\$2,074.30		\$25.93	\$2,095.04		\$26.19	\$2,126.47		\$26.58	
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 3A 1 - With Provincial Certification	1582	\$2,134.54		\$26.68	\$2,170.83		\$27.14	\$2,192.53		\$27.41	\$2,225.42		\$27.82	
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 3B 1 - With Provincial Certification	1583	\$2,236.67		\$27.96	\$2,274.70		\$28.43	\$2,297.45		\$28.72	\$2,331.91		\$29.15	
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 4A 1	1584	\$2,372.86		\$29.66	\$2,413.19		\$30.16	\$2,437.33		\$30.47	\$2,473.89		\$30.92	
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 4B 1 - With Provincial Certification	1585	\$2,648.31		\$33.10	\$2,693.34		\$33.67	\$2,720.27		\$34.00	\$2,761.07		\$34.51	
COLLECTION SYSTEMS SCADA OPR 1	1586	\$2,314.93		\$28.94	\$2,354.28		\$29.43	\$2,377.82		\$29.72	\$2,413.49		\$30.17	
2		\$2,372.86		\$29.66	\$2,413.20		\$30.16	\$2,437.33		\$30.47	\$2,473.89		\$30.92	
COMMUNICATIONS OPERATOR (CO) 1 - First 12 Months 2 - After 12 Months 3 - After 24 Months 4 - After 36 Months  In accordance with Supplementary Agreement: Communications salary rates paid may be higher than shown.	1890	\$1,844.47 \$2,196.04 \$2,516.98 \$2,877.88		42 Hours \$21.96 \$26.14 \$29.96 \$34.26	\$1,875.83 \$2,233.37 \$2,559.77 \$2,926.80		42 Hours \$22.33 \$26.59 \$30.47 \$34.84	\$1,894.59 \$2,255.71 \$2,585.37 \$2,956.07		42 Hours \$22.55 \$26.85 \$30.78 \$35.19	\$1,923.00 \$2,289.54 \$2,624.15 \$3,000.41		42 Hours \$22.89 \$27.26 \$31.24 \$35.72	
COMMUNICATION TECHNOLOGIST - GRADE 1 1 2 3 4	2541	\$2,454.10 \$2,540.00 \$2,628.90 \$2,720.91		\$30.68 \$31.75 \$32.86 \$34.01	\$2,495.82 \$2,583.18 \$2,673.59 \$2,767.17		\$31.20 \$32.29 \$33.42 \$34.59	\$2,520.78 \$2,609.01 \$2,700.32 \$2,794.84		\$31.51 \$32.61 \$33.75 \$34.94	\$2,558.59 \$2,648.14 \$2,740.83 \$2,836.76		\$31.98 \$33.10 \$34.26 \$35.46	
COMMUNICATION TECHNOLOGIST - GRADE 2 1 2	2542	\$2,911.37 \$3,013.27		\$36.39 \$37.67	\$2,960.87 \$3,064.50		\$37.01 \$38.31	\$2,990.48 \$3,095.14		\$37.38 \$38.69	\$3,035.33 \$3,141.57		\$37.94 \$39.27	
CONSTABLE - OPERATIONS 1 2 3 4 5 6	405	\$1,921.13 \$2,016.97 \$2,101.54 \$2,195.98 \$2,283.36 \$2,362.30	\$27.44 \$28.81 \$30.02 \$31.37 \$32.62 \$33.75		\$1,953.79 \$2,051.26 \$2,137.27 \$2,233.31 \$2,322.18 \$2,402.45	\$27.91 \$29.30 \$30.53 \$31.90 \$33.17 \$34.32		\$1,973.32 \$2,071.77 \$2,158.64 \$2,255.64 \$2,345.40 \$2,426.48	\$28.19 \$29.60 \$30.84 \$32.22 \$33.51 \$34.66		\$2,002.92 \$2,102.85 \$2,191.02 \$2,289.48 \$2,380.58 \$2,462.88	\$28.61 \$30.04 \$31.30 \$32.71 \$34.01 \$35.18		
COORDINATOR - EDUCATION - NATURE PARKS 1 2 3 4 5 6	446	\$1,691.38 \$1,775.95 \$1,857.70 \$1,936.63 \$2,024.02 \$2,128.32		\$21.14 \$22.20 \$23.22 \$24.21 \$25.30 \$26.60	\$1,720.13 \$1,806.14 \$1,889.28 \$1,969.55 \$2,058.43 \$2,164.50		\$21.50 \$22.58 \$23.62 \$24.62 \$25.73 \$27.06	\$1,737.34 \$1,824.20 \$1,908.17 \$1,989.25 \$2,079.01 \$2,186.15		\$21.72 \$22.80 \$23.85 \$24.87 \$25.99 \$27.33	\$1,763.40 \$1,851.57 \$1,936.80 \$2,019.09 \$2,110.20 \$2,218.94		\$22.04 \$23.14 \$24.21 \$25.24 \$26.38 \$27.74	
COORDINATOR - EQUIPMENT 1 2 3 4	451	\$2,063.48 \$2,163.56 \$2,250.95 \$2,320.01	\$29.48 \$30.91 \$32.16 \$33.14		\$2,098.56 \$2,200.34 \$2,289.21 \$2,359.45	\$29.98 \$31.43 \$32.70 \$33.71		\$2,119.55 \$2,222.34 \$2,312.10 \$2,383.05	\$30.28 \$31.75 \$33.03 \$34.04		\$2,151.34 \$2,255.68 \$2,346.79 \$2,418.79	\$30.73 \$32.22 \$33.53 \$34.55		
COORDINATOR - STORES 1	477	\$2,317.19		\$28.96	\$2,356.58		\$29.46	\$2,380.15		\$29.75	\$2,415.85		\$30.20	

**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 MARCH 1, 2024 - 1.50% PLUS \$0.50 PER HOUR**			EFFECTIVE DATE SEPTEMBER 1, 2024 - 1.50% PLUS \$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
		COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 2B 1	1579	\$2,158.37		\$26.98	\$2,190.74		\$27.38	\$2,223.60		\$27.80	\$2,256.96
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 3A 1 - With Provincial Certification	1582	\$2,258.80		\$28.24	\$2,292.69		\$28.66	\$2,327.08		\$29.09	\$2,361.98		\$29.52
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 3B 1 - With Provincial Certification	1583	\$2,366.89		\$29.59	\$2,402.39		\$30.03	\$2,438.42		\$30.48	\$2,475.00		\$30.94
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 4A 1	1584	\$2,510.99		\$31.39	\$2,548.66		\$31.86	\$2,586.89		\$32.34	\$2,625.69		\$32.82
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 4B 1 - With Provincial Certification	1585	\$2,802.49		\$35.03	\$2,844.53		\$35.56	\$2,887.19		\$36.09	\$2,930.50		\$36.63
COLLECTION SYSTEMS SCADA OPR 1	1586	\$2,449.69		\$30.62	\$2,486.44		\$31.08	\$2,523.74		\$31.55	\$2,561.59		\$32.02
2		\$2,511.00		\$31.39	\$2,548.66		\$31.86	\$2,586.89		\$32.34	\$2,625.70		\$32.82
COMMUNICATIONS OPERATOR (CO) 1 - First 12 Months 2 - After 12 Months 3 - After 24 Months 4 - After 36 Months  In accordance with Supplementary Agreement: Communications salary rates paid may be higher than shown.	1890	\$1,951.85 \$2,323.88 \$2,663.51 \$3,045.41		42 Hours \$23.24 \$27.67 \$31.71 \$36.25	\$1,981.13 \$2,358.74 \$2,703.46 \$3,091.10		42 Hours \$23.58 \$28.08 \$32.18 \$36.80	\$2,010.84 \$2,394.12 \$2,744.01 \$3,137.46		42 Hours \$23.94 \$28.50 \$32.67 \$37.35	\$2,041.01 \$2,430.04 \$2,785.17 \$3,184.52		42 Hours \$24.30 \$28.93 \$33.16 \$37.91
COMMUNICATION TECHNOLOGIST - GRADE 1 1 2 3 4	2541	\$2,596.97 \$2,687.87 \$2,781.94 \$2,879.31		\$32.46 \$33.60 \$34.77 \$35.99	\$2,635.93 \$2,728.18 \$2,823.67 \$2,922.50		\$32.95 \$34.10 \$35.30 \$36.53	\$2,675.46 \$2,769.11 \$2,866.03 \$2,966.34		\$33.44 \$34.61 \$35.83 \$37.08	\$2,715.60 \$2,810.64 \$2,909.02 \$3,010.84		\$33.94 \$35.13 \$36.36 \$37.64
COMMUNICATION TECHNOLOGIST - GRADE 2 1 2	2542	\$3,080.86 \$3,188.69		\$38.51 \$39.86	\$3,127.08 \$3,236.52		\$39.09 \$40.46	\$3,173.98 \$3,285.07		\$39.67 \$41.06	\$3,221.59 \$3,334.35		\$40.27 \$41.68
CONSTABLE - OPERATIONS 1 2 3 4 5 6	405	\$2,032.97 \$2,134.39 \$2,223.88 \$2,323.82 \$2,416.29 \$2,499.82	\$29.04 \$30.49 \$31.77 \$33.20 \$34.52 \$35.71		\$2,063.46 \$2,166.41 \$2,257.24 \$2,358.67 \$2,452.54 \$2,537.32	\$29.48 \$30.95 \$32.25 \$33.70 \$35.04 \$36.25		\$2,094.41 \$2,198.90 \$2,291.10 \$2,394.05 \$2,489.33 \$2,575.38	\$29.92 \$31.41 \$32.73 \$34.20 \$35.56 \$36.79		\$2,125.83 \$2,231.89 \$2,325.47 \$2,429.97 \$2,526.67 \$2,614.01	\$30.37 \$31.88 \$33.22 \$34.71 \$36.10 \$37.34	
COORDINATOR - EDUCATION - NATURE PARKS 1 2 3 4 5 6	446	\$1,789.85 \$1,879.34 \$1,965.85 \$2,049.37 \$2,141.85 \$2,252.22		\$22.37 \$23.49 \$24.57 \$25.62 \$26.77 \$28.15	\$1,816.69 \$1,907.53 \$1,995.34 \$2,080.11 \$2,173.98 \$2,286.01		\$22.71 \$23.84 \$24.94 \$26.00 \$27.17 \$28.58	\$1,843.94 \$1,936.14 \$2,025.27 \$2,111.32 \$2,206.59 \$2,320.30		\$23.05 \$24.20 \$25.32 \$26.39 \$27.58 \$29.00	\$1,871.60 \$1,965.18 \$2,055.64 \$2,142.99 \$2,239.69 \$2,355.10		\$23.40 \$24.56 \$25.70 \$26.79 \$28.00 \$29.44
COORDINATOR - EQUIPMENT 1 2 3 4	451	\$2,183.61 \$2,289.51 \$2,381.99 \$2,455.07	\$31.19 \$32.71 \$34.03 \$35.07		\$2,216.37 \$2,323.85 \$2,417.72 \$2,491.90	\$31.66 \$33.20 \$34.54 \$35.60		\$2,249.61 \$2,358.71 \$2,453.98 \$2,529.28	\$32.14 \$33.70 \$35.06 \$36.13		\$2,283.36 \$2,394.09 \$2,490.79 \$2,567.22	\$32.62 \$34.20 \$35.58 \$36.67	
COORDINATOR - STORES 1	477	\$2,452.09		\$30.65	\$2,488.87		\$31.11	\$2,526.20		\$31.58	\$2,564.10		\$32.05

**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%		
		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
<b>COORDINATOR - TRANSIT INFORMATION</b>	<b>480</b>												
1		\$2,218.53	\$31.69		\$2,256.24	\$32.23		\$2,278.81	\$32.55		\$2,312.99	\$33.04	
2		\$2,310.14	\$33.00		\$2,349.42	\$33.56		\$2,372.91	\$33.90		\$2,408.50	\$34.41	
3		\$2,410.22	\$34.43		\$2,451.19	\$35.02		\$2,475.70	\$35.37		\$2,512.84	\$35.90	
4		\$2,507.47	\$35.82		\$2,550.10	\$36.43		\$2,575.60	\$36.79		\$2,614.23	\$37.35	
<b>CORPORATE WEB SERVICES SPECIALIST</b>	<b>2909</b>												
1		\$2,082.46	\$29.75		\$2,117.86	\$30.26		\$2,139.04	\$30.56		\$2,171.13	\$31.02	
2		\$2,155.35	\$30.79		\$2,191.99	\$31.31		\$2,213.91	\$31.63		\$2,247.11	\$32.10	
3		\$2,230.78	\$31.87		\$2,268.71	\$32.41		\$2,291.39	\$32.73		\$2,325.76	\$33.23	
4		\$2,308.86	\$32.98		\$2,348.11	\$33.54		\$2,371.59	\$33.88		\$2,407.17	\$34.39	
5		\$2,389.67	\$34.14		\$2,430.29	\$34.72		\$2,454.60	\$35.07		\$2,491.42	\$35.59	
6		\$2,473.31	\$35.33		\$2,515.35	\$35.93		\$2,540.51	\$36.29		\$2,578.62	\$36.84	
<b>CREW LEAD- LANE LINER</b>	<b>350</b>												
1		\$2,342.56		\$29.28	\$2,382.39		\$29.78	\$2,406.21		\$30.08	\$2,442.30		\$30.53
<b>CREW LEAD - TRAFFIC SIGNALS</b>	<b>355</b>												
1		\$2,912.98		\$36.41	\$2,962.50		\$37.03	\$2,992.13		\$37.40	\$3,037.01		\$37.96
<b>CURATOR - MUSEUM</b>	<b>500</b>												
1		\$1,690.66	\$24.15		\$1,719.40	\$24.56		\$1,736.59	\$24.81		\$1,762.64	\$25.18	
2		\$1,770.31	\$25.29		\$1,800.41	\$25.72		\$1,818.41	\$25.98		\$1,845.69	\$26.37	
3		\$1,853.74	\$26.48		\$1,885.25	\$26.93		\$1,904.10	\$27.20		\$1,932.66	\$27.61	
4		\$1,941.09	\$27.73		\$1,974.08	\$28.20		\$1,993.82	\$28.48		\$2,023.73	\$28.91	
5		\$2,032.54	\$29.04		\$2,067.10	\$29.53		\$2,087.77	\$29.83		\$2,119.08	\$30.27	
6		\$2,128.32	\$30.40		\$2,164.50	\$30.92		\$2,186.15	\$31.23		\$2,218.94	\$31.70	
<b>CUSTODIAL</b>	<b>357</b>												
1		\$1,320.69	\$18.87	\$16.51	\$1,343.14	\$19.19	\$16.79	\$1,356.57	\$19.38	\$16.96	\$1,376.92	\$19.67	\$17.21
<b>DEVELOPMENT PLANNING OFFICER</b>	<b>83</b>												
1		\$2,573.72	\$36.77		\$2,617.47	\$37.39		\$2,643.65	\$37.77		\$2,683.30	\$38.33	
2		\$2,701.98	\$38.60		\$2,747.91	\$39.26		\$2,775.39	\$39.65		\$2,817.02	\$40.24	
3		\$2,779.50	\$39.71		\$2,826.75	\$40.38		\$2,855.02	\$40.79		\$2,897.85	\$41.40	
4		\$2,866.89	\$40.96		\$2,915.63	\$41.65		\$2,944.78	\$42.07		\$2,988.96	\$42.70	
5		\$2,952.87	\$42.18		\$3,003.07	\$42.90		\$3,033.10	\$43.33		\$3,078.59	\$43.98	
6		\$3,044.49	\$43.49		\$3,096.24	\$44.23		\$3,127.20	\$44.67		\$3,174.11	\$45.34	
<b>DISPATCHER - EMERGENCY SERVICES- W &amp; O</b>	<b>1876</b>												
1		\$1,691.38		\$21.14	\$1,720.13		\$21.50	\$1,737.34		\$21.72	\$1,763.40		\$22.04
2		\$1,775.95		\$22.20	\$1,806.14		\$22.58	\$1,824.20		\$22.80	\$1,851.57		\$23.14
3		\$1,857.70		\$23.22	\$1,889.28		\$23.62	\$1,908.17		\$23.85	\$1,936.80		\$24.21
4		\$1,936.63		\$24.21	\$1,969.55		\$24.62	\$1,989.25		\$24.87	\$2,019.09		\$25.24
5		\$2,024.02		\$25.30	\$2,058.43		\$25.73	\$2,079.01		\$25.99	\$2,110.20		\$26.38
6		\$2,128.32		\$26.60	\$2,164.50		\$27.06	\$2,186.15		\$27.33	\$2,218.94		\$27.74
<b>ELECTRICIAN - GENERAL</b>	<b>631</b>												
1		\$2,744.10		\$34.30	\$2,790.75		\$34.88	\$2,818.65		\$35.23	\$2,860.93		\$35.76
2 - With Contractor's Licence		\$2,872.92		\$35.91	\$2,921.76		\$36.52	\$2,950.98		\$36.89	\$2,995.25		\$37.44
<b>ELECTRICIAN/PLANT OPERATOR</b>	<b>633</b>												
1		\$2,576.54		\$32.21	\$2,620.34		\$32.75	\$2,646.54		\$33.08	\$2,686.24		\$33.58
<b>ENFORCEMENT SERVICES OFFICER</b>	<b>1816</b>												
1		\$2,253.76	\$32.20		\$2,292.08	\$32.74		\$2,315.00	\$33.07		\$2,349.72	\$33.57	
2		\$2,341.15	\$33.45		\$2,380.95	\$34.01		\$2,404.76	\$34.35		\$2,440.83	\$34.87	
3		\$2,405.99	\$34.37		\$2,446.89	\$34.96		\$2,471.36	\$35.31		\$2,508.43	\$35.83	
4		\$2,527.20	\$36.10		\$2,570.17	\$36.72		\$2,595.87	\$37.08		\$2,634.81	\$37.64	
5		\$2,641.37	\$37.73		\$2,686.28	\$38.38		\$2,713.14	\$38.76		\$2,753.84	\$39.34	
<b>ENGINE DRIVER &amp;/OR CONDUCTOR</b>	<b>641</b>												
1		\$2,294.64		\$28.68	\$2,333.65		\$29.17	\$2,356.99		\$29.46	\$2,392.34		\$29.90
<b>FABRICATOR - SIGN</b>	<b>711</b>												
1		\$2,217.12		\$27.71	\$2,254.81		\$28.19	\$2,277.36		\$28.47	\$2,311.52		\$28.89

**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 MARCH 1, 2024 - 1.50% PLUS \$0.50 PER HOUR**			EFFECTIVE DATE SEPTEMBER 1, 2024 - 1.50% PLUS \$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
<b>COORDINATOR - TRANSIT INFORMATION</b>	<b>480</b>												
1		\$2,347.68	\$33.54		\$2,382.90	\$34.04		\$2,418.64	\$34.55		\$2,454.92	\$35.07	
2		\$2,444.63	\$34.92		\$2,481.30	\$35.45		\$2,518.52	\$35.98		\$2,556.30	\$36.52	
3		\$2,550.53	\$36.44		\$2,588.79	\$36.98		\$2,627.62	\$37.54		\$2,667.04	\$38.10	
4		\$2,653.45	\$37.91		\$2,693.25	\$38.47		\$2,733.65	\$39.05		\$2,774.65	\$39.64	
<b>CORPORATE WEB SERVICES SPECIALIST</b>	<b>2909</b>												
1		\$2,203.69	\$31.48		\$2,236.75	\$31.95		\$2,270.30	\$32.43		\$2,304.35	\$32.92	
2		\$2,280.82	\$32.58		\$2,315.03	\$33.07		\$2,349.76	\$33.57		\$2,385.01	\$34.07	
3		\$2,360.65	\$33.72		\$2,396.06	\$34.23		\$2,432.00	\$34.74		\$2,468.48	\$35.26	
4		\$2,443.27	\$34.90		\$2,479.92	\$35.43		\$2,517.12	\$35.96		\$2,554.88	\$36.50	
5		\$2,528.79	\$36.13		\$2,566.72	\$36.67		\$2,605.22	\$37.22		\$2,644.30	\$37.78	
6		\$2,617.30	\$37.39		\$2,656.55	\$37.95		\$2,696.40	\$38.52		\$2,736.85	\$39.10	
<b>CREW LEAD- LANE LINER</b>	<b>350</b>												
1		\$2,478.94		\$30.99	\$2,516.12		\$31.45	\$2,553.86		\$31.92	\$2,592.17		\$32.40
<b>CREW LEAD - TRAFFIC SIGNALS</b>	<b>355</b>												
1		\$3,082.56		\$38.53	\$3,128.80		\$39.11	\$3,175.73		\$39.70	\$3,223.37		\$40.29
<b>CURATOR - MUSEUM</b>	<b>500</b>												
1		\$1,789.08	\$25.56		\$1,815.92	\$25.94		\$1,843.16	\$26.33		\$1,870.80	\$26.73	
2		\$1,873.37	\$26.76		\$1,901.48	\$27.16		\$1,930.00	\$27.57		\$1,958.95	\$27.98	
3		\$1,961.65	\$28.02		\$1,991.08	\$28.44		\$2,020.94	\$28.87		\$2,051.26	\$29.30	
4		\$2,054.09	\$29.34		\$2,084.90	\$29.78		\$2,116.17	\$30.23		\$2,147.92	\$30.68	
5		\$2,150.87	\$30.73		\$2,183.13	\$31.19		\$2,215.88	\$31.66		\$2,249.12	\$32.13	
6		\$2,252.22	\$32.17		\$2,286.01	\$32.66		\$2,320.30	\$33.15		\$2,355.10	\$33.64	
<b>CUSTODIAL</b>	<b>357</b>												
1		\$1,397.57	\$19.97	\$17.47	\$1,418.54	\$20.26	\$17.73	\$1,439.81	\$20.57	\$18.00	\$1,461.11	\$20.88	\$18.27
<b>DEVELOPMENT PLANNING OFFICER</b>	<b>83</b>												
1		\$2,723.55	\$38.91		\$2,764.40	\$39.49		\$2,805.87	\$40.08		\$2,847.96	\$40.69	
2		\$2,859.28	\$40.85		\$2,902.17	\$41.46		\$2,945.70	\$42.08		\$2,989.89	\$42.71	
3		\$2,941.31	\$42.02		\$2,985.43	\$42.65		\$3,030.22	\$43.29		\$3,075.67	\$43.94	
4		\$3,033.79	\$43.34		\$3,079.30	\$43.99		\$3,125.49	\$44.65		\$3,172.37	\$45.32	
5		\$3,124.77	\$44.64		\$3,171.65	\$45.31		\$3,219.22	\$45.99		\$3,267.51	\$46.68	
6		\$3,221.72	\$46.02		\$3,270.05	\$46.71		\$3,319.10	\$47.42		\$3,368.89	\$48.13	
<b>DISPATCHER - EMERGENCY SERVICES- W &amp; O</b>	<b>1876</b>												
1		\$1,789.85		\$22.37	\$1,816.69		\$22.71	\$1,843.94		\$23.05	\$1,871.60		\$23.40
2		\$1,879.34		\$23.49	\$1,907.53		\$23.84	\$1,936.14		\$24.20	\$1,965.18		\$24.56
3		\$1,965.85		\$24.57	\$1,995.34		\$24.94	\$2,025.27		\$25.32	\$2,055.64		\$25.70
4		\$2,049.37		\$25.62	\$2,080.11		\$26.00	\$2,111.32		\$26.39	\$2,142.99		\$26.79
5		\$2,141.85		\$26.77	\$2,173.98		\$27.17	\$2,206.59		\$27.58	\$2,239.69		\$28.00
6		\$2,252.22		\$28.15	\$2,286.01		\$28.58	\$2,320.30		\$29.00	\$2,355.10		\$29.44
<b>ELECTRICIAN - GENERAL</b>	<b>631</b>												
1		\$2,903.85		\$36.30	\$2,947.41		\$36.84	\$2,991.62		\$37.40	\$3,036.49		\$37.96
2 - With Contractor's Licence		\$3,040.18		\$38.00	\$3,085.78		\$38.57	\$3,132.06		\$39.15	\$3,179.05		\$39.74
<b>ELECTRICIAN/PLANT OPERATOR</b>	<b>633</b>												
1		\$2,726.53		\$34.08	\$2,767.43		\$34.59	\$2,808.94		\$35.11	\$2,851.08		\$35.64
<b>ENFORCEMENT SERVICES OFFICER</b>	<b>1816</b>												
1		\$2,384.97	\$34.07		\$2,420.75	\$34.58		\$2,457.06	\$35.10		\$2,493.91	\$35.63	
2		\$2,477.45	\$35.39		\$2,514.61	\$35.92		\$2,552.33	\$36.46		\$2,590.61	\$37.01	
3		\$2,546.06	\$36.37		\$2,584.25	\$36.92		\$2,623.01	\$37.47		\$2,662.36	\$38.03	
4		\$2,674.33	\$38.20		\$2,714.44	\$38.78		\$2,755.16	\$39.36		\$2,796.49	\$39.95	
5		\$2,795.14	\$39.93		\$2,837.07	\$40.53		\$2,879.63	\$41.14		\$2,922.82	\$41.75	
<b>ENGINE DRIVER &amp;/OR CONDUCTOR</b>	<b>641</b>												
1		\$2,428.23		\$30.35	\$2,464.65		\$30.81	\$2,501.62		\$31.27	\$2,539.14		\$31.74
<b>FABRICATOR - SIGN</b>	<b>711</b>												
1		\$2,346.19		\$29.33	\$2,381.38		\$29.77	\$2,417.10		\$30.21	\$2,453.36		\$30.67

## CUPE 2021 TO 2025 SALARY SCHEDULE

CLASSIFICATION	Class Code	EFFECTIVE DATE OCTOBER 31, 2019 - 1.5%			EFFECTIVE DATE MARCH 1, 2021 - 1.70%			EFFECTIVE DATE MARCH 1, 2022 - 1.00%			EFFECTIVE DATE DECEMBER 31, 2022 - 1.50%		
		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
		FABRICATOR - SIGN ASSISTANT	712										
1		\$1,661.78		\$20.77	\$1,690.03		\$21.13	\$1,706.93		\$21.34	\$1,732.54		\$21.66
2		\$1,746.35		\$21.83	\$1,776.04		\$22.20	\$1,793.80		\$22.42	\$1,820.71		\$22.76
3		\$1,812.60		\$22.66	\$1,843.41		\$23.04	\$1,861.84		\$23.27	\$1,889.77		\$23.62
4		\$1,880.25		\$23.50	\$1,912.22		\$23.90	\$1,931.34		\$24.14	\$1,960.31		\$24.50
5		\$1,962.00		\$24.53	\$1,995.36		\$24.94	\$2,015.31		\$25.19	\$2,045.54		\$25.57
6		\$2,042.34		\$25.53	\$2,077.06		\$25.96	\$2,097.83		\$26.22	\$2,129.30		\$26.62
FIELD SERVICES COORDINATOR	2803												
1		\$2,587.81	\$36.97		\$2,631.81	\$37.60		\$2,658.12	\$37.97		\$2,698.00	\$38.54	
2		\$2,701.98	\$38.60		\$2,747.91	\$39.26		\$2,775.39	\$39.65		\$2,817.02	\$40.24	
3		\$2,780.91	\$39.73		\$2,828.19	\$40.40		\$2,856.47	\$40.81		\$2,899.32	\$41.42	
FINISHER - CONCRETE	721												
1		\$2,032.05		\$25.40	\$2,066.60		\$25.83	\$2,087.26		\$26.09	\$2,118.57		\$26.48
FOREPERSON - ELECTRICAL MAINTENANCE AND CONSTRUCTION	801												
1		\$2,887.94		\$36.10	\$2,937.03		\$36.71	\$2,966.40		\$37.08	\$3,010.90		\$37.64
2 - With Contractor's Licence		\$3,025.78		\$37.82	\$3,077.22		\$38.47	\$3,107.99		\$38.85	\$3,154.61		\$39.43
FOREPERSON - ELECTRICIAN	803												
1		\$2,791.76		\$34.90	\$2,839.22		\$35.49	\$2,867.62		\$35.85	\$2,910.63		\$36.38
2 - With Contractor's Licence		\$2,929.61		\$36.62	\$2,979.42		\$37.24	\$3,009.21		\$37.62	\$3,054.35		\$38.18
FOREPERSON - GARAGE	806												
1		\$2,866.79		\$35.83	\$2,915.53		\$36.44	\$2,944.68		\$36.81	\$2,988.85		\$37.36
FOREPERSON - GARAGE GENERAL	807												
1		\$2,755.54		\$34.44	\$2,802.39		\$35.03	\$2,830.41		\$35.38	\$2,872.87		\$35.91
FOREPERSON - GRADE 1	811												
1		\$2,340.31		\$29.25	\$2,380.09		\$29.75	\$2,403.89		\$30.05	\$2,439.95		\$30.50
FOREPERSON - GRADE 2	812												
1		\$2,448.84		\$30.61	\$2,490.47		\$31.13	\$2,515.37		\$31.44	\$2,553.10		\$31.91
FOREPERSON - GRADE 3	813												
1		\$2,606.70		\$32.58	\$2,651.01		\$33.14	\$2,677.52		\$33.47	\$2,717.69		\$33.97
FOREPERSON - INSECT CONTROL	822												
1		\$1,908.44		\$23.86	\$1,940.88		\$24.26	\$1,960.29		\$24.50	\$1,989.70		\$24.87
2		\$2,001.47		\$25.02	\$2,035.49		\$25.44	\$2,055.85		\$25.70	\$2,086.68		\$26.08
3		\$2,083.22		\$26.04	\$2,118.63		\$26.48	\$2,139.82		\$26.75	\$2,171.92		\$27.15
4		\$2,166.38		\$27.08	\$2,203.21		\$27.54	\$2,225.24		\$27.82	\$2,258.62		\$28.23
FOREPERSON - INTAKE	823												
1		\$2,495.20		\$31.19	\$2,537.62		\$31.72	\$2,562.99		\$32.04	\$2,601.44		\$32.52
FOREPERSON - MACHINE SHOP	837												
1		\$2,862.24		\$35.78	\$2,910.90		\$36.39	\$2,940.01		\$36.75	\$2,984.11		\$37.30
FOREPERSON MTCE AND CONSTRUCTION	1022												
1		\$3,025.78		\$37.82	\$3,077.22		\$38.47	\$3,107.99		\$38.85	\$3,154.61		\$39.43
FOREPERSON - OUTSIDE INSTALLATION CREW	843												
1		\$2,878.17		\$35.98	\$2,927.10		\$36.59	\$2,956.37		\$36.95	\$3,000.71		\$37.51
FOREPERSON - PARKING METER	846												
1		\$2,257.99		\$28.22	\$2,296.38		\$28.70	\$2,319.34		\$28.99	\$2,354.13		\$29.43
2		\$2,341.15		\$29.26	\$2,380.95		\$29.76	\$2,404.76		\$30.06	\$2,440.83		\$30.51
3		\$2,411.63		\$30.15	\$2,452.62		\$30.66	\$2,477.15		\$30.96	\$2,514.31		\$31.43
FOREPERSON - PLANT	848												
1		\$2,379.21		\$29.74	\$2,419.66		\$30.25	\$2,443.85		\$30.55	\$2,480.51		\$31.01
FOREPERSON - PUMPING STATIONS	855												
1		\$2,537.07		\$31.71	\$2,580.20		\$32.25	\$2,606.00		\$32.58	\$2,645.09		\$33.06
FOREPERSON - REFUSE CONTRACT	873												
1		\$2,270.68		\$28.38	\$2,309.28		\$28.87	\$2,332.37		\$29.15	\$2,367.36		\$29.59
FOREPERSON - REFUSE DISPOSAL	871												
1		\$2,379.21		\$29.74	\$2,419.66		\$30.25	\$2,443.85		\$30.55	\$2,480.51		\$31.01
FOREPERSON SECTION - WATERWORKS	862												
1		\$2,341.15		\$29.26	\$2,380.95		\$29.76	\$2,404.76		\$30.06	\$2,440.83		\$30.51

**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 MARCH 1, 2024 - 1.50% PLUS \$0.50 PER HOUR**			EFFECTIVE DATE SEPTEMBER 1, 2024 - 1.50% PLUS \$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
		<b>FABRICATOR - SIGN ASSISTANT</b>	<b>712</b>										
1		\$1,758.52		\$21.98	\$1,784.90		\$22.31	\$1,811.68		\$22.65	\$1,838.85		\$22.99
2		\$1,848.02		\$23.10	\$1,875.74		\$23.45	\$1,903.87		\$23.80	\$1,932.43		\$24.16
3		\$1,918.12		\$23.98	\$1,946.89		\$24.34	\$1,976.09		\$24.70	\$2,005.74		\$25.07
4		\$1,989.71		\$24.87	\$2,019.56		\$25.24	\$2,049.85		\$25.62	\$2,080.60		\$26.01
5		\$2,076.22		\$25.95	\$2,107.37		\$26.34	\$2,138.98		\$26.74	\$2,171.06		\$27.14
6		\$2,161.24		\$27.02	\$2,193.66		\$27.42	\$2,226.56		\$27.83	\$2,259.96		\$28.25
<b>FIELD SERVICES COORDINATOR</b>	<b>2803</b>												
1		\$2,738.47	\$39.12		\$2,779.54	\$39.71		\$2,821.24	\$40.30		\$2,863.55	\$40.91	
2		\$2,859.28	\$40.85		\$2,902.17	\$41.46		\$2,945.70	\$42.08		\$2,989.89	\$42.71	
3		\$2,942.81	\$42.04		\$2,986.95	\$42.67		\$3,031.75	\$43.31		\$3,077.23	\$43.96	
<b>FINISHER - CONCRETE</b>	<b>721</b>												
1		\$2,150.35		\$26.88	\$2,182.61		\$27.28	\$2,215.35		\$27.69	\$2,248.58		\$28.11
<b>FOREPERSON - ELECTRICAL MAINTENANCE AND CONSTRUCTION</b>	<b>801</b>												
1		\$3,056.06		\$38.20	\$3,101.90		\$38.77	\$3,148.43		\$39.36	\$3,195.66		\$39.95
2 - With Contractor's Licence		\$3,201.93		\$40.02	\$3,249.96		\$40.62	\$3,298.71		\$41.23	\$3,348.19		\$41.85
<b>FOREPERSON - ELECTRICIAN</b>	<b>803</b>												
1		\$2,954.29		\$36.93	\$2,998.60		\$37.48	\$3,043.58		\$38.04	\$3,089.24		\$38.62
2 - With Contractor's Licence		\$3,100.16		\$38.75	\$3,146.67		\$39.33	\$3,193.87		\$39.92	\$3,241.77		\$40.52
<b>FOREPERSON - GARAGE</b>	<b>806</b>												
1		\$3,033.69		\$37.92	\$3,079.19		\$38.49	\$3,125.38		\$39.07	\$3,172.26		\$39.65
<b>FOREPERSON - GARAGE GENERAL</b>	<b>807</b>												
1		\$2,915.96		\$36.45	\$2,959.70		\$37.00	\$3,004.09		\$37.55	\$3,049.15		\$38.11
<b>FOREPERSON - GRADE 1</b>	<b>811</b>												
1		\$2,476.55		\$30.96	\$2,513.70		\$31.42	\$2,551.40		\$31.89	\$2,589.67		\$32.37
<b>FOREPERSON - GRADE 2</b>	<b>812</b>												
1		\$2,591.40		\$32.39	\$2,630.27		\$32.88	\$2,669.72		\$33.37	\$2,709.77		\$33.87
<b>FOREPERSON - GRADE 3</b>	<b>813</b>												
1		\$2,758.45		\$34.48	\$2,799.83		\$35.00	\$2,841.82		\$35.52	\$2,884.45		\$36.06
<b>FOREPERSON - INSECT CONTROL</b>	<b>822</b>												
1		\$2,019.54		\$25.24	\$2,049.84		\$25.62	\$2,080.58		\$26.01	\$2,111.79		\$26.40
2		\$2,117.99		\$26.47	\$2,149.75		\$26.87	\$2,182.00		\$27.28	\$2,214.73		\$27.68
3		\$2,204.49		\$27.56	\$2,237.56		\$27.97	\$2,271.13		\$28.39	\$2,305.19		\$28.81
4		\$2,292.50		\$28.66	\$2,326.88		\$29.09	\$2,361.79		\$29.52	\$2,397.21		\$29.97
<b>FOREPERSON - INTAKE</b>	<b>823</b>												
1		\$2,640.46		\$33.01	\$2,680.06		\$33.50	\$2,720.27		\$34.00	\$2,761.07		\$34.51
<b>FOREPERSON - MACHINE SHOP</b>	<b>837</b>												
1		\$3,028.87		\$37.86	\$3,074.30		\$38.43	\$3,120.41		\$39.01	\$3,167.22		\$39.59
<b>FOREPERSON MTCE AND CONSTRUCTION</b>	<b>1022</b>												
1		\$3,201.93		\$40.02	\$3,249.96		\$40.62	\$3,298.71		\$41.23	\$3,348.19		\$41.85
<b>FOREPERSON - OUTSIDE INSTALLATION CREW</b>	<b>843</b>												
1		\$3,045.72		\$38.07	\$3,091.41		\$38.64	\$3,137.78		\$39.22	\$3,184.85		\$39.81
<b>FOREPERSON - PARKING METER</b>	<b>846</b>												
1		\$2,389.45		\$29.87	\$2,425.29		\$30.32	\$2,461.67		\$30.77	\$2,498.59		\$31.23
2		\$2,477.45		\$30.97	\$2,514.61		\$31.43	\$2,552.33		\$31.90	\$2,590.61		\$32.38
3		\$2,552.02		\$31.90	\$2,590.30		\$32.38	\$2,629.16		\$32.86	\$2,668.60		\$33.36
<b>FOREPERSON - PLANT</b>	<b>848</b>												
1		\$2,517.72		\$31.47	\$2,555.48		\$31.94	\$2,593.82		\$32.42	\$2,632.72		\$32.91
<b>FOREPERSON - PUMPING STATIONS</b>	<b>855</b>												
1		\$2,684.77		\$33.56	\$2,725.04		\$34.06	\$2,765.92		\$34.57	\$2,807.41		\$35.09
<b>FOREPERSON - REFUSE CONTRACT</b>	<b>873</b>												
1		\$2,402.87		\$30.04	\$2,438.91		\$30.49	\$2,475.50		\$30.94	\$2,512.63		\$31.41
<b>FOREPERSON - REFUSE DISPOSAL</b>	<b>871</b>												
1		\$2,517.72		\$31.47	\$2,555.48		\$31.94	\$2,593.82		\$32.42	\$2,632.72		\$32.91
<b>FOREPERSON SECTION - WATERWORKS</b>	<b>862</b>												
1		\$2,477.45		\$30.97	\$2,514.61		\$31.43	\$2,552.33		\$31.90	\$2,590.61		\$32.38



## 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%		
		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 - SEWER MAINTENANCE 1	865	\$2,460.96		\$30.76	\$2,502.80		\$31.28	\$2,527.82		\$31.60	\$2,565.74
FOREPERSON - SHOP 1	867	\$2,886.53		\$36.08	\$2,935.60		\$36.69	\$2,964.95		\$37.06	\$3,009.43		\$37.62
FOREPERSON - STORES 1	869	\$2,379.21		\$29.74	\$2,419.66		\$30.25	\$2,443.85		\$30.55	\$2,480.51		\$31.01
FOREPERSON - TRAFFIC SIGNALS CREW 1	876	\$3,063.79		\$38.30	\$3,115.88		\$38.95	\$3,147.04		\$39.34	\$3,194.24		\$39.93
FOREPERSON - TRAFFIC - STREETS AND TRAFFIC 1	877	\$2,257.99		\$28.22	\$2,296.38		\$28.70	\$2,319.34		\$28.99	\$2,354.13		\$29.43
2		\$2,341.15		\$29.26	\$2,380.95		\$29.76	\$2,404.76		\$30.06	\$2,440.83		\$30.51
3		\$2,411.63		\$30.15	\$2,452.62		\$30.66	\$2,477.15		\$30.96	\$2,514.31		\$31.43
FOREPERSON - WATERWORKS 1	885	\$2,589.22		\$32.37	\$2,633.24		\$32.92	\$2,659.57		\$33.24	\$2,699.46		\$33.74
2 - With Provincial Certificate		\$2,627.68		\$32.85	\$2,672.35		\$33.40	\$2,699.07		\$33.74	\$2,739.56		\$34.24
FOREPERSON - WATERWORKS-SEWER 1 - With Provincial Certificate	888	\$2,627.68		\$32.85	\$2,672.35		\$33.40	\$2,699.07		\$33.74	\$2,739.56		\$34.24
GARDENER 1 1	921	\$1,812.60		\$22.66	\$1,843.41		\$23.04	\$1,861.84		\$23.27	\$1,889.77		\$23.62
2		\$1,880.25		\$23.50	\$1,912.22		\$23.90	\$1,931.34		\$24.14	\$1,960.31		\$24.50
3		\$1,956.36		\$24.45	\$1,989.62		\$24.87	\$2,009.52		\$25.12	\$2,039.66		\$25.50
GARDENER 2 1	922	\$1,956.36		\$24.45	\$1,989.62		\$24.87	\$2,009.52		\$25.12	\$2,039.66		\$25.50
2		\$2,042.34		\$25.53	\$2,077.06		\$25.96	\$2,097.83		\$26.22	\$2,129.30		\$26.62
GARDENER 3 1	923	\$2,083.22		\$26.04	\$2,118.63		\$26.48	\$2,139.82		\$26.75	\$2,171.92		\$27.15
2		\$2,166.38		\$27.08	\$2,203.21		\$27.54	\$2,225.24		\$27.82	\$2,258.62		\$28.23
HANDI TRANSIT SERVICE INSPECTOR 1	1043	\$1,890.23	\$27.00		\$1,922.37	\$27.46		\$1,941.59	\$27.74		\$1,970.71	\$28.15	
2		\$1,956.39	\$27.95		\$1,989.65	\$28.42		\$2,009.55	\$28.71		\$2,039.69	\$29.14	
3		\$2,024.86	\$28.93		\$2,059.29	\$29.42		\$2,079.88	\$29.71		\$2,111.08	\$30.16	
4		\$2,095.73	\$29.94		\$2,131.36	\$30.45		\$2,152.68	\$30.75		\$2,184.97	\$31.21	
5		\$2,169.09	\$30.99		\$2,205.96	\$31.51		\$2,228.02	\$31.83		\$2,261.44	\$32.31	
HELPER-LANDFILL/DIRECTOR TRAFFIC 1	3005	\$1,861.93		\$23.27	\$1,893.58		\$23.67	\$1,912.52		\$23.91	\$1,941.20		\$24.27
HELPER - REFUSE 1	1041	\$1,861.93		\$23.27	\$1,893.58		\$23.67	\$1,912.52		\$23.91	\$1,941.20		\$24.27
HELPER - TRADES 1	1042	\$1,901.39	\$27.16	\$23.77	\$1,933.72	\$27.62	\$24.17	\$1,953.05	\$27.90	\$24.41	\$1,982.35	\$28.32	\$24.78
INSPECTOR - BUILDING 1	1122	\$2,387.12	\$34.10		\$2,427.70	\$34.68		\$2,451.98	\$35.03		\$2,488.76	\$35.55	
2		\$2,468.87	\$35.27		\$2,510.84	\$35.87		\$2,535.95	\$36.23		\$2,573.99	\$36.77	
3		\$2,550.62	\$36.44		\$2,593.98	\$37.06		\$2,619.92	\$37.43		\$2,659.22	\$37.99	
4		\$2,660.56	\$38.01		\$2,705.79	\$38.65		\$2,732.85	\$39.04		\$2,773.84	\$39.63	
5		\$2,777.55	\$39.68		\$2,824.76	\$40.35		\$2,853.01	\$40.76		\$2,895.81	\$41.37	
6		\$2,898.76	\$41.41		\$2,948.04	\$42.11		\$2,977.52	\$42.54		\$3,022.18	\$43.17	
INSPECTOR - CROSS CONNECTION & BACK FLOW PREVENTION 1	1120	\$2,274.36	\$32.49		\$2,313.02	\$33.04		\$2,336.15	\$33.37		\$2,371.20	\$33.87	
2		\$2,387.12	\$34.10		\$2,427.70	\$34.68		\$2,451.98	\$35.03		\$2,488.76	\$35.55	
3		\$2,468.87	\$35.27		\$2,510.84	\$35.87		\$2,535.95	\$36.23		\$2,573.99	\$36.77	
4		\$2,550.62	\$36.44		\$2,593.98	\$37.06		\$2,619.92	\$37.43		\$2,659.22	\$37.99	
5		\$2,660.56	\$38.01		\$2,705.79	\$38.65		\$2,732.85	\$39.04		\$2,773.84	\$39.63	
6		\$2,777.55	\$39.68		\$2,824.76	\$40.35		\$2,853.01	\$40.76		\$2,895.81	\$41.37	
INSPECTOR - EQUIPMENT AND MAINTENANCE 1	1125	\$2,597.58		\$32.47	\$2,641.74		\$33.02	\$2,668.16		\$33.35	\$2,708.18		\$33.85
2		\$2,720.21		\$34.00	\$2,766.45		\$34.58	\$2,794.12		\$34.93	\$2,836.03		\$35.45
3		\$2,758.26		\$34.48	\$2,805.15		\$35.06	\$2,833.21		\$35.42	\$2,875.70		\$35.95

**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 MARCH 1, 2024 - 1.50% PLUS \$0.50 PER HOUR**			EFFECTIVE DATE SEPTEMBER 1, 2024 - 1.50% PLUS \$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
FOREPERSON - SEWER MAINTENANCE 1	865	\$2,604.23		\$32.55	\$2,643.29		\$33.04	\$2,682.94		\$33.54	\$2,723.18		\$34.04
FOREPERSON - SHOP 1	867	\$3,054.57		\$38.18	\$3,100.39		\$38.75	\$3,146.89		\$39.34	\$3,194.10		\$39.93
FOREPERSON - STORES 1	869	\$2,517.72		\$31.47	\$2,555.48		\$31.94	\$2,593.82		\$32.42	\$2,632.72		\$32.91
FOREPERSON - TRAFFIC SIGNALS CREW 1	876	\$3,242.16		\$40.53	\$3,290.79		\$41.13	\$3,340.15		\$41.75	\$3,390.25		\$42.38
FOREPERSON - TRAFFIC - STREETS AND TRAFFIC 1	877	\$2,389.45		\$29.87	\$2,425.29		\$30.32	\$2,461.67		\$30.77	\$2,498.59		\$31.23
2		\$2,477.45		\$30.97	\$2,514.61		\$31.43	\$2,552.33		\$31.90	\$2,590.61		\$32.38
3		\$2,552.02		\$31.90	\$2,590.30		\$32.38	\$2,629.16		\$32.86	\$2,668.60		\$33.36
FOREPERSON - WATERWORKS 1	885	\$2,739.96		\$34.25	\$2,781.06		\$34.76	\$2,822.77		\$35.28	\$2,865.11		\$35.81
2 - With Provincial Certificate		\$2,780.65		\$34.76	\$2,822.36		\$35.28	\$2,864.70		\$35.81	\$2,907.67		\$36.35
FOREPERSON - WATERWORKS-SEWER 1 - With Provincial Certificate	888	\$2,780.65		\$34.76	\$2,822.36		\$35.28	\$2,864.70		\$35.81	\$2,907.67		\$36.35
GARDENER 1 1	921	\$1,918.12		\$23.98	\$1,946.89		\$24.34	\$1,976.09		\$24.70	\$2,005.74		\$25.07
2		\$1,989.71		\$24.87	\$2,019.56		\$25.24	\$2,049.85		\$25.62	\$2,080.60		\$26.01
3		\$2,070.26		\$25.88	\$2,101.31		\$26.27	\$2,132.83		\$26.66	\$2,164.82		\$27.06
GARDENER 2 1	922	\$2,070.26		\$25.88	\$2,101.31		\$26.27	\$2,132.83		\$26.66	\$2,164.82		\$27.06
2		\$2,161.24		\$27.02	\$2,193.66		\$27.42	\$2,226.56		\$27.83	\$2,259.96		\$28.25
GARDENER 3 1	923	\$2,204.49		\$27.56	\$2,237.56		\$27.97	\$2,271.13		\$28.39	\$2,305.19		\$28.81
2		\$2,292.50		\$28.66	\$2,326.88		\$29.09	\$2,361.79		\$29.52	\$2,397.21		\$29.97
HANDI TRANSIT SERVICE INSPECTOR 1	1043	\$2,000.27	\$28.58		\$2,030.28	\$29.00		\$2,060.73	\$29.44		\$2,091.64	\$29.88	
2		\$2,070.28	\$29.58		\$2,101.34	\$30.02		\$2,132.86	\$30.47		\$2,164.85	\$30.93	
3		\$2,142.74	\$30.61		\$2,174.89	\$31.07		\$2,207.51	\$31.54		\$2,240.62	\$32.01	
4		\$2,217.74	\$31.68		\$2,251.01	\$32.16		\$2,284.77	\$32.64		\$2,319.04	\$33.13	
5		\$2,295.36	\$32.79		\$2,329.79	\$33.28		\$2,364.74	\$33.78		\$2,400.21	\$34.29	
HELPER-LANDFILL/DIRECTOR TRAFFIC 1	3005	\$1,970.32		\$24.63	\$1,999.88		\$25.00	\$2,029.88		\$25.37	\$2,060.32		\$25.75
HELPER - REFUSE 1	1041	\$1,970.32		\$24.63	\$1,999.88		\$25.00	\$2,029.88		\$25.37	\$2,060.32		\$25.75
HELPER - TRADES 1	1042	\$2,012.09	\$28.74	\$25.15	\$2,042.27	\$29.18	\$25.53	\$2,072.90	\$29.61	\$25.91	\$2,103.99	\$30.06	\$26.30
INSPECTOR - BUILDING 1	1122	\$2,526.09	\$36.09		\$2,563.98	\$36.63		\$2,602.44	\$37.18		\$2,641.48	\$37.74	
2		\$2,612.60	\$37.32		\$2,651.79	\$37.88		\$2,691.56	\$38.45		\$2,731.94	\$39.03	
3		\$2,699.11	\$38.56		\$2,739.59	\$39.14		\$2,780.69	\$39.72		\$2,822.40	\$40.32	
4		\$2,815.45	\$40.22		\$2,857.68	\$40.82		\$2,900.54	\$41.44		\$2,944.05	\$42.06	
5		\$2,939.24	\$41.99		\$2,983.33	\$42.62		\$3,028.08	\$43.26		\$3,073.50	\$43.91	
6		\$3,067.52	\$43.82		\$3,113.53	\$44.48		\$3,160.23	\$45.15		\$3,207.64	\$45.82	
INSPECTOR - CROSS CONNECTION & BACK FLOW PREVENTION 1	1120	\$2,406.76	\$34.38		\$2,442.87	\$34.90		\$2,479.51	\$35.42		\$2,516.70	\$35.95	
2		\$2,526.09	\$36.09		\$2,563.98	\$36.63		\$2,602.44	\$37.18		\$2,641.48	\$37.74	
3		\$2,612.60	\$37.32		\$2,651.79	\$37.88		\$2,691.56	\$38.45		\$2,731.94	\$39.03	
4		\$2,699.11	\$38.56		\$2,739.59	\$39.14		\$2,780.69	\$39.72		\$2,822.40	\$40.32	
5		\$2,815.45	\$40.22		\$2,857.68	\$40.82		\$2,900.54	\$41.44		\$2,944.05	\$42.06	
6		\$2,939.24	\$41.99		\$2,983.33	\$42.62		\$3,028.08	\$43.26		\$3,073.50	\$43.91	
INSPECTOR - EQUIPMENT AND MAINTENANCE 1	1125	\$2,748.80		\$34.36	\$2,790.04		\$34.88	\$2,831.89		\$35.40	\$2,874.36		\$35.93
2		\$2,878.57		\$35.98	\$2,921.75		\$36.52	\$2,965.57		\$37.07	\$3,010.06		\$37.63
3		\$2,918.84		\$36.49	\$2,962.62		\$37.03	\$3,007.06		\$37.59	\$3,052.17		\$38.15

**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%		
		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
<b>INSP INDUSTRIAL WASTE SERV 1</b>	<b>1151</b>												
1		\$1,602.57	\$22.89		\$1,629.81	\$23.28		\$1,646.11	\$23.52		\$1,670.80	\$23.87	
2		\$1,659.30	\$23.70		\$1,687.51	\$24.11		\$1,704.38	\$24.35		\$1,729.95	\$24.71	
3		\$1,718.04	\$24.54		\$1,747.25	\$24.96		\$1,764.72	\$25.21		\$1,791.19	\$25.59	
4		\$1,778.86	\$25.41		\$1,809.10	\$25.84		\$1,827.19	\$26.10		\$1,854.60	\$26.49	
5		\$1,841.83	\$26.31		\$1,873.14	\$26.76		\$1,891.87	\$27.03		\$1,920.25	\$27.43	
6		\$1,907.03	\$27.24		\$1,939.45	\$27.71		\$1,958.85	\$27.98		\$1,988.23	\$28.40	
<b>INSP INDUSTRIAL WASTE SERV 2</b>	<b>1152</b>												
1		\$1,916.92	\$27.38		\$1,949.51	\$27.85		\$1,969.01	\$28.13		\$1,998.54	\$28.55	
2		\$1,984.02	\$28.34		\$2,017.74	\$28.82		\$2,037.92	\$29.11		\$2,068.49	\$29.55	
3		\$2,053.46	\$29.34		\$2,088.36	\$29.83		\$2,109.25	\$30.13		\$2,140.89	\$30.58	
4		\$2,125.33	\$30.36		\$2,161.46	\$30.88		\$2,183.07	\$31.19		\$2,215.82	\$31.65	
5		\$2,199.71	\$31.42		\$2,237.11	\$31.96		\$2,259.48	\$32.28		\$2,293.37	\$32.76	
<b>INSP INDUSTRIAL WASTE SERV 3</b>	<b>1153</b>												
1		\$2,158.09	\$30.83		\$2,194.78	\$31.35		\$2,216.73	\$31.67		\$2,249.98	\$32.14	
2		\$2,233.63	\$31.91		\$2,271.60	\$32.45		\$2,294.32	\$32.78		\$2,328.73	\$33.27	
3		\$2,311.81	\$33.03		\$2,351.11	\$33.59		\$2,374.62	\$33.92		\$2,410.24	\$34.43	
4		\$2,392.72	\$34.18		\$2,433.39	\$34.76		\$2,457.73	\$35.11		\$2,494.59	\$35.64	
5		\$2,476.46	\$35.38		\$2,518.56	\$35.98		\$2,543.75	\$36.34		\$2,581.91	\$36.88	
<b>INSPECTOR - LICENCE 1</b>	<b>1161</b>												
1		\$1,525.06	\$21.79		\$1,550.99	\$22.16		\$1,566.50	\$22.38		\$1,590.00	\$22.71	
2		\$1,601.17	\$22.87		\$1,628.39	\$23.26		\$1,644.68	\$23.50		\$1,669.35	\$23.85	
3		\$1,666.01	\$23.80		\$1,694.33	\$24.20		\$1,711.28	\$24.45		\$1,736.94	\$24.81	
4		\$1,746.35	\$24.95		\$1,776.04	\$25.37		\$1,793.80	\$25.63		\$1,820.71	\$26.01	
5		\$1,823.87	\$26.06		\$1,854.88	\$26.50		\$1,873.43	\$26.76		\$1,901.53	\$27.16	
6		\$1,907.03	\$27.24		\$1,939.45	\$27.71		\$1,958.85	\$27.98		\$1,988.23	\$28.40	
<b>INSPECTOR - LICENCE 2</b>	<b>1162</b>												
1		\$1,775.95	\$25.37		\$1,806.14	\$25.80		\$1,824.20	\$26.06		\$1,851.57	\$26.45	
2		\$1,857.70	\$26.54		\$1,889.28	\$26.99		\$1,908.17	\$27.26		\$1,936.80	\$27.67	
3		\$1,936.63	\$27.67		\$1,969.55	\$28.14		\$1,989.25	\$28.42		\$2,019.09	\$28.84	
4		\$2,024.02	\$28.91		\$2,058.43	\$29.41		\$2,079.01	\$29.70		\$2,110.20	\$30.15	
5		\$2,128.32	\$30.40		\$2,164.50	\$30.92		\$2,186.15	\$31.23		\$2,218.94	\$31.70	
<b>INSPECTOR - PROPERTY</b>	<b>1174</b>												
1		\$1,866.16	\$26.66		\$1,897.88	\$27.11		\$1,916.86	\$27.38		\$1,945.61	\$27.79	
2		\$1,957.77	\$27.97		\$1,991.06	\$28.44		\$2,010.97	\$28.73		\$2,041.13	\$29.16	
3		\$2,019.79	\$28.85		\$2,054.13	\$29.34		\$2,074.67	\$29.64		\$2,105.79	\$30.08	
4		\$2,087.45	\$29.82		\$2,122.93	\$30.33		\$2,144.16	\$30.63		\$2,176.32	\$31.09	
5		\$2,155.09	\$30.79		\$2,191.72	\$31.31		\$2,213.64	\$31.62		\$2,246.85	\$32.10	
6		\$2,224.91	\$31.78		\$2,262.74	\$32.32		\$2,285.37	\$32.65		\$2,319.65	\$33.14	
<b>INSPECTOR - REGIONAL STREETS</b>	<b>1177</b>												
1		\$1,963.41	\$28.05		\$1,996.79	\$28.53		\$2,016.76	\$28.81		\$2,047.01	\$29.24	
2		\$2,066.30	\$29.52		\$2,101.43	\$30.02		\$2,122.44	\$30.32		\$2,154.28	\$30.78	
3		\$2,155.10	\$30.79		\$2,191.74	\$31.31		\$2,213.65	\$31.62		\$2,246.86	\$32.10	
4		\$2,265.04	\$32.36		\$2,303.55	\$32.91		\$2,326.58	\$33.24		\$2,361.48	\$33.74	
5		\$2,358.07	\$33.69		\$2,398.15	\$34.26		\$2,422.14	\$34.60		\$2,458.47	\$35.12	
6		\$2,476.46	\$35.38		\$2,518.56	\$35.98		\$2,543.75	\$36.34		\$2,581.90	\$36.88	
<b>INSPECTOR - SENIOR - CROSS CONNECTION &amp; BACK FLOW PREVENTION</b>	<b>1119</b>												
1		\$2,873.69	\$41.05		\$2,922.55	\$41.75		\$2,951.77	\$42.17		\$2,996.05	\$42.80	
<b>INSPECTOR - SENIOR HOUSING</b>	<b>1123</b>												
1		\$3,042.18	\$43.46		\$3,093.89	\$44.20		\$3,124.83	\$44.64		\$3,171.71	\$45.31	
<b>INSPECTOR - SENIOR METER READING/ CUSTOMER BILLING</b>	<b>1180</b>												
1		\$2,200.20	\$31.43		\$2,237.61	\$31.97		\$2,259.98	\$32.29		\$2,293.88	\$32.77	

**CUPE 2021 TO 2025 SALARY SCHEDULE** (Continued)

CLASSIFICATION	Class Code	EFFECTIVE DATE MARCH 1, 2023 - 1.50%			EFFECTIVE DATE DECEMBER 31, 2023 - 1.50%			EFFECTIVE DATE MARCH 1, 2024 - 1.50% PLUS \$0.50 PER HOUR**			EFFECTIVE DATE SEPTEMBER 1, 2024 - 1.50% PLUS \$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
		INSP INDUSTRIAL WASTE SERV 1	1151										
1		\$1,695.87	\$24.23		\$1,721.30	\$24.59		\$1,747.12	\$24.96		\$1,773.33	\$25.33	
2		\$1,755.90	\$25.08		\$1,782.24	\$25.46		\$1,808.97	\$25.84		\$1,836.11	\$26.23	
3		\$1,818.06	\$25.97		\$1,845.33	\$26.36		\$1,873.01	\$26.76		\$1,901.10	\$27.16	
4		\$1,882.42	\$26.89		\$1,910.65	\$27.30		\$1,939.31	\$27.70		\$1,968.40	\$28.12	
5		\$1,949.06	\$27.84		\$1,978.29	\$28.26		\$2,007.97	\$28.69		\$2,038.09	\$29.12	
6		\$2,018.05	\$28.83		\$2,048.32	\$29.26		\$2,079.05	\$29.70		\$2,110.23	\$30.15	
INSP INDUSTRIAL WASTE SERV 2	1152												
1		\$2,028.52	\$28.98		\$2,058.95	\$29.41		\$2,089.83	\$29.85		\$2,121.18	\$30.30	
2		\$2,099.52	\$29.99		\$2,131.01	\$30.44		\$2,162.98	\$30.90		\$2,195.42	\$31.36	
3		\$2,173.00	\$31.04		\$2,205.60	\$31.51		\$2,238.68	\$31.98		\$2,272.26	\$32.46	
4		\$2,249.06	\$32.13		\$2,282.79	\$32.61		\$2,317.03	\$33.10		\$2,351.79	\$33.60	
5		\$2,327.77	\$33.25		\$2,362.69	\$33.75		\$2,398.13	\$34.26		\$2,434.10	\$34.77	
INSP INDUSTRIAL WASTE SERV 3	1153												
1		\$2,283.73	\$32.62		\$2,317.99	\$33.11		\$2,352.76	\$33.61		\$2,388.05	\$34.11	
2		\$2,363.66	\$33.77		\$2,399.12	\$34.27		\$2,435.10	\$34.79		\$2,471.63	\$35.31	
3		\$2,446.39	\$34.95		\$2,483.09	\$35.47		\$2,520.33	\$36.00		\$2,558.14	\$36.54	
4		\$2,532.01	\$36.17		\$2,569.99	\$36.71		\$2,608.54	\$37.26		\$2,647.67	\$37.82	
5		\$2,620.63	\$37.44		\$2,659.94	\$38.00		\$2,699.84	\$38.57		\$2,740.34	\$39.15	
INSPECTOR - LICENCE 1	1161												
1		\$1,613.84	\$23.05		\$1,638.05	\$23.40		\$1,662.62	\$23.75		\$1,687.56	\$24.11	
2		\$1,694.39	\$24.21		\$1,719.80	\$24.57		\$1,745.60	\$24.94		\$1,771.78	\$25.31	
3		\$1,763.00	\$25.19		\$1,789.44	\$25.56		\$1,816.29	\$25.95		\$1,843.53	\$26.34	
4		\$1,848.02	\$26.40		\$1,875.74	\$26.80		\$1,903.87	\$27.20		\$1,932.43	\$27.61	
5		\$1,930.05	\$27.57		\$1,959.00	\$27.99		\$1,988.39	\$28.41		\$2,018.21	\$28.83	
6		\$2,018.05	\$28.83		\$2,048.32	\$29.26		\$2,079.05	\$29.70		\$2,110.23	\$30.15	
INSPECTOR - LICENCE 2	1162												
1		\$1,879.34	\$26.85		\$1,907.53	\$27.25		\$1,936.14	\$27.66		\$1,965.18	\$28.07	
2		\$1,965.85	\$28.08		\$1,995.34	\$28.50		\$2,025.27	\$28.93		\$2,055.64	\$29.37	
3		\$2,049.37	\$29.28		\$2,080.11	\$29.72		\$2,111.32	\$30.16		\$2,142.99	\$30.61	
4		\$2,141.85	\$30.60		\$2,173.98	\$31.06		\$2,206.59	\$31.52		\$2,239.69	\$32.00	
5		\$2,252.22	\$32.17		\$2,286.01	\$32.66		\$2,320.30	\$33.15		\$2,355.10	\$33.64	
INSPECTOR - PROPERTY	1174												
1		\$1,974.80	\$28.21		\$2,004.42	\$28.63		\$2,034.49	\$29.06		\$2,065.00	\$29.50	
2		\$2,071.75	\$29.60		\$2,102.82	\$30.04		\$2,134.37	\$30.49		\$2,166.38	\$30.95	
3		\$2,137.38	\$30.53		\$2,169.44	\$30.99		\$2,201.98	\$31.46		\$2,235.01	\$31.93	
4		\$2,208.97	\$31.56		\$2,242.10	\$32.03		\$2,275.74	\$32.51		\$2,309.87	\$33.00	
5		\$2,280.55	\$32.58		\$2,314.76	\$33.07		\$2,349.48	\$33.56		\$2,384.72	\$34.07	
6		\$2,354.44	\$33.63		\$2,389.76	\$34.14		\$2,425.60	\$34.65		\$2,461.99	\$35.17	
INSPECTOR - REGIONAL STREETS	1177												
1		\$2,077.71	\$29.68		\$2,108.88	\$30.13		\$2,140.51	\$30.58		\$2,172.62	\$31.04	
2		\$2,186.60	\$31.24		\$2,219.39	\$31.71		\$2,252.69	\$32.18		\$2,286.48	\$32.66	
3		\$2,280.56	\$32.58		\$2,314.77	\$33.07		\$2,349.49	\$33.56		\$2,384.74	\$34.07	
4		\$2,396.90	\$34.24		\$2,432.86	\$34.76		\$2,469.35	\$35.28		\$2,506.39	\$35.81	
5		\$2,495.34	\$35.65		\$2,532.77	\$36.18		\$2,570.77	\$36.73		\$2,609.33	\$37.28	
6		\$2,620.63	\$37.44		\$2,659.94	\$38.00		\$2,699.84	\$38.57		\$2,740.34	\$39.15	
INSPECTOR - SENIOR - CROSS CONNECTION & BACK FLOW PREVENTION	1119												
1		\$3,040.99	\$43.44		\$3,086.60	\$44.09		\$3,132.90	\$44.76		\$3,179.90	\$45.43	
INSPECTOR - SENIOR HOUSING	1123												
1		\$3,219.28	\$45.99		\$3,267.57	\$46.68		\$3,316.58	\$47.38		\$3,366.33	\$48.09	
INSPECTOR - SENIOR METER READING/ CUSTOMER BILLING	1180												
1		\$2,328.29	\$33.26		\$2,363.22	\$33.76		\$2,398.66	\$34.27		\$2,434.64	\$34.78	

**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%		
		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 - WASTEWATER CONTRACTS	1179										
1		\$1,815.42		\$22.69	\$1,846.28		\$23.08	\$1,864.74		\$23.31	\$1,892.71		\$23.66
2		\$1,907.03		\$23.84	\$1,939.45		\$24.24	\$1,958.85		\$24.49	\$1,988.23		\$24.85
3		\$2,052.21		\$25.65	\$2,087.10		\$26.09	\$2,107.97		\$26.35	\$2,139.59		\$26.74
4		\$2,195.98		\$27.45	\$2,233.31		\$27.92	\$2,255.64		\$28.20	\$2,289.48		\$28.62
5		\$2,339.74		\$29.25	\$2,379.52		\$29.74	\$2,403.31		\$30.04	\$2,439.36		\$30.49
6		\$2,476.46		\$30.96	\$2,518.56		\$31.48	\$2,543.75		\$31.80	\$2,581.91		\$32.27
INSPECTOR - WATER METER	1181												
1		\$1,952.14	\$27.89		\$1,985.32	\$28.36		\$2,005.17	\$28.65		\$2,035.25	\$29.08	
2		\$2,053.62	\$29.34		\$2,088.53	\$29.84		\$2,109.41	\$30.13		\$2,141.06	\$30.59	
3		\$2,125.50	\$30.36		\$2,161.64	\$30.88		\$2,183.25	\$31.19		\$2,216.00	\$31.66	
INSPECTOR - WEED	1185												
1		\$2,229.80		\$27.87	\$2,267.71		\$28.35	\$2,290.39		\$28.63	\$2,324.74		\$29.06
INSTALLER - RADIO/ELECTRONIC	1192												
1		\$2,005.70		\$25.07	\$2,039.79		\$25.50	\$2,060.19		\$25.75	\$2,091.09		\$26.14
2		\$2,107.18		\$26.34	\$2,143.00		\$26.79	\$2,164.43		\$27.06	\$2,196.90		\$27.46
INSTALLER - SENIOR RADIO/ELECTRONIC	1193												
1		\$2,212.89		\$27.66	\$2,250.51		\$28.13	\$2,273.01		\$28.41	\$2,307.11		\$28.84
INSTRUCTOR - AQUATICS	1218												
1		\$1,262.67		\$15.78	\$1,284.14		\$16.05	\$1,296.98		\$16.21	\$1,316.43		\$16.46
2		\$1,308.47		\$16.36	\$1,330.71		\$16.63	\$1,344.02		\$16.80	\$1,364.18		\$17.05
3		\$1,355.92		\$16.95	\$1,378.97		\$17.24	\$1,392.76		\$17.41	\$1,413.66		\$17.67
INSTRUCTOR - FIELD	1211												
1		\$2,389.08	\$34.13	\$29.86	\$2,429.69	\$34.71	\$30.37	\$2,453.99	\$35.06	\$30.67	\$2,490.80	\$35.58	\$31.13
INSTRUCTOR GUARD	1219												
1		\$1,518.01		\$18.98	\$1,543.82		\$19.30	\$1,559.26		\$19.49	\$1,582.65		\$19.78
2		\$1,699.84		\$21.25	\$1,728.73		\$21.61	\$1,746.02		\$21.83	\$1,772.21		\$22.15
INSTRUCTOR GUARD - HEAD	1221												
1		\$1,909.06		\$23.86	\$1,941.51		\$24.27	\$1,960.93		\$24.51	\$1,990.34		\$24.88
2		\$1,963.41		\$24.54	\$1,996.79		\$24.96	\$2,016.76		\$25.21	\$2,047.01		\$25.59
3		\$2,019.34		\$25.24	\$2,053.67		\$25.67	\$2,074.21		\$25.93	\$2,105.32		\$26.32
4		\$2,076.89		\$25.96	\$2,112.20		\$26.40	\$2,133.32		\$26.67	\$2,165.32		\$27.07
INSTRUCTOR GUARD - IN CHARGE	1220												
1		\$1,750.58		\$21.88	\$1,780.34		\$22.25	\$1,798.14		\$22.48	\$1,825.11		\$22.81
2		\$1,835.15		\$22.94	\$1,866.35		\$23.33	\$1,885.01		\$23.56	\$1,913.28		\$23.92
KENNEL ASSISTANT	117												
1		\$1,366.99		\$17.09	\$1,390.23		\$17.38	\$1,404.13		\$17.55	\$1,425.19		\$17.81
2		\$1,414.83		\$17.69	\$1,438.88		\$17.99	\$1,453.27		\$18.17	\$1,475.07		\$18.44
3		\$1,464.35		\$18.30	\$1,489.25		\$18.62	\$1,504.14		\$18.80	\$1,526.70		\$19.08
4		\$1,515.60		\$18.95	\$1,541.37		\$19.27	\$1,556.78		\$19.46	\$1,580.13		\$19.75
5		\$1,568.65		\$19.61	\$1,595.32		\$19.94	\$1,611.27		\$20.14	\$1,635.44		\$20.44
LABOURER 1	1411												
1		\$1,370.02		\$17.13	\$1,393.31		\$17.42	\$1,407.24		\$17.59	\$1,428.35		\$17.85
LABOURER 2	1412												
1		\$1,581.44		\$19.77	\$1,608.33		\$20.10	\$1,624.41		\$20.31	\$1,648.77		\$20.61
2		\$1,792.86		\$22.41	\$1,823.34		\$22.79	\$1,841.58		\$23.02	\$1,869.20		\$23.36
LABOURER - SKILLED	1413												
1		\$1,861.93		\$23.27	\$1,893.58		\$23.67	\$1,912.52		\$23.91	\$1,941.20		\$24.27
LEGAL ASSISTANT 1	2281	April 12 2020											
1		\$1,759.04	\$25.13		\$1,788.94	\$25.56		\$1,806.83	\$25.81		\$1,833.93	\$26.20	
2		\$1,828.10	\$26.12		\$1,859.18	\$26.56		\$1,877.77	\$26.83		\$1,905.94	\$27.23	
3		\$1,902.80	\$27.18		\$1,935.15	\$27.65		\$1,954.50	\$27.92		\$1,983.82	\$28.34	
4		\$1,974.70	\$28.21		\$2,008.27	\$28.69		\$2,028.35	\$28.98		\$2,058.78	\$29.41	
5		\$2,046.10	\$29.23		\$2,080.88	\$29.73		\$2,101.69	\$30.02		\$2,133.22	\$30.47	
LEGAL ASSISTANT 2	2282	April 12 2020											
1		\$2,049.39	\$29.28		\$2,084.23	\$29.77		\$2,105.07	\$30.07		\$2,136.65	\$30.52	
2		\$2,125.50	\$30.36		\$2,161.64	\$30.88		\$2,183.25	\$31.19		\$2,216.00	\$31.66	
3		\$2,210.52	\$31.58		\$2,248.10	\$32.12		\$2,270.58	\$32.44		\$2,304.64	\$32.92	

**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 MARCH 1, 2024 - 1.50% PLUS \$0.50 PER HOUR**			EFFECTIVE DATE SEPTEMBER 1, 2024 - 1.50% PLUS \$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
		INSPECTOR - WASTEWATER CONTRACTS	1179										
1		\$1,921.10		\$24.01	\$1,949.92		\$24.37	\$1,979.17		\$24.74	\$2,008.85		\$25.11
2		\$2,018.05		\$25.23	\$2,048.32		\$25.60	\$2,079.05		\$25.99	\$2,110.23		\$26.38
3		\$2,171.68		\$27.15	\$2,204.26		\$27.55	\$2,237.32		\$27.97	\$2,270.88		\$28.39
4		\$2,323.82		\$29.05	\$2,358.67		\$29.48	\$2,394.05		\$29.93	\$2,429.97		\$30.37
5		\$2,475.95		\$30.95	\$2,513.09		\$31.41	\$2,550.79		\$31.88	\$2,589.05		\$32.36
6		\$2,620.63		\$32.76	\$2,659.94		\$33.25	\$2,699.84		\$33.75	\$2,740.34		\$34.25
INSPECTOR - WATER METER	1181												
1		\$2,065.78	\$29.51		\$2,096.77	\$29.95		\$2,128.22	\$30.40		\$2,160.14	\$30.86	
2		\$2,173.17	\$31.05		\$2,205.77	\$31.51		\$2,238.86	\$31.98		\$2,272.44	\$32.46	
3		\$2,249.24	\$32.13		\$2,282.98	\$32.61		\$2,317.22	\$33.10		\$2,351.98	\$33.60	
INSPECTOR - WEED	1185												
1		\$2,359.61		\$29.50	\$2,395.01		\$29.94	\$2,430.93		\$30.39	\$2,467.40		\$30.84
INSTALLER - RADIO/ELECTRONIC	1192												
1		\$2,122.46		\$26.53	\$2,154.30		\$26.93	\$2,186.61		\$27.33	\$2,219.41		\$27.74
2		\$2,229.85		\$27.87	\$2,263.30		\$28.29	\$2,297.25		\$28.72	\$2,331.71		\$29.15
INSTALLER - SENIOR RADIO/ELECTRONIC	1193												
1		\$2,341.72		\$29.27	\$2,376.84		\$29.71	\$2,412.49		\$30.16	\$2,448.68		\$30.61
INSTRUCTOR - AQUATICS	1218												
1		\$1,336.18		\$16.70	\$1,356.22		\$16.95	\$1,376.56		\$17.21	\$1,397.21		\$17.47
2		\$1,384.64		\$17.31	\$1,405.41		\$17.57	\$1,426.49		\$17.83	\$1,447.89		\$18.10
3		\$1,434.86		\$17.94	\$1,456.38		\$18.20	\$1,478.23		\$18.48	\$1,500.40		\$18.76
INSTRUCTOR - FIELD	1211												
1		\$2,528.16	\$36.12	\$31.60	\$2,566.08	\$36.66	\$32.08	\$2,604.57	\$37.21	\$32.56	\$2,643.64	\$37.77	\$33.05
INSTRUCTOR GUARD	1219												
1		\$1,606.39		\$20.08	\$1,630.48		\$20.38	\$1,654.94		\$20.69	\$1,679.76		\$21.00
2		\$1,798.80		\$22.48	\$1,825.78		\$22.82	\$1,853.16		\$23.16	\$1,880.96		\$23.51
INSTRUCTOR GUARD - HEAD	1221												
1		\$2,020.20		\$25.25	\$2,050.50		\$25.63	\$2,081.26		\$26.02	\$2,112.48		\$26.41
2		\$2,077.71		\$25.97	\$2,108.88		\$26.36	\$2,140.51		\$26.76	\$2,172.62		\$27.16
3		\$2,136.90		\$26.71	\$2,168.95		\$27.11	\$2,201.49		\$27.52	\$2,234.51		\$27.93
4		\$2,197.80		\$27.47	\$2,230.77		\$27.88	\$2,264.23		\$28.30	\$2,298.19		\$28.73
INSTRUCTOR GUARD - IN CHARGE	1220												
1		\$1,852.49		\$23.16	\$1,880.28		\$23.50	\$1,908.48		\$23.86	\$1,937.11		\$24.21
2		\$1,941.98		\$24.27	\$1,971.11		\$24.64	\$2,000.68		\$25.01	\$2,030.69		\$25.38
KENNEL ASSISTANT	117												
1		\$1,446.57		\$18.08	\$1,468.27		\$18.35	\$1,490.29		\$18.63	\$1,512.65		\$18.91
2		\$1,497.20		\$18.71	\$1,519.66		\$19.00	\$1,542.45		\$19.28	\$1,565.59		\$19.57
3		\$1,549.60		\$19.37	\$1,572.84		\$19.66	\$1,596.44		\$19.96	\$1,620.38		\$20.25
4		\$1,603.84		\$20.05	\$1,627.89		\$20.35	\$1,652.31		\$20.65	\$1,677.10		\$20.96
5		\$1,659.97		\$20.75	\$1,684.87		\$21.06	\$1,710.14		\$21.38	\$1,735.80		\$21.70
LABOURER 1	1411												
1		\$1,449.78		\$18.12	\$1,471.52		\$18.39	\$1,493.60		\$18.67	\$1,516.00		\$18.95
LABOURER 2	1412												
1		\$1,673.51		\$20.92	\$1,698.61		\$21.23	\$1,724.09		\$21.55	\$1,749.95		\$21.87
2		\$1,897.24		\$23.72	\$1,925.70		\$24.07	\$1,954.58		\$24.43	\$1,983.90		\$24.80
LABOURER - SKILLED	1413												
1		\$1,970.32		\$24.63	\$1,999.88		\$25.00	\$2,029.88		\$25.37	\$2,060.32		\$25.75
LEGAL ASSISTANT 1	2281												
1		\$1,861.44	\$26.59		\$1,889.36	\$26.99		\$1,917.70	\$27.40		\$1,946.47	\$27.81	
2		\$1,934.53	\$27.64		\$1,963.54	\$28.05		\$1,993.00	\$28.47		\$2,022.89	\$28.90	
3		\$2,013.58	\$28.77		\$2,043.78	\$29.20		\$2,074.44	\$29.63		\$2,105.55	\$30.08	
4		\$2,089.66	\$29.85		\$2,121.00	\$30.30		\$2,152.82	\$30.75		\$2,185.11	\$31.22	
5		\$2,165.22	\$30.93		\$2,197.69	\$31.40		\$2,230.66	\$31.87		\$2,264.12	\$32.34	
LEGAL ASSISTANT 2	2282												
1		\$2,168.70	\$30.98		\$2,201.23	\$31.45		\$2,234.25	\$31.92		\$2,267.76	\$32.40	
2		\$2,249.24	\$32.13		\$2,282.98	\$32.61		\$2,317.22	\$33.10		\$2,351.98	\$33.60	
3		\$2,339.21	\$33.42		\$2,374.30	\$33.92		\$2,409.91	\$34.43		\$2,446.06	\$34.94	

**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%		
		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
		<b>LEGAL ASSISTANT 3</b>	<b>2283</b>										
1		\$2,163.56	\$30.91		\$2,200.34	\$31.43		\$2,222.34	\$31.75		\$2,255.68	\$32.22	
2		\$2,250.95	\$32.16		\$2,289.21	\$32.70		\$2,312.10	\$33.03		\$2,346.79	\$33.53	
3		\$2,320.01	\$33.14		\$2,359.45	\$33.71		\$2,383.05	\$34.04		\$2,418.79	\$34.55	
<b>LIBRARIAN - COMPUTER</b>	<b>1445</b>												
1		\$1,588.49	\$22.69		\$1,615.49	\$23.08		\$1,631.65	\$23.31		\$1,656.12	\$23.66	
2		\$1,666.01	\$23.80		\$1,694.33	\$24.20		\$1,711.28	\$24.45		\$1,736.94	\$24.81	
3		\$1,746.35	\$24.95		\$1,776.04	\$25.37		\$1,793.80	\$25.63		\$1,820.71	\$26.01	
4		\$1,823.87	\$26.06		\$1,854.88	\$26.50		\$1,873.43	\$26.76		\$1,901.53	\$27.16	
5		\$1,907.03	\$27.24		\$1,939.45	\$27.71		\$1,958.85	\$27.98		\$1,988.23	\$28.40	
6		\$2,019.79	\$28.85		\$2,054.13	\$29.34		\$2,074.67	\$29.64		\$2,105.79	\$30.08	
<b>LIBRARIAN - GRADE 1</b>	<b>1441</b>												
1		\$2,200.23	\$31.43		\$2,237.63	\$31.97		\$2,260.01	\$32.29		\$2,293.91	\$32.77	
2		\$2,308.76	\$32.98		\$2,348.00	\$33.54		\$2,371.48	\$33.88		\$2,407.06	\$34.39	
3		\$2,372.18	\$33.89		\$2,412.51	\$34.46		\$2,436.63	\$34.81		\$2,473.18	\$35.33	
4		\$2,442.66	\$34.90		\$2,484.18	\$35.49		\$2,509.02	\$35.84		\$2,546.66	\$36.38	
5		\$2,504.67	\$35.78		\$2,547.25	\$36.39		\$2,572.73	\$36.75		\$2,611.32	\$37.30	
6		\$2,565.28	\$36.65		\$2,608.89	\$37.27		\$2,634.98	\$37.64		\$2,674.51	\$38.21	
<b>LIBRARIAN - GRADE 2</b>	<b>1442</b>												
1		\$2,565.28	\$36.65		\$2,608.89	\$37.27		\$2,634.98	\$37.64		\$2,674.51	\$38.21	
2		\$2,627.30	\$37.53		\$2,671.96	\$38.17		\$2,698.68	\$38.55		\$2,739.16	\$39.13	
3		\$2,696.36	\$38.52		\$2,742.20	\$39.17		\$2,769.62	\$39.57		\$2,811.17	\$40.16	
4		\$2,749.92	\$39.28		\$2,796.67	\$39.95		\$2,824.64	\$40.35		\$2,867.01	\$40.96	
5		\$2,817.58	\$40.25		\$2,865.48	\$40.94		\$2,894.13	\$41.34		\$2,937.55	\$41.96	
<b>LIBRARY - SERVICE ASSISTANT 1</b>	<b>1453</b>												
1		\$1,075.44	\$15.36		\$1,093.72	\$15.62		\$1,104.66	\$15.78		\$1,121.23	\$16.02	
2		\$1,129.00	\$16.13		\$1,148.19	\$16.40		\$1,159.67	\$16.57		\$1,177.07	\$16.82	
3		\$1,245.98	\$17.80		\$1,267.17	\$18.10		\$1,279.84	\$18.28		\$1,299.03	\$18.56	
4		\$1,364.38	\$19.49		\$1,387.58	\$19.82		\$1,401.45	\$20.02		\$1,422.47	\$20.32	
5		\$1,479.96	\$21.14		\$1,505.12	\$21.50		\$1,520.17	\$21.72		\$1,542.97	\$22.04	
6		\$1,599.76	\$22.85		\$1,626.96	\$23.24		\$1,643.23	\$23.47		\$1,667.88	\$23.83	
<b>LIBRARY - SERVICE ASSISTANT 2</b>	<b>1454</b>												
1		\$1,368.61	\$19.55		\$1,391.88	\$19.88		\$1,405.79	\$20.08		\$1,426.88	\$20.38	
2		\$1,465.86	\$20.94		\$1,490.78	\$21.30		\$1,505.69	\$21.51		\$1,528.28	\$21.83	
3		\$1,580.03	\$22.57		\$1,606.89	\$22.96		\$1,622.96	\$23.19		\$1,647.31	\$23.53	
4		\$1,687.15	\$24.10		\$1,715.83	\$24.51		\$1,732.99	\$24.76		\$1,758.99	\$25.13	
5		\$1,792.86	\$25.61		\$1,823.34	\$26.05		\$1,841.58	\$26.31		\$1,869.20	\$26.70	
<b>LIBRARY - SERVICE ASSISTANT 3</b>	<b>1455</b>												
1		\$1,646.28	\$23.52		\$1,674.26	\$23.92		\$1,691.01	\$24.16		\$1,716.37	\$24.52	
2		\$1,726.62	\$24.67		\$1,755.97	\$25.09		\$1,773.53	\$25.34		\$1,800.13	\$25.72	
3		\$1,811.19	\$25.87		\$1,841.98	\$26.31		\$1,860.40	\$26.58		\$1,888.30	\$26.98	
4		\$1,892.94	\$27.04		\$1,925.12	\$27.50		\$1,944.37	\$27.78		\$1,973.53	\$28.19	
5		\$1,971.87	\$28.17		\$2,005.39	\$28.65		\$2,025.44	\$28.93		\$2,055.83	\$29.37	
<b>LIBRARY - SERVICE ASSISTANT 4</b>	<b>1456</b>												
1		\$1,870.39	\$26.72		\$1,902.18	\$27.17		\$1,921.20	\$27.45		\$1,950.02	\$27.86	
2		\$1,939.45	\$27.71		\$1,972.42	\$28.18		\$1,992.14	\$28.46		\$2,022.03	\$28.89	
3		\$2,007.11	\$28.67		\$2,041.23	\$29.16		\$2,061.64	\$29.45		\$2,092.56	\$29.89	
4		\$2,078.99	\$29.70		\$2,114.33	\$30.20		\$2,135.47	\$30.51		\$2,167.51	\$30.96	
5		\$2,160.74	\$30.87		\$2,197.47	\$31.39		\$2,219.45	\$31.71		\$2,252.74	\$32.18	
<b>LIBRARY - SERVICE ASSISTANT 5</b>	<b>1457</b>												
1		\$2,046.57	\$29.24		\$2,081.36	\$29.73		\$2,102.18	\$30.03		\$2,133.71	\$30.48	
2		\$2,125.50	\$30.36		\$2,161.64	\$30.88		\$2,183.25	\$31.19		\$2,216.00	\$31.66	
3		\$2,200.20	\$31.43		\$2,237.61	\$31.97		\$2,259.98	\$32.29		\$2,293.88	\$32.77	
4		\$2,276.32	\$32.52		\$2,315.01	\$33.07		\$2,338.16	\$33.40		\$2,373.24	\$33.90	
5		\$2,351.02	\$33.59		\$2,390.99	\$34.16		\$2,414.90	\$34.50		\$2,451.12	\$35.02	



**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 MARCH 1, 2024 - 1.50% PLUS \$0.50 PER HOUR**			EFFECTIVE DATE SEPTEMBER 1, 2024 - 1.50% PLUS \$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
<b>LEGAL ASSISTANT 3</b>	<b>2283</b>												
1		\$2,289.51	\$32.71		\$2,323.85	\$33.20		\$2,358.71	\$33.70		\$2,394.09	\$34.20	
2		\$2,381.99	\$34.03		\$2,417.72	\$34.54		\$2,453.98	\$35.06		\$2,490.79	\$35.58	
3		\$2,455.07	\$35.07		\$2,491.90	\$35.60		\$2,529.28	\$36.13		\$2,567.22	\$36.67	
<b>LIBRARIAN - COMPUTER</b>	<b>1445</b>												
1		\$1,680.96	\$24.01		\$1,706.18	\$24.37		\$1,731.77	\$24.74		\$1,757.75	\$25.11	
2		\$1,763.00	\$25.19		\$1,789.44	\$25.56		\$1,816.29	\$25.95		\$1,843.53	\$26.34	
3		\$1,848.02	\$26.40		\$1,875.74	\$26.80		\$1,903.87	\$27.20		\$1,932.43	\$27.61	
4		\$1,930.05	\$27.57		\$1,959.00	\$27.99		\$1,988.39	\$28.41		\$2,018.21	\$28.83	
5		\$2,018.05	\$28.83		\$2,048.32	\$29.26		\$2,079.05	\$29.70		\$2,110.23	\$30.15	
6		\$2,137.38	\$30.53		\$2,169.44	\$30.99		\$2,201.98	\$31.46		\$2,235.01	\$31.93	
<b>LIBRARIAN - GRADE 1</b>	<b>1441</b>												
1		\$2,328.31	\$33.26		\$2,363.24	\$33.76		\$2,398.69	\$34.27		\$2,434.67	\$34.78	
2		\$2,443.16	\$34.90		\$2,479.81	\$35.43		\$2,517.01	\$35.96		\$2,554.76	\$36.50	
3		\$2,510.28	\$35.86		\$2,547.94	\$36.40		\$2,586.16	\$36.95		\$2,624.95	\$37.50	
4		\$2,584.86	\$36.93		\$2,623.63	\$37.48		\$2,662.99	\$38.04		\$2,702.93	\$38.61	
5		\$2,650.49	\$37.86		\$2,690.24	\$38.43		\$2,730.60	\$39.01		\$2,771.56	\$39.59	
6		\$2,714.62	\$38.78		\$2,755.34	\$39.36		\$2,796.67	\$39.95		\$2,838.62	\$40.55	
<b>LIBRARIAN - GRADE 2</b>	<b>1442</b>												
1		\$2,714.62	\$38.78		\$2,755.34	\$39.36		\$2,796.67	\$39.95		\$2,838.62	\$40.55	
2		\$2,780.25	\$39.72		\$2,821.95	\$40.31		\$2,864.28	\$40.92		\$2,907.25	\$41.53	
3		\$2,853.34	\$40.76		\$2,896.14	\$41.37		\$2,939.58	\$41.99		\$2,983.67	\$42.62	
4		\$2,910.01	\$41.57		\$2,953.66	\$42.20		\$2,997.97	\$42.83		\$3,042.94	\$43.47	
5		\$2,981.61	\$42.59		\$3,026.33	\$43.23		\$3,071.73	\$43.88		\$3,117.80	\$44.54	
<b>LIBRARY - SERVICE ASSISTANT 1</b>	<b>1453</b>												
1		\$1,138.04	\$16.26		\$1,155.11	\$16.50		\$1,172.44	\$16.75		\$1,190.03	\$17.00	
2		\$1,194.72	\$17.07		\$1,212.64	\$17.32		\$1,230.83	\$17.58		\$1,249.30	\$17.85	
3		\$1,318.52	\$18.84		\$1,338.30	\$19.12		\$1,358.37	\$19.41		\$1,378.75	\$19.70	
4		\$1,443.81	\$20.63		\$1,465.47	\$20.94		\$1,487.45	\$21.25		\$1,509.76	\$21.57	
5		\$1,566.12	\$22.37		\$1,589.61	\$22.71		\$1,613.45	\$23.05		\$1,637.65	\$23.40	
6		\$1,692.90	\$24.18		\$1,718.29	\$24.55		\$1,744.06	\$24.92		\$1,770.23	\$25.29	
<b>LIBRARY - SERVICE ASSISTANT 2</b>	<b>1454</b>												
1		\$1,448.28	\$20.69		\$1,470.01	\$21.00		\$1,492.06	\$21.32		\$1,514.44	\$21.63	
2		\$1,551.20	\$22.16		\$1,574.47	\$22.49		\$1,598.09	\$22.83		\$1,622.06	\$23.17	
3		\$1,672.02	\$23.89		\$1,697.10	\$24.24		\$1,722.55	\$24.61		\$1,748.39	\$24.98	
4		\$1,785.37	\$25.51		\$1,812.15	\$25.89		\$1,839.33	\$26.28		\$1,866.92	\$26.67	
5		\$1,897.24	\$27.10		\$1,925.70	\$27.51		\$1,954.58	\$27.92		\$1,983.90	\$28.34	
<b>LIBRARY - SERVICE ASSISTANT 3</b>	<b>1455</b>												
1		\$1,742.12	\$24.89		\$1,768.25	\$25.26		\$1,794.77	\$25.64		\$1,821.69	\$26.02	
2		\$1,827.14	\$26.10		\$1,854.54	\$26.49		\$1,882.36	\$26.89		\$1,910.60	\$27.29	
3		\$1,916.63	\$27.38		\$1,945.38	\$27.79		\$1,974.56	\$28.21		\$2,004.18	\$28.63	
4		\$2,003.14	\$28.62		\$2,033.18	\$29.05		\$2,063.68	\$29.48		\$2,094.64	\$29.92	
5		\$2,086.66	\$29.81		\$2,117.96	\$30.26		\$2,149.73	\$30.71		\$2,181.98	\$31.17	
<b>LIBRARY - SERVICE ASSISTANT 4</b>	<b>1456</b>												
1		\$1,979.27	\$28.28		\$2,008.96	\$28.70		\$2,039.10	\$29.13		\$2,069.68	\$29.57	
2		\$2,052.36	\$29.32		\$2,083.14	\$29.76		\$2,114.39	\$30.21		\$2,146.11	\$30.66	
3		\$2,123.95	\$30.34		\$2,155.81	\$30.80		\$2,188.15	\$31.26		\$2,220.97	\$31.73	
4		\$2,200.02	\$31.43		\$2,233.02	\$31.90		\$2,266.52	\$32.38		\$2,300.51	\$32.86	
5		\$2,286.53	\$32.66		\$2,320.83	\$33.15		\$2,355.64	\$33.65		\$2,390.97	\$34.16	
<b>LIBRARY - SERVICE ASSISTANT 5</b>	<b>1457</b>												
1		\$2,165.71	\$30.94		\$2,198.20	\$31.40		\$2,231.17	\$31.87		\$2,264.64	\$32.35	
2		\$2,249.24	\$32.13		\$2,282.98	\$32.61		\$2,317.22	\$33.10		\$2,351.98	\$33.60	
3		\$2,328.29	\$33.26		\$2,363.22	\$33.76		\$2,398.66	\$34.27		\$2,434.64	\$34.78	
4		\$2,408.84	\$34.41		\$2,444.97	\$34.93		\$2,481.64	\$35.45		\$2,518.87	\$35.98	
5		\$2,487.89	\$35.54		\$2,525.21	\$36.07		\$2,563.08	\$36.62		\$2,601.53	\$37.16	



## 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%		
		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 SHELVER*	2021		\$11.95 \$13.31			\$12.16 \$13.53			\$12.28 \$13.67 \$13.50 \$14.00		
LOCKSMITH	1478	\$2,361.90		\$29.52	\$2,402.05		\$30.03	\$2,426.07		\$30.33	\$2,462.46		\$30.78
MACHINIST	1511	\$2,608.46		\$32.61	\$2,652.80		\$33.16	\$2,679.33		\$33.49	\$2,719.52		\$33.99
MACHINIST - LEADING	1512	\$2,698.67		\$33.73	\$2,744.55		\$34.31	\$2,771.99		\$34.65	\$2,813.57		\$35.17
MAINTENANCE WORKER 1	1561	\$1,723.80 \$1,812.60 \$1,880.25 \$1,956.36 \$2,042.34 \$2,129.73		\$21.55 \$22.66 \$23.50 \$24.45 \$25.53 \$26.62	\$1,753.10 \$1,843.41 \$1,912.22 \$1,989.62 \$2,077.06 \$2,165.94		\$21.91 \$23.04 \$23.90 \$24.87 \$25.96 \$27.07	\$1,770.63 \$1,861.84 \$1,931.34 \$2,009.52 \$2,097.83 \$2,187.60		\$22.13 \$23.27 \$24.14 \$25.12 \$26.22 \$27.34	\$1,797.19 \$1,889.77 \$1,960.31 \$2,039.66 \$2,129.30 \$2,220.41		\$22.46 \$23.62 \$24.50 \$25.50 \$26.62 \$27.76
MAINTENANCE WORKER 2	1562	\$1,880.25 \$1,956.36 \$2,042.34 \$2,129.73 \$2,215.71		\$23.50 \$24.45 \$25.53 \$26.62 \$27.70	\$1,912.22 \$1,989.62 \$2,077.06 \$2,165.94 \$2,253.38		\$23.90 \$24.87 \$25.96 \$27.07 \$28.17	\$1,931.34 \$2,009.52 \$2,097.83 \$2,187.60 \$2,275.91		\$24.14 \$25.12 \$26.22 \$27.34 \$28.45	\$1,960.31 \$2,039.66 \$2,129.30 \$2,220.41 \$2,310.05		\$24.50 \$25.50 \$26.62 \$27.76 \$28.88
MAINTENANCE WORKER - COLLECTION SYSTEMS	1537	\$2,231.21		\$27.89	\$2,269.14		\$28.36	\$2,291.84		\$28.65	\$2,326.21		\$29.08
MAINTENANCE WORKER - FLEET	1535	\$2,126.91 \$2,193.16 \$2,259.40 \$2,329.88		\$26.59 \$27.41 \$28.24 \$29.12	\$2,163.07 \$2,230.44 \$2,297.81 \$2,369.48		\$27.04 \$27.88 \$28.72 \$29.62	\$2,184.70 \$2,252.75 \$2,320.79 \$2,393.18		\$27.31 \$28.16 \$29.01 \$29.91	\$2,217.47 \$2,286.54 \$2,355.60 \$2,429.08		\$27.72 \$28.58 \$29.45 \$30.36
MAINTENANCE WORKER - GENERAL	1548	\$1,861.93		\$23.27	\$1,893.58		\$23.67	\$1,912.52		\$23.91	\$1,941.20		\$24.27
MAINTENANCE WORKER - SHOP - STREETS AND TRANSPORTATION	1574	\$1,661.78 \$1,746.35 \$1,812.60 \$1,880.25 \$1,956.36 \$2,042.34		\$20.77 \$21.83 \$22.66 \$23.50 \$24.45 \$25.53	\$1,690.03 \$1,776.04 \$1,843.41 \$1,912.22 \$1,989.62 \$2,077.06		\$21.13 \$22.20 \$23.04 \$23.90 \$24.87 \$25.96	\$1,706.93 \$1,793.80 \$1,861.84 \$1,931.34 \$2,009.52 \$2,097.83		\$21.34 \$22.42 \$23.27 \$24.14 \$25.12 \$26.22	\$1,732.54 \$1,820.71 \$1,889.77 \$1,960.31 \$2,039.66 \$2,129.30		\$21.66 \$22.76 \$23.62 \$24.50 \$25.50 \$26.62
MAINTENANCE WORKER - SKILLED "A"	1549	\$1,928.17		\$24.10	\$1,960.95		\$24.51	\$1,980.56		\$24.76	\$2,010.27		\$25.13
MAINTENANCE WORKER - SKILLED "A"-SEWER	1580	\$1,928.17		\$24.10	\$1,960.95		\$24.51	\$1,980.56		\$24.76	\$2,010.27		\$25.13
MAINTENANCE WORKER - SKILLED - B1 (SEWER) 1 - With Provincial Certification	1539	\$2,154.14		\$26.93	\$2,190.76		\$27.38	\$2,212.67		\$27.66	\$2,245.86		\$28.07
MAINTENANCE WORKER-SKILLED "B"-GRADE 1	1550	\$2,154.14		\$26.93	\$2,190.76		\$27.38	\$2,212.67		\$27.66	\$2,245.86		\$28.07
MAINTENANCE WORKER-SKILLED "B"-GRADE 2 1 - With Provincial Certification	1551	\$2,311.99		\$28.90	\$2,351.29		\$29.39	\$2,374.80		\$29.69	\$2,410.43		\$30.13
MAINTENANCE WORKER-SKILLED "C"-GRADE 1 1 - With Provincial Certification	1552	\$2,432.69		\$30.41	\$2,474.05		\$30.93	\$2,498.79		\$31.23	\$2,536.27		\$31.70
MAINTENANCE WORKER-SKILLED "C"-GRADE 2 1 - With Provincial Certification	1553	\$2,543.08		\$31.79	\$2,586.32		\$32.33	\$2,612.18		\$32.65	\$2,651.36		\$33.14

**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 MARCH 1, 2024 - 1.50% PLUS \$0.50 PER HOUR**			EFFECTIVE DATE SEPTEMBER 1, 2024 - 1.50% PLUS \$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
<b>LIBRARY SHELVER*</b> 1 2 1 - Effective October 1 2022 2 - Effective October 1 2022 1 - Effective January 1 2023 2 - Effective January 1 2023	2021		\$15.23 \$15.73			\$15.45 \$15.97			\$15.69 \$16.21		\$15.92 \$16.45		
<b>LOCKSMITH</b> 1	1478	\$2,499.40		\$31.24	\$2,536.89		\$31.71	\$2,574.94		\$32.19	\$2,613.56		\$32.67
<b>MACHINIST</b> 1	1511	\$2,760.32		\$34.50	\$2,801.72		\$35.02	\$2,843.75		\$35.55	\$2,886.40		\$36.08
<b>MACHINIST - LEADING</b> 1	1512	\$2,855.77		\$35.70	\$2,898.61		\$36.23	\$2,942.09		\$36.78	\$2,986.22		\$37.33
<b>MAINTENANCE WORKER 1</b> 1 2 3 4 5 6	1561	\$1,824.15 \$1,918.12 \$1,989.71 \$2,070.26 \$2,161.24 \$2,253.72		\$22.80 \$23.98 \$24.87 \$25.88 \$27.02 \$28.17	\$1,851.51 \$1,946.89 \$2,019.56 \$2,101.31 \$2,193.66 \$2,287.52		\$23.14 \$24.34 \$25.24 \$26.27 \$27.42 \$28.59	\$1,879.29 \$1,976.09 \$2,049.85 \$2,132.83 \$2,226.56 \$2,321.83		\$23.49 \$24.70 \$25.62 \$26.66 \$27.83 \$29.02	\$1,907.48 \$2,005.74 \$2,080.60 \$2,164.82 \$2,259.96 \$2,356.66		\$23.84 \$25.07 \$26.01 \$27.06 \$28.25 \$29.46
<b>MAINTENANCE WORKER 2</b> 1 2 3 4 5	1562	\$1,989.71 \$2,070.26 \$2,161.24 \$2,253.72 \$2,344.70		\$24.87 \$25.88 \$27.02 \$28.17 \$29.31	\$2,019.56 \$2,101.31 \$2,193.66 \$2,287.52 \$2,379.87		\$25.24 \$26.27 \$27.42 \$28.59 \$29.75	\$2,049.85 \$2,132.83 \$2,226.56 \$2,321.83 \$2,415.57		\$25.62 \$26.66 \$27.83 \$29.02 \$30.19	\$2,080.60 \$2,164.82 \$2,259.96 \$2,356.66 \$2,451.80		\$26.01 \$27.06 \$28.25 \$29.46 \$30.65
<b>MAINTENANCE WORKER - COLLECTION SYSTEMS</b> 1	1537	\$2,361.11		\$29.51	\$2,396.52		\$29.96	\$2,432.47		\$30.41	\$2,468.96		\$30.86
<b>MAINTENANCE WORKER - FLEET</b> 1 2 3 4	1535	\$2,250.73 \$2,320.83 \$2,390.94 \$2,465.51		\$28.13 \$29.01 \$29.89 \$30.82	\$2,284.49 \$2,355.65 \$2,426.80 \$2,502.50		\$28.56 \$29.45 \$30.34 \$31.28	\$2,318.76 \$2,390.98 \$2,463.20 \$2,540.03		\$28.98 \$29.89 \$30.79 \$31.75	\$2,353.54 \$2,426.85 \$2,500.15 \$2,578.13		\$29.42 \$30.34 \$31.25 \$32.23
<b>MAINTENANCE WORKER - GENERAL</b> 1	1548	\$1,970.32		\$24.63	\$1,999.88		\$25.00	\$2,029.88		\$25.37	\$2,060.32		\$25.75
<b>MAINTENANCE WORKER - SHOP - STREETS AND TRANSPORTATION</b> 1 2 3 4 5 6	1574	\$1,758.52 \$1,848.02 \$1,918.12 \$1,989.71 \$2,070.26 \$2,161.24		\$21.98 \$23.10 \$23.98 \$24.87 \$25.88 \$27.02	\$1,784.90 \$1,875.74 \$1,946.89 \$2,019.56 \$2,101.31 \$2,193.66		\$22.31 \$23.45 \$24.34 \$25.24 \$26.27 \$27.42	\$1,811.68 \$1,903.87 \$1,976.09 \$2,049.85 \$2,132.83 \$2,226.56		\$22.65 \$23.80 \$24.70 \$25.62 \$26.66 \$27.83	\$1,838.85 \$1,932.43 \$2,005.74 \$2,080.60 \$2,164.82 \$2,259.96		\$22.99 \$24.16 \$25.07 \$26.01 \$27.06 \$28.25
<b>MAINTENANCE WORKER - SKILLED "A"</b> 1	1549	\$2,040.43		\$25.51	\$2,071.03		\$25.89	\$2,102.10		\$26.28	\$2,133.63		\$26.67
<b>MAINTENANCE WORKER - SKILLED "A"-SEWER</b> 1	1580	\$2,040.43		\$25.51	\$2,071.03		\$25.89	\$2,102.10		\$26.28	\$2,133.63		\$26.67
<b>MAINTENANCE WORKER - SKILLED - B1 (SEWER) 1 - With Provincial Certification</b>	1539	\$2,279.55		\$28.49	\$2,313.74		\$28.92	\$2,348.45		\$29.36	\$2,383.67		\$29.80
<b>MAINTENANCE WORKER-SKILLED "B"-GRADE 1</b> 1	1550	\$2,279.55		\$28.49	\$2,313.74		\$28.92	\$2,348.45		\$29.36	\$2,383.67		\$29.80
<b>MAINTENANCE WORKER-SKILLED "B"-GRADE 2</b> 1 - With Provincial Certification	1551	\$2,446.58		\$30.58	\$2,483.28		\$31.04	\$2,520.53		\$31.51	\$2,558.34		\$31.98
<b>MAINTENANCE WORKER-SKILLED "C"-GRADE 1</b> 1 - With Provincial Certification	1552	\$2,574.32		\$32.18	\$2,612.93		\$32.66	\$2,652.12		\$33.15	\$2,691.91		\$33.65
<b>MAINTENANCE WORKER-SKILLED "C"-GRADE 2</b> 1 - With Provincial Certification	1553	\$2,691.13		\$33.64	\$2,731.50		\$34.14	\$2,772.47		\$34.66	\$2,814.06		\$35.18

**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%		
		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
MECHANIC-GARAGE FIRST CLASS/MACHINIST** 1 1 - Effective January 1 2023	1621	\$2,704.63		\$33.81	\$2,750.61		\$34.38	\$2,778.12		\$34.73	\$2,819.79		\$35.25 \$2,899.79
MECHANIC - HEATING 1 - With Gas Fitter "B" 2 - With Gas Fitter "A"	1627	\$2,539.40 \$2,714.17		\$31.74 \$33.93	\$2,582.57 \$2,760.31		\$32.28 \$34.50	\$2,608.39 \$2,787.92		\$32.60 \$34.85	\$2,647.52 \$2,829.73		\$33.09 \$37.42
MECHANIC - JOURNEY INDUSTRIAL 1	1631	\$2,752.55		\$34.41	\$2,799.35		\$34.99	\$2,827.34		\$35.34	\$2,869.75		\$35.87
MECHANIC - LEAD HEAVY DUTY EQUIPMENT** 1 1 - Effective January 1 2023	1637	\$2,794.84		\$34.94	\$2,842.35		\$35.53	\$2,870.77		\$35.88	\$2,913.84 \$2,993.84		\$36.42 \$37.42
MECHANIC - LEADING JOURNEY INDUSTRIAL 1	1632	\$2,859.68		\$35.75	\$2,908.29		\$36.35	\$2,937.37		\$36.72	\$2,981.43		\$37.27
MECHANIC - LIGHT VEHICLE** 1 1 - Effective January 1 2023	1635	\$2,472.60		\$30.91	\$2,514.64		\$31.43	\$2,539.78		\$31.75	\$2,577.88 \$2,657.88		\$32.22 \$33.22
MECHANIC - REFRIGERATION 1	1641	\$2,657.79		\$33.22	\$2,702.97		\$33.79	\$2,730.00		\$34.13	\$2,770.95		\$34.64
METER READER 1 2 3 4 5	1671	\$1,698.43 \$1,783.00 \$1,829.51 \$1,899.98 \$1,957.77	\$24.26 \$25.47 \$26.14 \$27.14 \$27.97		\$1,727.30 \$1,813.31 \$1,860.61 \$1,932.28 \$1,991.06	\$24.68 \$25.90 \$26.58 \$27.60 \$28.44		\$1,744.57 \$1,831.44 \$1,879.22 \$1,951.61 \$2,010.97	\$24.92 \$26.16 \$26.85 \$27.88 \$28.73		\$1,770.74 \$1,858.91 \$1,907.41 \$1,980.88 \$2,041.13	\$25.30 \$26.56 \$27.25 \$28.30 \$29.16	
METER READER - COMMERCIAL 1 2 3 4 5	1673	\$1,698.43 \$1,783.00 \$1,829.51 \$1,899.98 \$1,957.77	\$24.26 \$25.47 \$26.14 \$27.14 \$27.97		\$1,727.30 \$1,813.31 \$1,860.61 \$1,932.28 \$1,991.06	\$24.68 \$25.90 \$26.58 \$27.60 \$28.44		\$1,744.57 \$1,831.44 \$1,879.22 \$1,951.61 \$2,010.97	\$24.92 \$26.16 \$26.85 \$27.88 \$28.73		\$1,770.74 \$1,858.91 \$1,907.41 \$1,980.88 \$2,041.13	\$25.30 \$26.56 \$27.25 \$28.30 \$29.16	
NURSE - OCCUPATIONAL HEALTH 1 2 3 4 5 6	1676	\$2,892.06 \$2,993.28 \$3,098.05 \$3,206.47 \$3,318.70 \$3,434.86	\$41.32 \$42.76 \$44.26 \$45.81 \$47.41 \$49.07		\$2,941.22 \$3,044.17 \$3,150.71 \$3,260.99 \$3,375.12 \$3,493.25	\$42.02 \$43.49 \$45.01 \$46.59 \$48.22 \$49.90		\$2,970.64 \$3,074.61 \$3,182.22 \$3,293.59 \$3,408.87 \$3,528.18	\$42.44 \$43.92 \$45.46 \$47.05 \$48.70 \$50.40		\$3,015.20 \$3,120.73 \$3,229.95 \$3,343.00 \$3,460.00 \$3,581.10	\$43.07 \$44.58 \$46.14 \$47.76 \$49.43 \$51.16	
OCCUPATIONAL THERAPIST 1 2 3 4 5 6	1679	\$2,405.99 \$2,513.11 \$2,607.54 \$2,721.71 \$2,844.33 \$2,915.06	\$34.37 \$35.90 \$37.25 \$38.88 \$40.63 \$41.64		\$2,446.89 \$2,555.83 \$2,651.87 \$2,767.98 \$2,892.69 \$2,964.61	\$34.96 \$36.51 \$37.88 \$39.54 \$41.32 \$42.35		\$2,471.36 \$2,581.39 \$2,678.39 \$2,795.66 \$2,921.62 \$2,994.26	\$35.31 \$36.88 \$38.26 \$39.94 \$41.74 \$42.78		\$2,508.43 \$2,620.11 \$2,718.57 \$2,837.60 \$2,965.44 \$3,039.17	\$35.83 \$37.43 \$38.84 \$40.54 \$42.36 \$43.42	
OFFICER 1 - REAL ESTATE 1 2 3 4 5	1831	\$1,658.96 \$1,743.53 \$1,835.15 \$1,947.91 \$2,071.94	\$23.70 \$24.91 \$26.22 \$27.83 \$29.60		\$1,687.16 \$1,773.17 \$1,866.35 \$1,981.02 \$2,107.16	\$24.10 \$25.33 \$26.66 \$28.30 \$30.10		\$1,704.04 \$1,790.90 \$1,885.01 \$2,000.83 \$2,128.24	\$24.34 \$25.58 \$26.93 \$28.58 \$30.40		\$1,729.60 \$1,817.77 \$1,913.28 \$2,030.84 \$2,160.16	\$24.71 \$25.97 \$27.33 \$29.01 \$30.86	
OFFICER 2 - REAL ESTATE 1 2 3 4	1832	\$2,071.94 \$2,194.57 \$2,318.60 \$2,446.86	\$29.60 \$31.35 \$33.12 \$34.96		\$2,107.16 \$2,231.87 \$2,358.02 \$2,488.46	\$30.10 \$31.88 \$33.69 \$35.55		\$2,128.24 \$2,254.19 \$2,381.60 \$2,513.35	\$30.40 \$32.20 \$34.02 \$35.90		\$2,160.16 \$2,288.01 \$2,417.32 \$2,551.05	\$30.86 \$32.69 \$34.53 \$36.44	
OFFICER 3 - REAL ESTATE 1 2 3 4	1833	\$2,446.86 \$2,527.20 \$2,617.41 \$2,707.62	\$34.96 \$36.10 \$37.39 \$38.68		\$2,488.46 \$2,570.17 \$2,661.91 \$2,753.65	\$35.55 \$36.72 \$38.03 \$39.34		\$2,513.35 \$2,595.87 \$2,688.53 \$2,781.18	\$35.90 \$37.08 \$38.41 \$39.73		\$2,551.05 \$2,634.81 \$2,728.85 \$2,822.90	\$36.44 \$37.64 \$38.98 \$40.33	

**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 MARCH 1, 2024 - 1.50% PLUS \$0.50 PER HOUR**			EFFECTIVE DATE SEPTEMBER 1, 2024 - 1.50% PLUS \$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
		MECHANIC-GARAGE FIRST CLASS/MACHINIST** 1 1 - Effective January 1 2023	1621	\$2,943.29		\$36.79	\$2,987.43		\$37.34	\$3,072.25		\$38.40	\$3,158.33
MECHANIC - HEATING 1 - With Gas Fitter "B" 2 - With Gas Fitter "A"	1627	\$2,687.23 \$2,872.18		\$33.59 \$35.90	\$2,727.54 \$2,915.26		\$34.09 \$36.44	\$2,768.45 \$2,958.99		\$34.61 \$36.99	\$2,809.98 \$3,003.38		\$35.12 \$37.54
MECHANIC - JOURNEY INDUSTRIAL 1	1631	\$2,912.80		\$36.41	\$2,956.49		\$36.96	\$3,000.84		\$37.51	\$3,045.85		\$38.07
MECHANIC - LEAD HEAVY DUTY EQUIPMENT** 1 1 - Effective January 1 2023	1637	\$3,038.74		\$37.98	\$3,084.33		\$38.55	\$3,170.59		\$39.63	\$3,258.15		\$40.73
MECHANIC - LEADING JOURNEY INDUSTRIAL 1	1632	\$3,026.15		\$37.83	\$3,071.55		\$38.39	\$3,117.62		\$38.97	\$3,164.38		\$39.55
MECHANIC - LIGHT VEHICLE** 1 1 - Effective January 1 2023	1635	\$2,697.75		\$33.72	\$2,738.22		\$34.23	\$2,819.29		\$35.24	\$2,901.58		\$36.27
MECHANIC - REFRIGERATION 1	1641	\$2,812.52		\$35.16	\$2,854.71		\$35.68	\$2,897.53		\$36.22	\$2,940.99		\$36.76
METER READER 1 2 3 4 5	1671	\$1,797.30 \$1,886.80 \$1,936.02 \$2,010.59 \$2,071.75	\$25.68 \$26.95 \$27.66 \$28.72 \$29.60		\$1,824.26 \$1,915.10 \$1,965.06 \$2,040.75 \$2,102.82	\$26.06 \$27.36 \$28.07 \$29.15 \$30.04		\$1,851.63 \$1,943.82 \$1,994.53 \$2,071.36 \$2,134.37	\$26.45 \$27.77 \$28.49 \$29.59 \$30.49		\$1,879.40 \$1,972.98 \$2,024.45 \$2,102.43 \$2,166.38	\$26.85 \$28.19 \$28.92 \$30.03 \$30.95	
METER READER - COMMERCIAL 1 2 3 4 5	1673	\$1,797.30 \$1,886.80 \$1,936.02 \$2,010.59 \$2,071.75	\$25.68 \$26.95 \$27.66 \$28.72 \$29.60		\$1,824.26 \$1,915.10 \$1,965.06 \$2,040.75 \$2,102.82	\$26.06 \$27.36 \$28.07 \$29.15 \$30.04		\$1,851.63 \$1,943.82 \$1,994.53 \$2,071.36 \$2,134.37	\$26.45 \$27.77 \$28.49 \$29.59 \$30.49		\$1,879.40 \$1,972.98 \$2,024.45 \$2,102.43 \$2,166.38	\$26.85 \$28.19 \$28.92 \$30.03 \$30.95	
NURSE - OCCUPATIONAL HEALTH 1 2 3 4 5 6	1676	\$3,060.42 \$3,167.54 \$3,278.40 \$3,393.14 \$3,511.90 \$3,634.82	\$43.72 \$45.25 \$46.83 \$48.47 \$50.17 \$51.93		\$3,106.33 \$3,215.05 \$3,327.58 \$3,444.04 \$3,564.58 \$3,689.34	\$44.38 \$45.93 \$47.54 \$49.20 \$50.92 \$52.70		\$3,152.92 \$3,263.28 \$3,377.49 \$3,495.70 \$3,618.05 \$3,744.68	\$45.04 \$46.62 \$48.25 \$49.94 \$51.69 \$53.50		\$3,200.22 \$3,312.23 \$3,428.15 \$3,548.14 \$3,672.32 \$3,800.85	\$45.72 \$47.32 \$48.97 \$50.69 \$52.46 \$54.30	
OCCUPATIONAL THERAPIST 1 2 3 4 5 6	1679	\$2,546.05 \$2,659.41 \$2,759.35 \$2,880.16 \$3,009.92 \$3,084.76	\$36.37 \$37.99 \$39.42 \$41.15 \$43.00 \$44.07		\$2,584.24 \$2,699.30 \$2,800.74 \$2,923.36 \$3,055.07 \$3,131.03	\$36.92 \$38.56 \$40.01 \$41.76 \$43.64 \$44.73		\$2,623.01 \$2,739.79 \$2,842.75 \$2,967.21 \$3,100.90 \$3,178.00	\$37.47 \$39.14 \$40.61 \$42.39 \$44.30 \$45.40		\$2,662.35 \$2,780.89 \$2,885.39 \$3,011.72 \$3,147.41 \$3,225.67	\$38.03 \$39.73 \$41.22 \$43.02 \$44.96 \$46.08	
OFFICER 1 - REAL ESTATE 1 2 3 4 5	1831	\$1,755.54 \$1,845.03 \$1,941.98 \$2,061.31 \$2,192.56	\$25.08 \$26.36 \$27.74 \$29.45 \$31.32		\$1,781.87 \$1,872.71 \$1,971.11 \$2,092.23 \$2,225.45	\$25.46 \$26.75 \$28.16 \$29.89 \$31.79		\$1,808.60 \$1,900.80 \$2,000.68 \$2,123.61 \$2,258.83	\$25.84 \$27.15 \$28.58 \$30.34 \$32.27		\$1,835.73 \$1,929.31 \$2,030.69 \$2,155.46 \$2,292.71	\$26.22 \$27.56 \$29.01 \$30.79 \$32.75	
OFFICER 2 - REAL ESTATE 1 2 3 4	1832	\$2,192.56 \$2,322.33 \$2,453.58 \$2,589.31	\$31.32 \$33.18 \$35.05 \$36.99		\$2,225.45 \$2,357.16 \$2,490.38 \$2,628.15	\$31.79 \$33.67 \$35.58 \$37.55		\$2,258.83 \$2,392.52 \$2,527.74 \$2,667.57	\$32.27 \$34.18 \$36.11 \$38.11		\$2,292.71 \$2,428.41 \$2,565.66 \$2,707.59	\$32.75 \$34.69 \$36.65 \$38.68	
OFFICER 3 - REAL ESTATE 1 2 3 4	1833	\$2,589.31 \$2,674.33 \$2,769.79 \$2,865.25	\$36.99 \$38.20 \$39.57 \$40.93		\$2,628.15 \$2,714.44 \$2,811.33 \$2,908.22	\$37.55 \$38.78 \$40.16 \$41.55		\$2,667.57 \$2,755.16 \$2,853.50 \$2,951.85	\$38.11 \$39.36 \$40.76 \$42.17		\$2,707.59 \$2,796.49 \$2,896.31 \$2,996.13	\$38.68 \$39.95 \$41.38 \$42.80	

**CUPE 2021 TO 2025 SALARY SCHEDULE**

CLASSIFICATION	Class Code	EFFECTIVE DATE OCTOBER 31, 2019 - 1.5%			EFFECTIVE DATE MARCH 1, 2021 - 1.70%			EFFECTIVE DATE MARCH 1, 2022 - 1.00%			EFFECTIVE DATE DECEMBER 31, 2022 - 1.50%		
		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
<b>OFFICER - ANIMAL SERVICE 1</b>	1780												
1		\$1,918.31		\$23.98	\$1,950.92		\$24.39	\$1,970.43		\$24.63	\$1,999.98		\$25.00
2		\$2,014.15		\$25.18	\$2,048.39		\$25.60	\$2,068.88		\$25.86	\$2,099.91		\$26.25
3		\$2,093.08		\$26.16	\$2,128.67		\$26.61	\$2,149.95		\$26.87	\$2,182.20		\$27.28
<b>OFFICER - ANIMAL SERVICE 2</b>	1781												
1		\$2,167.79		\$27.10	\$2,204.64		\$27.56	\$2,226.69		\$27.83	\$2,260.09		\$28.25
<b>OFFICER - BICYCLE RECOVERY</b>	1790												
1		\$2,067.71	\$29.54		\$2,102.86	\$30.04		\$2,123.89	\$30.34		\$2,155.75	\$30.80	
<b>OFFICER - BYLAW ENFORCEMENT</b>	1795												
1		\$1,981.30	\$28.30		\$2,014.98	\$28.79		\$2,035.13	\$29.07		\$2,065.66	\$29.51	
2		\$2,063.86	\$29.48		\$2,098.94	\$29.98		\$2,119.93	\$30.28		\$2,151.73	\$30.74	
3		\$2,149.85	\$30.71		\$2,186.40	\$31.23		\$2,208.26	\$31.55		\$2,241.38	\$32.02	
4		\$2,226.27	\$31.80		\$2,264.12	\$32.34		\$2,286.76	\$32.67		\$2,321.06	\$33.16	
5		\$2,302.97	\$32.90		\$2,342.12	\$33.46		\$2,365.54	\$33.79		\$2,401.03	\$34.30	
6		\$2,362.30	\$33.75		\$2,402.45	\$34.32		\$2,426.48	\$34.66		\$2,462.88	\$35.18	
<b>OFFICER - PROJECTS 1</b>	1818												
1		\$2,104.36	\$30.06		\$2,140.13	\$30.57		\$2,161.53	\$30.88		\$2,193.96	\$31.34	
2		\$2,208.66	\$31.55		\$2,246.21	\$32.09		\$2,268.67	\$32.41		\$2,302.70	\$32.90	
3		\$2,308.73	\$32.98		\$2,347.98	\$33.54		\$2,371.46	\$33.88		\$2,407.03	\$34.39	
4		\$2,421.49	\$34.59		\$2,462.66	\$35.18		\$2,487.29	\$35.53		\$2,524.59	\$36.07	
5		\$2,537.07	\$36.24		\$2,580.20	\$36.86		\$2,606.00	\$37.23		\$2,645.09	\$37.79	
6		\$2,656.88	\$37.96		\$2,702.04	\$38.60		\$2,729.06	\$38.99		\$2,770.00	\$39.57	
<b>OFFICER - ZONING DEVELOPMENT</b>	681												
1		\$2,181.88	\$31.17		\$2,218.97	\$31.70		\$2,241.16	\$32.02		\$2,274.78	\$32.50	
2		\$2,341.15	\$33.45		\$2,380.95	\$34.01		\$2,404.76	\$34.35		\$2,440.83	\$34.87	
3		\$2,405.99	\$34.37		\$2,446.89	\$34.96		\$2,471.36	\$35.31		\$2,508.43	\$35.83	
4		\$2,527.20	\$36.10		\$2,570.17	\$36.72		\$2,595.87	\$37.08		\$2,634.81	\$37.64	
5		\$2,641.37	\$37.73		\$2,686.28	\$38.38		\$2,713.14	\$38.76		\$2,753.84	\$39.34	
6		\$2,754.13	\$39.34		\$2,800.95	\$40.01		\$2,828.96	\$40.41		\$2,871.40	\$41.02	
<b>ENFORCEMENT SERVICES OFFICER-IN-TRAINING</b>	1817												
1		\$1,788.64	\$25.55		\$1,819.04	\$25.99		\$1,837.23	\$26.25		\$1,864.79	\$26.64	
2		\$1,878.84	\$26.84		\$1,910.78	\$27.30		\$1,929.89	\$27.57		\$1,958.84	\$27.98	
3		\$1,956.36	\$27.95		\$1,989.62	\$28.42		\$2,009.52	\$28.71		\$2,039.66	\$29.14	
4		\$2,039.52	\$29.14		\$2,074.20	\$29.63		\$2,094.94	\$29.93		\$2,126.36	\$30.38	
5		\$2,128.32	\$30.40		\$2,164.50	\$30.92		\$2,186.15	\$31.23		\$2,218.94	\$31.70	
6		\$2,211.48	\$31.59		\$2,249.08	\$32.13		\$2,271.57	\$32.45		\$2,305.64	\$32.94	
<b>OPERATOR - COMMUNICATIONS LEAD</b>	1896												
1		\$3,271.01		42 Hours \$38.94	\$3,326.62		42 Hours \$39.60	\$3,359.89		42 Hours \$40.00	\$3,410.28		42 Hours \$40.60
In accordance with Supplementary Agreement: Communications salary rates paid may be higher than shown.													
<b>OPERATOR - COMPUTER</b>	1857												
1		\$1,657.55	\$23.68		\$1,685.73	\$24.08		\$1,702.59	\$24.32		\$1,728.13	\$24.69	
2		\$1,742.12	\$24.89		\$1,771.74	\$25.31		\$1,789.46	\$25.56		\$1,816.30	\$25.95	
3		\$1,792.86	\$25.61		\$1,823.34	\$26.05		\$1,841.58	\$26.31		\$1,869.20	\$26.70	
4		\$1,912.67	\$27.32		\$1,945.19	\$27.79		\$1,964.64	\$28.07		\$1,994.11	\$28.49	
5		\$2,005.70	\$28.65		\$2,039.79	\$29.14		\$2,060.19	\$29.43		\$2,091.09	\$29.87	
6		\$2,110.00	\$30.14		\$2,145.87	\$30.66		\$2,167.33	\$30.96		\$2,199.84	\$31.43	
<b>OPERATOR - COMPUTER SENIOR</b>	1950												
1		\$1,907.03	\$27.24		\$1,939.45	\$27.71		\$1,958.85	\$27.98		\$1,988.23	\$28.40	
2		\$2,007.11	\$28.67		\$2,041.23	\$29.16		\$2,061.64	\$29.45		\$2,092.56	\$29.89	
3		\$2,094.49	\$29.92		\$2,130.10	\$30.43		\$2,151.40	\$30.73		\$2,183.67	\$31.20	
4		\$2,200.20	\$31.43		\$2,237.61	\$31.97		\$2,259.98	\$32.29		\$2,293.88	\$32.77	
5		\$2,308.73	\$32.98		\$2,347.98	\$33.54		\$2,371.46	\$33.88		\$2,407.03	\$34.39	
<b>OPERATOR - CONTROL</b>	1905												
1		\$2,324.24		\$29.05	\$2,363.75		\$29.55	\$2,387.39		\$29.84	\$2,423.20		\$30.29
<b>OPERATOR - EQUIPMENT 2 - EMERGENCY SERVICES</b>	1886												
1		\$1,962.99		\$24.54	\$1,996.36		\$24.95	\$2,016.32		\$25.20	\$2,046.57		\$25.58

**CUPE 2021 TO 2025 SALARY SCHEDULE** (Continued)

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

**CUPE 2021 TO 2025 SALARY SCHEDULE**

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



**CUPE 2021 TO 2025 SALARY SCHEDULE** (Continued)

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



**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%		
		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
		PAINTER 1	2031	\$2,607.05		\$32.59	\$2,651.37		\$33.14	\$2,677.88		\$33.47	\$2,718.05
PARK PATROL OFFICER 1	402	\$2,211.48		\$27.64	\$2,249.08		\$28.11	\$2,271.57		\$28.39	\$2,305.64		\$28.82
2		\$2,298.87		\$28.74	\$2,337.95		\$29.22	\$2,361.33		\$29.52	\$2,396.75		\$29.96
3		\$2,387.67		\$29.85	\$2,428.26		\$30.35	\$2,452.54		\$30.66	\$2,489.33		\$31.12
4		\$2,476.46		\$30.96	\$2,518.56		\$31.48	\$2,543.75		\$31.80	\$2,581.91		\$32.27
PASSENGER INFO TRAVEL ASSISTANT - TRANSIT 1	2049	\$1,592.39	\$22.75		\$1,619.46	\$23.14		\$1,635.66	\$23.37		\$1,660.19	\$23.72	
2		\$1,648.13	\$23.54		\$1,676.15	\$23.94		\$1,692.91	\$24.18		\$1,718.30	\$24.55	
3		\$1,705.81	\$24.37		\$1,734.81	\$24.78		\$1,752.16	\$25.03		\$1,778.44	\$25.41	
4		\$1,765.52	\$25.22		\$1,795.53	\$25.65		\$1,813.48	\$25.91		\$1,840.69	\$26.30	
5		\$1,827.31	\$26.10		\$1,858.37	\$26.55		\$1,876.96	\$26.81		\$1,905.11	\$27.22	
PERSONNEL ASSISTANT 1	2050	\$1,815.42	\$25.93		\$1,846.28	\$26.38		\$1,864.74	\$26.64		\$1,892.71	\$27.04	
2		\$1,907.03	\$27.24		\$1,939.45	\$27.71		\$1,958.85	\$27.98		\$1,988.23	\$28.40	
3		\$2,007.11	\$28.67		\$2,041.23	\$29.16		\$2,061.64	\$29.45		\$2,092.56	\$29.89	
4		\$2,094.49	\$29.92		\$2,130.10	\$30.43		\$2,151.40	\$30.73		\$2,183.67	\$31.20	
5		\$2,200.20	\$31.43		\$2,237.61	\$31.97		\$2,259.98	\$32.29		\$2,293.88	\$32.77	
6		\$2,308.73	\$32.98		\$2,347.98	\$33.54		\$2,371.46	\$33.88		\$2,407.03	\$34.39	
PLAN EXAMINER 1 1	682	\$1,792.86	\$25.61		\$1,823.34	\$26.05		\$1,841.58	\$26.31		\$1,869.20	\$26.70	
2		\$1,885.89	\$26.94		\$1,917.95	\$27.40		\$1,937.13	\$27.67		\$1,966.19	\$28.09	
3		\$1,956.36	\$27.95		\$1,989.62	\$28.42		\$2,009.52	\$28.71		\$2,039.66	\$29.14	
4		\$2,042.34	\$29.18		\$2,077.06	\$29.67		\$2,097.83	\$29.97		\$2,129.30	\$30.42	
5		\$2,129.73	\$30.42		\$2,165.94	\$30.94		\$2,187.60	\$31.25		\$2,220.41	\$31.72	
6		\$2,219.94	\$31.71		\$2,257.68	\$32.25		\$2,280.25	\$32.58		\$2,314.46	\$33.06	
PLAN EXAMINER 2 1	683	\$2,186.11	\$31.23		\$2,223.27	\$31.76		\$2,245.51	\$32.08		\$2,279.19	\$32.56	
2		\$2,293.23	\$32.76		\$2,332.22	\$33.32		\$2,355.54	\$33.65		\$2,390.87	\$34.16	
3		\$2,359.48	\$33.71		\$2,399.59	\$34.28		\$2,423.58	\$34.62		\$2,459.94	\$35.14	
4		\$2,475.05	\$35.36		\$2,517.13	\$35.96		\$2,542.30	\$36.32		\$2,580.44	\$36.86	
5		\$2,589.22	\$36.99		\$2,633.24	\$37.62		\$2,659.57	\$37.99		\$2,699.46	\$38.56	
6		\$2,697.75	\$38.54		\$2,743.61	\$39.19		\$2,771.05	\$39.59		\$2,812.62	\$40.18	
PLAN EXAMINER 3 1	684	\$2,697.75	\$38.54		\$2,743.61	\$39.19		\$2,771.05	\$39.59		\$2,812.62	\$40.18	
2		\$2,787.96	\$39.83		\$2,835.35	\$40.51		\$2,863.71	\$40.91		\$2,906.66	\$41.52	
3		\$2,914.81	\$41.64		\$2,964.36	\$42.35		\$2,994.01	\$42.77		\$3,038.92	\$43.41	
4		\$3,044.49	\$43.49		\$3,096.24	\$44.23		\$3,127.20	\$44.67		\$3,174.11	\$45.34	
5		\$3,137.51	\$44.82		\$3,190.85	\$45.58		\$3,222.76	\$46.04		\$3,271.10	\$46.73	
6		\$3,229.13	\$46.13		\$3,284.02	\$46.91		\$3,316.86	\$47.38		\$3,366.62	\$48.09	
PLUMBER TRADES - PIPEFITTER 1	2069	\$2,744.10		\$34.30	\$2,790.75		\$34.88	\$2,818.65		\$35.23	\$2,860.93		\$35.76
2- With Contractor's Licence		\$2,881.30		\$36.02	\$2,930.28		\$36.63	\$2,959.59		\$36.99	\$3,003.98		\$37.55
POOL SUPERVISOR 1	2363	\$2,265.04		\$28.31	\$2,303.55		\$28.79	\$2,326.58		\$29.08	\$2,361.48		\$29.52
2		\$2,377.80		\$29.72	\$2,418.22		\$30.23	\$2,442.40		\$30.53	\$2,479.04		\$30.99
3		\$2,484.92		\$31.06	\$2,527.16		\$31.59	\$2,552.44		\$31.91	\$2,590.72		\$32.38
4		\$2,596.74		\$32.46	\$2,640.89		\$33.01	\$2,667.30		\$33.34	\$2,707.31		\$33.84
RAKER 1	2111	\$2,032.05		\$25.40	\$2,066.60		\$25.83	\$2,087.26		\$26.09	\$2,118.57		\$26.48
REGISTERED VETERINARY TECHNICIAN 1	118	\$1,608.22		\$20.10	\$1,635.56		\$20.44	\$1,651.92		\$20.65	\$1,676.70		\$20.96
2		\$1,673.06		\$20.91	\$1,701.50		\$21.27	\$1,718.51		\$21.48	\$1,744.29		\$21.80
3		\$1,740.71		\$21.76	\$1,770.30		\$22.13	\$1,788.01		\$22.35	\$1,814.83		\$22.69
4		\$1,811.19		\$22.64	\$1,841.98		\$23.02	\$1,860.40		\$23.25	\$1,888.30		\$23.60
5		\$1,883.07		\$23.54	\$1,915.08		\$23.94	\$1,934.23		\$24.18	\$1,963.25		\$24.54
6		\$1,956.36		\$24.45	\$1,989.62		\$24.87	\$2,009.52		\$25.12	\$2,039.66		\$25.50

**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 MARCH 1, 2024 - 1.50% PLUS \$0.50 PER HOUR**			EFFECTIVE DATE SEPTEMBER 1, 2024 - 1.50% PLUS \$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
		<b>PAINTER</b>	<b>2031</b>										
1		\$2,758.82		\$34.49	\$2,800.21		\$35.00	\$2,842.21		\$35.53	\$2,884.84		\$36.06
<b>PARK PATROL OFFICER</b>	<b>402</b>												
1		\$2,340.22		\$29.25	\$2,375.33		\$29.69	\$2,410.96		\$30.14	\$2,447.12		\$30.59
2		\$2,432.70		\$30.41	\$2,469.19		\$30.86	\$2,506.23		\$31.33	\$2,543.82		\$31.80
3		\$2,526.67		\$31.58	\$2,564.57		\$32.06	\$2,603.04		\$32.54	\$2,642.08		\$33.03
4		\$2,620.63		\$32.76	\$2,659.94		\$33.25	\$2,699.84		\$33.75	\$2,740.34		\$34.25
<b>PASSENGER INFO TRAVEL ASSISTANT - TRANSIT</b>	<b>2049</b>												
1		\$1,685.10	\$24.07		\$1,710.37	\$24.43		\$1,736.03	\$24.80		\$1,762.07	\$25.17	
2		\$1,744.08	\$24.92		\$1,770.24	\$25.29		\$1,796.79	\$25.67		\$1,823.74	\$26.05	
3		\$1,805.12	\$25.79		\$1,832.20	\$26.17		\$1,859.68	\$26.57		\$1,887.57	\$26.97	
4		\$1,868.30	\$26.69		\$1,896.32	\$27.09		\$1,924.77	\$27.50		\$1,953.64	\$27.91	
5		\$1,933.69	\$27.62		\$1,962.69	\$28.04		\$1,992.13	\$28.46		\$2,022.02	\$28.89	
<b>PERSONNEL ASSISTANT 1</b>	<b>2050</b>												
1		\$1,921.10	\$27.44		\$1,949.92	\$27.86		\$1,979.17	\$28.27		\$2,008.85	\$28.70	
2		\$2,018.05	\$28.83		\$2,048.32	\$29.26		\$2,079.05	\$29.70		\$2,110.23	\$30.15	
3		\$2,123.95	\$30.34		\$2,155.81	\$30.80		\$2,188.15	\$31.26		\$2,220.97	\$31.73	
4		\$2,216.43	\$31.66		\$2,249.67	\$32.14		\$2,283.42	\$32.62		\$2,317.67	\$33.11	
5		\$2,328.29	\$33.26		\$2,363.22	\$33.76		\$2,398.66	\$34.27		\$2,434.64	\$34.78	
6		\$2,443.14	\$34.90		\$2,479.79	\$35.43		\$2,516.98	\$35.96		\$2,554.74	\$36.50	
<b>PLAN EXAMINER 1</b>	<b>682</b>												
1		\$1,897.24	\$27.10		\$1,925.70	\$27.51		\$1,954.58	\$27.92		\$1,983.90	\$28.34	
2		\$1,995.68	\$28.51		\$2,025.61	\$28.94		\$2,056.00	\$29.37		\$2,086.84	\$29.81	
3		\$2,070.26	\$29.58		\$2,101.31	\$30.02		\$2,132.83	\$30.47		\$2,164.82	\$30.93	
4		\$2,161.24	\$30.87		\$2,193.66	\$31.34		\$2,226.56	\$31.81		\$2,259.96	\$32.29	
5		\$2,253.72	\$32.20		\$2,287.52	\$32.68		\$2,321.83	\$33.17		\$2,356.66	\$33.67	
6		\$2,349.17	\$33.56		\$2,384.41	\$34.06		\$2,420.18	\$34.57		\$2,456.48	\$35.09	
<b>PLAN EXAMINER 2</b>	<b>683</b>												
1		\$2,313.38	\$33.05		\$2,348.08	\$33.54		\$2,383.30	\$34.05		\$2,419.05	\$34.56	
2		\$2,426.73	\$34.67		\$2,463.13	\$35.19		\$2,500.08	\$35.72		\$2,537.58	\$36.25	
3		\$2,496.84	\$35.67		\$2,534.29	\$36.20		\$2,572.30	\$36.75		\$2,610.89	\$37.30	
4		\$2,619.14	\$37.42		\$2,658.43	\$37.98		\$2,698.31	\$38.55		\$2,738.78	\$39.13	
5		\$2,739.96	\$39.14		\$2,781.06	\$39.73		\$2,822.77	\$40.33		\$2,865.11	\$40.93	
6		\$2,854.81	\$40.78		\$2,897.63	\$41.39		\$2,941.09	\$42.02		\$2,985.21	\$42.65	
<b>PLAN EXAMINER 3</b>	<b>684</b>												
1		\$2,854.81	\$40.78		\$2,897.63	\$41.39		\$2,941.09	\$42.02		\$2,985.21	\$42.65	
2		\$2,950.26	\$42.15		\$2,994.52	\$42.78		\$3,039.44	\$43.42		\$3,085.03	\$44.07	
3		\$3,084.50	\$44.06		\$3,130.77	\$44.73		\$3,177.73	\$45.40		\$3,225.40	\$46.08	
4		\$3,221.72	\$46.02		\$3,270.05	\$46.71		\$3,319.10	\$47.42		\$3,368.89	\$48.13	
5		\$3,320.17	\$47.43		\$3,369.97	\$48.14		\$3,420.52	\$48.86		\$3,471.83	\$49.60	
6		\$3,417.12	\$48.82		\$3,468.37	\$49.55		\$3,520.40	\$50.29		\$3,573.20	\$51.05	
<b>PLUMBER TRADES - PIPEFITTER</b>	<b>2069</b>												
1		\$2,903.85		\$36.30	\$2,947.41		\$36.84	\$2,991.62		\$37.40	\$3,036.49		\$37.96
2- With Contractor's Licence		\$3,049.04		\$38.11	\$3,094.78		\$38.68	\$3,141.20		\$39.26	\$3,188.32		\$39.85
<b>POOL SUPERVISOR</b>	<b>2363</b>												
1		\$2,396.90		\$29.96	\$2,432.86		\$30.41	\$2,469.35		\$30.87	\$2,506.39		\$31.33
2		\$2,516.23		\$31.45	\$2,553.97		\$31.92	\$2,592.28		\$32.40	\$2,631.16		\$31.89
3		\$2,629.58		\$32.87	\$2,669.03		\$33.36	\$2,709.06		\$33.86	\$2,749.70		\$34.37
4		\$2,747.92		\$34.35	\$2,789.13		\$34.86	\$2,830.97		\$35.39	\$2,873.44		\$35.92
<b>RAKER</b>	<b>2111</b>												
1		\$2,150.35		\$26.88	\$2,182.61		\$27.28	\$2,215.35		\$27.69	\$2,248.58		\$28.11
<b>REGISTERED VETERINARY TECHNICIAN</b>	<b>118</b>												
1		\$1,701.85		\$21.27	\$1,727.37		\$21.59	\$1,753.28		\$21.92	\$1,779.58		\$22.24
2		\$1,770.46		\$22.13	\$1,797.01		\$22.46	\$1,823.97		\$22.80	\$1,851.33		\$23.14
3		\$1,842.05		\$23.03	\$1,869.68		\$23.37	\$1,897.73		\$23.72	\$1,926.19		\$24.08
4		\$1,916.63		\$23.96	\$1,945.38		\$24.32	\$1,974.56		\$24.68	\$2,004.18		\$25.05
5		\$1,992.70		\$24.91	\$2,022.59		\$25.28	\$2,052.93		\$25.66	\$2,083.72		\$26.05
6		\$2,070.26		\$25.88	\$2,101.31		\$26.27	\$2,132.83		\$26.66	\$2,164.82		\$27.06

## 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%		
		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
		REPAIRER - PARKING METER	2141										
1		\$1,649.10		\$20.61	\$1,677.13		\$20.96	\$1,693.90		\$21.17	\$1,719.31		\$21.49
2		\$1,746.35		\$21.83	\$1,776.04		\$22.20	\$1,793.80		\$22.42	\$1,820.71		\$22.76
3		\$1,812.60		\$22.66	\$1,843.41		\$23.04	\$1,861.84		\$23.27	\$1,889.77		\$23.62
4		\$1,880.25		\$23.50	\$1,912.22		\$23.90	\$1,931.34		\$24.14	\$1,960.31		\$24.50
5		\$1,956.36		\$24.45	\$1,989.62		\$24.87	\$2,009.52		\$25.12	\$2,039.66		\$25.50
6		\$2,042.34		\$25.53	\$2,077.06		\$25.96	\$2,097.83		\$26.22	\$2,129.30		\$26.62
SAFETY TECHNICIAN I	1633												
1		\$1,907.03	\$27.24		\$1,939.45	\$27.71		\$1,958.85	\$27.98		\$1,988.23	\$28.40	
2		\$2,007.11	\$28.67		\$2,041.23	\$29.16		\$2,061.64	\$29.45		\$2,092.56	\$29.89	
3		\$2,094.49	\$29.92		\$2,130.10	\$30.43		\$2,151.40	\$30.73		\$2,183.67	\$31.20	
4		\$2,200.20	\$31.43		\$2,237.61	\$31.97		\$2,259.98	\$32.29		\$2,293.88	\$32.77	
SAFETY TECHNICIAN II	1634												
1		\$2,265.04	\$32.36		\$2,303.55	\$32.91		\$2,326.58	\$33.24		\$2,361.48	\$33.74	
2		\$2,358.07	\$33.69		\$2,398.15	\$34.26		\$2,422.14	\$34.60		\$2,458.47	\$35.12	
3		\$2,476.46	\$35.38		\$2,518.56	\$35.98		\$2,543.75	\$36.34		\$2,581.90	\$36.88	
SECTION WORKER - RAILWAY GRADE 1	2221												
1		\$1,709.70		\$21.37	\$1,738.77		\$21.73	\$1,756.16		\$21.95	\$1,782.50		\$22.28
SECTION WORKER - RAILWAY GRADE 2	2222												
1		\$1,861.93		\$23.27	\$1,893.58		\$23.67	\$1,912.52		\$23.91	\$1,941.20		\$24.27
SENIOR COMMUNICATIONS OPERATOR (SCO) 1 - After 5 Years Service as CO 2 - After 6 Years Service as SCO In accordance with Supplementary Agreement: Communications salary rates paid may be higher than shown.	1895			42 Hours			42 Hours			42 Hours			42 Hours
1		\$3,097.99		\$36.88	\$3,150.66		\$37.51	\$3,182.17		\$37.88	\$3,229.90		\$38.45
2		\$3,191.23		\$37.99	\$3,245.48		\$38.64	\$3,277.94		\$39.02	\$3,327.11		\$39.61
SERVICER - BUILDING GRADE 1	2231												
1		\$1,861.93		\$23.27	\$1,893.58		\$23.67	\$1,912.52		\$23.91	\$1,941.20		\$24.27
2 - With 5th Class Power Engineering		\$1,901.39		\$23.77	\$1,933.72		\$24.17	\$1,953.05		\$24.41	\$1,982.35		\$24.78
SERVICER - BUILDING GRADE 2	2232												
1 - With 5th Class Power Engineering		\$1,957.77		\$24.47	\$1,991.06		\$24.89	\$2,010.97		\$25.14	\$2,041.13		\$25.51
2 - With 4th Class Power Engineering		\$2,005.70		\$25.07	\$2,039.79		\$25.50	\$2,060.19		\$25.75	\$2,091.09		\$26.14
1- CENTRAL CONTROL ONLY - with 5th Class Power Engineering		\$2,036.08		\$25.45	\$2,070.70		\$25.88	\$2,091.40		\$26.14	\$2,122.78		\$26.53
2 - CENTRAL CONTROL ONLY - with 4th Class Power Engineering		\$2,085.92		\$26.07	\$2,121.38		\$26.52	\$2,142.60		\$26.78	\$2,174.74		\$27.18
SERVICER - BUILDING GRADE 3	2233												
1		\$2,215.71		\$27.70	\$2,253.38		\$28.17	\$2,275.91		\$28.45	\$2,310.05		\$28.88
SERVICER - TRAFFIC GRADE 1	2251												
1 - First Four Months		\$1,585.67		\$19.82	\$1,612.63		\$20.16	\$1,628.75		\$20.36	\$1,653.18		\$20.66
2		\$1,861.93		\$23.27	\$1,893.58		\$23.67	\$1,912.52		\$23.91	\$1,941.20		\$24.27
3		\$1,956.36		\$24.45	\$1,989.62		\$24.87	\$2,009.52		\$25.12	\$2,039.66		\$25.50
SERVICER - TRAFFIC GRADE 2	2252												
1		\$2,042.34		\$25.53	\$2,077.06		\$25.96	\$2,097.83		\$26.22	\$2,129.30		\$26.62
2		\$2,129.73		\$26.62	\$2,165.94		\$27.07	\$2,187.60		\$27.34	\$2,220.41		\$27.76
SERVICER - TRAFFIC LANE LINER OPERATOR	2255												
1		\$2,229.80		\$27.87	\$2,267.71		\$28.35	\$2,290.39		\$28.63	\$2,324.74		\$29.06
SERVICER - TRAFFIC SIGNALS	2260												
1		\$2,647.93		\$33.10	\$2,692.94		\$33.66	\$2,719.87		\$34.00	\$2,760.67		\$34.51
2		\$2,769.14		\$34.61	\$2,816.22		\$35.20	\$2,844.38		\$35.55	\$2,887.05		\$36.09
3		\$2,898.81		\$36.24	\$2,948.09		\$36.85	\$2,977.58		\$37.22	\$3,022.24		\$37.78
SPECIALIST - RELOCATION	2270												
1		\$1,775.95	\$25.37		\$1,806.14	\$25.80		\$1,824.20	\$26.06		\$1,851.57	\$26.45	
2		\$1,857.70	\$26.54		\$1,889.28	\$26.99		\$1,908.17	\$27.26		\$1,936.80	\$27.67	
3		\$1,936.63	\$27.67		\$1,969.55	\$28.14		\$1,989.25	\$28.42		\$2,019.09	\$28.84	
4		\$2,024.02	\$28.91		\$2,058.43	\$29.41		\$2,079.01	\$29.70		\$2,110.20	\$30.15	
5		\$2,128.32	\$30.40		\$2,164.50	\$30.92		\$2,186.15	\$31.23		\$2,218.94	\$31.70	

**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 MARCH 1, 2024 - 1.50% PLUS \$0.50 PER HOUR**			EFFECTIVE DATE SEPTEMBER 1, 2024 - 1.50% PLUS \$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
		REPAIRER - PARKING METER	2141										
1		\$1,745.10		\$21.81	\$1,771.28		\$22.14	\$1,797.85		\$22.47	\$1,824.81		\$22.81
2		\$1,848.02		\$23.10	\$1,875.74		\$23.45	\$1,903.87		\$23.80	\$1,932.43		\$24.16
3		\$1,918.12		\$23.98	\$1,946.89		\$24.34	\$1,976.09		\$24.70	\$2,005.74		\$25.07
4		\$1,989.71		\$24.87	\$2,019.56		\$25.24	\$2,049.85		\$25.62	\$2,080.60		\$26.01
5		\$2,070.26		\$25.88	\$2,101.31		\$26.27	\$2,132.83		\$26.66	\$2,164.82		\$27.06
6		\$2,161.24		\$27.02	\$2,193.66		\$27.42	\$2,226.56		\$27.83	\$2,259.96		\$28.25
SAFETY TECHNICIAN I	1633												
1		\$2,018.05	\$28.83		\$2,048.32	\$29.26		\$2,079.05	\$29.70		\$2,110.23	\$30.15	
2		\$2,123.95	\$30.34		\$2,155.81	\$30.80		\$2,188.15	\$31.26		\$2,220.97	\$31.73	
3		\$2,216.43	\$31.66		\$2,249.67	\$32.14		\$2,283.42	\$32.62		\$2,317.67	\$33.11	
4		\$2,328.29	\$33.26		\$2,363.22	\$33.76		\$2,398.66	\$34.27		\$2,434.64	\$34.78	
SAFETY TECHNICIAN II	1634												
1		\$2,396.90	\$34.24		\$2,432.86	\$34.76		\$2,469.35	\$35.28		\$2,506.39	\$35.81	
2		\$2,495.34	\$35.65		\$2,532.77	\$36.18		\$2,570.77	\$36.73		\$2,609.33	\$37.28	
3		\$2,620.63	\$37.44		\$2,659.94	\$38.00		\$2,699.84	\$38.57		\$2,740.34	\$39.15	
SECTION WORKER - RAILWAY GRADE 1	2221												
1		\$1,809.24		\$22.62	\$1,836.38		\$22.95	\$1,863.92		\$23.30	\$1,891.88		\$23.65
SECTION WORKER - RAILWAY GRADE 2	2222												
1		\$1,970.32		\$24.63	\$1,999.88		\$25.00	\$2,029.88		\$25.37	\$2,060.32		\$25.75
SENIOR COMMUNICATIONS OPERATOR (SCO)	1895			42 Hours		42 Hours		42 Hours		42 Hours		42 Hours	
1 - After 5 Years Service as CO		\$3,278.35		\$39.03	\$3,327.52		\$39.61	\$3,377.44		\$40.21	\$3,428.10		\$40.81
2 - After 6 Years Service as SCO		\$3,377.01		\$40.20	\$3,427.67		\$40.81	\$3,479.08		\$41.42	\$3,531.27		\$42.04
In accordance with Supplementary Agreement: Communications salary rates paid may be higher than shown.													
SERVICER - BUILDING GRADE 1	2231												
1		\$1,970.32		\$24.63	\$1,999.88		\$25.00	\$2,029.88		\$25.37	\$2,060.32		\$25.75
2 - With 5th Class Power Engineering		\$2,012.09		\$25.15	\$2,042.27		\$25.53	\$2,072.90		\$25.91	\$2,103.99		\$26.30
SERVICER - BUILDING GRADE 2	2232												
1 - With 5th Class Power Engineering		\$2,071.75		\$25.90	\$2,102.82		\$26.29	\$2,134.37		\$26.68	\$2,166.38		\$27.08
2 - With 4th Class Power Engineering		\$2,122.46		\$26.53	\$2,154.30		\$26.93	\$2,186.61		\$27.33	\$2,219.41		\$27.74
1- CENTRAL CONTROL ONLY - with 5th Class Power Engineering		\$2,154.62		\$26.93	\$2,186.94		\$27.34	\$2,219.74		\$27.75	\$2,253.04		\$28.16
2 - CENTRAL CONTROL ONLY - with 4th Class Power Engineering		\$2,207.36		\$27.59	\$2,240.47		\$28.01	\$2,274.08		\$28.43	\$2,308.19		\$28.85
SERVICER - BUILDING GRADE 3	2233												
1		\$2,344.70		\$29.31	\$2,379.87		\$29.75	\$2,415.57		\$30.19	\$2,451.80		\$30.65
SERVICER - TRAFFIC GRADE 1	2251												
1 - First Four Months		\$1,677.98		\$20.97	\$1,703.15		\$21.29	\$1,728.70		\$21.61	\$1,754.63		\$21.93
2		\$1,970.32		\$24.63	\$1,999.88		\$25.00	\$2,029.88		\$25.37	\$2,060.32		\$25.75
3		\$2,070.26		\$25.88	\$2,101.31		\$26.27	\$2,132.83		\$26.66	\$2,164.82		\$27.06
SERVICER - TRAFFIC GRADE 2	2252												
1		\$2,161.24		\$27.02	\$2,193.66		\$27.42	\$2,226.56		\$27.83	\$2,259.96		\$28.25
2		\$2,253.72		\$28.17	\$2,287.52		\$28.59	\$2,321.83		\$29.02	\$2,356.66		\$29.46
SERVICER - TRAFFIC LANE LINER OPERATOR	2255												
1		\$2,359.61		\$29.50	\$2,395.01		\$29.94	\$2,430.93		\$30.39	\$2,467.40		\$30.84
SERVICER - TRAFFIC SIGNALS	2260												
1		\$2,802.08		\$35.03	\$2,844.11		\$35.55	\$2,886.77		\$36.08	\$2,930.07		\$36.63
2		\$2,930.35		\$36.63	\$2,974.31		\$37.18	\$3,018.92		\$37.74	\$3,064.20		\$38.30
3		\$3,067.57		\$38.34	\$3,113.59		\$38.92	\$3,160.29		\$39.50	\$3,207.69		\$40.10
SPECIALIST - RELOCATION	2270												
1		\$1,879.34	\$26.85		\$1,907.53	\$27.25		\$1,936.14	\$27.66		\$1,965.18	\$28.07	
2		\$1,965.85	\$28.08		\$1,995.34	\$28.50		\$2,025.27	\$28.93		\$2,055.64	\$29.37	
3		\$2,049.37	\$29.28		\$2,080.11	\$29.72		\$2,111.32	\$30.16		\$2,142.99	\$30.61	
4		\$2,141.85	\$30.60		\$2,173.98	\$31.06		\$2,206.59	\$31.52		\$2,239.69	\$32.00	
5		\$2,252.22	\$32.17		\$2,286.01	\$32.66		\$2,320.30	\$33.15		\$2,355.10	\$33.64	

**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%		
		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
STOREKEEPER 1 1	2301	\$1,861.93	\$26.60	\$23.27	\$1,893.58	\$27.05	\$23.67	\$1,912.52	\$27.32	\$23.91	\$1,941.20	\$27.73	\$24.27
STOREKEEPER 2 1	2304	\$1,901.39	\$27.16	\$23.77	\$1,933.72	\$27.62	\$24.17	\$1,953.05	\$27.90	\$24.41	\$1,982.35	\$28.32	\$24.78
STOREKEEPER 3 1	2305	\$2,005.70	\$28.65	\$25.07	\$2,039.79	\$29.14	\$25.50	\$2,060.19	\$29.43	\$25.75	\$2,091.09	\$29.87	\$26.14
STOREKEEPER 4 1	2306	\$2,156.51	\$30.81	\$26.96	\$2,193.17	\$31.33	\$27.41	\$2,215.10	\$31.64	\$27.69	\$2,248.33	\$32.12	\$28.10
STUDENT - 35HR 1	1415	\$1,099.40	\$15.71		\$1,118.09	\$15.97		\$1,129.27	\$16.13		\$1,146.21	\$16.37	
STUDENT - 40HR* 1 1 - Effective January 1 2023	1415	\$1,099.40		\$13.74	\$1,118.09		\$13.98	\$1,129.27		\$14.12	\$1,146.21		\$14.33
SUPERVISOR - BYLAW ENFORCEMENT OPERATIONS 1 2 3 4 5	4574	\$2,423.40 \$2,508.22 \$2,596.01 \$2,686.87 \$2,780.91	\$34.62 \$35.83 \$37.09 \$38.38 \$39.73		\$2,464.60 \$2,550.86 \$2,640.14 \$2,732.55 \$2,828.19	\$35.21 \$36.44 \$37.72 \$39.04 \$40.40		\$2,489.25 \$2,576.37 \$2,666.54 \$2,759.87 \$2,856.47	\$35.56 \$36.81 \$38.09 \$39.43 \$40.81		\$2,526.59 \$2,615.02 \$2,706.54 \$2,801.27 \$2,899.32	\$36.09 \$37.36 \$38.66 \$40.02 \$41.42	
SUPERVISOR - LABORATORY 1 2 3 4 5	2359	\$2,456.87 \$2,542.87 \$2,631.87 \$2,723.98 \$2,819.32	\$35.10 \$36.33 \$37.60 \$38.91 \$40.28		\$2,498.64 \$2,586.09 \$2,676.61 \$2,770.29 \$2,867.25	\$35.69 \$36.94 \$38.24 \$39.58 \$40.96		\$2,523.63 \$2,611.96 \$2,703.37 \$2,797.99 \$2,895.92	\$36.05 \$37.31 \$38.62 \$39.97 \$41.37		\$2,561.48 \$2,651.13 \$2,743.92 \$2,839.96 \$2,939.36	\$36.59 \$37.87 \$39.20 \$40.57 \$41.99	
TECHNICAL ASSISTANT 1 2 3 4 5 6	2421	\$1,525.06 \$1,601.17 \$1,666.01 \$1,746.35 \$1,823.87 \$1,907.03	\$21.79 \$22.87 \$23.80 \$24.95 \$26.06 \$27.24	\$19.06 \$20.01 \$20.83 \$21.83 \$22.80 \$23.84	\$1,550.99 \$1,628.39 \$1,694.33 \$1,776.04 \$1,854.88 \$1,939.45	\$22.16 \$23.26 \$24.20 \$25.37 \$26.50 \$27.71	\$19.39 \$20.35 \$21.18 \$22.20 \$23.19 \$24.24	\$1,566.50 \$1,644.68 \$1,711.28 \$1,793.80 \$1,873.43 \$1,958.85	\$22.38 \$23.50 \$24.45 \$25.63 \$26.76 \$27.98	\$19.58 \$20.56 \$21.39 \$22.42 \$23.42 \$24.49	\$1,590.00 \$1,669.35 \$1,736.94 \$1,820.71 \$1,901.53 \$1,988.23	\$22.71 \$23.85 \$24.81 \$26.01 \$27.16 \$28.40	\$19.87 \$20.87 \$21.71 \$22.76 \$23.77 \$24.85
TECHNICAL ASSISTANT - ENTOMOLOGY 1 2 3 4 5 6	2425	\$1,525.06 \$1,601.17 \$1,666.01 \$1,746.35 \$1,823.87 \$1,907.03		\$19.06 \$20.01 \$20.83 \$21.83 \$22.80 \$23.84	\$1,550.99 \$1,628.39 \$1,694.33 \$1,776.04 \$1,854.88 \$1,939.45		\$19.39 \$20.35 \$21.18 \$22.20 \$23.19 \$24.24	\$1,566.50 \$1,644.68 \$1,711.28 \$1,793.80 \$1,873.43 \$1,958.85		\$19.58 \$20.56 \$21.39 \$22.42 \$23.42 \$24.49	\$1,589.99 \$1,669.35 \$1,736.94 \$1,820.71 \$1,901.53 \$1,988.23		\$19.87 \$20.87 \$21.71 \$22.76 \$23.77 \$24.85
TECHNICAL ASSISTANT - FORESTRY 1 2 3 4 5 6	2427	\$1,525.06 \$1,601.17 \$1,666.01 \$1,746.35 \$1,823.87 \$1,907.03		\$19.06 \$20.01 \$20.83 \$21.83 \$22.80 \$23.84	\$1,550.99 \$1,628.39 \$1,694.33 \$1,776.04 \$1,854.88 \$1,939.45		\$19.39 \$20.35 \$21.18 \$22.20 \$23.19 \$24.24	\$1,566.50 \$1,644.68 \$1,711.28 \$1,793.80 \$1,873.43 \$1,958.85		\$19.58 \$20.56 \$21.39 \$22.42 \$23.42 \$24.49	\$1,589.99 \$1,669.35 \$1,736.94 \$1,820.71 \$1,901.53 \$1,988.23		\$19.87 \$20.87 \$21.71 \$22.76 \$23.77 \$24.85
TECHNICAL WRITER/ADMINISTRATOR 1 2 3 4 5 6	2802	\$2,076.81 \$2,149.51 \$2,224.73 \$2,302.60 \$2,383.20 \$2,466.61	\$29.67 \$30.71 \$31.78 \$32.89 \$34.05 \$35.24		\$2,112.12 \$2,186.05 \$2,262.55 \$2,341.75 \$2,423.71 \$2,508.54	\$30.17 \$31.23 \$32.32 \$33.45 \$34.62 \$35.84		\$2,133.24 \$2,207.91 \$2,285.18 \$2,365.16 \$2,447.95 \$2,533.63	\$30.47 \$31.54 \$32.65 \$33.79 \$34.97 \$36.19		\$2,165.24 \$2,241.03 \$2,319.46 \$2,400.64 \$2,484.67 \$2,571.63	\$30.93 \$32.01 \$33.14 \$34.29 \$35.50 \$36.74	
TECHNICIAN - ELECTRONIC 1 2 3	2518	\$2,108.59 \$2,215.71 \$2,293.23		\$26.36 \$27.70 \$28.67	\$2,144.43 \$2,253.38 \$2,332.22		\$26.81 \$28.17 \$29.15	\$2,165.88 \$2,275.91 \$2,355.54		\$27.07 \$28.45 \$29.44	\$2,198.37 \$2,310.05 \$2,390.87		\$27.48 \$28.88 \$29.89

**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 MARCH 1, 2024 - 1.50% PLUS \$0.50 PER HOUR**			EFFECTIVE DATE SEPTEMBER 1, 2024 - 1.50% PLUS \$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
STOREKEEPER 1	2301												
1		\$1,970.32	\$28.15	\$24.63	\$1,999.88	\$28.57	\$25.00	\$2,029.88	\$29.00	\$25.37	\$2,060.32	\$29.43	\$25.75
STOREKEEPER 2	2304												
1		\$2,012.09	\$28.74	\$25.15	\$2,042.27	\$29.18	\$25.53	\$2,072.90	\$29.61	\$25.91	\$2,103.99	\$30.06	\$26.30
STOREKEEPER 3	2305												
1		\$2,122.46	\$30.32	\$26.53	\$2,154.30	\$30.78	\$26.93	\$2,186.61	\$31.24	\$27.33	\$2,219.41	\$31.71	\$27.74
STOREKEEPER 4	2306												
1		\$2,282.05	\$32.60	\$28.53	\$2,316.28	\$33.09	\$28.95	\$2,351.03	\$33.59	\$29.39	\$2,386.29	\$34.09	\$29.83
STUDENT - 35HR	1415												
1		\$1,163.40	\$16.62		\$1,180.85	\$16.87		\$1,198.56	\$17.12		\$1,216.54	\$17.38	
STUDENT - 40HR*	1415												
1		\$1,218.00		\$15.23	\$1,236.27		\$15.45	\$1,254.81		\$15.69	\$1,273.64		\$15.92
1 - Effective January 1 2023													
SUPERVISOR - BYLAW ENFORCEMENT OPERATIONS	4574												
1		\$2,564.49	\$36.64		\$2,602.95	\$37.19		\$2,642.00	\$37.74		\$2,681.63	\$38.31	
2		\$2,654.24	\$37.92		\$2,694.06	\$38.49		\$2,734.47	\$39.06		\$2,775.48	\$39.65	
3		\$2,747.14	\$39.24		\$2,788.35	\$39.83		\$2,830.17	\$40.43		\$2,872.63	\$41.04	
4		\$2,843.29	\$40.62		\$2,885.94	\$41.23		\$2,929.23	\$41.85		\$2,973.17	\$42.47	
5		\$2,942.81	\$42.04		\$2,986.95	\$42.67		\$3,031.75	\$43.31		\$3,077.23	\$43.96	
SUPERVISOR - LABORATORY	2359												
1		\$2,599.90	\$37.14		\$2,638.90	\$37.70		\$2,678.49	\$38.26		\$2,718.66	\$38.84	
2		\$2,690.90	\$38.44		\$2,731.26	\$39.02		\$2,772.23	\$39.60		\$2,813.82	\$40.20	
3		\$2,785.08	\$39.79		\$2,826.86	\$40.38		\$2,869.26	\$40.99		\$2,912.30	\$41.60	
4		\$2,882.56	\$41.18		\$2,925.80	\$41.80		\$2,969.69	\$42.42		\$3,014.23	\$43.06	
5		\$2,983.45	\$42.62		\$3,028.20	\$43.26		\$3,073.63	\$43.91		\$3,119.73	\$44.57	
TECHNICAL ASSISTANT	2421												
1		\$1,613.84	\$23.05	\$20.17	\$1,638.05	\$23.40	\$20.48	\$1,662.62	\$23.75	\$20.78	\$1,687.56	\$24.11	\$21.09
2		\$1,694.39	\$24.21	\$21.18	\$1,719.80	\$24.57	\$21.50	\$1,745.60	\$24.94	\$21.82	\$1,771.78	\$25.31	\$22.15
3		\$1,763.00	\$25.19	\$22.04	\$1,789.44	\$25.56	\$22.37	\$1,816.29	\$25.95	\$22.70	\$1,843.53	\$26.34	\$23.04
4		\$1,848.02	\$26.40	\$23.10	\$1,875.74	\$26.80	\$23.45	\$1,903.87	\$27.20	\$23.80	\$1,932.43	\$27.61	\$24.16
5		\$1,930.05	\$27.57	\$24.13	\$1,959.00	\$27.99	\$24.49	\$1,988.39	\$28.41	\$24.85	\$2,018.21	\$28.83	\$25.23
6		\$2,018.05	\$28.83	\$25.23	\$2,048.32	\$29.26	\$25.60	\$2,079.05	\$29.70	\$25.99	\$2,110.23	\$30.15	\$26.38
TECHNICAL ASSISTANT - ENTOMOLOGY	2425												
1		\$1,613.84		\$20.17	\$1,638.05		\$20.48	\$1,662.62		\$20.78	\$1,687.56		\$21.09
2		\$1,694.39		\$21.18	\$1,719.80		\$21.50	\$1,745.60		\$21.82	\$1,771.78		\$22.15
3		\$1,763.00		\$22.04	\$1,789.44		\$22.37	\$1,816.29		\$22.70	\$1,843.53		\$23.04
4		\$1,848.02		\$23.10	\$1,875.74		\$23.45	\$1,903.87		\$23.80	\$1,932.43		\$24.16
5		\$1,930.05		\$24.13	\$1,959.00		\$24.49	\$1,988.39		\$24.85	\$2,018.21		\$25.23
6		\$2,018.05		\$25.23	\$2,048.32		\$25.60	\$2,079.05		\$25.99	\$2,110.23		\$26.38
TECHNICAL ASSISTANT - FORESTRY	2427												
1		\$1,613.84		\$20.17	\$1,638.05		\$20.48	\$1,662.62		\$20.78	\$1,687.56		\$21.09
2		\$1,694.39		\$21.18	\$1,719.80		\$21.50	\$1,745.60		\$21.82	\$1,771.78		\$22.15
3		\$1,763.00		\$22.04	\$1,789.44		\$22.37	\$1,816.29		\$22.70	\$1,843.53		\$23.04
4		\$1,848.02		\$23.10	\$1,875.74		\$23.45	\$1,903.87		\$23.80	\$1,932.43		\$24.16
5		\$1,930.05		\$24.13	\$1,959.00		\$24.49	\$1,988.39		\$24.85	\$2,018.21		\$25.23
6		\$2,018.05		\$25.23	\$2,048.32		\$25.60	\$2,079.05		\$25.99	\$2,110.23		\$26.38
TECHNICAL WRITER/ADMINISTRATOR	2802												
1		\$2,197.72	\$31.40		\$2,230.68	\$31.87		\$2,264.15	\$32.34		\$2,298.11	\$32.83	
2		\$2,274.65	\$32.49		\$2,308.77	\$32.98		\$2,343.40	\$33.48		\$2,378.55	\$33.98	
3		\$2,354.25	\$33.63		\$2,389.56	\$34.14		\$2,425.40	\$34.65		\$2,461.79	\$35.17	
4		\$2,436.65	\$34.81		\$2,473.20	\$35.33		\$2,510.30	\$35.86		\$2,547.95	\$36.40	
5		\$2,521.94	\$36.03		\$2,559.77	\$36.57		\$2,598.16	\$37.12		\$2,637.14	\$37.67	
6		\$2,610.21	\$37.29		\$2,649.36	\$37.85		\$2,689.10	\$38.42		\$2,729.44	\$38.99	
TECHNICIAN - ELECTRONIC	2518												
1		\$2,231.34		\$27.89	\$2,264.81		\$28.31	\$2,298.78		\$28.73	\$2,333.27		\$29.17
2		\$2,344.70		\$29.31	\$2,379.87		\$29.75	\$2,415.57		\$30.19	\$2,451.80		\$30.65
3		\$2,426.73		\$30.33	\$2,463.13		\$30.79	\$2,500.08		\$31.25	\$2,537.58		\$31.72

**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%		
		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 - ENTOMOLOGY 1	2457										
1		\$1,933.81		\$24.17	\$1,966.69		\$24.58	\$1,986.35		\$24.83	\$2,016.15		\$25.20
2		\$2,024.02		\$25.30	\$2,058.43		\$25.73	\$2,079.01		\$25.99	\$2,110.20		\$26.38
3		\$2,128.32		\$26.60	\$2,164.50		\$27.06	\$2,186.15		\$27.33	\$2,218.94		\$27.74
4		\$2,231.21		\$27.89	\$2,269.14		\$28.36	\$2,291.84		\$28.65	\$2,326.21		\$29.08
TECHNICIAN - ENTOMOLOGY 2	2458												
1		\$2,128.32		\$26.60	\$2,164.50		\$27.06	\$2,186.15		\$27.33	\$2,218.94		\$27.74
2		\$2,231.21		\$27.89	\$2,269.14		\$28.36	\$2,291.84		\$28.65	\$2,326.21		\$29.08
3		\$2,345.38		\$29.32	\$2,385.25		\$29.82	\$2,409.11		\$30.11	\$2,445.24		\$30.57
4		\$2,465.19		\$30.81	\$2,507.10		\$31.34	\$2,532.17		\$31.65	\$2,570.15		\$32.13
NATURAL RESOURCES COORDINATOR 1	2459												
1		\$1,907.03	\$27.24		\$1,939.45	\$27.71		\$1,958.85	\$27.98		\$1,988.23	\$28.40	
2		\$2,007.11	\$28.67		\$2,041.23	\$29.16		\$2,061.64	\$29.45		\$2,092.56	\$29.89	
3		\$2,094.49	\$29.92		\$2,130.10	\$30.43		\$2,151.40	\$30.73		\$2,183.67	\$31.20	
4		\$2,200.20	\$31.43		\$2,237.61	\$31.97		\$2,259.98	\$32.29		\$2,293.88	\$32.77	
NATURAL RESOURCES COORDINATOR 2	2460												
1		\$2,200.20	\$31.43		\$2,237.61	\$31.97		\$2,259.98	\$32.29		\$2,293.88	\$32.77	
2		\$2,308.73	\$32.98		\$2,347.98	\$33.54		\$2,371.46	\$33.88		\$2,407.03	\$34.39	
3		\$2,424.31	\$34.63		\$2,465.53	\$35.22		\$2,490.18	\$35.57		\$2,527.53	\$36.11	
4		\$2,545.52	\$36.36		\$2,588.79	\$36.98		\$2,614.68	\$37.35		\$2,653.90	\$37.91	
5		\$2,672.80	\$38.18		\$2,718.24	\$38.83		\$2,745.42	\$39.22		\$2,786.60	\$39.81	
TECHNICIAN - GRADE 1	2461												
1		\$1,775.95	\$25.37	\$22.20	\$1,806.14	\$25.80	\$22.58	\$1,824.20	\$26.06	\$22.80	\$1,851.57	\$26.45	\$23.14
2		\$1,857.70	\$26.54	\$23.22	\$1,889.28	\$26.99	\$23.62	\$1,908.17	\$27.26	\$23.85	\$1,936.80	\$27.67	\$24.21
3		\$1,936.63	\$27.67	\$24.21	\$1,969.55	\$28.14	\$24.62	\$1,989.25	\$28.42	\$24.87	\$2,019.09	\$28.84	\$25.24
4		\$2,024.02	\$28.91	\$25.30	\$2,058.43	\$29.41	\$25.73	\$2,079.01	\$29.70	\$25.99	\$2,110.20	\$30.15	\$26.38
5		\$2,128.32	\$30.40	\$26.60	\$2,164.50	\$30.92	\$27.06	\$2,186.15	\$31.23	\$27.33	\$2,218.94	\$31.70	\$27.74
TECHNICIAN - GRADE 2	2462												
1		\$1,907.03	\$27.24	\$23.84	\$1,939.45	\$27.71	\$24.24	\$1,958.85	\$27.98	\$24.49	\$1,988.23	\$28.40	\$24.85
2		\$2,007.11	\$28.67	\$25.09	\$2,041.23	\$29.16	\$25.52	\$2,061.64	\$29.45	\$25.77	\$2,092.56	\$29.89	\$26.16
3		\$2,094.49	\$29.92	\$26.18	\$2,130.10	\$30.43	\$26.63	\$2,151.40	\$30.73	\$26.89	\$2,183.67	\$31.20	\$27.30
4		\$2,200.20	\$31.43	\$27.50	\$2,237.61	\$31.97	\$27.97	\$2,259.98	\$32.29	\$28.25	\$2,293.88	\$32.77	\$28.67
5		\$2,308.73	\$32.98	\$28.86	\$2,347.98	\$33.54	\$29.35	\$2,371.46	\$33.88	\$29.64	\$2,407.03	\$34.39	\$30.09
TECHNICIAN - GRADE 3	2463												
1		\$2,066.30	\$29.52	\$25.83	\$2,101.43	\$30.02	\$26.27	\$2,122.44	\$30.32	\$26.53	\$2,154.28	\$30.78	\$26.93
2		\$2,155.10	\$30.79	\$26.94	\$2,191.74	\$31.31	\$27.40	\$2,213.65	\$31.62	\$27.67	\$2,246.86	\$32.10	\$28.09
3		\$2,265.04	\$32.36	\$28.31	\$2,303.55	\$32.91	\$28.79	\$2,326.58	\$33.24	\$29.08	\$2,361.48	\$33.74	\$29.52
4		\$2,358.07	\$33.69	\$29.48	\$2,398.15	\$34.26	\$29.98	\$2,422.14	\$34.60	\$30.28	\$2,458.47	\$35.12	\$30.73
5		\$2,476.46	\$35.38	\$30.96	\$2,518.56	\$35.98	\$31.48	\$2,543.75	\$36.34	\$31.80	\$2,581.90	\$36.88	\$32.27
TECHNICIAN - GRADE 4	2464												
1		\$2,341.15	\$33.45	\$29.26	\$2,380.95	\$34.01	\$29.76	\$2,404.76	\$34.35	\$30.06	\$2,440.83	\$34.87	\$30.51
2		\$2,446.86	\$34.96	\$30.59	\$2,488.46	\$35.55	\$31.11	\$2,513.35	\$35.90	\$31.42	\$2,551.05	\$36.44	\$31.89
3		\$2,570.90	\$36.73	\$32.14	\$2,614.60	\$37.35	\$32.68	\$2,640.75	\$37.73	\$33.01	\$2,680.36	\$38.29	\$33.50
4		\$2,685.07	\$38.36	\$33.56	\$2,730.71	\$39.01	\$34.13	\$2,758.02	\$39.40	\$34.48	\$2,799.39	\$39.99	\$34.99
5		\$2,810.51	\$40.15	\$35.13	\$2,858.29	\$40.83	\$35.73	\$2,886.87	\$41.24	\$36.09	\$2,930.18	\$41.86	\$36.63
TECHNICIAN - LABORATORY 1	2481												
1		\$1,467.27	\$20.96		\$1,492.22	\$21.32		\$1,507.14	\$21.53		\$1,529.75	\$21.85	
2		\$1,541.98	\$22.03		\$1,568.19	\$22.40		\$1,583.87	\$22.63		\$1,607.63	\$22.97	
3		\$1,603.99	\$22.91		\$1,631.26	\$23.30		\$1,647.57	\$23.54		\$1,672.29	\$23.89	
4		\$1,651.92	\$23.60		\$1,680.00	\$24.00		\$1,696.80	\$24.24		\$1,722.25	\$24.60	
5		\$1,706.88	\$24.38		\$1,735.90	\$24.80		\$1,753.26	\$25.05		\$1,779.56	\$25.42	
6		\$1,777.36	\$25.39		\$1,807.57	\$25.82		\$1,825.65	\$26.08		\$1,853.03	\$26.47	
TECHNICIAN - LABORATORY 2	2482												
1		\$1,811.19	\$25.87		\$1,841.98	\$26.31		\$1,860.40	\$26.58		\$1,888.30	\$26.98	
2		\$1,878.84	\$26.84		\$1,910.78	\$27.30		\$1,929.89	\$27.57		\$1,958.84	\$27.98	
3		\$1,956.36	\$27.95		\$1,989.62	\$28.42		\$2,009.52	\$28.71		\$2,039.66	\$29.14	
4		\$2,039.52	\$29.14		\$2,074.20	\$29.63		\$2,094.94	\$29.93		\$2,126.36	\$30.38	
5		\$2,128.32	\$30.40		\$2,164.50	\$30.92		\$2,186.15	\$31.23		\$2,218.94	\$31.70	



**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 MARCH 1, 2024 - 1.50% PLUS \$0.50 PER HOUR**			EFFECTIVE DATE SEPTEMBER 1, 2024 - 1.50% PLUS \$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
		TECHNICIAN - ENTOMOLOGY 1	2457										
1		\$2,046.39		\$25.58	\$2,077.09		\$25.96	\$2,108.24		\$26.35	\$2,139.87		\$26.75
2		\$2,141.85		\$26.77	\$2,173.98		\$27.17	\$2,206.59		\$27.58	\$2,239.69		\$28.00
3		\$2,252.22		\$28.15	\$2,286.01		\$28.58	\$2,320.30		\$29.00	\$2,355.10		\$29.44
4		\$2,361.11		\$29.51	\$2,396.52		\$29.96	\$2,432.47		\$30.41	\$2,468.96		\$30.86
TECHNICIAN - ENTOMOLOGY 2	2458												
1		\$2,252.22		\$28.15	\$2,286.01		\$28.58	\$2,320.30		\$29.00	\$2,355.10		\$29.44
2		\$2,361.11		\$29.51	\$2,396.52		\$29.96	\$2,432.47		\$30.41	\$2,468.96		\$30.86
3		\$2,481.92		\$31.02	\$2,519.15		\$31.49	\$2,556.94		\$31.96	\$2,595.29		\$32.44
4		\$2,608.70		\$32.61	\$2,647.83		\$33.10	\$2,687.55		\$33.59	\$2,727.86		\$34.10
NATURAL RESOURCES COORDINATOR 1	2459												
1		\$2,018.05	\$28.83		\$2,048.32	\$29.26		\$2,079.05	\$29.70		\$2,110.23	\$30.15	
2		\$2,123.95	\$30.34		\$2,155.81	\$30.80		\$2,188.15	\$31.26		\$2,220.97	\$31.73	
3		\$2,216.43	\$31.66		\$2,249.67	\$32.14		\$2,283.42	\$32.62		\$2,317.67	\$33.11	
4		\$2,328.29	\$33.26		\$2,363.22	\$33.76		\$2,398.66	\$34.27		\$2,434.64	\$34.78	
NATURAL RESOURCES COORDINATOR 2	2460												
1		\$2,328.29	\$33.26		\$2,363.22	\$33.76		\$2,398.66	\$34.27		\$2,434.64	\$34.78	
2		\$2,443.14	\$34.90		\$2,479.79	\$35.43		\$2,516.98	\$35.96		\$2,554.74	\$36.50	
3		\$2,565.45	\$36.65		\$2,603.93	\$37.20		\$2,642.99	\$37.76		\$2,682.63	\$38.32	
4		\$2,693.71	\$38.48		\$2,734.12	\$39.06		\$2,775.13	\$39.64		\$2,816.76	\$40.24	
5		\$2,828.40	\$40.41		\$2,870.83	\$41.01		\$2,913.89	\$41.63		\$2,957.60	\$42.25	
TECHNICIAN - GRADE 1	2461												
1		\$1,879.34	\$26.85	\$23.49	\$1,907.53	\$27.25	\$23.84	\$1,936.14	\$27.66	\$24.20	\$1,965.18	\$28.07	\$24.56
2		\$1,965.85	\$28.08	\$24.57	\$1,995.34	\$28.50	\$24.94	\$2,025.27	\$28.93	\$25.32	\$2,055.64	\$29.37	\$25.70
3		\$2,049.37	\$29.28	\$25.62	\$2,080.11	\$29.72	\$26.00	\$2,111.32	\$30.16	\$26.39	\$2,142.99	\$30.61	\$26.79
4		\$2,141.85	\$30.60	\$26.77	\$2,173.98	\$31.06	\$27.17	\$2,206.59	\$31.52	\$27.58	\$2,239.69	\$32.00	\$28.00
5		\$2,252.22	\$32.17	\$28.15	\$2,286.01	\$32.66	\$28.58	\$2,320.30	\$33.15	\$29.00	\$2,355.10	\$33.64	\$29.44
TECHNICIAN - GRADE 2	2462												
1		\$2,018.05	\$28.83	\$25.23	\$2,048.32	\$29.26	\$25.60	\$2,079.05	\$29.70	\$25.99	\$2,110.23	\$30.15	\$26.38
2		\$2,123.95	\$30.34	\$26.55	\$2,155.81	\$30.80	\$26.95	\$2,188.15	\$31.26	\$27.35	\$2,220.97	\$31.73	\$27.76
3		\$2,216.43	\$31.66	\$27.71	\$2,249.67	\$32.14	\$28.12	\$2,283.42	\$32.62	\$28.54	\$2,317.67	\$33.11	\$28.97
4		\$2,328.29	\$33.26	\$29.10	\$2,363.22	\$33.76	\$29.54	\$2,398.66	\$34.27	\$29.98	\$2,434.64	\$34.78	\$30.43
5		\$2,443.14	\$34.90	\$30.54	\$2,479.79	\$35.43	\$31.00	\$2,516.98	\$35.96	\$31.46	\$2,554.74	\$36.50	\$31.93
TECHNICIAN - GRADE 3	2463												
1		\$2,186.60	\$31.24	\$27.33	\$2,219.39	\$31.71	\$27.74	\$2,252.69	\$32.18	\$28.16	\$2,286.48	\$32.66	\$28.58
2		\$2,280.56	\$32.58	\$28.51	\$2,314.77	\$33.07	\$28.93	\$2,349.49	\$33.56	\$29.37	\$2,384.74	\$34.07	\$29.81
3		\$2,396.90	\$34.24	\$29.96	\$2,432.86	\$34.76	\$30.41	\$2,469.35	\$35.28	\$30.87	\$2,506.39	\$35.81	\$31.33
4		\$2,495.34	\$35.65	\$31.19	\$2,532.77	\$36.18	\$31.66	\$2,570.77	\$36.73	\$32.13	\$2,609.33	\$37.28	\$32.62
5		\$2,620.63	\$37.44	\$32.76	\$2,659.94	\$38.00	\$33.25	\$2,699.84	\$38.57	\$33.75	\$2,740.34	\$39.15	\$34.25
TECHNICIAN - GRADE 4	2464												
1		\$2,477.45	\$35.39	\$30.97	\$2,514.61	\$35.92	\$31.43	\$2,552.33	\$36.46	\$31.90	\$2,590.61	\$37.01	\$32.38
2		\$2,589.31	\$36.99	\$32.37	\$2,628.15	\$37.55	\$32.85	\$2,667.57	\$38.11	\$33.34	\$2,707.59	\$38.68	\$33.84
3		\$2,720.57	\$38.87	\$34.01	\$2,761.38	\$39.45	\$34.52	\$2,802.80	\$40.04	\$35.03	\$2,844.84	\$40.64	\$35.56
4		\$2,841.38	\$40.59	\$35.52	\$2,884.00	\$41.20	\$36.05	\$2,927.26	\$41.82	\$36.59	\$2,971.17	\$42.45	\$37.14
5		\$2,974.13	\$42.49	\$37.18	\$3,018.74	\$43.12	\$37.73	\$3,064.02	\$43.77	\$38.30	\$3,109.98	\$44.43	\$38.87
TECHNICIAN - LABORATORY 1	2481												
1		\$1,552.69	\$22.18		\$1,575.98	\$22.51		\$1,599.62	\$22.85		\$1,623.62	\$23.19	
2		\$1,631.74	\$23.31		\$1,656.22	\$23.66		\$1,681.06	\$24.02		\$1,706.28	\$24.38	
3		\$1,697.37	\$24.25		\$1,722.83	\$24.61		\$1,748.67	\$24.98		\$1,774.90	\$25.36	
4		\$1,748.08	\$24.97		\$1,774.30	\$25.35		\$1,800.92	\$25.73		\$1,827.93	\$26.11	
5		\$1,806.25	\$25.80		\$1,833.35	\$26.19		\$1,860.85	\$26.58		\$1,888.76	\$26.98	
6		\$1,880.83	\$26.87		\$1,909.04	\$27.27		\$1,937.68	\$27.68		\$1,966.74	\$28.10	
TECHNICIAN - LABORATORY 2	2482												
1		\$1,916.63	\$27.38		\$1,945.38	\$27.79		\$1,974.56	\$28.21		\$2,004.18	\$28.63	
2		\$1,988.22	\$28.40		\$2,018.04	\$28.83		\$2,048.32	\$29.26		\$2,079.04	\$29.70	
3		\$2,070.26	\$29.58		\$2,101.31	\$30.02		\$2,132.83	\$30.47		\$2,164.82	\$30.93	
4		\$2,158.26	\$30.83		\$2,190.63	\$31.29		\$2,223.49	\$31.76		\$2,256.84	\$32.24	
5		\$2,252.22	\$32.17		\$2,286.01	\$32.66		\$2,320.30	\$33.15		\$2,355.10	\$33.64	



**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%		
		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 - LABORATORY 3	2483										
1		\$2,039.52	\$29.14		\$2,074.20	\$29.63		\$2,094.94	\$29.93		\$2,126.36	\$30.38	
2		\$2,128.32	\$30.40		\$2,164.50	\$30.92		\$2,186.15	\$31.23		\$2,218.94	\$31.70	
3		\$2,211.48	\$31.59		\$2,249.08	\$32.13		\$2,271.57	\$32.45		\$2,305.64	\$32.94	
4		\$2,290.41	\$32.72		\$2,329.35	\$33.28		\$2,352.64	\$33.61		\$2,387.93	\$34.11	
5		\$2,359.48	\$33.71		\$2,399.59	\$34.28		\$2,423.58	\$34.62		\$2,459.94	\$35.14	
TECHNICIAN - LABORATORY - SENIOR	2510												
1		\$2,290.41	\$32.72		\$2,329.35	\$33.28		\$2,352.64	\$33.61		\$2,387.93	\$34.11	
2		\$2,390.48	\$34.15		\$2,431.12	\$34.73		\$2,455.43	\$35.08		\$2,492.27	\$35.60	
3		\$2,476.46	\$35.38		\$2,518.56	\$35.98		\$2,543.75	\$36.34		\$2,581.90	\$36.88	
4		\$2,580.77	\$36.87		\$2,624.64	\$37.49		\$2,650.88	\$37.87		\$2,690.65	\$38.44	
5		\$2,685.07	\$38.36		\$2,730.71	\$39.01		\$2,758.02	\$39.40		\$2,799.39	\$39.99	
TECHNICIAN - MARKET RESEARCH	2484												
1		\$1,815.42	\$25.93		\$1,846.28	\$26.38		\$1,864.74	\$26.64		\$1,892.71	\$27.04	
2		\$1,907.03	\$27.24		\$1,939.45	\$27.71		\$1,958.85	\$27.98		\$1,988.23	\$28.40	
3		\$2,007.11	\$28.67		\$2,041.23	\$29.16		\$2,061.64	\$29.45		\$2,092.56	\$29.89	
4		\$2,094.49	\$29.92		\$2,130.10	\$30.43		\$2,151.40	\$30.73		\$2,183.67	\$31.20	
5		\$2,200.20	\$31.43		\$2,237.61	\$31.97		\$2,259.98	\$32.29		\$2,293.88	\$32.77	
6		\$2,308.73	\$32.98		\$2,347.98	\$33.54		\$2,371.46	\$33.88		\$2,407.03	\$34.39	
TECHNICIAN - RECREATION B*	2502												
1		\$1,130.41		\$14.13	\$1,149.62		\$14.37	\$1,161.12		\$14.51	\$1,178.54		\$14.73
1 - Effective January 1 2023											\$1,200.00		\$15.00
TECHNICIAN - RECREATION C	2503												
1		\$1,355.92		\$16.95	\$1,378.97		\$17.24	\$1,392.76		\$17.41	\$1,413.66		\$17.67
TECHNICIAN - RECREATION D	2504												
1		\$1,465.86		\$18.32	\$1,490.78		\$18.63	\$1,505.69		\$18.82	\$1,528.28		\$19.10
2		\$1,546.20		\$19.33	\$1,572.49		\$19.66	\$1,588.21		\$19.85	\$1,612.04		\$20.15
3		\$1,627.95		\$20.35	\$1,655.63		\$20.70	\$1,672.19		\$20.90	\$1,697.27		\$21.22
4		\$1,712.52		\$21.41	\$1,741.64		\$21.77	\$1,759.05		\$21.99	\$1,785.44		\$22.32
TECHNICIAN - RECREATION E	2509												
1		\$1,808.37		\$22.60	\$1,839.11		\$22.99	\$1,857.50		\$23.22	\$1,885.36		\$23.57
2		\$1,897.17		\$23.71	\$1,929.42		\$24.12	\$1,948.71		\$24.36	\$1,977.94		\$24.72
3		\$1,988.78		\$24.86	\$2,022.59		\$25.28	\$2,042.82		\$25.54	\$2,073.46		\$25.92
4		\$2,084.63		\$26.06	\$2,120.07		\$26.50	\$2,141.27		\$26.77	\$2,173.39		\$27.17
5		\$2,197.39		\$27.47	\$2,234.74		\$27.93	\$2,257.09		\$28.21	\$2,290.94		\$28.64
BUILDING SYSTEM SPECIALIST	2543												
1		\$2,861.25	\$40.88		\$2,909.89	\$41.57		\$2,938.99	\$41.99		\$2,983.08	\$42.62	
2		\$2,983.88	\$42.63		\$3,034.60	\$43.35		\$3,064.95	\$43.78		\$3,110.92	\$44.44	
TECHNOLOGIST - ELECTRONIC	2519												
1		\$2,425.72		\$30.32	\$2,466.96		\$30.84	\$2,491.63		\$31.15	\$2,529.00		\$31.61
2		\$2,545.53		\$31.82	\$2,588.80		\$32.36	\$2,614.69		\$32.68	\$2,653.91		\$33.17
3		\$2,675.20		\$33.44	\$2,720.68		\$34.01	\$2,747.89		\$34.35	\$2,789.10		\$34.86
4		\$2,762.59		\$34.53	\$2,809.55		\$35.12	\$2,837.65		\$35.47	\$2,880.21		\$36.00
5		\$2,861.25		\$35.77	\$2,909.89		\$36.37	\$2,938.99		\$36.74	\$2,983.08		\$37.29
6		\$2,983.88		\$37.30	\$3,034.60		\$37.93	\$3,064.95		\$38.31	\$3,110.92		\$38.89
TECHNOLOGIST - GRADE 1	2531												
1		\$1,792.86	\$25.61	\$22.41	\$1,823.34	\$26.05	\$22.79	\$1,841.58	\$26.31	\$23.02	\$1,869.20	\$26.70	\$23.36
2		\$1,885.89	\$26.94	\$23.57	\$1,917.95	\$27.40	\$23.97	\$1,937.13	\$27.67	\$24.21	\$1,966.19	\$28.09	\$24.58
3		\$1,956.36	\$27.95	\$24.45	\$1,989.62	\$28.42	\$24.87	\$2,009.52	\$28.71	\$25.12	\$2,039.66	\$29.14	\$25.50
4		\$2,042.34	\$29.18	\$25.53	\$2,077.06	\$29.67	\$25.96	\$2,097.83	\$29.97	\$26.22	\$2,129.30	\$30.42	\$26.62
5		\$2,129.73	\$30.42	\$26.62	\$2,165.94	\$30.94	\$27.07	\$2,187.60	\$31.25	\$27.34	\$2,220.41	\$31.72	\$27.76
6		\$2,219.94	\$31.71	\$27.75	\$2,257.68	\$32.25	\$28.22	\$2,280.25	\$32.58	\$28.50	\$2,314.46	\$33.06	\$28.93
TECHNOLOGIST - GRADE 2	2532												
1		\$2,293.23	\$32.76	\$28.67	\$2,332.22	\$33.32	\$29.15	\$2,355.54	\$33.65	\$29.44	\$2,390.87	\$34.16	\$29.89
2		\$2,359.48	\$33.71	\$29.49	\$2,399.59	\$34.28	\$29.99	\$2,423.58	\$34.62	\$30.29	\$2,459.94	\$35.14	\$30.75
3		\$2,475.05	\$35.36	\$30.94	\$2,517.13	\$35.96	\$31.46	\$2,542.30	\$36.32	\$31.78	\$2,580.44	\$36.86	\$32.26
4		\$2,589.22	\$36.99	\$32.37	\$2,633.24	\$37.62	\$32.92	\$2,659.57	\$37.99	\$33.24	\$2,699.46	\$38.56	\$33.74
5		\$2,697.75	\$38.54	\$33.72	\$2,743.61	\$39.19	\$34.30	\$2,771.05	\$39.59	\$34.64	\$2,812.62	\$40.18	\$35.16



**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%		
		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
<b>TECHNOLOGIST - GRADE 3</b>	<b>2533</b>												
1		\$2,589.22	\$36.99	\$32.37	\$2,633.24	\$37.62	\$32.92	\$2,659.57	\$37.99	\$33.24	\$2,699.46	\$38.56	\$33.74
2		\$2,697.75	\$38.54	\$33.72	\$2,743.61	\$39.19	\$34.30	\$2,771.05	\$39.59	\$34.64	\$2,812.62	\$40.18	\$35.16
3		\$2,787.96	\$39.83	\$34.85	\$2,835.35	\$40.51	\$35.44	\$2,863.71	\$40.91	\$35.80	\$2,906.66	\$41.52	\$36.33
4		\$2,914.81	\$41.64	\$36.44	\$2,964.36	\$42.35	\$37.05	\$2,994.01	\$42.77	\$37.43	\$3,038.92	\$43.41	\$37.99
5		\$3,044.49	\$43.49	\$38.06	\$3,096.24	\$44.23	\$38.70	\$3,127.20	\$44.67	\$39.09	\$3,174.11	\$45.34	\$39.68
<b>TECHNOLOGIST - SR ELECTRONIC</b>	<b>2520</b>												
1		\$3,034.62		\$37.93	\$3,086.21		\$38.58	\$3,117.07		\$38.96	\$3,163.82		\$39.55
2		\$3,140.83		\$39.26	\$3,194.22		\$39.93	\$3,226.17		\$40.33	\$3,274.56		\$40.93
<b>TRAINER - E-LEARNING</b>	<b>3002</b>												
1		\$2,124.09	\$30.34		\$2,160.20	\$30.86		\$2,181.80	\$31.17		\$2,214.53	\$31.64	
2		\$2,208.66	\$31.55		\$2,246.21	\$32.09		\$2,268.67	\$32.41		\$2,302.70	\$32.90	
3		\$2,297.46	\$32.82		\$2,336.52	\$33.38		\$2,359.88	\$33.71		\$2,395.28	\$34.22	
4		\$2,389.08	\$34.13		\$2,429.69	\$34.71		\$2,453.99	\$35.06		\$2,490.80	\$35.58	
<b>TRAINER - JOINT COMMITTEE PROGRAM</b>	<b>3003</b>												
1		\$2,124.09	\$30.34		\$2,160.20	\$30.86		\$2,181.80	\$31.17		\$2,214.53	\$31.64	
2		\$2,208.66	\$31.55		\$2,246.21	\$32.09		\$2,268.67	\$32.41		\$2,302.70	\$32.90	
3		\$2,297.46	\$32.82		\$2,336.52	\$33.38		\$2,359.88	\$33.71		\$2,395.28	\$34.22	
4		\$2,389.08	\$34.13		\$2,429.69	\$34.71		\$2,453.99	\$35.06		\$2,490.80	\$35.58	
<b>TRAINER-RESPECTFUL WORKPLACE</b>	<b>3001</b>												
1		\$2,338.33	\$33.40		\$2,378.09	\$33.97		\$2,401.87	\$34.31		\$2,437.89	\$34.83	
2		\$2,429.95	\$34.71		\$2,471.26	\$35.30		\$2,495.97	\$35.66		\$2,533.41	\$36.19	
3		\$2,527.20	\$36.10		\$2,570.17	\$36.72		\$2,595.87	\$37.08		\$2,634.81	\$37.64	
4		\$2,589.22	\$36.99		\$2,633.24	\$37.62		\$2,659.57	\$37.99		\$2,699.47	\$38.56	
5		\$2,658.29	\$37.98		\$2,703.48	\$38.62		\$2,730.51	\$39.01		\$2,771.47	\$39.59	
<b>TRAINWORKER</b>	<b>2566</b>												
1		\$2,239.67		\$28.00	\$2,277.74		\$28.47	\$2,300.52		\$28.76	\$2,335.03		\$29.19
<b>TREE CLIMBER</b>	<b>2621</b>												
1				\$26.08			\$26.52			\$26.78			\$27.19
<b>UTILITY 1 - FIRST 4 MONTHS</b>	<b>2651</b>												
1		\$1,370.02		\$17.13	\$1,393.31		\$17.42	\$1,407.24		\$17.59	\$1,428.35		\$17.85
<b>UTILITY 1 - AFTER 4 MONTHS</b>	<b>2650</b>												
1		\$1,581.44		\$19.77	\$1,608.33		\$20.10	\$1,624.41		\$20.31	\$1,648.77		\$20.61
2		\$1,792.86		\$22.41	\$1,823.34		\$22.79	\$1,841.58		\$23.02	\$1,869.20		\$23.36
<b>UTILITY 2</b>	<b>2652</b>												
1		\$1,861.93		\$23.27	\$1,893.58		\$23.67	\$1,912.52		\$23.91	\$1,941.20		\$24.27
<b>UTILITY 3</b>	<b>2653</b>												
1		\$1,901.39		\$23.77	\$1,933.72		\$24.17	\$1,953.05		\$24.41	\$1,982.35		\$24.78
<b>UTILITY 4</b>	<b>2634</b>												
1		\$2,005.70		\$25.07	\$2,039.79		\$25.50	\$2,060.19		\$25.75	\$2,091.09		\$26.14
<b>UTILITY A</b>	<b>2641</b>												
1		\$1,792.86		\$22.41	\$1,823.34		\$22.79	\$1,841.58		\$23.02	\$1,869.20		\$23.36
<b>UTILITY B</b>	<b>2642</b>												
1		\$1,861.93		\$23.27	\$1,893.58		\$23.67	\$1,912.52		\$23.91	\$1,941.20		\$24.27
<b>UTILITY C</b>	<b>2643</b>												
1		\$1,901.39		\$23.77	\$1,933.72		\$24.17	\$1,953.05		\$24.41	\$1,982.35		\$24.78
<b>UTILITY D</b>	<b>2644</b>												
1		\$2,005.70		\$25.07	\$2,039.79		\$25.50	\$2,060.19		\$25.75	\$2,091.09		\$26.14
<b>VALUATION OFFICER</b>	<b>68</b>												
1		\$2,172.78	\$31.04		\$2,209.72	\$31.57		\$2,231.81	\$31.88		\$2,265.29	\$32.36	
2		\$2,273.93	\$32.48		\$2,312.59	\$33.04		\$2,335.71	\$33.37		\$2,370.75	\$33.87	
3		\$2,441.33	\$34.88		\$2,482.83	\$35.47		\$2,507.66	\$35.82		\$2,545.28	\$36.36	
4		\$2,587.81	\$36.97		\$2,631.81	\$37.60		\$2,658.12	\$37.97		\$2,698.00	\$38.54	
5		\$2,744.27	\$39.20		\$2,790.92	\$39.87		\$2,818.83	\$40.27		\$2,861.11	\$40.87	
6		\$2,911.99	\$41.60		\$2,961.50	\$42.31		\$2,991.11	\$42.73		\$3,035.98	\$43.37	
<b>WASTE WATER TREATMENT - OPERATOR IN TRAINING</b>	<b>1953</b>												
1		\$1,864.24		\$23.30	\$1,895.93		\$23.70	\$1,914.89		\$23.94	\$1,943.61		\$24.30
<b>WASTE WATER TREATMENT OPERATOR - 1A</b>	<b>1954</b>												
1		\$1,954.00		\$24.42	\$1,987.21		\$24.84	\$2,007.09		\$25.09	\$2,037.19		\$25.46



**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%		
		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
WASTE WATER TREATMENT OPERATOR - 1B 1	1955	\$2,038.59		\$25.48	\$2,073.25		\$25.92	\$2,093.98		\$26.17	\$2,125.39		\$26.57
WASTE WATER TREATMENT OPERATOR - 2A 1	1956	\$2,113.91		\$26.42	\$2,149.84		\$26.87	\$2,171.34		\$27.14	\$2,203.91		\$27.55
WASTE WATER TREATMENT OPERATOR - 2B 1	1957	\$2,213.98		\$27.67	\$2,251.62		\$28.15	\$2,274.13		\$28.43	\$2,308.24		\$28.85
WASTE WATER TREATMENT OPERATOR - 3A 1 - With Provincial Certification	1958	\$2,373.89		\$29.67	\$2,414.24		\$30.18	\$2,438.39		\$30.48	\$2,474.96		\$30.94
WASTE WATER TREATMENT OPERATOR - 3B 1 - With Provincial Certification	1959	\$2,482.21		\$31.03	\$2,524.41		\$31.56	\$2,549.66		\$31.87	\$2,587.90		\$32.35
WASTE WATER TREATMENT OPERATOR 4 1 - With Provincial Certification	1960	\$2,769.02		\$34.61	\$2,816.09		\$35.20	\$2,844.25		\$35.55	\$2,886.92		\$36.09
WATER TREATMENT OPERATOR - IT 1	2901	\$1,946.08		\$24.33	\$1,979.16		\$24.74	\$1,998.95		\$24.99	\$2,028.94		\$25.36
WATER TREATMENT OPERATOR - 1A 1	2902	\$2,039.78		\$25.50	\$2,074.45		\$25.93	\$2,095.20		\$26.19	\$2,126.62		\$26.58
WATER TREATMENT OPERATOR - 1B 1	2903	\$2,128.09		\$26.60	\$2,164.26		\$27.05	\$2,185.91		\$27.32	\$2,218.70		\$27.73
WATER TREATMENT OPERATOR - 2A 1	2904	\$2,206.71		\$27.58	\$2,244.22		\$28.05	\$2,266.66		\$28.33	\$2,300.66		\$28.76
WATER TREATMENT OPERATOR - 2B 1	2905	\$2,311.17		\$28.89	\$2,350.46		\$29.38	\$2,373.97		\$29.67	\$2,409.58		\$30.12
WATER TREATMENT OPERATOR - 3A 1 2	2906	\$2,452.25 \$2,478.10		\$30.65 \$30.98	\$2,493.94 \$2,520.23		\$31.17 \$31.50	\$2,518.88 \$2,545.43		\$31.49 \$31.82	\$2,556.67 \$2,583.61		\$31.96 \$32.30
WATER TREATMENT OPERATOR - 3B 1 2	2907	\$2,565.34 \$2,591.18		\$32.07 \$32.39	\$2,608.95 \$2,635.23		\$32.61 \$32.94	\$2,635.04 \$2,661.59		\$32.94 \$33.27	\$2,674.56 \$2,701.51		\$33.43 \$33.77
WATER TREATMENT OPERATOR - 4 1 2	2908	\$2,847.50 \$2,890.58		\$35.59 \$36.13	\$2,895.91 \$2,939.72		\$36.20 \$36.75	\$2,924.87 \$2,969.12		\$36.56 \$37.11	\$2,968.74 \$3,013.65		\$37.11 \$37.67
WEB SERVICES SPECIALIST 1 2 3 4 5 6	2783	\$1,944.00 \$2,012.04 \$2,082.46 \$2,155.35 \$2,230.78 \$2,308.86	\$27.77 \$28.74 \$29.75 \$30.79 \$31.87 \$32.98		\$1,977.05 \$2,046.24 \$2,117.86 \$2,191.99 \$2,268.71 \$2,348.11	\$28.24 \$29.23 \$30.26 \$31.31 \$32.41 \$33.54		\$1,996.82 \$2,066.71 \$2,139.04 \$2,213.91 \$2,291.39 \$2,371.59	\$28.53 \$29.52 \$30.56 \$31.63 \$32.73 \$33.88		\$2,026.77 \$2,097.71 \$2,171.13 \$2,247.11 \$2,325.76 \$2,407.17	\$28.95 \$29.97 \$31.02 \$32.10 \$33.23 \$34.39	
WEIGH SCALES OPERATOR-REFUSE DISPOSAL 1	2722	\$1,928.17		\$24.10	\$1,960.95		\$24.51	\$1,980.56		\$24.76	\$2,010.27		\$25.13
WELDER 1	2731	\$2,607.05		\$32.59	\$2,651.37		\$33.14	\$2,677.88		\$33.47	\$2,718.05		\$33.98
WELDER - LEADING 1	2734	\$2,700.08		\$33.75	\$2,745.98		\$34.32	\$2,773.44		\$34.67	\$2,815.04		\$35.19
WELDER - PRESSURE VESSEL 1	2741	\$2,628.69		\$32.86	\$2,673.38		\$33.42	\$2,700.11		\$33.75	\$2,740.61		\$34.26
WORKER - COMMUNITY DEVELOPMENT 1 1 2 3 4 5 6	2765	\$1,966.23 \$2,069.12 \$2,139.60 \$2,208.66 \$2,276.32 \$2,353.84	\$28.09 \$29.56 \$30.57 \$31.55 \$32.52 \$33.63		\$1,999.66 \$2,104.30 \$2,175.97 \$2,246.21 \$2,315.01 \$2,393.85	\$28.57 \$30.06 \$31.09 \$32.09 \$33.07 \$34.20		\$2,019.65 \$2,125.34 \$2,197.73 \$2,268.67 \$2,338.16 \$2,417.79	\$28.85 \$30.36 \$31.40 \$32.41 \$33.40 \$34.54		\$2,049.95 \$2,157.22 \$2,230.70 \$2,302.70 \$2,373.24 \$2,454.06	\$29.28 \$30.82 \$31.87 \$32.90 \$33.90 \$35.06	
WORKER - COMMUNITY DEVELOPMENT 2 1 2 3 4 5	2766	\$2,270.68 \$2,334.11 \$2,404.58 \$2,466.60 \$2,527.20	\$32.44 \$33.34 \$34.35 \$35.24 \$36.10		\$2,309.28 \$2,373.79 \$2,445.46 \$2,508.53 \$2,570.17	\$32.99 \$33.91 \$34.94 \$35.84 \$36.72		\$2,332.37 \$2,397.52 \$2,469.91 \$2,533.61 \$2,595.87	\$33.32 \$34.25 \$35.28 \$36.19 \$37.08		\$2,367.36 \$2,433.49 \$2,506.96 \$2,571.62 \$2,634.81	\$33.82 \$34.76 \$35.81 \$36.74 \$37.64	

**CUPE 2021 TO 2025 SALARY SCHEDULE** (Continued)

CLASSIFICATION	Class Code	EFFECTIVE DATE MARCH 1, 2023 - 1.50%			EFFECTIVE DATE DECEMBER 31, 2023 - 1.50%			EFFECTIVE DATE MARCH 1, 2024 - 1.50% PLUS \$0.50 PER HOUR**			EFFECTIVE DATE SEPTEMBER 1, 2024 - 1.50% PLUS \$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
WASTE WATER TREATMENT OPERATOR - 1B 1	1955	\$2,157.27		\$26.97	\$2,189.63		\$27.37	\$2,222.48		\$27.78	\$2,255.81		\$28.20
WASTE WATER TREATMENT OPERATOR - 2A 1	1956	\$2,236.97		\$27.96	\$2,270.52		\$28.38	\$2,304.58		\$28.81	\$2,339.15		\$29.24
WASTE WATER TREATMENT OPERATOR - 2B 1	1957	\$2,342.87		\$29.29	\$2,378.01		\$29.73	\$2,413.68		\$30.17	\$2,449.89		\$30.62
WASTE WATER TREATMENT OPERATOR - 3A 1 - With Provincial Certification	1958	\$2,512.09		\$31.40	\$2,549.77		\$31.87	\$2,588.01		\$32.35	\$2,626.83		\$32.84
WASTE WATER TREATMENT OPERATOR - 3B 1 - With Provincial Certification	1959	\$2,626.72		\$32.83	\$2,666.12		\$33.33	\$2,706.11		\$33.83	\$2,746.70		\$34.33
WASTE WATER TREATMENT OPERATOR 4 1 - With Provincial Certification	1960	\$2,930.22		\$36.63	\$2,974.18		\$37.18	\$3,018.79		\$37.73	\$3,064.07		\$38.30
WATER TREATMENT OPERATOR - IT 1	2901	\$2,059.37		\$25.74	\$2,090.26		\$26.13	\$2,121.62		\$26.52	\$2,153.44		\$26.92
WATER TREATMENT OPERATOR - 1A 1	2902	\$2,158.52		\$26.98	\$2,190.90		\$27.39	\$2,223.77		\$27.80	\$2,257.12		\$28.21
WATER TREATMENT OPERATOR - 1B 1	2903	\$2,251.98		\$28.15	\$2,285.76		\$28.57	\$2,320.04		\$29.00	\$2,354.84		\$29.44
WATER TREATMENT OPERATOR - 2A 1	2904	\$2,335.17		\$29.19	\$2,370.20		\$29.63	\$2,405.75		\$30.07	\$2,441.84		\$30.52
WATER TREATMENT OPERATOR - 2B 1	2905	\$2,445.72		\$30.57	\$2,482.41		\$31.03	\$2,519.64		\$31.50	\$2,557.44		\$31.97
WATER TREATMENT OPERATOR - 3A 1 2	2906	\$2,595.02 \$2,622.37		\$32.44 \$32.78	\$2,633.94 \$2,661.70		\$32.92 \$33.27	\$2,673.45 \$2,701.63		\$33.42 \$33.77	\$2,713.55 \$2,742.15		\$33.92 \$34.28
WATER TREATMENT OPERATOR - 3B 1 2	2907	\$2,714.68 \$2,742.03		\$33.93 \$34.28	\$2,755.40 \$2,783.16		\$34.44 \$34.79	\$2,796.73 \$2,824.91		\$34.96 \$35.31	\$2,838.68 \$2,867.28		\$35.48 \$35.84
WATER TREATMENT OPERATOR - 4 1 2	2908	\$3,013.27 \$3,058.86		\$37.67 \$38.24	\$3,058.47 \$3,104.74		\$38.23 \$38.81	\$3,104.35 \$3,151.31		\$38.80 \$39.39	\$3,150.91 \$3,198.58		\$39.39 \$39.98
WEB SERVICES SPECIALIST 1 2 3 4 5 6	2783	\$2,057.17 \$2,129.17 \$2,203.69 \$2,280.82 \$2,360.65 \$2,443.27	\$29.39 \$30.42 \$31.48 \$32.58 \$33.72 \$34.90		\$2,088.03 \$2,161.11 \$2,236.75 \$2,315.03 \$2,396.06 \$2,479.92	\$29.83 \$30.87 \$31.95 \$33.07 \$34.23 \$35.43		\$2,119.35 \$2,193.53 \$2,270.30 \$2,349.76 \$2,432.00 \$2,517.12	\$30.28 \$31.34 \$32.43 \$33.57 \$34.74 \$35.96		\$2,151.14 \$2,226.43 \$2,304.35 \$2,385.01 \$2,468.48 \$2,554.88	\$30.73 \$31.81 \$32.92 \$34.07 \$35.26 \$36.50	
WEIGH SCALES OPERATOR-REFUSE DISPOSAL 1	2722	\$2,040.43		\$25.51	\$2,071.03		\$25.89	\$2,102.10		\$26.28	\$2,133.63		\$26.67
WELDER 1	2731	\$2,758.82		\$34.49	\$2,800.21		\$35.00	\$2,842.21		\$35.53	\$2,884.84		\$36.06
WELDER - LEADING 1	2734	\$2,857.27		\$35.72	\$2,900.12		\$36.25	\$2,943.63		\$36.80	\$2,987.78		\$37.35
WELDER - PRESSURE VESSEL 1	2741	\$2,781.72		\$34.77	\$2,823.45		\$35.29	\$2,865.80		\$35.82	\$2,908.78		\$36.36
WORKER - COMMUNITY DEVELOPMENT 1 1 2 3 4 5 6	2765	\$2,080.70 \$2,189.58 \$2,264.16 \$2,337.24 \$2,408.84 \$2,490.87	\$29.72 \$31.28 \$32.35 \$33.39 \$34.41 \$35.58		\$2,111.91 \$2,222.42 \$2,298.12 \$2,372.30 \$2,444.97 \$2,528.23	\$30.17 \$31.75 \$32.83 \$33.89 \$34.93 \$36.12		\$2,143.59 \$2,255.76 \$2,332.59 \$2,407.88 \$2,481.64 \$2,566.16	\$30.62 \$32.23 \$33.32 \$34.40 \$35.45 \$36.66		\$2,175.74 \$2,289.60 \$2,367.58 \$2,444.00 \$2,518.87 \$2,604.65	\$31.08 \$32.71 \$33.82 \$34.91 \$35.98 \$37.21	
WORKER - COMMUNITY DEVELOPMENT 2 1 2 3 4 5	2766	\$2,402.87 \$2,469.99 \$2,544.57 \$2,610.19 \$2,674.33	\$34.33 \$35.29 \$36.35 \$37.29 \$38.20		\$2,438.91 \$2,507.04 \$2,582.73 \$2,649.35 \$2,714.44	\$34.84 \$35.81 \$36.90 \$37.85 \$38.78		\$2,475.50 \$2,544.64 \$2,621.47 \$2,689.09 \$2,755.16	\$35.36 \$36.35 \$37.45 \$38.42 \$39.36		\$2,512.63 \$2,582.81 \$2,660.80 \$2,729.42 \$2,796.49	\$35.89 \$36.90 \$38.01 \$38.99 \$39.95	

**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%		
		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 - METER SERVICE 1 1	2772	\$1,861.93		\$23.27	\$1,893.58		\$23.67	\$1,912.52		\$23.91	\$1,941.20		\$24.27
WORKER - METER SERVICE 2 1	2773	\$2,005.70		\$25.07	\$2,039.79		\$25.50	\$2,060.19		\$25.75	\$2,091.09		\$26.14
WORKER - SEWER MAINTENANCE 1	2771	\$1,918.31		\$23.98	\$1,950.92		\$24.39	\$1,970.43		\$24.63	\$1,999.98		\$25.00
WORKER-SOCIAL 3-SOCIAL SERVICES 1	2788	\$2,527.20	\$36.10		\$2,570.17	\$36.72		\$2,595.87	\$37.08		\$2,634.81	\$37.64	
2		\$2,589.22	\$36.99		\$2,633.24	\$37.62		\$2,659.57	\$37.99		\$2,699.46	\$38.56	
3		\$2,658.29	\$37.98		\$2,703.48	\$38.62		\$2,730.51	\$39.01		\$2,771.47	\$39.59	
4		\$2,711.85	\$38.74		\$2,757.95	\$39.40		\$2,785.53	\$39.79		\$2,827.31	\$40.39	
5		\$2,779.50	\$39.71		\$2,826.75	\$40.38		\$2,855.02	\$40.79		\$2,897.85	\$41.40	
WORKER - WATER SUPPLY 1	2775	\$2,289.00		\$28.61	\$2,327.92		\$29.10	\$2,351.19		\$29.39	\$2,386.46		\$29.83
WORK MANAGEMENT TECHNICIAN 1	2465	\$2,242.25	\$32.03		\$2,280.37	\$32.58		\$2,303.17	\$32.90		\$2,337.72	\$33.40	
2		\$2,323.58	\$33.19		\$2,363.08	\$33.76		\$2,386.71	\$34.10		\$2,422.51	\$34.61	
3		\$2,407.85	\$34.40		\$2,448.79	\$34.98		\$2,473.27	\$35.33		\$2,510.37	\$35.86	



**CUPE 2021 TO 2025 SALARY SCHEDULE** (Continued)

CLASSIFICATION	Class Code	EFFECTIVE DATE MARCH 1, 2023 - 1.50%			EFFECTIVE DATE DECEMBER 31, 2023 - 1.50%			EFFECTIVE DATE MARCH 1, 2024 - 1.50% PLUS \$0.50 PER HOUR**			EFFECTIVE DATE SEPTEMBER 1, 2024 - 1.50% PLUS \$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
WORKER - METER SERVICE 1 1	2772	\$1,970.32		\$24.63	\$1,999.88		\$25.00	\$2,029.88		\$25.37	\$2,060.32		\$25.75
WORKER - METER SERVICE 2 1	2773	\$2,122.46		\$26.53	\$2,154.30		\$26.93	\$2,186.61		\$27.33	\$2,219.41		\$27.74
WORKER - SEWER MAINTENANCE 1	2771	\$2,029.98		\$25.37	\$2,060.43		\$25.76	\$2,091.34		\$26.14	\$2,122.71		\$26.53
WORKER-SOCIAL 3-SOCIAL SERVICES 1	2788	\$2,674.33	\$38.20		\$2,714.44	\$38.78		\$2,755.16	\$39.36		\$2,796.49	\$39.95	
2		\$2,739.96	\$39.14		\$2,781.06	\$39.73		\$2,822.77	\$40.33		\$2,865.11	\$40.93	
3		\$2,813.04	\$40.19		\$2,855.24	\$40.79		\$2,898.07	\$41.40		\$2,941.54	\$42.02	
4		\$2,869.72	\$41.00		\$2,912.77	\$41.61		\$2,956.46	\$42.24		\$3,000.80	\$42.87	
5		\$2,941.31	\$42.02		\$2,985.43	\$42.65		\$3,030.22	\$43.29		\$3,075.67	\$43.94	
WORKER - WATER SUPPLY 1	2775	\$2,422.26		\$30.28	\$2,458.59		\$30.73	\$2,495.47		\$31.19	\$2,532.90		\$31.66
WORK MANAGEMENT TECHNICIAN 1	2465	\$2,372.79	\$33.90		\$2,408.38	\$34.41		\$2,444.51	\$34.92		\$2,481.17	\$35.45	
2		\$2,458.85	\$35.13		\$2,495.73	\$35.65		\$2,533.17	\$36.19		\$2,571.16	\$36.73	
3		\$2,548.03	\$36.40		\$2,586.25	\$36.95		\$2,625.04	\$37.50		\$2,664.42	\$38.06	

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

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

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%