

**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 - Effective January 1 2023		\$1,128.996567		\$14.112457	\$1,148.189509		\$14.352369	\$1,159.671404		\$14.495893	\$1,177.066475		\$14.713331
2		\$1,245.983724		\$15.574797	\$1,267.165447		\$15.839568	\$1,279.837101		\$15.997964	\$1,299.034658		\$16.237933
3		\$1,364.380498		\$17.054756	\$1,387.574966		\$17.344687	\$1,401.450716		\$17.518134	\$1,422.472477		\$17.780906
4		\$1,479.958038		\$18.499475	\$1,505.117325		\$18.813967	\$1,520.168498		\$19.002106	\$1,542.971025		\$19.287138
5		\$1,599.764249		\$19.997053	\$1,626.960241		\$20.337003	\$1,643.229843		\$20.540373	\$1,667.878291		\$20.848479
6		\$1,639.359069		\$20.491988	\$1,667.228173		\$20.840352	\$1,683.900455		\$21.048756	\$1,709.158962		\$21.364487
<b>311 CUSTOMER SERVICE REPRESENTATIVE II</b>	<b>392</b>												
1		\$1,625.134969		\$20.314187	\$1,652.762263		\$20.659528	\$1,669.289886		\$20.866124	\$1,694.329234		\$21.179115
2		\$1,697.018711		\$21.212734	\$1,725.868029		\$21.573350	\$1,743.126709		\$21.789084	\$1,769.273610		\$22.115920
3		\$1,759.035937		\$21.987949	\$1,788.939548		\$22.361744	\$1,806.828943		\$22.585362	\$1,833.931377		\$22.924142
4		\$1,828.100625		\$22.851258	\$1,859.178336		\$23.239729	\$1,877.770119		\$23.472126	\$1,905.936671		\$23.824208
5		\$1,902.803429		\$23.785043	\$1,935.151087		\$24.189389	\$1,954.502598		\$24.431282	\$1,983.820137		\$24.797752
6		\$1,949.900719		\$24.373759	\$1,983.049031		\$24.788113	\$2,002.879521		\$25.035994	\$2,032.922714		\$25.411534
<b>311 CUSTOMER SERVICE SPECIALIST I</b>	<b>393</b>												
1		\$1,966.230092		\$24.577876	\$1,999.656004		\$24.995700	\$2,019.652564		\$25.245657	\$2,049.947352		\$25.624342
2		\$2,049.389626		\$25.617370	\$2,084.229250		\$26.052866	\$2,105.071543		\$26.313394	\$2,136.647616		\$26.708095
3		\$2,125.501779		\$26.568772	\$2,161.635309		\$27.020441	\$2,183.251662		\$27.290646	\$2,216.000437		\$27.700005
4		\$2,193.892425		\$27.423655	\$2,231.188596		\$27.889857	\$2,253.500482		\$28.168756	\$2,287.302989		\$28.591287
5		\$2,270.678660		\$28.383483	\$2,309.280197		\$28.866002	\$2,332.372999		\$29.154662	\$2,367.358594		\$29.591982
<b>311 CUSTOMER SERVICE SPECIALIST II</b>	<b>394</b>												
1		\$2,163.557900		\$27.044474	\$2,200.338384		\$27.504230	\$2,222.341768		\$27.779272	\$2,255.676895		\$28.195961
2		\$2,250.945930		\$28.136824	\$2,289.212011		\$28.615150	\$2,312.104131		\$28.901302	\$2,346.785693		\$29.334821
3		\$2,320.010532		\$29.000132	\$2,359.450711		\$29.493134	\$2,383.045218		\$29.788065	\$2,418.790896		\$30.234886
<b>311 KNOWLEDGE MGMT LIAISON</b>	<b>395</b>												
1		\$2,163.557900		\$27.044474	\$2,200.338384		\$27.504230	\$2,222.341768		\$27.779272	\$2,255.676895		\$28.195961
2		\$2,250.945930		\$28.136824	\$2,289.212011		\$28.615150	\$2,312.104131		\$28.901302	\$2,346.785693		\$29.334821
3		\$2,320.010532		\$29.000132	\$2,359.450711		\$29.493134	\$2,383.045218		\$29.788065	\$2,418.790896		\$30.234886
4		\$2,389.610848		\$29.870136	\$2,430.234232		\$30.377928	\$2,454.536574		\$30.681707	\$2,491.354623		\$31.141933
5		\$2,461.299173		\$30.766240	\$2,503.141259		\$31.289266	\$2,528.172672		\$31.602158	\$2,566.095262		\$32.076191
<b>ACCOUNTING TECHNICIAN 1</b>	<b>2558</b>												
1		\$1,921.126680	\$27.444667		\$1,953.785834	\$27.911226		\$1,973.323692	\$28.190338		\$2,002.923547	\$28.613194	
2		\$2,016.971528	\$28.813879		\$2,051.260044	\$29.303715		\$2,071.772644	\$29.596752		\$2,102.849234	\$30.040703	
3		\$2,098.721535	\$29.981736		\$2,134.399801	\$30.491426		\$2,155.743799	\$30.796340		\$2,188.079956	\$31.258285	
4		\$2,190.338060	\$31.290544		\$2,227.573807	\$31.822483		\$2,249.849545	\$32.140708		\$2,283.597288	\$32.622818	
<b>ACCOUNTING TECHNICIAN 2</b>	<b>2559</b>												
1		\$2,248.126874	\$32.116098		\$2,286.345031	\$32.662072		\$2,309.208481	\$32.988693		\$2,343.846608	\$33.483523	
2		\$2,318.601091	\$33.122873		\$2,358.017310	\$33.685962		\$2,381.597483	\$34.022821		\$2,417.321445	\$34.533164	
3		\$2,391.894277	\$34.169918		\$2,432.556480	\$34.750807		\$2,456.882045	\$35.098315		\$2,493.735276	\$35.624790	
<b>ACCOUNTING TECHNICIAN 3</b>	<b>2560</b>												
1		\$2,435.588248	\$34.794118		\$2,476.993248	\$35.385618		\$2,501.763180	\$35.739474		\$2,539.289628	\$36.275566	
2		\$2,513.109845	\$35.901569		\$2,555.832712	\$36.511896		\$2,581.391039	\$36.877015		\$2,620.111905	\$37.430170	
3		\$2,587.812559	\$36.968751		\$2,631.805373	\$37.597220		\$2,658.123427	\$37.973192		\$2,697.995278	\$38.542790	
4		\$2,668.153123	\$38.116473		\$2,713.511726	\$38.764453		\$2,740.646843	\$39.152098		\$2,781.756546	\$39.739379	
<b>ACTIVE LIVING SUPERVISOR</b>	<b>1200</b>												
1		\$1,925.355152		\$24.066939	\$1,958.086190		\$24.476077	\$1,977.667052		\$24.720838	\$2,007.332058		\$25.091651
2		\$2,019.790520		\$25.247382	\$2,054.126959		\$25.676587	\$2,074.668229		\$25.933353	\$2,105.788252		\$26.322353
3		\$2,122.682838		\$26.533535	\$2,158.768446		\$26.984606	\$2,180.356130		\$27.254452	\$2,213.061472		\$27.663268
4		\$2,225.575150		\$27.819689	\$2,263.409928		\$28.292624	\$2,286.044027		\$28.575550	\$2,320.334687		\$29.004184
<b>ANALYST - NETWORK SYSTEMS</b>	<b>14</b>												
1		\$2,121.273371	\$30.303905		\$2,157.335018	\$30.819072		\$2,178.908368	\$31.127262		\$2,211.591994	\$31.594171	
2		\$2,205.842344	\$31.512033		\$2,243.341664	\$32.047738		\$2,265.775081	\$32.368215		\$2,299.761707	\$32.853739	
3		\$2,293.230461	\$32.760435		\$2,332.215379	\$33.317363		\$2,355.537533	\$33.650536		\$2,390.870596	\$34.155294	
4		\$2,384.846726	\$34.069239		\$2,425.389120	\$34.648416		\$2,449.643011	\$34.994900		\$2,486.387656	\$35.519824	
5		\$2,482.101188	\$35.458588		\$2,524.296908	\$36.061384		\$2,549.539877	\$36.421998		\$2,587.782975	\$36.968328	

**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>	<b>391</b>										
1 - Effective January 1 2023		\$1,218.000000		\$15,225000	\$1,236.270000		\$15,453375	\$1,254.814050		\$15,685176	\$1,273.636261		\$15,920453
2		\$1,318.520178		\$16,481502	\$1,338.297981		\$16,728725	\$1,358.372451		\$16,979656	\$1,378.748038		\$17,234350
3		\$1,443.809564		\$18,047620	\$1,465.466707		\$18,318334	\$1,487.448708		\$18,593109	\$1,509.760439		\$18,872005
4		\$1,566.115590		\$19,576445	\$1,589.607324		\$19,870092	\$1,613.451434		\$19,870092	\$1,637.653206		\$20,470665
5		\$1,692.896465		\$21,161206	\$1,718.289912		\$21,478624	\$1,744.064261		\$21,800803	\$1,770.225225		\$22,127815
6		\$1,734.796346		\$21,684954	\$1,760.818291		\$22,010229	\$1,787.230565		\$22,340382	\$1,814.039023		\$22,675488
<b>311 CUSTOMER SERVICE REPRESENTATIVE II</b>	<b>392</b>												
1		\$1,719.744173		\$21,496802	\$1,745.540336		\$21,819254	\$1,771.723441		\$22,146543	\$1,798.299293		\$22,478741
2		\$1,795.812714		\$22,447659	\$1,822.749905		\$22,784374	\$1,850.091154		\$23,126139	\$1,877.842521		\$23,473032
3		\$1,861.440348		\$23,268004	\$1,889.361953		\$23,617024	\$1,917.702382		\$23,971280	\$1,946.467918		\$24,330849
4		\$1,934.525721		\$24,181572	\$1,963.543607		\$24,544295	\$1,992.996761		\$24,912460	\$2,022.891712		\$25,286146
5		\$2,013.577439		\$25,169718	\$2,043.781101		\$25,547264	\$2,074.437818		\$25,930473	\$2,105.554385		\$26,319430
6		\$2,063.416555		\$25,792707	\$2,094.367803		\$26,179598	\$2,125.783320		\$26,572292	\$2,157.670070		\$26,970876
<b>311 CUSTOMER SERVICE SPECIALIST I</b>	<b>393</b>												
1		\$2,080.696562		\$26,008707	\$2,111.907010		\$26,398838	\$2,143.585615		\$26,794820	\$2,175.739399		\$27,196742
2		\$2,168.697330		\$27,108717	\$2,201.227790		\$27,515347	\$2,234.246207		\$27,928078	\$2,267.759900		\$28,346999
3		\$2,249.240444		\$28,115506	\$2,282.979051		\$28,537238	\$2,317.223737		\$28,965297	\$2,351.982093		\$29,399776
4		\$2,321.612534		\$29,020157	\$2,356.436722		\$29,455459	\$2,391.783273		\$29,897291	\$2,427.660022		\$30,345750
5		\$2,402.868973		\$30,035862	\$2,438.912008		\$30,488400	\$2,475.495688		\$30,943696	\$2,512.628123		\$31,407852
<b>311 CUSTOMER SERVICE SPECIALIST II</b>	<b>394</b>												
1		\$2,289.512048		\$28,618901	\$2,323.854729		\$29,048184	\$2,358.712550		\$29,483907	\$2,394.093238		\$29,926165
2		\$2,381.987478		\$29,774843	\$2,417.717290		\$30,221466	\$2,453.983049		\$30,674788	\$2,490.792795		\$31,134910
3		\$2,455.072759		\$30,688409	\$2,491.898850		\$31,148736	\$2,529.277333		\$31,615967	\$2,567.216493		\$32,090206
<b>311 KNOWLEDGE MGMT LIAISON</b>	<b>395</b>												
1		\$2,289.512048		\$28,618901	\$2,323.854729		\$29,048184	\$2,358.712550		\$29,483907	\$2,394.093238		\$29,926165
2		\$2,381.987478		\$29,774843	\$2,417.717290		\$30,221466	\$2,453.983049		\$30,674788	\$2,490.792795		\$31,134910
3		\$2,455.072759		\$30,688409	\$2,491.898850		\$31,148736	\$2,529.277333		\$31,615967	\$2,567.216493		\$32,090206
4		\$2,528.724942		\$31,609062	\$2,566.655816		\$32,083198	\$2,605.155653		\$32,564446	\$2,644.232988		\$33,052912
5		\$2,604.586691		\$32,557334	\$2,643.655491		\$33,045694	\$2,683.310323		\$33,541379	\$2,723.559978		\$34,044500
<b>ACCOUNTING TECHNICIAN 1</b>	<b>2558</b>												
1		\$2,032.967400	\$29,042391		\$2,063.461911	\$29,478027		\$2,094.413840	\$29,920198		\$2,125.830048	\$30,369001	
2		\$2,134.391973	\$30,491314		\$2,166.407853	\$30,948684		\$2,198.903971	\$31,412914		\$2,231.887531	\$31,884108	
3		\$2,220.901155	\$31,727159		\$2,254.214672	\$32,203067		\$2,288.027892	\$32,686113		\$2,322.348310	\$33,176404	
4		\$2,317.851247	\$33,112161		\$2,352.619016	\$33,608843		\$2,387.908301	\$34,112976		\$2,423.726926	\$34,624670	
<b>ACCOUNTING TECHNICIAN 2</b>	<b>2559</b>												
1		\$2,379.004307	\$33,985776		\$2,414.689372	\$34,495562		\$2,450.909713	\$35,012996		\$2,487.673359	\$35,538191	
2		\$2,453.581267	\$35,051161		\$2,490.384986	\$35,576928		\$2,527.740761	\$36,110582		\$2,565.656872	\$36,652241	
3		\$2,531.141305	\$36,159162		\$2,569.108425	\$36,701549		\$2,607.645051	\$37,252072		\$2,646.759727	\$37,810853	
<b>ACCOUNTING TECHNICIAN 3</b>	<b>2560</b>												
1		\$2,577.378972	\$36,819700		\$2,616.039657	\$37,371995		\$2,655.280252	\$37,932575		\$2,695.109456	\$38,501564	
2		\$2,659.413584	\$37,991623		\$2,699.304788	\$38,561497		\$2,739.794360	\$39,139919		\$2,780.891275	\$39,727018	
3		\$2,738.465207	\$39,120932		\$2,779.542185	\$39,707746		\$2,821.235318	\$40,303362		\$2,863.553848	\$40,907912	
4		\$2,823.482894	\$40,335470		\$2,865.835137	\$40,940502		\$2,908.822664	\$41,554609		\$2,952.455004	\$42,177929	
<b>ACTIVE LIVING SUPERVISOR</b>	<b>1200</b>												
1		\$2,037.442039		\$25,468025	\$2,068.003670		\$25,850046	\$2,099.023725		\$26,237797	\$2,130.509081		\$26,631364
2		\$2,137.375076		\$26,717188	\$2,169.435702		\$27,117946	\$2,201.977238		\$27,524715	\$2,235.006897		\$27,937586
3		\$2,246.257394		\$28,078217	\$2,279.951255		\$28,499391	\$2,314.150524		\$28,926882	\$2,348.862782		\$29,360785
4		\$2,355.139707		\$29,439246	\$2,390.466803		\$29,880835	\$2,426.323805		\$30,329048	\$2,462.718662		\$30,783983
<b>ANALYST - NETWORK SYSTEMS</b>	<b>14</b>												
1		\$2,244.765874	\$32,068084		\$2,278.437362	\$32,549105		\$2,312.613922	\$33,037342		\$2,347.303131	\$33,532902	
2		\$2,334.258133	\$33,346545		\$2,369.272005	\$33,846743		\$2,404.811085	\$34,354444		\$2,440.883251	\$34,869761	
3		\$2,426.733655	\$34,667624		\$2,463.134660	\$35,187638		\$2,500.081680	\$35,715453		\$2,537.582905	\$36,251184	
4		\$2,523.683471	\$36,052621		\$2,561.538723	\$36,593410		\$2,599.961804	\$37,142311		\$2,638.961231	\$37,699446	
5		\$2,626.599720	\$37,522853		\$2,665.998716	\$38,085696		\$2,705.988697	\$38,656981		\$2,746.578527	\$39,236836	

**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		\$2,186.109563	\$31.230137		\$2,223.273426	\$31.761049		\$2,245.506160	\$32.078659		\$2,279.188752	\$32.559839	
2		\$2,293.230461	\$32.760435		\$2,332.215379	\$33.317363		\$2,355.537533	\$33.650536		\$2,390.870596	\$34.155294	
3		\$2,359.476093	\$33.706801		\$2,399.587187	\$34.279817		\$2,423.583059	\$34.622615		\$2,459.936805	\$35.141954	
4		\$2,475.053810	\$35.357912		\$2,517.129725	\$35.958996		\$2,542.301022	\$36.318586		\$2,580.435537	\$36.863365	
5		\$2,589.222086	\$36.988887		\$2,633.238861	\$37.617698		\$2,659.571250	\$37.993875		\$2,699.464819	\$38.563783	
6		\$2,697.752251	\$38.539318		\$2,743.614039	\$39.194486		\$2,771.050179	\$39.586431		\$2,812.615932	\$40.180228	
<b>ANALYST PROGRAMMER 1</b>	<b>11</b>												
1		\$1,792.863562	\$25.612337		\$1,823.342243	\$26.047746		\$1,841.575665	\$26.308224		\$1,869.199300	\$26.702847	
2		\$1,885.889440	\$26.941278		\$1,917.949560	\$27.399279		\$1,937.129056	\$27.673272		\$1,966.185992	\$28.088371	
3		\$1,956.363745	\$27.948054		\$1,989.621929	\$28.423170		\$2,009.518148	\$28.707402		\$2,039.660920	\$29.138013	
4		\$2,042.342248	\$29.176318		\$2,077.062066	\$29.672315		\$2,097.832687	\$29.969038		\$2,129.300177	\$30.418574	
5		\$2,129.730365	\$30.424720		\$2,165.935781	\$30.941940		\$2,187.595139	\$31.251359		\$2,220.409066	\$31.720130	
6		\$2,219.937189	\$31.713388		\$2,257.676121	\$32.252516		\$2,280.252882	\$32.575041		\$2,314.456675	\$33.063667	
<b>ANALYST PROGRAMMER 2</b>	<b>12</b>												
1		\$2,186.109563	\$31.230137		\$2,223.273426	\$31.761049		\$2,245.506160	\$32.078659		\$2,279.188752	\$32.559839	
2		\$2,293.230461	\$32.760435		\$2,332.215379	\$33.317363		\$2,355.537533	\$33.650536		\$2,390.870596	\$34.155294	
3		\$2,359.476093	\$33.706801		\$2,399.587187	\$34.279817		\$2,423.583059	\$34.622615		\$2,459.936805	\$35.141954	
4		\$2,475.053810	\$35.357912		\$2,517.129725	\$35.958996		\$2,542.301022	\$36.318586		\$2,580.435537	\$36.863365	
5		\$2,589.222086	\$36.988887		\$2,633.238861	\$37.617698		\$2,659.571250	\$37.993875		\$2,699.464819	\$38.563783	
6		\$2,697.752251	\$38.539318		\$2,743.614039	\$39.194486		\$2,771.050179	\$39.586431		\$2,812.615932	\$40.180228	
<b>ANALYST PROGRAMMER-CONTROL SYSTEMS</b>	<b>13</b>												
1		\$2,186.109563	\$31.230137		\$2,223.273426	\$31.761049		\$2,245.506160	\$32.078659		\$2,279.188752	\$32.559839	
2		\$2,293.230461	\$32.760435		\$2,332.215379	\$33.317363		\$2,355.537533	\$33.650536		\$2,390.870596	\$34.155294	
3		\$2,359.476093	\$33.706801		\$2,399.587187	\$34.279817		\$2,423.583059	\$34.622615		\$2,459.936805	\$35.141954	
4		\$2,475.053810	\$35.357912		\$2,517.129725	\$35.958996		\$2,542.301022	\$36.318586		\$2,580.435537	\$36.863365	
5		\$2,589.222086	\$36.988887		\$2,633.238861	\$37.617698		\$2,659.571250	\$37.993875		\$2,699.464819	\$38.563783	
6		\$2,697.752251	\$38.539318		\$2,743.614039	\$39.194486		\$2,771.050179	\$39.586431		\$2,812.615932	\$40.180228	
<b>APPRAISER 1</b>	<b>21</b>												
1		\$1,658.962507	\$23.699464		\$1,687.164870	\$24.102355		\$1,704.036519	\$24.343379		\$1,729.597067	\$24.708530	
2		\$1,743.531654	\$24.907595		\$1,773.171692	\$25.331024		\$1,790.903409	\$25.584334		\$1,817.766960	\$25.968099	
3		\$1,835.148180	\$26.216403		\$1,866.345699	\$26.662081		\$1,885.009156	\$26.928702		\$1,913.284293	\$27.323633	
4		\$1,947.906841	\$27.827241		\$1,981.021257	\$28.300304		\$2,000.831470	\$28.583307		\$2,030.843942	\$29.012056	
5		\$2,066.303523	\$29.518622		\$2,101.430683	\$30.020438		\$2,122.444990	\$30.320643		\$2,154.281665	\$30.775452	
<b>APPRAISER 2</b>	<b>22</b>												
1		\$2,083.217252	\$29.760246		\$2,118.631945	\$30.266171		\$2,139.818264	\$30.568832		\$2,171.915538	\$31.027365	
2		\$2,188.928619	\$31.270409		\$2,226.140406	\$31.802006		\$2,248.401810	\$32.120026		\$2,282.127837	\$32.601826	
3		\$2,320.010532	\$33.143008		\$2,359.450711	\$33.706439		\$2,383.045218	\$34.043503		\$2,418.790896	\$34.554156	
4		\$2,446.864124	\$34.955202		\$2,488.460814	\$35.549440		\$2,513.345422	\$35.904935		\$2,551.045603	\$36.443509	
<b>APPRAISER 3</b>	<b>23</b>												
1		\$2,448.273564	\$34.975337		\$2,489.894215	\$35.569917		\$2,514.793157	\$35.925617		\$2,552.515054	\$36.464501	
2		\$2,572.308274	\$36.747261		\$2,616.037515	\$37.371965		\$2,642.197890	\$37.745684		\$2,681.830858	\$38.311869	
3		\$2,707.618681	\$38.680267		\$2,753.648199	\$39.337831		\$2,781.184681	\$39.731210		\$2,822.902451	\$40.327178	
4		\$2,854.205054	\$40.774358		\$2,902.726540	\$41.467522		\$2,931.753805	\$41.882197		\$2,975.730112	\$42.510430	
<b>APPRAISER ACCREDITED</b>	<b>24</b>												
1		\$2,686.476462	\$38.378235		\$2,732.146562	\$39.030665		\$2,759.468028	\$39.420972		\$2,800.860048	\$40.012286	
2		\$2,854.205054	\$40.774358		\$2,902.726540	\$41.467522		\$2,931.753805	\$41.882197		\$2,975.730112	\$42.510430	
3		\$3,020.524118	\$43.150345		\$3,071.873028	\$43.883900		\$3,102.591758	\$44.322739		\$3,149.130634	\$44.987580	
4		\$3,207.985406	\$45.828363		\$3,262.521158	\$46.607445		\$3,295.146370	\$47.073520		\$3,344.573566	\$47.779622	
5		\$3,401.084804	\$48.586926		\$3,458.903246	\$49.412904		\$3,493.492278	\$49.907033		\$3,545.894662	\$50.655638	
<b>AQUATIC DEVELOPMENT SUPERVISOR</b>	<b>1230</b>												
1		\$2,062.075114		\$25.775939	\$2,097.130391		\$26.214130	\$2,118.101695		\$26.476271	\$2,149.873220	\$26.873415	
2		\$2,157.919963		\$26.974000	\$2,194.604602		\$27.432558	\$2,216.550648		\$27.706883	\$2,249.798908	\$28.122486	
3		\$2,265.040775		\$28.313010	\$2,303.546468		\$28.794331	\$2,326.581933		\$29.082274	\$2,361.480662	\$29.518508	
<b>ARBORIST 1</b>	<b>30</b>												
1		\$1,901.393953		\$23.767424	\$1,933.717650		\$24.171471	\$1,953.054827		\$24.413185	\$1,982.350649	\$24.779383	
2		\$1,939.421832		\$24.242773	\$1,972.392003		\$24.654900	\$1,992.115923		\$24.901449	\$2,021.997662	\$25.274971	

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

**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		\$2,005.695675		\$25,071.196	\$2,039.792501		\$25,497.406	\$2,060.190426		\$25,752.380	\$2,091.093282		\$26,138.666
2		\$2,045.809588		\$25,572.620	\$2,080.588351		\$26,007.354	\$2,101.394235		\$26,267.428	\$2,132.915149		\$26,661.439
ARBORIST 3	32												
1		\$2,086.036191		\$26,075.452	\$2,121.498806		\$26,518.735	\$2,142.713794		\$26,783.922	\$2,174.854501		\$27,185.681
2		\$2,132.549084		\$26,656.864	\$2,168.802418		\$27,110.030	\$2,190.490442		\$27,381.131	\$2,223.347799		\$27,791.847
ASSESSOR	69												
1		\$2,854.205054	\$40,774.358		\$2,902.726540	\$41,467.522		\$2,931.753805	\$41,882.197		\$2,975.730112	\$42,510.430	
2		\$3,020.524118	\$43,150.345		\$3,071.873028	\$43,883.900		\$3,102.591758	\$44,322.739		\$3,149.130634	\$44,987.580	
3		\$3,207.985406	\$45,828.363		\$3,262.521158	\$46,607.445		\$3,295.146370	\$47,073.520		\$3,344.573566	\$47,779.622	
4		\$3,401.084804	\$48,586.926		\$3,458.903246	\$49,412.904		\$3,493.492278	\$49,907.033		\$3,545.894662	\$50,655.638	
ASSESSOR 2	72												
1		\$2,188.928619	\$31,270.409		\$2,226.140406	\$31,802.006		\$2,248.401810	\$32,120.026		\$2,282.127837	\$32,601.826	
2		\$2,320.010532	\$33,143.008		\$2,359.450711	\$33,706.439		\$2,383.045218	\$34,043.503		\$2,418.790896	\$34,554.156	
3		\$2,446.864124	\$34,955.202		\$2,488.460814	\$35,549.440		\$2,513.345422	\$35,904.935		\$2,551.045603	\$36,443.509	
ASSESSOR 3 - ACCREDITED	75												
1		\$2,587.812559	\$36,968.751		\$2,631.805373	\$37,597.220		\$2,658.123427	\$37,973.192		\$2,697.995278	\$38,542.790	
2		\$2,744.265276	\$39,203.790		\$2,790.917786	\$39,870.254		\$2,818.826964	\$40,268.957		\$2,861.109368	\$40,872.991	
3		\$2,911.993868	\$41,599.912		\$2,961.497764	\$42,307.111		\$2,991.112742	\$42,730.182		\$3,035.979433	\$43,371.135	
ASSESSOR 4 - SPECIALIST	76												
1		\$2,686.476462	\$38,378.235		\$2,732.146562	\$39,030.665		\$2,759.468028	\$39,420.972		\$2,800.860048	\$40,012.286	
2		\$2,854.205054	\$40,774.358		\$2,902.726540	\$41,467.522		\$2,931.753805	\$41,882.197		\$2,975.730112	\$42,510.430	
3		\$3,020.524118	\$43,150.345		\$3,071.873028	\$43,883.900		\$3,102.591758	\$44,322.739		\$3,149.130634	\$44,987.580	
4		\$3,207.985406	\$45,828.363		\$3,262.521158	\$46,607.445		\$3,295.146370	\$47,073.520		\$3,344.573566	\$47,779.622	
5		\$3,401.084804	\$48,586.926		\$3,458.903246	\$49,412.904		\$3,493.492278	\$49,907.033		\$3,545.894662	\$50,655.638	
ASSISTANT - COMMUNICATIONS	77												
1		\$1,815.415311	\$25,934.504		\$1,846.277371	\$26,375.391		\$1,864.740145	\$26,639.145		\$1,892.711247	\$27,038.732	
2		\$1,907.031837	\$27,243.312		\$1,939.451378	\$27,706.448		\$1,958.845892	\$27,983.513		\$1,988.228580	\$28,403.265	
3		\$2,007.105268	\$28,672.932		\$2,041.226058	\$29,160.372		\$2,061.638319	\$29,451.976		\$2,092.562894	\$29,893.756	
4		\$2,094.493125	\$29,921.330		\$2,130.099508	\$30,429.993		\$2,151.400503	\$30,734.293		\$2,183.671511	\$31,195.307	
5		\$2,200.204409	\$31,431.492		\$2,237.607884	\$31,965.827		\$2,259.983963	\$32,285.485		\$2,293.883722	\$32,769.976	
ASSISTANT - FIELD ASSESSMENT	67												
1		\$1,771.213841	\$25,303.055		\$1,801.324476	\$25,733.207		\$1,819.337721	\$25,990.539		\$1,846.627787	\$26,380.397	
2		\$1,863.133008	\$26,616.186		\$1,894.806269	\$27,068.661		\$1,913.754332	\$27,339.348		\$1,942.460647	\$27,749.438	
3		\$1,956.102144	\$27,944.316		\$1,989.355880	\$28,419.370		\$2,009.249439	\$28,703.563		\$2,039.388181	\$29,134.117	
4		\$2,049.016962	\$29,271.671		\$2,083.850250	\$29,769.289		\$2,104.688753	\$30,066.982		\$2,136.259084	\$30,517.987	
5		\$2,143.476663	\$30,621.095		\$2,179.915766	\$31,141.654		\$2,201.714924	\$31,453.070		\$2,234.740648	\$31,924.866	
ASSISTANT - LABORATORY	84												
1		\$1,271.354606	\$18,162.209		\$1,292.967634	\$18,470.966		\$1,305.897310	\$18,655.676		\$1,325.485770	\$18,935.511	
2		\$1,334.781390	\$19,068.306		\$1,357.472674	\$19,392.467		\$1,371.047401	\$19,586.391		\$1,391.613112	\$19,880.187	
3		\$1,391.160594	\$19,873.723		\$1,414.810324	\$20,211.576		\$1,428.958427	\$20,413.692		\$1,450.392803	\$20,719.987	
4		\$1,427.807207	\$20,397.246		\$1,452.079930	\$20,743.999		\$1,466.600729	\$20,951.439		\$1,488.599740	\$21,265.711	
5		\$1,455.996846	\$20,799.955		\$1,480.748792	\$21,153.554		\$1,495.556280	\$21,365.090		\$1,517.989624	\$21,685.566	
6		\$1,512.376429	\$21,605.378		\$1,538.086828	\$21,972.669		\$1,553.467696	\$22,192.396		\$1,576.769711	\$22,525.282	
ASSISTANT 1 - PLANNING	81												
1		\$1,864.747220	\$26,639.246		\$1,896.447923	\$27,092.113		\$1,915.412402	\$27,363.034		\$1,944.143588	\$27,773.480	
2		\$1,956.363745	\$27,948.054		\$1,989.621929	\$28,423.170		\$2,009.518148	\$28,707.402		\$2,039.660920	\$29,138.013	
3		\$2,039.523193	\$29,136.046		\$2,074.195087	\$29,631.358		\$2,094.937038	\$29,927.672		\$2,126.361094	\$30,376.587	
4		\$2,128.320836	\$30,404.583		\$2,164.502290	\$30,921.461		\$2,186.147313	\$31,230.676		\$2,218.939523	\$31,699.136	
5		\$2,211.480281	\$31,592.575		\$2,249.075446	\$32,129.649		\$2,271.566200	\$32,450.946		\$2,305.639693	\$32,937.710	
6		\$2,290.411405	\$32,720.163		\$2,329.348399	\$33,276.406		\$2,352.641883	\$33,609.170		\$2,387.931511	\$34,113.307	
ASSISTANT 2 - PLANNING	82												
1		\$2,290.411405	\$32,720.163		\$2,329.348399	\$33,276.406		\$2,352.641883	\$33,609.170		\$2,387.931511	\$34,113.307	
2		\$2,359.476093	\$33,706.801		\$2,399.587187	\$34,279.817		\$2,423.583059	\$34,622.615		\$2,459.936805	\$35,141.954	
3		\$2,475.053810	\$35,357.912		\$2,517.129725	\$35,958.996		\$2,542.301022	\$36,318.586		\$2,580.435537	\$36,863.365	
4		\$2,587.812559	\$36,968.751		\$2,631.805373	\$37,597.220		\$2,658.123427	\$37,973.192		\$2,697.995278	\$38,542.790	
5		\$2,701.980834	\$38,599.726		\$2,747.914508	\$39,255.922		\$2,775.393653	\$39,648.481		\$2,817.024558	\$40,243.208	

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

**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
		ATTENDANT - LABORATORY 2	92										
1		\$1,448.949469	\$20.699278		\$1,473.581610	\$21.051166		\$1,488.317426	\$21.261678		\$1,510.642187	\$21.580603	
2		\$1,532.109002	\$21.887271		\$1,558.154855	\$22.259355		\$1,573.736404	\$22.481949		\$1,597.342450	\$22.819178	
3		\$1,618.087590	\$23.115537		\$1,645.595079	\$23.508501		\$1,662.051030	\$23.743586		\$1,686.981795	\$24.099740	
4		\$1,702.656652	\$24.323666		\$1,731.601815	\$24.737169		\$1,748.917833	\$24.984540		\$1,775.151600	\$25.359309	
ATTENDANT - LOCKER ROOM	122												
1		\$1,320.686389		\$16.508580	\$1,343.138058		\$16.789226	\$1,356.569439		\$16.957118	\$1,376.917981		\$17.211475
BEHAVIOURAL HEALTH NURSE	1681												
1		\$2,726.042818	\$38.943469		\$2,772.385546	\$39.605508		\$2,800.109401	\$40.001563		\$2,842.111042	\$40.601586	
2		\$2,821.454317	\$40.306490		\$2,869.419040	\$40.991701		\$2,898.113230	\$41.401618		\$2,941.584928	\$42.022642	
3		\$2,920.205218	\$41.717217		\$2,969.848707	\$42.426410		\$2,999.547194	\$42.850674		\$3,044.540402	\$43.493434	
4		\$3,022.412401	\$43.177320		\$3,073.793412	\$43.911334		\$3,104.531346	\$44.350448		\$3,151.099316	\$45.015705	
5		\$3,128.196835	\$44.688526		\$3,181.376181	\$45.448231		\$3,213.189943	\$45.902713		\$3,261.387792	\$46.591254	
6		\$3,237.683724	\$46.252625		\$3,292.724347	\$47.038919		\$3,325.651590	\$47.509308		\$3,375.536364	\$48.221948	
BRIDGE WORKER-CUPE	251												
1		\$1,966.230151		\$24.577877	\$1,999.656064		\$24.995701	\$2,019.652625		\$25.245658	\$2,049.947414		\$25.624343
2		\$2,042.342343		\$25.529279	\$2,077.062163		\$25.963277	\$2,097.832785		\$26.222910	\$2,129.300277		\$26.616253
3		\$2,145.234432		\$26.815430	\$2,181.703417		\$27.271293	\$2,203.520451		\$27.544006	\$2,236.573258		\$27.957166
4		\$2,212.889975		\$27.661125	\$2,250.509105		\$28.131364	\$2,273.014196		\$28.412677	\$2,307.109409		\$28.838868
BUYER 1	271												
1		\$1,874.613654	\$26.780195		\$1,906.482086	\$27.235458		\$1,925.546907	\$27.507813		\$1,954.430111	\$27.920430	
2		\$1,966.230092	\$28.089001		\$1,999.656004	\$28.566514		\$2,019.652564	\$28.852179		\$2,049.947352	\$29.284962	
3		\$2,049.389626	\$29.276995		\$2,084.229250	\$29.774704		\$2,105.071543	\$30.072451		\$2,136.647616	\$30.523537	
4		\$2,125.501779	\$30.364311		\$2,161.635309	\$30.880504		\$2,183.251662	\$31.189309		\$2,216.000437	\$31.657149	
BUYER 2	272												
1		\$2,224.165595	\$31.773794		\$2,261.976410	\$32.313949		\$2,284.596174	\$32.637088		\$2,318.865117	\$33.126645	
2		\$2,336.924344	\$33.384633		\$2,376.652058	\$33.952172		\$2,400.418579	\$34.291694		\$2,436.424858	\$34.806069	
3		\$2,439.816658	\$34.854524		\$2,481.293541	\$35.447051		\$2,506.106476	\$35.801521		\$2,543.698073	\$36.338544	
4		\$2,559.622786	\$36.566040		\$2,603.136373	\$37.187662		\$2,629.167737	\$37.559539		\$2,668.605253	\$38.122932	
5		\$2,678.019557	\$38.257422		\$2,723.545889	\$38.907798		\$2,750.781348	\$39.296876		\$2,792.043068	\$39.886330	
6		\$2,803.463617	\$40.049480		\$2,851.122498	\$40.730321		\$2,879.633723	\$41.137625		\$2,922.828229	\$41.754689	
BYLAW SUPPORT WORKER	1794												
1		\$1,130.405987	\$16.148657		\$1,149.622889	\$16.423184		\$1,161.119118	\$16.587416		\$1,178.535905	\$16.836227	
CARETAKER	320												
1		\$1,861.928253		\$23.274103	\$1,893.581033		\$23.669763	\$1,912.516843		\$23.906461	\$1,941.204596		\$24.265057
CARPENTER	330												
1		\$2,607.051237		\$32.588140	\$2,651.371108		\$33.142139	\$2,677.884819		\$33.473560	\$2,718.053091		\$33.975664
CASHIER/CLERK - AQUATIC AND RECREATION FACILITIES*	360												
1 - Effective January 1 2023		\$1,128.996567		\$14.112457	\$1,148.189509		\$14.352369	\$1,159.671404		\$14.495893	\$1,177.066475		\$14.713331
2		\$1,245.983724		\$15.574797	\$1,267.165447		\$15.839568	\$1,279.837101		\$15.997964	\$1,299.034658		\$16.237933
3		\$1,364.380498		\$17.054756	\$1,387.574966		\$17.344687	\$1,401.450716		\$17.518134	\$1,422.472477		\$17.780906
4		\$1,479.958038		\$18.499475	\$1,505.117325		\$18.813967	\$1,520.168498		\$19.002106	\$1,542.971025		\$19.287138
5		\$1,599.764249		\$19.997053	\$1,626.960241		\$20.337003	\$1,643.229843		\$20.540373	\$1,667.878291		\$20.848479
CLAIMS ADJUSTOR 1	1251												
1		\$1,771.721254	\$25.310304		\$1,801.840515	\$25.740579		\$1,819.858920	\$25.997985		\$1,847.156804	\$26.387954	
2		\$1,843.605084	\$26.337215		\$1,874.946370	\$26.784948		\$1,893.695834	\$27.052798		\$1,922.101272	\$27.458590	
3		\$1,926.764619	\$27.525209		\$1,959.519618	\$27.993137		\$1,979.114814	\$28.273069		\$2,008.801536	\$28.697165	
4		\$2,005.695742	\$28.652796		\$2,039.792570	\$29.139894		\$2,060.190496	\$29.431293		\$2,091.093353	\$29.872762	
5		\$2,093.083769	\$29.901197		\$2,128.666193	\$30.409517		\$2,149.952855	\$30.713612		\$2,182.202148	\$31.174316	
6		\$2,183.290683	\$31.189867		\$2,220.406625	\$31.720095		\$2,242.610691	\$32.037296		\$2,276.249851	\$32.517855	

**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		\$1,533.301820	\$21.904312		\$1,556.301347	\$22.232876		\$1,579.645867	\$22.566370		\$1,603.340555	\$22.904865	
2		\$1,621.302587	\$23.161466		\$1,645.622126	\$23.508888		\$1,670.306458	\$23.861521		\$1,695.361055	\$24.219444	
3		\$1,712.286522	\$24.461236		\$1,737.970820	\$24.828155		\$1,764.040382	\$25.200577		\$1,790.500988	\$25.578586	
4		\$1,801.778874	\$25.739698		\$1,828.805557	\$26.125794		\$1,856.237640	\$26.517681		\$1,884.081205	\$26.915446	
ATTENDANT - LOCKER ROOM	122												
1		\$1,397.571751		\$17.469647	\$1,418.535327		\$17.731692	\$1,439.813357		\$17.997667	\$1,461.410557		\$18.267632
BEHAVIOURAL HEALTH NURSE	1681												
		\$2,884.742708	\$41.210610		\$2,928.013849	\$41.828769		\$2,971.934057	\$42.456201		\$3,016.513068	\$43.093044	
		\$2,985.708702	\$42.652981		\$3,030.494333	\$43.292776		\$3,075.951748	\$43.942168		\$3,122.091024	\$44.601300	
		\$3,090.208508	\$44.145836		\$3,136.561636	\$44.808023		\$3,183.610061	\$45.480144		\$3,231.364212	\$46.162346	
		\$3,198.365806	\$45.690940		\$3,246.341293	\$46.376304		\$3,295.036412	\$47.071949		\$3,344.461958	\$47.778028	
		\$3,310.308609	\$47.290123		\$3,359.963238	\$47.999475		\$3,410.362687	\$48.719467		\$3,461.518127	\$49.450259	
		\$3,426.169409	\$48.945277		\$3,477.561950	\$49.679456		\$3,529.725379	\$50.424648		\$3,582.671260	\$51.181018	
BRIDGE WORKER-CUPE	251												
1		\$2,080.696625		\$26.008708	\$2,111.907074		\$26.398838	\$2,143.585680		\$26.794821	\$2,175.739465		\$27.196743
2		\$2,161.239781		\$27.015497	\$2,193.658378		\$27.420730	\$2,226.563254		\$27.832041	\$2,259.961703		\$28.249521
3		\$2,270.121857		\$28.376523	\$2,304.173685		\$28.802171	\$2,338.736290		\$29.234204	\$2,373.817334		\$29.672717
4		\$2,341.716050		\$29.271451	\$2,376.841791		\$29.710522	\$2,412.494418		\$30.156180	\$2,448.681834		\$30.608523
BUYER 1	271												
1		\$1,983.746563	\$28.339237		\$2,013.502761	\$28.764325		\$2,043.705302	\$29.195790		\$2,074.360882	\$29.633727	
2		\$2,080.696562	\$29.724237		\$2,111.907010	\$30.170100		\$2,143.585615	\$30.622652		\$2,175.739399	\$31.081991	
3		\$2,168.697330	\$30.981390		\$2,201.227790	\$31.446111		\$2,234.246207	\$31.917803		\$2,267.759900	\$32.396570	
4		\$2,249.240444	\$32.132006		\$2,282.979051	\$32.613986		\$2,317.223737	\$33.103196		\$2,351.982093	\$33.599744	
BUYER 2	272												
1		\$2,353.648094	\$33.623544		\$2,388.952815	\$34.127897		\$2,424.787107	\$34.639816		\$2,461.158914	\$35.159413	
2		\$2,472.971231	\$35.328160		\$2,510.065799	\$35.858083		\$2,547.716786	\$36.395954		\$2,585.932538	\$36.941893	
3		\$2,581.853544	\$36.883622		\$2,620.581347	\$37.436876		\$2,659.890067	\$37.998430		\$2,699.788418	\$38.568406	
4		\$2,708.634332	\$38.694776		\$2,749.263847	\$39.275198		\$2,790.502805	\$39.864326		\$2,832.360347	\$40.462291	
5		\$2,833.923714	\$40.484624		\$2,876.432570	\$41.091894		\$2,919.579059	\$41.708272		\$2,963.372745	\$42.333896	
6		\$2,966.670652	\$42.381009		\$3,011.170712	\$43.016724		\$3,056.338273	\$43.661975		\$3,102.183347	\$44.316905	
BYLAW SUPPORT WORKER	1794												
1		\$1,196.213944	\$17.088771		\$1,214.157153	\$17.345102		\$1,232.369510	\$17.605279		\$1,250.855053	\$17.869358	
CARETAKER	320												
1		\$1,970.322665		\$24.629033	\$1,999.877505		\$24.998469	\$2,029.875668		\$25.373446	\$2,060.323803		\$25.754048
CARPENTER	330												
1		\$2,758.823887		\$34.485299	\$2,800.206245		\$35.002578	\$2,842.209339		\$35.527617	\$2,884.842479		\$36.060531
CASHIER/CLERK - AQUATIC AND RECREATION FACILITIES*	360												
1 - Effective January 1 2023		\$1,218.000000		\$15.225000	\$1,236.270000		\$15.453375	\$1,254.814050		\$15.685176	\$1,273.636261		\$15.920453
2		\$1,318.520178		\$16.481502	\$1,338.297981		\$16.728725	\$1,358.372451		\$16.979656	\$1,378.748038		\$17.234350
3		\$1,443.809564		\$18.047620	\$1,465.466707		\$18.318334	\$1,487.448708		\$18.593109	\$1,509.760439		\$18.872005
4		\$1,566.115590		\$19.576445	\$1,589.607324		\$19.870092	\$1,613.451434		\$20.168143	\$1,637.653206		\$20.470665
5		\$1,692.896465		\$21.161206	\$1,718.289912		\$21.478624	\$1,744.064261		\$21.800803	\$1,770.225225		\$22.127815
CLAIMS ADJUSTOR 1	1251												
1		\$1,874.864156	\$26.783774		\$1,902.987118	\$27.185530		\$1,931.531925	\$27.593313		\$1,960.504904	\$28.007213	
2		\$1,950.932791	\$27.870468		\$1,980.196783	\$28.288525		\$2,009.899735	\$28.712853		\$2,040.048231	\$29.143546	
3		\$2,038.933559	\$29.127622		\$2,069.517562	\$29.564537		\$2,100.560325	\$30.008005		\$2,132.068730	\$30.458125	
4		\$2,122.459753	\$30.320854		\$2,154.296649	\$30.775666		\$2,186.611099	\$31.237301		\$2,219.410265	\$31.705861	
5		\$2,214.935180	\$31.641931		\$2,248.159208	\$32.116560		\$2,281.881596	\$32.598309		\$2,316.109820	\$33.087283	
6		\$2,310.393599	\$33.005623		\$2,345.049503	\$33.500707		\$2,380.225246	\$34.003218		\$2,415.928625	\$34.513266	





**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		\$2,410.326677	\$34.433238		\$2,446.481577	\$34.949737		\$2,483.178801	\$35.473983		\$2,520.426483	\$36.006093	
2		\$2,513.242834	\$35.903469		\$2,550.941477	\$36.442021		\$2,589.205599	\$36.988651		\$2,628.043683	\$37.543481	
3		\$2,617.650576	\$37.395008		\$2,656.915335	\$37.955933		\$2,696.769065	\$38.525272		\$2,737.220601	\$39.103151	
4		\$2,733.990635	\$39.057009		\$2,775.000495	\$39.642864		\$2,816.625502	\$40.237507		\$2,858.874885	\$40.841070	
5		\$2,853.313677	\$40.761624		\$2,896.113382	\$41.373048		\$2,939.555083	\$41.993644		\$2,983.648409	\$42.623549	
6		\$2,974.128305	\$42.487547		\$3,018.740230	\$43.124860		\$3,064.021333	\$43.771733		\$3,109.981653	\$44.428309	
<b>CLERK 1 - PARKS TEMPORARY</b>	<b>371</b>												
1		\$1,585.505770		\$19.818822	\$1,609.288357		\$20.116104	\$1,633.427682		\$20.417846	\$1,657.929097		\$20.724114
<b>CLERK 2 - PARKS TEMPORARY</b>	<b>372</b>												
1		\$1,879.338911		\$23.491736	\$1,907.528995		\$23.844112	\$1,936.141930		\$24.201774	\$1,965.184059		\$24.564801
<b>CLERK 3 - PARKS TEMPORARY</b>	<b>373</b>												
1		\$2,095.612146		\$26.195152	\$2,127.046328		\$26.588079	\$2,158.952023		\$26.986900	\$2,191.336303		\$27.391704
<b>CLERK A - 35HR</b>	<b>361</b>												
1		\$1,194.722472	\$17.067464		\$1,212.643309	\$17.323476		\$1,230.832959	\$17.583328		\$1,249.295453	\$17.847078	
2		\$1,318.520178	\$18.836003		\$1,338.297981	\$19.118543		\$1,358.372451	\$19.405321		\$1,378.748038	\$19.696401	
3		\$1,443.809564	\$20.625851		\$1,465.466707	\$20.935239		\$1,487.448708	\$21.249267		\$1,509.760439	\$21.568006	
4		\$1,566.115590	\$22.373080		\$1,589.607324	\$22.708676		\$1,613.451434	\$23.049306		\$1,637.653206	\$23.395046	
5		\$1,692.896465	\$24.184235		\$1,718.289912	\$24.546999		\$1,744.064261	\$24.915204		\$1,770.225225	\$25.288932	
<b>CLERK A - 40HR*</b>	<b>361</b>												
1		\$1,218.000000		\$15.225000	\$1,236.270000		\$15.453375	\$1,254.814050		\$15.685176	\$1,273.636261		\$15.920453
1 - Effective January 1 2023													
2		\$1,318.520178		\$16.481502	\$1,338.297981		\$16.728725	\$1,358.372451		\$16.979656	\$1,378.748038		\$17.234350
3		\$1,443.809564		\$18.047620	\$1,465.466707		\$18.318334	\$1,487.448708		\$18.593109	\$1,509.760439		\$18.872005
4		\$1,566.115590		\$19.576445	\$1,589.607324		\$19.870092	\$1,613.451434		\$20.168143	\$1,637.653206		\$20.470665
5		\$1,692.896465		\$21.161206	\$1,718.289912		\$21.478624	\$1,744.064261		\$21.800803	\$1,770.225225		\$22.127815
<b>CLERK B</b>	<b>362</b>												
1		\$1,719.744173	\$24.567774	\$21.496802	\$1,745.540336	\$24.936291	\$21.819254	\$1,771.723441	\$25.310335	\$22.146543	\$1,798.299293	\$25.689990	\$22.478741
2		\$1,795.812714	\$25.654467	\$22.447659	\$1,822.749905	\$26.039284	\$22.784374	\$1,850.091154	\$26.429874	\$23.126139	\$1,877.842521	\$26.826322	\$23.473032
3		\$1,861.440348	\$26.592005	\$23.268004	\$1,889.361953	\$26.990885	\$23.617024	\$1,917.702382	\$27.395748	\$23.971280	\$1,946.467918	\$27.806685	\$24.330849
4		\$1,934.525721	\$27.636082	\$24.181572	\$1,963.543607	\$28.050623	\$24.544295	\$1,992.996761	\$28.471382	\$24.912460	\$2,022.891712	\$28.898453	\$25.286146
5		\$2,013.577439	\$28.765392	\$25.169718	\$2,043.781101	\$29.196873	\$25.547264	\$2,074.437818	\$29.634826	\$25.930473	\$2,105.554385	\$30.079348	\$26.319430
<b>CLERK C</b>	<b>364</b>												
1		\$2,080.696562	\$29.724237	\$26.008707	\$2,111.907010	\$30.170100	\$26.398838	\$2,143.585615	\$30.622652	\$26.794820	\$2,175.739399	\$31.081991	\$27.196742
2		\$2,168.697330	\$30.981390	\$27.108717	\$2,201.227790	\$31.446111	\$27.515347	\$2,234.246207	\$31.917803	\$27.928078	\$2,267.759900	\$32.396570	\$28.346999
3		\$2,249.240444	\$32.132006	\$28.115506	\$2,282.979051	\$32.613986	\$28.537238	\$2,317.223737	\$33.103196	\$28.965297	\$2,351.982093	\$33.599744	\$29.399776
<b>CLERK - PRINCIPAL</b>	<b>365</b>												
1		\$2,532.632798	\$36.180469	\$31.657910	\$2,570.622290	\$36.723176	\$32.132779	\$2,609.181624	\$37.274023	\$32.614770	\$2,648.319348	\$37.833134	\$33.103992
2		\$2,592.294458	\$37.032778	\$32.403681	\$2,631.178875	\$37.588270	\$32.889736	\$2,670.646558	\$38.152094	\$33.383082	\$2,710.706256	\$38.724375	\$33.883828
3		\$2,672.837481	\$38.183393	\$33.410469	\$2,712.930043	\$38.756143	\$33.911626	\$2,753.623994	\$39.337486	\$34.420300	\$2,794.928354	\$39.927548	\$34.936604
4		\$2,739.956791	\$39.142240	\$34.249460	\$2,781.056143	\$39.729373	\$34.763202	\$2,822.771985	\$40.325314	\$35.284650	\$2,865.113565	\$40.930194	\$35.813920
<b>CLERK - SENIOR</b>	<b>366</b>												
1		\$2,289.512048	\$32.707315	\$28.618901	\$2,323.854729	\$33.197925	\$29.048184	\$2,358.712550	\$33.695894	\$29.483907	\$2,394.093238	\$34.201332	\$29.926165
2		\$2,381.987478	\$34.028393	\$29.774843	\$2,417.717290	\$34.538818	\$30.221466	\$2,453.983049	\$35.056901	\$30.674788	\$2,490.792795	\$35.582754	\$31.134910
3		\$2,455.072759	\$35.072468	\$30.688409	\$2,491.898850	\$35.598555	\$31.148736	\$2,529.277333	\$36.132533	\$31.615967	\$2,567.216493	\$36.674521	\$32.090206
<b>COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - OPERATOR IN TRAINING</b>	<b>1575</b>												
1		\$1,957.484315		\$24.468554	\$1,986.846580		\$24.835582	\$2,016.649279		\$25.208116	\$2,046.899018		\$25.586238
<b>COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 1A</b>	<b>1576</b>												
1		\$2,001.153741		\$25.014422	\$2,031.171047		\$25.389638	\$2,061.638613		\$25.770483	\$2,092.563192		\$26.157040
<b>COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 1B</b>	<b>1577</b>												
1		\$2,048.098500		\$25.601231	\$2,078.819978		\$25.985250	\$2,110.002278		\$26.375028	\$2,141.652312		\$26.770654
<b>COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 2A</b>	<b>1578</b>												
1		\$2,085.217570		\$26.065220	\$2,116.495834		\$26.456198	\$2,148.243272		\$26.853041	\$2,180.466921		\$27.255837

**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	\$2,039.627213		\$25.495340	\$2,074.300876		\$25.928761	\$2,095.043885		\$26.188049	\$2,126.469543
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 3A 1 - With Provincial Certification	1582	\$2,134.538957		\$26.681737	\$2,170.826119		\$27.135326	\$2,192.534380		\$27.406680	\$2,225.422396		\$27.817780
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 3B 1 - With Provincial Certification	1583	\$2,236.674962		\$27.958437	\$2,274.698436		\$28.433730	\$2,297.445420		\$28.718068	\$2,331.907101		\$29.148839
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 4A 1	1584	\$2,372.856201		\$29.660703	\$2,413.194756		\$30.164934	\$2,437.326704		\$30.466584	\$2,473.886605		\$30.923583
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 4B 1 - With Provincial Certification	1585	\$2,648.313927		\$33.103924	\$2,693.335264		\$33.666691	\$2,720.268617		\$34.003358	\$2,761.072646		\$34.513408
COLLECTION SYSTEMS SCADA OPR 1	1586	\$2,314.927739		\$28.936597	\$2,354.281511		\$29.428519	\$2,377.824326		\$29.722804	\$2,413.491691		\$30.168646
2		\$2,372.859681		\$29.660746	\$2,413.198296		\$30.164979	\$2,437.330279		\$30.466628	\$2,473.890233		\$30.923628
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	\$1,844.471877 \$2,196.039098 \$2,516.980696 \$2,877.875691		42 Hours \$21.957999 \$26.143323 \$29.964056 \$34.260425	\$1,875.827899 \$2,233.371763 \$2,559.769368 \$2,926.799578		42 Hours \$22.331285 \$26.587759 \$30.473445 \$34.842852	\$1,894.586178 \$2,255.705481 \$2,585.367062 \$2,956.067574		42 Hours \$22.554597 \$26.853637 \$30.778179 \$35.191281	\$1,923.004971 \$2,289.541063 \$2,624.147568 \$3,000.408588		42 Hours \$22.892916 \$27.256441 \$31.239852 \$35.719150
COMMUNICATION TECHNOLOGIST - GRADE 1 1 2 3 4	2541	\$2,454.102413 \$2,539.996751 \$2,628.897486 \$2,720.912805		\$30.676280 \$31.749959 \$32.861219 \$34.011410	\$2,495.822154 \$2,583.176696 \$2,673.588743 \$2,767.168323		\$31.197777 \$32.289709 \$33.419859 \$34.589604	\$2,520.780376 \$2,609.008463 \$2,700.324630 \$2,794.840006		\$31.509755 \$32.612606 \$33.754058 \$34.935500	\$2,558.592082 \$2,648.143590 \$2,740.829499 \$2,836.762606		\$31.982401 \$33.101795 \$34.260369 \$35.459533
COMMUNICATION TECHNOLOGIST - GRADE 2 1 2	2542	\$2,911.374106 \$3,013.271723		\$36.392176 \$37.665897	\$2,960.867466 \$3,064.497342		\$37.010843 \$38.306217	\$2,990.476141 \$3,095.142315		\$37.380952 \$38.689279	\$3,035.333283 \$3,141.569450		\$37.941666 \$39.269618
CONSTABLE - OPERATIONS 1 2 3 4 5 6	405	\$1,921.126680 \$2,016.971528 \$2,101.540503 \$2,195.975998 \$2,283.364115 \$2,362.295148	\$27.444667 \$28.813879 \$30.022007 \$31.371086 \$32.619487 \$33.747074		\$1,953.785834 \$2,051.260044 \$2,137.266692 \$2,233.307590 \$2,322.181305 \$2,402.454166	\$27.911226 \$29.303715 \$30.532381 \$31.904394 \$33.174019 \$34.320774		\$1,973.323692 \$2,071.772644 \$2,158.639359 \$2,255.640666 \$2,345.403118 \$2,426.478708	\$28.190338 \$29.596752 \$30.837705 \$32.223438 \$33.505759 \$34.663982		\$2,002.923547 \$2,102.849234 \$2,191.018949 \$2,289.475276 \$2,380.584165 \$2,462.875889	\$28.613194 \$30.040703 \$31.300271 \$32.706790 \$34.008345 \$35.183941	
COORDINATOR - EDUCATION - NATURE PARKS 1 2 3 4 5 6	446	\$1,691.380777 \$1,775.949837 \$1,857.699842 \$1,936.630966 \$2,024.018994 \$2,128.320836		\$21.142260 \$22.199373 \$23.221248 \$24.207887 \$25.300237 \$26.604010	\$1,720.134250 \$1,806.140984 \$1,889.280739 \$1,969.553692 \$2,058.427317 \$2,164.502290		\$21.501678 \$22.576762 \$23.616009 \$24.619421 \$25.730341 \$27.056279	\$1,737.335593 \$1,824.202394 \$1,908.173546 \$1,989.249229 \$2,079.011590 \$2,186.147313		\$21.716695 \$22.802530 \$23.852169 \$24.865615 \$25.987645 \$27.326841	\$1,763.395627 \$1,851.565430 \$1,936.796149 \$2,019.087967 \$2,110.196764 \$2,218.939523		\$22.042445 \$23.144568 \$24.209952 \$25.238600 \$26.377460 \$27.736744
COORDINATOR - EQUIPMENT 1 2 3 4	451	\$2,063.484431 \$2,163.557864 \$2,250.945881 \$2,320.010620	\$29.478349 \$30.907969 \$32.156370 \$33.143009		\$2,098.563666 \$2,200.338348 \$2,289.211961 \$2,359.450801	\$29.979481 \$31.433405 \$32.703028 \$33.706440		\$2,119.549303 \$2,222.341731 \$2,312.104081 \$2,383.045309	\$30.279276 \$31.747739 \$33.030058 \$34.043504		\$2,151.342543 \$2,255.676857 \$2,346.785642 \$2,418.790989	\$30.733465 \$32.223955 \$33.525509 \$34.554157	
COORDINATOR - STORES 1	477	\$2,317.191737		\$28.964897	\$2,356.583997		\$29.457300	\$2,380.149837		\$29.751873	\$2,415.852085		\$30.198151

**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	\$2,158.366586		\$26.979582	\$2,190.742085		\$27.384276	\$2,223.603216		\$27.795040	\$2,256.957264	
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 3A 1 - With Provincial Certification	1582	\$2,258.803732		\$28.235047	\$2,292.685788		\$28.658572	\$2,327.076075		\$29.088451	\$2,361.982216		\$29.524778	
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 3B 1 - With Provincial Certification	1583	\$2,366.885708		\$29.586071	\$2,402.388994		\$30.029862	\$2,438.424829		\$30.480310	\$2,475.001201		\$30.937515	
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 4A 1	1584	\$2,510.994904		\$31.387436	\$2,548.659828		\$31.858248	\$2,586.889725		\$32.336122	\$2,625.693071		\$32.821163	
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 4B 1 - With Provincial Certification	1585	\$2,802.488736		\$35.031109	\$2,844.526067		\$35.556576	\$2,887.193958		\$36.089924	\$2,930.501867		\$36.631273	
COLLECTION SYSTEMS SCADA OPR 1	1586	\$2,449.694066		\$30.621176	\$2,486.439477		\$31.080493	\$2,523.736069		\$31.546701	\$2,561.592110		\$32.019901	
2		\$2,510.998586		\$31.387482	\$2,548.663565		\$31.858295	\$2,586.893518		\$32.336169	\$2,625.696921		\$32.821212	
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	\$1,951.850046 \$2,323.884179 \$2,663.509782 \$3,045.414717		42 Hours \$23.236310 \$27.665288 \$31.708450 \$36.254937	\$1,981.127797 \$2,358.742442 \$2,703.462429 \$3,091.095938		42 Hours \$23.584855 \$28.080267 \$32.184077 \$36.798761	\$2,010.844714 \$2,394.123579 \$2,744.014365 \$3,137.462377		42 Hours \$23.938628 \$28.501471 \$32.666838 \$37.350743	\$2,041.007385 \$2,430.035433 \$2,785.174580 \$3,184.524313		42 Hours \$24.297707 \$28.928993 \$33.156840 \$37.911004	
COMMUNICATION TECHNOLOGIST - GRADE 1 1 2 3 4	2541	\$2,596.970963 \$2,687.865744 \$2,781.941941 \$2,879.314045		\$32.462137 \$33.598322 \$34.774274 \$35.991426	\$2,635.925527 \$2,728.183730 \$2,823.671070 \$2,922.503756		\$32.949069 \$34.102297 \$35.295888 \$36.531297	\$2,675.464410 \$2,769.106486 \$2,866.026136 \$2,966.341312		\$33.443305 \$34.613831 \$35.825327 \$37.079266	\$2,715.596376 \$2,810.643083 \$2,909.016528 \$3,010.836432		\$33.944955 \$35.133039 \$36.362707 \$37.635455	
COMMUNICATION TECHNOLOGIST - GRADE 2 1 2	2542	\$3,080.863282 \$3,188.692992		\$38.510791 \$39.858662	\$3,127.076231 \$3,236.523387		\$39.088453 \$40.456542	\$3,173.982374 \$3,285.071238		\$39.674780 \$41.063390	\$3,221.592110 \$3,334.347307		\$40.269901 \$41.679341	
CONSTABLE - OPERATIONS 1 2 3 4 5 6	405	\$2,032.967400 \$2,134.391973 \$2,223.884233 \$2,323.817405 \$2,416.292927 \$2,499.819027	\$29.042391 \$30.491314 \$31.769775 \$33.197392 \$34.518470 \$35.711700		\$2,063.461911 \$2,166.407853 \$2,257.242496 \$2,358.674666 \$2,452.537321 \$2,537.316312	\$29.478027 \$30.948684 \$32.246321 \$33.695352 \$35.036247 \$36.247376		\$2,094.413840 \$2,198.903971 \$2,291.101133 \$2,394.054786 \$2,489.325381 \$2,575.376057	\$29.920198 \$31.412914 \$32.730016 \$34.200783 \$35.561791 \$36.791087		\$2,125.830048 \$2,231.887531 \$2,325.467650 \$2,429.965608 \$2,526.665262 \$2,614.006698	\$30.369001 \$31.884108 \$33.220966 \$34.713794 \$36.095218 \$37.342953		
COORDINATOR - EDUCATION - NATURE PARKS 1 2 3 4 5 6	446	\$1,789.846561 \$1,879.338911 \$1,965.848091 \$2,049.374287 \$2,141.849715 \$2,252.223616		\$22.373082 \$23.491736 \$24.573101 \$25.617179 \$26.773121 \$28.152795	\$1,816.694259 \$1,907.528995 \$1,995.335812 \$2,080.114901 \$2,173.977461 \$2,286.006970		\$22.708678 \$23.844112 \$24.941698 \$26.001436 \$27.174718 \$28.575087	\$1,843.944673 \$1,936.141930 \$2,025.265849 \$2,111.316625 \$2,206.587123 \$2,320.297075		\$23.049308 \$24.201774 \$25.315823 \$26.391458 \$27.582339 \$29.003713	\$1,871.603843 \$1,965.184059 \$2,055.644837 \$2,142.986374 \$2,239.685930 \$2,355.101531		\$23.395048 \$24.564801 \$25.695560 \$26.787330 \$27.996074 \$29.438769	
COORDINATOR - EQUIPMENT 1 2 3 4	451	\$2,183.612681 \$2,289.512010 \$2,381.987427 \$2,455.072854	\$31.194467 \$32.707314 \$34.028392 \$35.072469		\$2,216.366871 \$2,323.854690 \$2,417.717238 \$2,491.898947	\$31.662384 \$33.197924 \$34.538818 \$35.598556		\$2,249.612374 \$2,358.712510 \$2,453.982997 \$2,529.277431	\$32.137320 \$33.695893 \$35.056900 \$36.132535		\$2,283.356560 \$2,394.093198 \$2,490.792742 \$2,567.216592	\$32.619379 \$34.201331 \$35.582753 \$36.674523		
COORDINATOR - STORES 1	477	\$2,452.089866		\$30.651123	\$2,488.871214		\$31.110890	\$2,526.204282		\$31.577554	\$2,564.097346		\$32.051217	

**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
		COORDINATOR - TRANSIT INFORMATION	480										
1		\$2,218.527660	\$31.693252		\$2,256.242630	\$32.232038		\$2,278.805056	\$32.554358		\$2,312.987132	\$33.042673	
2		\$2,310.144185	\$33.002060		\$2,349.416636	\$33.563095		\$2,372.910802	\$33.898726		\$2,408.504464	\$34.407207	
3		\$2,410.217617	\$34.431680		\$2,451.191316	\$35.017019		\$2,475.703229	\$35.367189		\$2,512.838777	\$35.897697	
4		\$2,507.471819	\$35.821026		\$2,550.098840	\$36.429983		\$2,575.599828	\$36.794283		\$2,614.233825	\$37.346198	
CORPORATE WEB SERVICES SPECIALIST	2909												
1		\$2,082.459295	\$29.749419		\$2,117.861103	\$30.255159		\$2,139.039714	\$30.557710		\$2,171.125310	\$31.016076	
2		\$2,155.345371	\$30.790648		\$2,191.986242	\$31.314089		\$2,213.906104	\$31.627230		\$2,247.114696	\$32.101639	
3		\$2,230.782458	\$31.868321		\$2,268.705760	\$32.410082		\$2,291.392818	\$32.734183		\$2,325.763710	\$33.225196	
4		\$2,308.859844	\$32.983712		\$2,348.110461	\$33.544435		\$2,371.591566	\$33.879880		\$2,407.165439	\$34.388078	
5		\$2,389.669939	\$34.138142		\$2,430.294328	\$34.718490		\$2,454.597271	\$35.065675		\$2,491.416230	\$35.591660	
6		\$2,473.308387	\$35.332977		\$2,515.354630	\$35.933638		\$2,540.508176	\$36.292974		\$2,578.615799	\$36.837369	
CREW LEAD- LANE LINER	350												
1		\$2,342.562270		\$29.282028	\$2,382.385829		\$29.779823	\$2,406.209687		\$30.077621	\$2,442.302832		\$30.528785
CREW LEAD - TRAFFIC SIGNALS	355												
1		\$2,912.979856		\$36.412248	\$2,962.500514		\$37.031256	\$2,992.125519		\$37.401569	\$3,037.007402		\$37.962593
CURATOR - MUSEUM	500												
1		\$1,690.656880	\$24.152241		\$1,719.398047	\$24.562829		\$1,736.592027	\$24.808458		\$1,762.640907	\$25.180584	
2		\$1,770.313982	\$25.290200		\$1,800.409320	\$25.720133		\$1,818.413413	\$25.977334		\$1,845.689614	\$26.366994	
3		\$1,853.735377	\$26.481934		\$1,885.248878	\$26.932127		\$1,904.101367	\$27.201448		\$1,932.662888	\$27.609470	
4		\$1,941.085663	\$27.729795		\$1,974.084119	\$28.201202		\$1,993.824960	\$28.483214		\$2,023.732334	\$28.910462	
5		\$2,032.542364	\$29.036319		\$2,067.095584	\$29.529937		\$2,087.766540	\$29.825236		\$2,119.083038	\$30.272615	
6		\$2,128.321008	\$30.404586		\$2,164.502465	\$30.921464		\$2,186.147490	\$31.230678		\$2,218.939702	\$31.699139	
CUSTODIAL	357												
1		\$1,320.686350	\$18.866948	\$16.508579	\$1,343.138018	\$19.187686	\$16.789225	\$1,356.569398	\$19.379563	\$16.957117	\$1,376.917939	\$19.670256	\$17.211474
DEVELOPMENT PLANNING OFFICER	83												
1		\$2,573.717714	\$36.767396		\$2,617.470915	\$37.392442		\$2,643.645624	\$37.766366		\$2,683.300308	\$38.332862	
2		\$2,701.980834	\$38.599726		\$2,747.914508	\$39.255922		\$2,775.393653	\$39.648481		\$2,817.024558	\$40.243208	
3		\$2,779.502342	\$39.707176		\$2,826.753882	\$40.382198		\$2,855.021421	\$40.786020		\$2,897.846742	\$41.397811	
4		\$2,866.890371	\$40.955577		\$2,915.627507	\$41.651822		\$2,944.783782	\$42.068340		\$2,988.955539	\$42.699365	
5		\$2,952.868871	\$42.183841		\$3,003.067642	\$42.900966		\$3,033.098318	\$43.329976		\$3,078.594793	\$43.979926	
6		\$3,044.485312	\$43.492647		\$3,096.241562	\$44.232022		\$3,127.203978	\$44.674343		\$3,174.112038	\$45.344458	
DISPATCHER - EMERGENCY SERVICES- W & O	1876												
1		\$1,691.380777		\$21.142260	\$1,720.134250		\$21.501678	\$1,737.335593		\$21.716695	\$1,763.395627		\$22.042445
2		\$1,775.949837		\$22.199373	\$1,806.140984		\$22.576762	\$1,824.202394		\$22.802530	\$1,851.565430		\$23.144568
3		\$1,857.699842		\$23.221248	\$1,889.280739		\$23.616009	\$1,908.173546		\$23.852169	\$1,936.796149		\$24.209952
4		\$1,936.630966		\$24.207887	\$1,969.553692		\$24.619421	\$1,989.249229		\$24.865615	\$2,019.087967		\$25.238600
5		\$2,024.018994		\$25.300237	\$2,058.427317		\$25.730341	\$2,079.011590		\$25.987645	\$2,110.196764		\$26.377460
6		\$2,128.320836		\$26.604010	\$2,164.502290		\$27.056279	\$2,186.147313		\$27.326841	\$2,218.939523		\$27.736744
ELECTRICIAN - GENERAL	631												
1		\$2,744.097711		\$34.301221	\$2,790.747372		\$34.884342	\$2,818.654846		\$35.233186	\$2,860.934669		\$35.761683
2 - With Contractor's Licence		\$2,872.924488		\$35.911556	\$2,921.764204		\$36.522053	\$2,950.981846		\$36.887273	\$2,995.246574		\$37.440582
ELECTRICIAN/PLANT OPERATOR	633												
1		\$2,576.536808		\$32.206710	\$2,620.337934		\$32.754224	\$2,646.541313		\$33.081766	\$2,686.239433		\$33.577993
ENFORCEMENT SERVICES OFFICER	1816												
1		\$2,253.764811	\$32.196640		\$2,292.078813	\$32.743983		\$2,314.999601	\$33.071423		\$2,349.724595	\$33.567494	
2		\$2,341.152842	\$33.445041		\$2,380.952440	\$34.013606		\$2,404.761964	\$34.353742		\$2,440.833393	\$34.869048	
3		\$2,405.989120	\$34.371273		\$2,446.890935	\$34.955585		\$2,471.359844	\$35.305141		\$2,508.430242	\$35.834718	
4		\$2,527.204774	\$36.102925		\$2,570.167255	\$36.716675		\$2,595.868928	\$37.083842		\$2,634.806962	\$37.640099	
5		\$2,641.372876	\$37.733898		\$2,686.276215	\$38.375375		\$2,713.138977	\$38.759128		\$2,753.836062	\$39.340515	
ENGINE DRIVER &/OR CONDUCTOR	641												
1		\$2,294.639887		\$28.682999	\$2,333.648765		\$29.170610	\$2,356.985253		\$29.462316	\$2,392.340032		\$29.904250
FABRICATOR - SIGN	711												
1		\$2,217.118308		\$27.713979	\$2,254.809319		\$28.185116	\$2,277.357412		\$28.466968	\$2,311.517773		\$28.893972

**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		\$2,347.681939	\$33.538313		\$2,382.897168	\$34.041388		\$2,418.640626	\$34.552009		\$2,454.920235	\$35.070289	
2		\$2,444.632031	\$34.923315		\$2,481.301511	\$35.447164		\$2,518.521034	\$35.978872		\$2,556.298850	\$36.518555	
3		\$2,550.531359	\$36.436162		\$2,588.789329	\$36.982705		\$2,627.621169	\$37.537445		\$2,667.035487	\$38.100507	
4		\$2,653.447332	\$37.906390		\$2,693.249042	\$38.474986		\$2,733.647778	\$39.052111		\$2,774.652495	\$39.637893	
<b>CORPORATE WEB SERVICES SPECIALIST</b>	<b>2909</b>												
1		\$2,203.692190	\$31.481317		\$2,236.747573	\$31.953537		\$2,270.298787	\$32.432840		\$2,304.353269	\$32.919332	
2		\$2,280.821416	\$32.583163		\$2,315.033737	\$33.071911		\$2,349.759243	\$33.567989		\$2,385.005632	\$34.071509	
3		\$2,360.650166	\$33.723574		\$2,396.059918	\$34.229427		\$2,432.000817	\$34.742869		\$2,468.480829	\$35.264012	
4		\$2,443.272921	\$34.903899		\$2,479.922015	\$35.427457		\$2,517.120845	\$35.958869		\$2,554.877658	\$36.498252	
5		\$2,528.787473	\$36.125535		\$2,566.719285	\$36.667418		\$2,605.220074	\$37.217430		\$2,644.298375	\$37.775691	
6		\$2,617.295036	\$37.389929		\$2,656.554462	\$37.950778		\$2,696.402779	\$38.520040		\$2,736.848821	\$39.097840	
<b>CREW LEAD - LANE LINER</b>	<b>350</b>												
1		\$2,478.937374		\$30.986717	\$2,516.121435		\$31.451518	\$2,553.863257		\$31.923291	\$2,592.171206		\$32.402140
<b>CREW LEAD - TRAFFIC SIGNALS</b>	<b>355</b>												
1		\$3,082.562513		\$38.532031	\$3,128.800951		\$39.110012	\$3,175.732965		\$39.696662	\$3,223.368959		\$40.292112
<b>CURATOR - MUSEUM</b>	<b>500</b>												
1		\$1,789.080521	\$25.558293		\$1,815.916729	\$25.941668		\$1,843.155480	\$26.330793		\$1,870.802812	\$26.725754	
2		\$1,873.374958	\$26.762499		\$1,901.475582	\$27.163937		\$1,929.997716	\$27.571396		\$1,958.947682	\$27.984967	
3		\$1,961.652831	\$28.023612		\$1,991.077623	\$28.443966		\$2,020.943787	\$28.870626		\$2,051.257944	\$29.303685	
4		\$2,054.088319	\$29.344119		\$2,084.899644	\$29.784281		\$2,116.173139	\$30.231045		\$2,147.915736	\$30.684511	
5		\$2,150.869284	\$30.726704		\$2,183.132323	\$31.187605		\$2,215.879308	\$31.655419		\$2,249.117498	\$32.130250	
6		\$2,252.223798	\$32.174626		\$2,286.007155	\$32.657245		\$2,320.297262	\$33.147104		\$2,355.101721	\$33.644310	
<b>CUSTODIAL</b>	<b>357</b>												
1		\$1,397.571708	\$19.965310	\$17.469646	\$1,418.535284	\$20.264790	\$17.731691	\$1,439.813313	\$20.568762	\$17.997666	\$1,461.410513	\$20.877293	\$18.267631
<b>DEVELOPMENT PLANNING OFFICER</b>	<b>83</b>												
1		\$2,723.549813	\$38.907854		\$2,764.403060	\$39.491472		\$2,805.869106	\$40.083844		\$2,847.957143	\$40.685102	
2		\$2,859.279926	\$40.846856		\$2,902.169125	\$41.459559		\$2,945.701662	\$42.081452		\$2,989.887187	\$42.712674	
3		\$2,941.314443	\$42.018778		\$2,985.434160	\$42.649059		\$3,030.215672	\$43.288795		\$3,075.668907	\$43.938127	
4		\$3,033.789872	\$43.339855		\$3,079.296720	\$43.989953		\$3,125.486171	\$44.649802		\$3,172.368464	\$45.319549	
5		\$3,124.773715	\$44.639625		\$3,171.645321	\$45.309219		\$3,219.220001	\$45.988857		\$3,267.508301	\$46.678690	
6		\$3,221.723719	\$46.024625		\$3,270.049575	\$46.714994		\$3,319.100319	\$47.415719		\$3,368.886824	\$48.126955	
<b>DISPATCHER - EMERGENCY SERVICES- W &amp; O</b>	<b>1876</b>												
1		\$1,789.846561		\$22.373082	\$1,816.694259		\$22.708678	\$1,843.944673		\$23.049308	\$1,871.603843		\$23.395048
2		\$1,879.338911		\$23.491736	\$1,907.528995		\$23.844112	\$1,936.141930		\$24.201774	\$1,965.184059		\$24.564801
3		\$1,965.848091		\$24.573101	\$1,995.335812		\$24.941698	\$2,025.265849		\$25.315823	\$2,055.644837		\$25.695560
4		\$2,049.374287		\$25.617179	\$2,080.114901		\$26.001436	\$2,111.316625		\$26.391458	\$2,142.986374		\$26.787330
5		\$2,141.849715		\$26.773121	\$2,173.977461		\$27.174718	\$2,206.587123		\$27.582339	\$2,239.685930		\$27.996074
6		\$2,252.223616		\$28.152795	\$2,286.006970		\$28.575087	\$2,320.297075		\$29.003713	\$2,355.101531		\$29.438769
<b>ELECTRICIAN - GENERAL</b>	<b>631</b>												
1		\$2,903.848689		\$36.298109	\$2,947.406419		\$36.842580	\$2,991.617515		\$37.395219	\$3,036.491778		\$37.956147
2 - With Contractor's Licence		\$3,040.175273		\$38.002191	\$3,085.777902		\$38.572224	\$3,132.064571		\$39.150807	\$3,179.045540		\$39.738069
<b>ELECTRICIAN/PLANT OPERATOR</b>	<b>633</b>												
1		\$2,726.533024		\$34.081663	\$2,767.431019		\$34.592888	\$2,808.942484		\$35.111781	\$2,851.076621		\$35.638458
<b>ENFORCEMENT SERVICES OFFICER</b>	<b>1816</b>												
1		\$2,384.970464	\$34.071007		\$2,420.745021	\$34.582072		\$2,457.056196	\$35.100803		\$2,493.912039	\$35.627315	
2		\$2,477.445894	\$35.392084		\$2,514.607582	\$35.922965		\$2,552.326696	\$36.461810		\$2,590.611596	\$37.008737	
3		\$2,546.056696	\$36.372239		\$2,584.247546	\$36.917822		\$2,623.011259	\$37.471589		\$2,662.356428	\$38.033663	
4		\$2,674.329066	\$38.204701		\$2,714.444002	\$38.777771		\$2,755.160662	\$39.359438		\$2,796.488072	\$39.949830	
5		\$2,795.143603	\$39.930623		\$2,837.070757	\$40.529582		\$2,879.626818	\$41.137526		\$2,922.821220	\$41.754589	
<b>ENGINE DRIVER &amp;/OR CONDUCTOR</b>	<b>641</b>												
1		\$2,428.225132		\$30.352814	\$2,464.648509		\$30.808106	\$2,501.618237		\$31.270228	\$2,539.142511		\$31.739281
<b>FABRICATOR - SIGN</b>	<b>711</b>												
1		\$2,346.190540		\$29.327382	\$2,381.383398		\$29.767292	\$2,417.104149		\$30.213802	\$2,453.360711		\$30.667009

**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		\$1,661.781611		\$20.772270	\$1,690.031898		\$21.125399	\$1,706.932217		\$21.336653	\$1,732.536200	\$21.656703	
2		\$1,746.350648		\$21.829383	\$1,776.038609		\$22.200483	\$1,793.798995		\$22.422487	\$1,820.705980	\$22.758825	
3		\$1,812.596404		\$22.657455	\$1,843.410543		\$23.042632	\$1,861.844648		\$23.273058	\$1,889.772318	\$23.622154	
4		\$1,880.251555		\$23.503144	\$1,912.215831		\$23.902698	\$1,931.337989		\$24.141725	\$1,960.308059	\$24.503851	
5		\$1,962.001609		\$24.525020	\$1,995.355636		\$24.941945	\$2,015.309192		\$25.191365	\$2,045.538830	\$25.569235	
6		\$2,042.342173		\$25.529277	\$2,077.061990		\$25.963275	\$2,097.832610		\$26.222908	\$2,129.300099	\$26.616251	
FIELD SERVICES COORDINATOR	2803												
1		\$2,587.812559	\$36.968751		\$2,631.805373	\$37.597220		\$2,658.123427	\$37.973192		\$2,697.995278	\$38.542790	
2		\$2,701.980834	\$38.599726		\$2,747.914508	\$39.255922		\$2,775.393653	\$39.648481		\$2,817.024558	\$40.243208	
3		\$2,780.911781	\$39.727311		\$2,828.187281	\$40.402675		\$2,856.469154	\$40.806702		\$2,899.316191	\$41.418803	
FINISHER - CONCRETE	721												
1		\$2,032.052325		\$25.400654	\$2,066.597215		\$25.832465	\$2,087.263187		\$26.090790	\$2,118.572135	\$26.482152	
FOREPERSON - ELECTRICAL MAINTENANCE AND CONSTRUCTION	801												
1		\$2,887.935647		\$36.099196	\$2,937.030553		\$36.712882	\$2,966.400859		\$37.080011	\$3,010.896872	\$37.636211	
2 - With Contractor's Licence		\$3,025.783127		\$37.822289	\$3,077.221440		\$38.465268	\$3,107.993654		\$38.849921	\$3,154.613559	\$39.432669	
FOREPERSON - ELECTRICIAN	803												
1		\$2,791.764263		\$34.897053	\$2,839.224255		\$35.490303	\$2,867.616498		\$35.845206	\$2,910.630745	\$36.382884	
2 - With Contractor's Licence		\$2,929.611800		\$36.620148	\$2,979.415201		\$37.242690	\$3,009.209353		\$37.615117	\$3,054.347493	\$38.179344	
FOREPERSON - GARAGE	806												
1		\$2,866.793254		\$35.834916	\$2,915.528739		\$36.444109	\$2,944.684026		\$36.808550	\$2,988.854286	\$37.360679	
FOREPERSON - GARAGE GENERAL	807												
1		\$2,755.541112		\$34.444264	\$2,802.385311		\$35.029816	\$2,830.409164		\$35.380115	\$2,872.865301	\$35.910816	
FOREPERSON - GRADE 1	811												
1		\$2,340.305782		\$29.253822	\$2,380.090980		\$29.751137	\$2,403.891890		\$30.048649	\$2,439.950268	\$30.499378	
FOREPERSON - GRADE 2	812												
1		\$2,448.836046		\$30.610451	\$2,490.466259		\$31.130828	\$2,515.370922		\$31.442137	\$2,553.101486	\$31.913769	
FOREPERSON - GRADE 3	813												
1		\$2,606.698193		\$32.583727	\$2,651.012062		\$33.137651	\$2,677.522183		\$33.469027	\$2,717.685016	\$33.971063	
FOREPERSON - INSECT CONTROL	822												
1		\$1,908.441381		\$23.855517	\$1,940.884884		\$24.261061	\$1,960.293733		\$24.503672	\$1,989.698139	\$24.871227	
2		\$2,001.467218		\$25.018340	\$2,035.492161		\$25.443652	\$2,055.847083		\$25.698089	\$2,086.684789	\$26.083560	
3		\$2,083.217292		\$26.040216	\$2,118.631986		\$26.482900	\$2,139.818306		\$26.747729	\$2,171.915581	\$27.148945	
4		\$2,166.376969		\$27.079712	\$2,203.205377		\$27.540067	\$2,225.237431		\$27.815468	\$2,258.615992	\$28.232700	
FOREPERSON - INTAKE	823												
1		\$2,495.196709		\$31.189959	\$2,537.615053		\$31.720188	\$2,562.991204		\$32.037390	\$2,601.436072	\$32.517951	
FOREPERSON - MACHINE SHOP	837												
1		\$2,862.238396		\$35.777980	\$2,910.896449		\$36.386206	\$2,940.005413		\$36.750068	\$2,984.105494	\$37.301319	
FOREPERSON MTCE AND CONSTRUCTION	1022												
1		\$3,025.783127		\$37.822289	\$3,077.221440		\$38.465268	\$3,107.993654		\$38.849921	\$3,154.613559	\$39.432669	
FOREPERSON - OUTSIDE INSTALLATION CREW	843												
1		\$2,878.166295		\$35.977079	\$2,927.095122		\$36.588689	\$2,956.366073		\$36.954576	\$3,000.711564	\$37.508895	
FOREPERSON - PARKING METER	846												
1		\$2,257.993235		\$28.224915	\$2,296.379120		\$28.704739	\$2,319.342911		\$28.991786	\$2,354.133055	\$29.426663	
2		\$2,341.152781		\$29.264410	\$2,380.952378		\$29.761905	\$2,404.761902		\$30.059524	\$2,440.833331	\$30.510417	
3		\$2,411.627108		\$30.145339	\$2,452.624769		\$30.657810	\$2,477.151017		\$30.964388	\$2,514.308282	\$31.428854	
FOREPERSON - PLANT	848												
1		\$2,379.208978		\$29.740112	\$2,419.655531		\$30.245694	\$2,443.852086		\$30.548151	\$2,480.509867	\$31.006373	
FOREPERSON - PUMPING STATIONS	855												
1		\$2,537.071072		\$31.713388	\$2,580.201280		\$32.252516	\$2,606.003293		\$32.575041	\$2,645.093342	\$33.063667	
FOREPERSON - REFUSE CONTRACT	873												
1		\$2,270.678649		\$28.383483	\$2,309.280186		\$28.866002	\$2,332.372988		\$29.154662	\$2,367.358583	\$29.591982	
FOREPERSON - REFUSE DISPOSAL	871												
1		\$2,379.208924		\$29.740112	\$2,419.655476		\$30.245693	\$2,443.852031		\$30.548150	\$2,480.509811	\$31.006373	
FOREPERSON SECTION - WATERWORKS	862												
1		\$2,341.152781		\$29.264410	\$2,380.952378		\$29.761905	\$2,404.761902		\$30.059524	\$2,440.833331	\$30.510417	

## 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
		FABRICATOR - SIGN ASSISTANT	712										
1		\$1,758.524243		\$21.981553	\$1,784.902107		\$22.311276	\$1,811.675639		\$22.645945	\$1,838.850774	\$22.985635	
2		\$1,848.016570		\$23.100207	\$1,875.736819		\$23.446710	\$1,903.872871		\$23.798411	\$1,932.430964	\$24.155387	
3		\$1,918.118903		\$23.976486	\$1,946.890687		\$24.336134	\$1,976.094047		\$24.701176	\$2,005.735458	\$25.071693	
4		\$1,989.712680		\$24.871409	\$2,019.558370		\$25.244480	\$2,049.851746		\$25.623147	\$2,080.599522	\$26.007494	
5		\$2,076.221912		\$25.952774	\$2,107.365241		\$26.342066	\$2,138.975720		\$26.737197	\$2,171.060356	\$27.138254	
6		\$2,161.239600		\$27.015495	\$2,193.658194		\$27.420727	\$2,226.563067		\$27.832038	\$2,259.961513	\$28.249519	
FIELD SERVICES COORDINATOR	2803												
1		\$2,738.465207	\$39.120932		\$2,779.542185	\$39.707746		\$2,821.235318	\$40.303362		\$2,863.553848	\$40.907912	
2		\$2,859.279926	\$40.846856		\$2,902.169125	\$41.459559		\$2,945.701662	\$42.081452		\$2,989.887187	\$42.712674	
3		\$2,942.805934	\$42.040085		\$2,986.948023	\$42.670686		\$3,031.752243	\$43.310746		\$3,077.228527	\$43.960408	
FINISHER - CONCRETE	721												
1		\$2,150.350717		\$26.879384	\$2,182.605978		\$27.282575	\$2,215.345068		\$27.691813	\$2,248.575244	\$28.107191	
FOREPERSON - ELECTRICAL MAINTENANCE AND CONSTRUCTION	801												
1		\$3,056.060325		\$38.200754	\$3,101.901230		\$38.773765	\$3,148.429748		\$39.355372	\$3,195.656194	\$39.945702	
2 - With Contractor's Licence		\$3,201.932762		\$40.024160	\$3,249.961753		\$40.624522	\$3,298.711179		\$41.233890	\$3,348.191847	\$41.852398	
FOREPERSON - ELECTRICIAN	803												
1		\$2,954.290206		\$36.928628	\$2,998.604559		\$37.482557	\$3,043.583627		\$38.044795	\$3,089.237381	\$38.615467	
2 - With Contractor's Licence		\$3,100.162705		\$38.752034	\$3,146.665146		\$39.333314	\$3,193.865123		\$39.923314	\$3,241.773100	\$40.522164	
FOREPERSON - GARAGE	806												
1		\$3,033.687100		\$37.921089	\$3,079.192407		\$38.489905	\$3,125.380293		\$39.067254	\$3,172.260997	\$39.653262	
FOREPERSON - GARAGE GENERAL	807												
1		\$2,915.958281		\$36.449479	\$2,959.697655		\$36.996221	\$3,004.093120		\$37.551164	\$3,049.154517	\$38.114431	
FOREPERSON - GRADE 1	811												
1		\$2,476.549522		\$30.956869	\$2,513.697765		\$31.421222	\$2,551.403231		\$31.892540	\$2,589.674279	\$32.370928	
FOREPERSON - GRADE 2	812												
1		\$2,591.398008		\$32.392475	\$2,630.268978		\$32.878362	\$2,669.723013		\$33.371538	\$2,709.768858	\$33.872111	
FOREPERSON - GRADE 3	813												
1		\$2,758.450291		\$34.480629	\$2,799.827045		\$34.997838	\$2,841.824451		\$35.522806	\$2,884.451818	\$36.055648	
FOREPERSON - INSECT CONTROL	822												
1		\$2,019.543611		\$25.244295	\$2,049.836765		\$25.622960	\$2,080.584316		\$26.007304	\$2,111.793081	\$26.397414	
2		\$2,117.985061		\$26.474813	\$2,149.754837		\$26.871935	\$2,182.001160		\$27.275015	\$2,214.731177	\$27.684140	
3		\$2,204.494315		\$27.556179	\$2,237.561730		\$27.969522	\$2,271.125156		\$28.389064	\$2,305.192033	\$28.814900	
4		\$2,292.495232		\$28.656190	\$2,326.882660		\$29.086033	\$2,361.785900		\$29.522324	\$2,397.212689	\$29.965159	
FOREPERSON - INTAKE	823												
1		\$2,640.457613		\$33.005720	\$2,680.064477		\$33.500806	\$2,720.265444		\$34.003318	\$2,761.069426	\$34.513368	
FOREPERSON - MACHINE SHOP	837												
1		\$3,028.867076		\$37.860838	\$3,074.300082		\$38.428751	\$3,120.414583		\$39.005182	\$3,167.220802	\$39.590260	
FOREPERSON MTCE AND CONSTRUCTION	1022												
1		\$3,201.932762		\$40.024160	\$3,249.961753		\$40.624522	\$3,298.711179		\$41.233890	\$3,348.191847	\$41.852398	
FOREPERSON - OUTSIDE INSTALLATION CREW	843												
1		\$3,045.722237		\$38.071528	\$3,091.408071		\$38.642601	\$3,137.779192		\$39.222240	\$3,184.845880	\$39.810574	
FOREPERSON - PARKING METER	846												
1		\$2,389.445051		\$29.868063	\$2,425.286727		\$30.316084	\$2,461.666028		\$30.770825	\$2,498.591018	\$31.232388	
2		\$2,477.445831		\$30.968073	\$2,514.607518		\$31.432594	\$2,552.326631		\$31.904083	\$2,590.611530	\$32.382644	
3		\$2,552.022906		\$31.900286	\$2,590.303250		\$32.378791	\$2,629.157799		\$32.864472	\$2,668.595166	\$33.357440	
FOREPERSON - PLANT	848												
1		\$2,517.717515		\$31.471469	\$2,555.483278		\$31.943541	\$2,593.815527		\$32.422694	\$2,632.722760	\$32.909035	
FOREPERSON - PUMPING STATIONS	855												
1		\$2,684.769742		\$33.559622	\$2,725.041288		\$34.063016	\$2,765.916907		\$34.573961	\$2,807.405661	\$35.092571	
FOREPERSON - REFUSE CONTRACT	873												
1		\$2,402.868962		\$30.035862	\$2,438.911996		\$30.486400	\$2,475.495676		\$30.943696	\$2,512.628111	\$31.407851	
FOREPERSON - REFUSE DISPOSAL	871												
1		\$2,517.717458		\$31.471468	\$2,555.483220		\$31.943540	\$2,593.815468		\$32.422693	\$2,632.722700	\$32.909034	
FOREPERSON SECTION - WATERWORKS	862												
1		\$2,477.445831		\$30.968073	\$2,514.607518		\$31.432594	\$2,552.326631		\$31.904083	\$2,590.611530	\$32.382644	



## 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	\$2,460.958979		\$30.761987	\$2,502.795282		\$31.284941	\$2,527.823235		\$31.597790	\$2,565.740584
FOREPERSON - SHOP 1	867	\$2,886.526084		\$36.081576	\$2,935.597027		\$36.694963	\$2,964.952997		\$37.061912	\$3,009.427292		\$37.617841
FOREPERSON - STORES 1	869	\$2,379.208924		\$29.740112	\$2,419.655476		\$30.245693	\$2,443.852031		\$30.548150	\$2,480.509811		\$31.006373
FOREPERSON - TRAFFIC SIGNALS CREW 1	876	\$3,063.794648		\$38.297433	\$3,115.879157		\$38.948489	\$3,147.037949		\$39.337974	\$3,194.243518		\$39.928044
FOREPERSON - TRAFFIC - STREETS AND TRAFFIC 1	877	\$2,257.993235		\$28.224915	\$2,296.379120		\$28.704739	\$2,319.342911		\$28.991786	\$2,354.133055		\$29.426663
2		\$2,341.152781		\$29.264410	\$2,380.952378		\$29.761905	\$2,404.761902		\$30.059524	\$2,440.833331		\$30.510417
3		\$2,411.627108		\$30.145339	\$2,452.624769		\$30.657810	\$2,477.151017		\$30.964388	\$2,514.308282		\$31.428854
FOREPERSON - WATERWORKS 1	885	\$2,589.222046		\$32.365276	\$2,633.238821		\$32.915485	\$2,659.571209		\$33.244640	\$2,699.464777		\$33.743310
2 - With Provincial Certificate		\$2,627.680411		\$32.846005	\$2,672.350978		\$33.404387	\$2,699.074488		\$33.738431	\$2,739.560605		\$34.244508
FOREPERSON - WATERWORKS-SEWER 1 - With Provincial Certificate	888	\$2,627.680411		\$32.846005	\$2,672.350978		\$33.404387	\$2,699.074488		\$33.738431	\$2,739.560605		\$34.244508
GARDENER 1 1	921	\$1,812.596165		\$22.657452	\$1,843.410300		\$23.042629	\$1,861.844403		\$23.273055	\$1,889.772069		\$23.622151
2		\$1,880.251622		\$23.503145	\$1,912.215900		\$23.902699	\$1,931.338059		\$24.141726	\$1,960.308130		\$24.503852
3		\$1,956.363639		\$24.454545	\$1,989.621821		\$24.870273	\$2,009.518039		\$25.118975	\$2,039.660810		\$25.495760
GARDENER 2 1	922	\$1,956.363745		\$24.454547	\$1,989.621929		\$24.870274	\$2,009.518148		\$25.118977	\$2,039.660920		\$25.495762
2		\$2,042.342173		\$25.529277	\$2,077.061990		\$25.963275	\$2,097.832610		\$26.222908	\$2,129.300099		\$26.616251
GARDENER 3 1	923	\$2,083.217201		\$26.040215	\$2,118.631893		\$26.482899	\$2,139.818212		\$26.747728	\$2,171.915485		\$27.148944
2		\$2,166.376943		\$27.079712	\$2,203.205351		\$27.540067	\$2,225.237405		\$27.815468	\$2,258.615966		\$28.232700
HANDI TRANSIT SERVICE INSPECTOR 1	1043	\$1,890.232283	\$27.003318		\$1,922.366232	\$27.462375		\$1,941.589894	\$27.736998		\$1,970.713742	\$28.153053	
2		\$1,956.390414	\$27.948434		\$1,989.649051	\$28.423558		\$2,009.545542	\$28.707793		\$2,039.688725	\$29.138410	
3		\$2,024.864078	\$28.926630		\$2,059.286767	\$29.418382		\$2,079.879635	\$29.712566		\$2,111.077830	\$30.158255	
4		\$2,095.734319	\$29.939062		\$2,131.361802	\$30.448026		\$2,152.675420	\$30.752506		\$2,184.965551	\$31.213794	
5		\$2,169.085021	\$30.986929		\$2,205.959466	\$31.513707		\$2,228.019061	\$31.828844		\$2,261.439347	\$32.306276	
HELPER-LANDFILL/DIRECTOR TRAFFIC 1	3005	\$1,861.928276		\$23.274103	\$1,893.581057		\$23.669763	\$1,912.516868		\$23.906461	\$1,941.204621		\$24.265058
HELPER - REFUSE 1	1041	\$1,861.928253		\$23.274103	\$1,893.581033		\$23.669763	\$1,912.516843		\$23.906461	\$1,941.204596		\$24.265057
HELPER - TRADES 1	1042	\$1,901.393898	\$27.162770	\$23.767424	\$1,933.717594	\$27.624537	\$24.171470	\$1,953.054770	\$27.900782	\$24.413185	\$1,982.350592	\$28.319294	\$24.779382
INSPECTOR - BUILDING 1	1122	\$2,387.119079	\$34.101701		\$2,427.700103	\$34.681430		\$2,451.977104	\$35.028244		\$2,488.756761	\$35.553668	
2		\$2,468.869082	\$35.269558		\$2,510.839856	\$35.869141		\$2,535.948255	\$36.227832		\$2,573.987479	\$36.771250	
3		\$2,550.619263	\$36.437418		\$2,593.979790	\$37.056854		\$2,619.919588	\$37.427423		\$2,659.218382	\$37.988834	
4		\$2,660.558953	\$38.007985		\$2,705.788455	\$38.654121		\$2,732.846340	\$39.040662		\$2,773.839035	\$39.626272	
5		\$2,777.546109	\$39.679230		\$2,824.764393	\$40.353777		\$2,853.012037	\$40.757315		\$2,895.807218	\$41.368675	
6		\$2,898.761677	\$41.410881		\$2,948.040626	\$42.114866		\$2,977.521032	\$42.536015		\$3,022.183847	\$43.174055	
INSPECTOR - CROSS CONNECTION & BACK FLOW PREVENTION 1	1120	\$2,274.360331	\$32.490862		\$2,313.024457	\$33.043207		\$2,336.154702	\$33.373639		\$2,371.197023	\$33.874243	
2		\$2,387.119079	\$34.101701		\$2,427.700103	\$34.681430		\$2,451.977104	\$35.028244		\$2,488.756761	\$35.553668	
3		\$2,468.869082	\$35.269558		\$2,510.839856	\$35.869141		\$2,535.948255	\$36.227832		\$2,573.987479	\$36.771250	
4		\$2,550.619263	\$36.437418		\$2,593.979790	\$37.056854		\$2,619.919588	\$37.427423		\$2,659.218382	\$37.988834	
5		\$2,660.558953	\$38.007985		\$2,705.788455	\$38.654121		\$2,732.846340	\$39.040662		\$2,773.839035	\$39.626272	
6		\$2,777.546109	\$39.679230		\$2,824.764393	\$40.353777		\$2,853.012037	\$40.757315		\$2,895.807218	\$41.368675	
INSPECTOR - EQUIPMENT AND MAINTENANCE 1	1125	\$2,597.581917		\$32.469774	\$2,641.740810		\$33.021760	\$2,668.158218		\$33.351978	\$2,708.180591		\$33.852257
2		\$2,720.207018		\$34.002588	\$2,766.450537		\$34.580632	\$2,794.115042		\$34.926438	\$2,836.026768		\$35.450335
3		\$2,758.263211		\$34.478290	\$2,805.153686		\$35.064421	\$2,833.205223		\$35.415065	\$2,875.703301		\$35.946291

## 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	\$2,604.226693		\$32,552834	\$2,643.290093		\$33,041126	\$2,682.939444		\$33,536743	\$2,723.183536
FOREPERSON - SHOP 1	867	\$3,054.568701		\$38,182109	\$3,100.387232		\$38,754840	\$3,146.893040		\$39,336163	\$3,194.096436		\$39,926205
FOREPERSON - STORES 1	869	\$2,517.717458		\$31,471468	\$2,555.483220		\$31,943540	\$2,593.815468		\$32,422693	\$2,632.722700		\$32,909034
FOREPERSON - TRAFFIC SIGNALS CREW 1	876	\$3,242.157171		\$40,526965	\$3,290.789529		\$41,134869	\$3,340.151372		\$41,751892	\$3,390.253643		\$42,378171
FOREPERSON - TRAFFIC - STREETS AND TRAFFIC 1	877	\$2,389.445051		\$29,868063	\$2,425.286727		\$30,316084	\$2,461.666028		\$30,770825	\$2,498.591018		\$31,232388
2		\$2,477.445831		\$30,968073	\$2,514.607518		\$31,432594	\$2,552.326631		\$31,904083	\$2,590.611530		\$32,382644
3		\$2,552.022906		\$31,900286	\$2,590.303250		\$32,378791	\$2,629.157799		\$32,864472	\$2,668.595166		\$33,357440
FOREPERSON - WATERWORKS 1	885	\$2,739.956749		\$34,249459	\$2,781.056100		\$34,763201	\$2,822.771942		\$35,284649	\$2,865.113521		\$35,813919
2 - With Provincial Certificate		\$2,780.654014		\$34,758175	\$2,822.363824		\$35,279548	\$2,864.699281		\$35,808741	\$2,907.669770		\$36,345872
FOREPERSON - WATERWORKS-SEWER 1 - With Provincial Certificate	888	\$2,780.654014		\$34,758175	\$2,822.363824		\$35,279548	\$2,864.699281		\$35,808741	\$2,907.669770		\$36,345872
GARDENER 1 1	921	\$1,918.118650		\$23,976483	\$1,946.890430		\$24,336130	\$1,976.093786		\$24,701172	\$2,005.735193		\$25,071690
2		\$1,989.712752		\$24,871409	\$2,019.558443		\$25,244481	\$2,049.851820		\$25,623148	\$2,080.599597		\$26,007495
3		\$2,070.255722		\$25,878197	\$2,101.309558		\$26,266369	\$2,132.829201		\$26,660365	\$2,164.821639		\$27,060270
GARDENER 2 1	922	\$2,070.255834		\$25,878198	\$2,101.309672		\$26,266371	\$2,132.829317		\$26,660366	\$2,164.821757		\$27,060272
2		\$2,161.239600		\$27,015495	\$2,193.658194		\$27,420727	\$2,226.563067		\$27,832038	\$2,259.961513		\$28,249519
GARDENER 3 1	923	\$2,204.494217		\$27,556178	\$2,237.561630		\$27,969520	\$2,271.125054		\$28,389063	\$2,305.191930		\$28,814899
2		\$2,292.495205		\$28,656190	\$2,326.882633		\$29,086033	\$2,361.785872		\$29,522323	\$2,397.212660		\$29,965158
HANDI TRANSIT SERVICE INSPECTOR 1	1043	\$2,000.274448	\$28,575349		\$2,030.278565	\$29,003980		\$2,060.732743	\$29,439039		\$2,091.643734	\$29,880625	
2		\$2,070.284056	\$29,575487		\$2,101.338317	\$30,019119		\$2,132.858392	\$30,469406		\$2,164.851268	\$30,926447	
3		\$2,142.743997	\$30,610629		\$2,174.885157	\$31,069788		\$2,207.508434	\$31,535835		\$2,240.621061	\$32,008872	
4		\$2,217.740034	\$31,682000		\$2,251.006135	\$32,157231		\$2,284.771227	\$32,639589		\$2,319.042795	\$33,129183	
5		\$2,295.360937	\$32,790871		\$2,329.791351	\$33,282734		\$2,364.738221	\$33,781975		\$2,400.209294	\$34,288704	
HELPER-LANDFILL/DIRECTOR TRAFFIC 1	3005	\$1,970.322690		\$24,629034	\$1,999.877530		\$24,998469	\$2,029.875693		\$25,373446	\$2,060.323828		\$25,754048
HELPER - REFUSE 1	1041	\$1,970.322665		\$24,629033	\$1,999.877505		\$24,998469	\$2,029.875668		\$25,373446	\$2,060.323803		\$25,754048
HELPER - TRADES 1	1042	\$2,012.085851	\$28,744084	\$25,151073	\$2,042.267139	\$29,175245	\$25,528339	\$2,072.901146	\$29,612874	\$25,911264	\$2,103.994663	\$30,057067	\$26,299933
INSPECTOR - BUILDING 1	1122	\$2,526.088112	\$36,086973		\$2,563.979434	\$36,628278		\$2,602.439126	\$37,177702		\$2,641.475713	\$37,735367	
2		\$2,612.597291	\$37,322818		\$2,651.786250	\$37,882661		\$2,691.563044	\$38,450901		\$2,731.936490	\$39,027664	
3		\$2,699.106658	\$38,558667		\$2,739.593258	\$39,137047		\$2,780.687157	\$39,724102		\$2,822.397464	\$40,319964	
4		\$2,815.446621	\$40,220666		\$2,857.678320	\$40,823976		\$2,900.543495	\$41,436336		\$2,944.051647	\$42,057881	
5		\$2,939.244326	\$41,989205		\$2,983.332991	\$42,619043		\$3,028.082986	\$43,258328		\$3,073.504231	\$43,907203	
6		\$3,067.516605	\$43,821666		\$3,113.529354	\$44,478991		\$3,160.232294	\$45,146176		\$3,207.635778	\$45,823368	
INSPECTOR - CROSS CONNECTION & BACK FLOW PREVENTION 1	1120	\$2,406.764978	\$34,382357		\$2,442.866453	\$34,898092		\$2,479.509450	\$35,421564		\$2,516.702092	\$35,952887	
2		\$2,526.088112	\$36,086973		\$2,563.979434	\$36,628278		\$2,602.439126	\$37,177702		\$2,641.475713	\$37,735367	
3		\$2,612.597291	\$37,322818		\$2,651.786250	\$37,882661		\$2,691.563044	\$38,450901		\$2,731.936490	\$39,027664	
4		\$2,699.106658	\$38,558667		\$2,739.593258	\$39,137047		\$2,780.687157	\$39,724102		\$2,822.397464	\$40,319964	
5		\$2,815.446621	\$40,220666		\$2,857.678320	\$40,823976		\$2,900.543495	\$41,436336		\$2,944.051647	\$42,057881	
6		\$2,939.244326	\$41,989205		\$2,983.332991	\$42,619043		\$3,028.082986	\$43,258328		\$3,073.504231	\$43,907203	
INSPECTOR - EQUIPMENT AND MAINTENANCE 1	1125	\$2,748.803300		\$34,360041	\$2,790.035350		\$34,875442	\$2,831.885880		\$35,398574	\$2,874.364168		\$35,929552
2		\$2,878.567170		\$35,982090	\$2,921.745678		\$36,521821	\$2,965.571863		\$37,069648	\$3,010.055441		\$37,625693
3		\$2,918.838851		\$36,485486	\$2,962.621434		\$37,032768	\$3,007.060756		\$37,588259	\$3,052.166667		\$38,152083

**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
		INSP INDUSTRIAL WASTE SERV 1	1151										
1		\$1,602.570582	\$22.893865		\$1,629.814282	\$23.283061		\$1,646.112425	\$23.515892		\$1,670.804111	\$23.868630	
2		\$1,659.301582	\$23.704308		\$1,687.509709	\$24.107282		\$1,704.384806	\$24.348354		\$1,729.950578	\$24.713580	
3		\$1,718.040857	\$24.543441		\$1,747.247552	\$24.960679		\$1,764.720028	\$25.210286		\$1,791.190828	\$25.588440	
4		\$1,778.859504	\$25.412279		\$1,809.100116	\$25.844287		\$1,827.191117	\$26.102730		\$1,854.598984	\$26.494271	
5		\$1,841.831130	\$26.311873		\$1,873.142259	\$26.759175		\$1,891.873682	\$27.026767		\$1,920.251787	\$27.432168	
6		\$1,907.031953	\$27.243314		\$1,939.451496	\$27.706450		\$1,958.846011	\$27.983514		\$1,988.228701	\$28.403267	
INSP INDUSTRIAL WASTE SERV 2	1152												
1		\$1,916.923292	\$27.384618		\$1,949.510988	\$27.850157		\$1,969.006098	\$28.128659		\$1,998.541189	\$28.550588	
2		\$1,984.015608	\$28.343080		\$2,017.743873	\$28.824912		\$2,037.921312	\$29.113162		\$2,068.490132	\$29.549859	
3		\$2,053.456153	\$29.335088		\$2,088.364908	\$29.833784		\$2,109.248557	\$30.132122		\$2,140.887285	\$30.584104	
4		\$2,125.327119	\$30.361816		\$2,161.457680	\$30.877967		\$2,183.072257	\$31.186747		\$2,215.818341	\$31.654548	
5		\$2,199.713567	\$31.424480		\$2,237.108698	\$31.958696		\$2,259.479785	\$32.278283		\$2,293.371982	\$32.762457	
INSP INDUSTRIAL WASTE SERV 3	1153												
1		\$2,158.094759	\$30.829925		\$2,194.782370	\$31.354034		\$2,216.730194	\$31.667574		\$2,249.981147	\$32.142588	
2		\$2,233.628076	\$31.908973		\$2,271.599753	\$32.451425		\$2,294.315751	\$32.775939		\$2,328.730487	\$33.267578	
3		\$2,311.805059	\$33.025787		\$2,351.105745	\$33.587225		\$2,374.616802	\$33.923097		\$2,410.236054	\$34.431944	
4		\$2,392.718236	\$34.181689		\$2,433.394446	\$34.762778		\$2,457.728390	\$35.110406		\$2,494.594316	\$35.637062	
5		\$2,476.463374	\$35.378048		\$2,518.563251	\$35.979475		\$2,543.748884	\$36.339270		\$2,581.905117	\$36.884359	
INSPECTOR - LICENCE 1	1161												
1		\$1,525.061625	\$21.786595		\$1,550.987673	\$22.156967		\$1,566.497550	\$22.378536		\$1,589.995013	\$22.714214	
2		\$1,601.173779	\$22.873911		\$1,628.393733	\$23.262768		\$1,644.677670	\$23.495395		\$1,669.347835	\$23.847826	
3		\$1,666.010059	\$23.800144		\$1,694.332230	\$24.204746		\$1,711.275552	\$24.446794		\$1,736.944685	\$24.813496	
4		\$1,746.350623	\$24.947866		\$1,776.038584	\$25.371980		\$1,793.798970	\$25.625700		\$1,820.705955	\$26.010085	
5		\$1,823.872132	\$26.055316		\$1,854.877958	\$26.498257		\$1,873.426738	\$26.763239		\$1,901.528139	\$27.164688	
6		\$1,907.031837	\$27.243312		\$1,939.451378	\$27.706448		\$1,958.845892	\$27.983513		\$1,988.228580	\$28.403265	
INSPECTOR - LICENCE 2	1162												
1		\$1,775.949837	\$25.370712		\$1,806.140984	\$25.802014		\$1,824.202394	\$26.060034		\$1,851.565430	\$26.450935	
2		\$1,857.699842	\$26.538569		\$1,889.280739	\$26.989725		\$1,908.173546	\$27.259622		\$1,936.796149	\$27.668516	
3		\$1,936.630966	\$27.666157		\$1,969.553692	\$28.136481		\$1,989.249229	\$28.417846		\$2,019.087967	\$28.844114	
4		\$2,024.018994	\$28.914557		\$2,058.427317	\$29.406105		\$2,079.011590	\$29.700166		\$2,110.196764	\$30.145668	
5		\$2,128.320836	\$30.404583		\$2,164.502290	\$30.921461		\$2,186.147313	\$31.230676		\$2,218.939523	\$31.699136	
INSPECTOR - PROPERTY	1174												
1		\$1,866.156749	\$26.659382		\$1,897.881414	\$27.112592		\$1,916.860228	\$27.383718		\$1,945.613131	\$27.794473	
2		\$1,957.773274	\$27.968190		\$1,991.055420	\$28.443649		\$2,010.965974	\$28.728085		\$2,041.130464	\$29.159007	
3		\$2,019.790499	\$28.854150		\$2,054.126937	\$29.344671		\$2,074.668206	\$29.638117		\$2,105.788229	\$30.082689	
4		\$2,087.445747	\$29.820654		\$2,122.932325	\$30.327605		\$2,144.161648	\$30.630881		\$2,176.324073	\$31.090344	
5		\$2,155.087026	\$30.786958		\$2,191.723505	\$31.310336		\$2,213.640740	\$31.623439		\$2,246.845351	\$32.097791	
6		\$2,224.914916	\$31.784499		\$2,262.738470	\$32.324835		\$2,285.365855	\$32.648084		\$2,319.646343	\$33.137805	
INSPECTOR - REGIONAL STREETS	1177												
1		\$1,963.411125	\$28.048730		\$1,996.789114	\$28.525559		\$2,016.757005	\$28.810814		\$2,047.008360	\$29.242977	
2		\$2,066.303523	\$29.518622		\$2,101.430683	\$30.020438		\$2,122.444990	\$30.320643		\$2,154.281665	\$30.775452	
3		\$2,155.100906	\$30.787156		\$2,191.737621	\$31.310537		\$2,213.654997	\$31.623643		\$2,246.859822	\$32.097997	
4		\$2,265.040775	\$32.357725		\$2,303.546468	\$32.907807		\$2,326.581933	\$33.236885		\$2,361.480662	\$33.735438	
5		\$2,358.066651	\$33.686666		\$2,398.153784	\$34.259340		\$2,422.135322	\$34.601933		\$2,458.467352	\$35.120962	
6		\$2,476.463250	\$35.378046		\$2,518.563125	\$35.979473		\$2,543.748756	\$36.339268		\$2,581.904987	\$36.884357	
INSPECTOR - SENIOR - CROSS CONNECTION & BACK FLOW PREVENTION	1119												
1		\$2,873.694060	\$41.052772		\$2,922.546859	\$41.750669		\$2,951.772328	\$42.168176		\$2,996.048913	\$42.800699	
INSPECTOR - SENIOR HOUSING	1123												
1		\$3,042.176669	\$43.459667		\$3,093.893672	\$44.198481		\$3,124.832609	\$44.640466		\$3,171.705098	\$45.310073	
INSPECTOR - SENIOR METER READING/ CUSTOMER BILLING	1180												
1		\$2,200.204409	\$31.431492		\$2,237.607884	\$31.965827		\$2,259.983963	\$32.285485		\$2,293.883722	\$32.769767	

**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		\$1,695.866173	\$24.226660		\$1,721.304166	\$24.590060		\$1,747.123728	\$24.958910		\$1,773.330584	\$25.333294	
2		\$1,755.899837	\$25.084283		\$1,782.238335	\$25.460548		\$1,808.971910	\$25.842456		\$1,836.106489	\$26.230093	
3		\$1,818.058690	\$25.972267		\$1,845.329570	\$26.361851		\$1,873.009514	\$26.757279		\$1,901.104657	\$27.158638	
4		\$1,882.417969	\$26.891685		\$1,910.654239	\$27.295061		\$1,939.314053	\$27.704486		\$1,968.403764	\$28.120054	
5		\$1,949.055564	\$27.843651		\$1,978.291397	\$28.261306		\$2,007.965768	\$28.685225		\$2,038.085255	\$29.115504	
6		\$2,018.052132	\$28.829316		\$2,048.322914	\$29.261756		\$2,079.047758	\$29.700682		\$2,110.233474	\$30.146192	
INSP INDUSTRIAL WASTE SERV 2	1152												
1		\$2,028.519307	\$28.978847		\$2,058.947097	\$29.413530		\$2,089.831303	\$29.854733		\$2,121.178773	\$30.302554	
2		\$2,099.517484	\$29.993107		\$2,131.010246	\$30.443004		\$2,162.975400	\$30.899649		\$2,195.420031	\$31.363143	
3		\$2,173.000594	\$31.042866		\$2,205.595603	\$31.508509		\$2,238.679537	\$31.981136		\$2,272.259730	\$32.460853	
4		\$2,249.055616	\$32.129366		\$2,282.791450	\$32.611306		\$2,317.033322	\$33.100476		\$2,351.788822	\$33.596893	
5		\$2,327.772562	\$33.253894		\$2,362.689150	\$33.752702		\$2,398.129487	\$34.258993		\$2,434.101429	\$34.772878	
INSP INDUSTRIAL WASTE SERV 3	1153												
1		\$2,283.730864	\$32.624727		\$2,317.986827	\$33.114098		\$2,352.756629	\$33.610809		\$2,388.047978	\$34.114971	
2		\$2,363.661444	\$33.766592		\$2,399.116366	\$34.273091		\$2,435.103111	\$34.787187		\$2,471.629658	\$35.308995	
3		\$2,446.389595	\$34.948423		\$2,483.085439	\$35.472649		\$2,520.331721	\$36.004739		\$2,558.136697	\$36.544810	
4		\$2,532.013231	\$36.171618		\$2,569.993429	\$36.714192		\$2,608.543330	\$37.264905		\$2,647.671480	\$37.823878	
5		\$2,620.633694	\$37.437624		\$2,659.943199	\$37.999189		\$2,699.842347	\$38.569176		\$2,740.339982	\$39.147714	
INSPECTOR - LICENCE 1	1161												
1		\$1,613.844938	\$23.054928		\$1,638.052612	\$23.400752		\$1,662.623401	\$23.751763		\$1,687.562752	\$24.108039	
2		\$1,694.388053	\$24.205544		\$1,719.803874	\$24.568627		\$1,745.600932	\$24.937156		\$1,771.784946	\$25.311214	
3		\$1,762.998855	\$25.185698		\$1,789.443838	\$25.563483		\$1,816.285496	\$25.946936		\$1,843.529778	\$26.336140	
4		\$1,848.016544	\$26.400236		\$1,875.736792	\$26.796240		\$1,903.872844	\$27.198183		\$1,932.430937	\$27.606156	
5		\$1,930.051061	\$27.572158		\$1,959.001827	\$27.985740		\$1,988.386854	\$28.405526		\$2,018.212657	\$28.831609	
6		\$2,018.052009	\$28.829314		\$2,048.322789	\$29.261754		\$2,079.047631	\$29.700680		\$2,110.233345	\$30.146191	
INSPECTOR - LICENCE 2	1162												
1		\$1,879.338911	\$26.847699		\$1,907.528995	\$27.250414		\$1,936.141930	\$27.659170		\$1,965.184059	\$28.074058	
2		\$1,965.848091	\$28.083544		\$1,995.335812	\$28.504797		\$2,025.265849	\$28.932369		\$2,055.644837	\$29.366355	
3		\$2,049.374287	\$29.276776		\$2,080.114901	\$29.715927		\$2,111.316625	\$30.161666		\$2,142.986374	\$30.614091	
4		\$2,141.849715	\$30.597853		\$2,173.977461	\$31.056821		\$2,206.587123	\$31.522673		\$2,239.685930	\$31.995513	
5		\$2,252.223616	\$32.174623		\$2,286.006970	\$32.657242		\$2,320.297075	\$33.147101		\$2,355.101531	\$33.644308	
INSPECTOR - PROPERTY	1174												
1		\$1,974.797328	\$28.211390		\$2,004.419288	\$28.634561		\$2,034.485577	\$29.064080		\$2,065.002861	\$29.500041	
2		\$2,071.747421	\$29.596392		\$2,102.823632	\$30.040338		\$2,134.365986	\$30.490943		\$2,166.381476	\$30.948307	
3		\$2,137.375052	\$30.533929		\$2,169.435678	\$30.991938		\$2,201.977213	\$31.456817		\$2,235.006871	\$31.928670	
4		\$2,208.968934	\$31.556699		\$2,242.103468	\$32.030050		\$2,275.735020	\$32.510500		\$2,309.871045	\$32.998158	
5		\$2,280.548031	\$32.579258		\$2,314.756251	\$33.067946		\$2,349.477595	\$33.563966		\$2,384.719759	\$34.067425	
6		\$2,354.441038	\$33.634872		\$2,389.757654	\$34.139395		\$2,425.604019	\$34.651486		\$2,461.988079	\$35.171258	
INSPECTOR - REGIONAL STREETS	1177												
1		\$2,077.713485	\$29.681621		\$2,108.879187	\$30.126846		\$2,140.512375	\$30.578748		\$2,172.620061	\$31.037429	
2		\$2,186.595890	\$31.237084		\$2,219.394828	\$31.705640		\$2,252.685750	\$32.181225		\$2,286.476036	\$32.663943	
3		\$2,280.562719	\$32.579467		\$2,314.771160	\$33.068159		\$2,349.492727	\$33.564182		\$2,384.735118	\$34.067645	
4		\$2,396.902872	\$34.241470		\$2,432.856415	\$34.755092		\$2,469.349261	\$35.276418		\$2,506.389500	\$35.805564	
5		\$2,495.344362	\$35.647777		\$2,532.774527	\$36.182493		\$2,570.766145	\$36.725231		\$2,609.327637	\$37.276109	
6		\$2,620.633562	\$37.437622		\$2,659.943065	\$37.999187		\$2,699.842211	\$38.569174		\$2,740.339844	\$39.147712	
INSPECTOR - SENIOR - CROSS CONNECTION & BACK FLOW PREVENTION	1119												
1		\$3,040.989647	\$43.442709		\$3,086.604492	\$44.094350		\$3,132.903559	\$44.755765		\$3,179.897112	\$45.427102	
INSPECTOR - SENIOR HOUSING	1123												
1		\$3,219.280674	\$45.989724		\$3,267.569884	\$46.679570		\$3,316.583432	\$47.379763		\$3,366.332183	\$48.090460	
INSPECTOR - SENIOR METER READING/ CUSTOMER BILLING	1180												
1		\$2,328.291978	\$33.261314		\$2,363.216358	\$33.760234		\$2,398.664603	\$34.266637		\$2,434.644572	\$34.780637	

**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		\$1,815.415385		\$22.692692	\$1,846.277447		\$23.078468	\$1,864.740221		\$23.309253	\$1,892.711324	\$23.658892	
2		\$1,907.031874		\$23.837898	\$1,939.451416		\$24.243143	\$1,958.845930		\$24.485574	\$1,988.228619	\$24.852858	
3		\$2,052.208706		\$25.652609	\$2,087.096254		\$26.088703	\$2,107.967217		\$26.349590	\$2,139.586725	\$26.744834	
4		\$2,195.975950		\$27.449699	\$2,233.307541		\$27.916344	\$2,255.640616		\$28.195508	\$2,289.475225	\$28.618440	
5		\$2,339.743386		\$29.246792	\$2,379.519024		\$29.743988	\$2,403.314214		\$30.041428	\$2,439.363927	\$30.492049	
6		\$2,476.463374		\$30.955792	\$2,518.563251		\$31.482041	\$2,543.748884		\$31.796861	\$2,581.905117	\$32.273814	
INSPECTOR - WATER METER	1181												
1		\$1,952.135336	\$27.887648		\$1,985.321637	\$28.361738		\$2,005.174853	\$28.645355		\$2,035.252476	\$29.075035	
2		\$2,053.618122	\$29.337402		\$2,088.529630	\$29.836138		\$2,109.414926	\$30.134499		\$2,141.056150	\$30.586516	
3		\$2,125.501779	\$30.364311		\$2,161.635309	\$30.880504		\$2,183.251662	\$31.189309		\$2,216.000437	\$31.657149	
INSPECTOR - WEED	1185												
1		\$2,229.803709		\$27.872546	\$2,267.710372		\$28.346380	\$2,290.387476		\$28.629843	\$2,324.743288	\$29.059291	
INSTALLER - RADIO/ELECTRONIC	1192												
1		\$2,005.695618		\$25.071195	\$2,039.792444		\$25.497406	\$2,060.190368		\$25.752380	\$2,091.093224	\$26.138665	
2		\$2,107.178541		\$26.339732	\$2,143.000576		\$26.787507	\$2,164.430582		\$27.055382	\$2,196.897041	\$27.461213	
INSTALLER - SENIOR RADIO/ELECTRONIC	1193												
1		\$2,212.889635		\$27.661120	\$2,250.508759		\$28.131359	\$2,273.013847		\$28.412673	\$2,307.109055	\$28.838863	
INSTRUCTOR - AQUATICS	1218												
1		\$1,262.669886		\$15.783374	\$1,284.135274		\$16.051691	\$1,296.976627		\$16.212208	\$1,316.431276	\$16.455391	
2		\$1,308.466203		\$16.355828	\$1,330.710128		\$16.633877	\$1,344.017229		\$16.800215	\$1,364.177487	\$17.052219	
3		\$1,355.923527		\$16.949044	\$1,378.974227		\$17.237178	\$1,392.763969		\$17.409550	\$1,413.655429	\$17.670693	
INSTRUCTOR - FIELD	1211												
1		\$2,389.075220	\$34.129646	\$29.863440	\$2,429.689499	\$34.709850	\$30.371119	\$2,453.986394	\$35.056948	\$30.674830	\$2,490.796190	\$35.582803	
INSTRUCTOR GUARD	1219												
1		\$1,518.014344		\$18.975179	\$1,543.820588		\$19.297757	\$1,559.258794		\$19.490735	\$1,582.647676	\$19.783096	
2		\$1,699.837681		\$21.247971	\$1,728.734922		\$21.609187	\$1,746.022271		\$21.825278	\$1,772.212605	\$22.152658	
INSTRUCTOR GUARD - HEAD	1221												
1		\$1,909.058097		\$23.863226	\$1,941.512085		\$24.268901	\$1,960.927206		\$24.511590	\$1,990.341114	\$24.879264	
2		\$1,963.411188		\$24.542640	\$1,996.789178		\$24.959865	\$2,016.757070		\$25.209463	\$2,047.008426	\$25.587605	
3		\$2,019.340520		\$25.241757	\$2,053.669309		\$25.670866	\$2,074.206002		\$25.927575	\$2,105.319092	\$26.316489	
4		\$2,076.891800		\$25.961148	\$2,112.198961		\$26.402487	\$2,133.320951		\$26.666512	\$2,165.320765	\$27.066510	
INSTRUCTOR GUARD - IN CHARGE	1220												
1		\$1,750.579020		\$21.882238	\$1,780.338863		\$22.254236	\$1,798.142252		\$22.476778	\$1,825.114386	\$22.813930	
2		\$1,835.148056		\$22.939351	\$1,866.345573		\$23.329320	\$1,885.009029		\$23.562613	\$1,913.284164	\$23.916052	
KENNEL ASSISTANT	117												
1		\$1,366.987996		\$17.087350	\$1,390.226792		\$17.377835	\$1,404.129600		\$17.551613	\$1,425.190996	\$17.814887	
2		\$1,414.832577		\$17.685407	\$1,438.884731		\$17.986059	\$1,453.273578		\$18.165920	\$1,475.072682	\$18.438409	
3		\$1,464.351717		\$18.304396	\$1,489.245696		\$18.615571	\$1,504.138153		\$18.801727	\$1,526.700225	\$19.083753	
4		\$1,515.604027		\$18.945050	\$1,541.369295		\$19.267116	\$1,556.782988		\$19.459787	\$1,580.134733	\$19.751684	
5		\$1,568.650168		\$19.608127	\$1,595.317221		\$19.941465	\$1,611.270393		\$20.140880	\$1,635.439449	\$20.442993	
LABOURER 1	1411												
1		\$1,370.018359		\$17.125229	\$1,393.308671		\$17.416358	\$1,407.241758		\$17.590522	\$1,428.350384	\$17.854380	
LABOURER 2	1412												
1		\$1,581.441085		\$19.768014	\$1,608.325583		\$20.104070	\$1,624.408839		\$20.305110	\$1,648.774972	\$20.609687	
2		\$1,792.863578		\$22.410795	\$1,823.342259		\$22.791778	\$1,841.575682		\$23.019696	\$1,869.199317	\$23.364991	
LABOURER - SKILLED	1413												
1		\$1,861.928288		\$23.274104	\$1,893.581069		\$23.669763	\$1,912.516880		\$23.906461	\$1,941.204633	\$24.265058	
LEGAL ASSISTANT 1	2281												
		April 12 2020											
1		\$1,759.035937	\$25.129085		\$1,788.939548	\$25.556279		\$1,806.828943	\$25.811842		\$1,833.931377	\$26.199020	
2		\$1,828.100625	\$26.115723		\$1,859.178336	\$26.559691		\$1,877.770119	\$26.825287		\$1,905.936671	\$27.227667	
3		\$1,902.803429	\$27.182906		\$1,935.151087	\$27.645016		\$1,954.502598	\$27.921466		\$1,983.820137	\$28.340288	
4		\$1,974.700000	\$28.210000		\$2,008.269900	\$28.689570		\$2,028.352599	\$28.976466		\$2,058.778888	\$29.411113	
5		\$2,046.100000	\$29.230000		\$2,080.883700	\$29.726910		\$2,101.692537	\$30.024179		\$2,133.217925	\$30.474542	
LEGAL ASSISTANT 2	2282												
		April 12 2020											
1		\$2,049.389626	\$29.276995		\$2,084.229250	\$29.774704		\$2,105.071543	\$30.072451		\$2,136.647616	\$30.523537	
2		\$2,125.501779	\$30.364311		\$2,161.635309	\$30.880504		\$2,183.251662	\$31.189309		\$2,216.000437	\$31.657149	
3		\$2,210.521841	\$31.578883		\$2,248.100712	\$32.115724		\$2,270.581719	\$32.436882		\$2,304.640445	\$32.923435	

**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>INSPECTOR - WASTEWATER CONTRACTS</b>	<b>1179</b>										
1		\$1,921.101994		\$24.013775	\$1,949.918524		\$24.373982	\$1,979.167302		\$24.739591	\$2,008.854812	\$25.110685	
2		\$2,018.052048		\$25.225651	\$2,048.322829		\$25.604035	\$2,079.047671		\$25.988096	\$2,110.233386	\$26.377917	
3		\$2,171.680526		\$27.146007	\$2,204.255734		\$27.553197	\$2,237.319570		\$27.966495	\$2,270.879364	\$28.385992	
4		\$2,323.817353		\$29.047717	\$2,358.674613		\$29.483433	\$2,394.054732		\$29.925684	\$2,429.965553	\$30.374569	
5		\$2,475.954386		\$30.949430	\$2,513.093702		\$31.413671	\$2,550.790108		\$31.884876	\$2,589.051960	\$32.363150	
6		\$2,620.633694		\$32.757921	\$2,659.943199		\$33.249290	\$2,699.842347		\$33.748029	\$2,740.339982	\$34.254250	
<b>INSPECTOR - WATER METER</b>	<b>1181</b>												
1		\$2,065.781263	\$29.511161		\$2,096.767982	\$29.953828		\$2,128.219502	\$30.403136		\$2,160.142795	\$30.859183	
2		\$2,173.171992	\$31.045314		\$2,205.769572	\$31.510994		\$2,238.856116	\$31.983659		\$2,272.438958	\$32.463414	
3		\$2,249.240444	\$32.132006		\$2,282.979051	\$32.613986		\$2,317.223737	\$33.103196		\$2,351.982093	\$33.599744	
<b>INSPECTOR - WEED</b>	<b>1185</b>												
1		\$2,359.614437		\$29.495180	\$2,395.008654		\$29.937608	\$2,430.933784		\$30.386672	\$2,467.397791	\$30.842472	
<b>INSTALLER - RADIO/ELECTRONIC</b>	<b>1192</b>												
1		\$2,122.459622		\$26.530745	\$2,154.296516		\$26.928706	\$2,186.610964		\$27.332637	\$2,219.410128	\$27.742627	
2		\$2,229.850497		\$27.873131	\$2,263.298254		\$28.291228	\$2,297.247728		\$28.715597	\$2,331.706444	\$29.146331	
<b>INSTALLER - SENIOR RADIO/ELECTRONIC</b>	<b>1193</b>												
1		\$2,341.715691		\$29.271446	\$2,376.841426		\$29.710518	\$2,412.494047		\$30.156176	\$2,448.681458	\$30.608518	
<b>INSTRUCTOR - AQUATICS</b>	<b>1218</b>												
1		\$1,336.177745		\$16.702222	\$1,356.220411		\$16.952755	\$1,376.563717		\$17.207046	\$1,397.212173	\$17.465152	
2		\$1,384.640149		\$17.308002	\$1,405.409751		\$17.567622	\$1,426.490897		\$17.831136	\$1,447.888260	\$18.098603	
3		\$1,434.860260		\$17.935753	\$1,456.383164		\$18.204790	\$1,478.228911		\$18.477861	\$1,500.402345	\$18.755029	
<b>INSTRUCTOR - FIELD</b>	<b>1211</b>												
1		\$2,528.158133	\$36.116545	\$31.601977	\$2,566.080505	\$36.658293	\$32.076006	\$2,604.571713	\$37.208167	\$32.557146	\$2,643.640289	\$37.766290	
<b>INSTRUCTOR GUARD</b>	<b>1219</b>												
1		\$1,606.387391		\$20.079842	\$1,630.483202		\$20.381040	\$1,654.940450		\$20.686756	\$1,679.764557	\$20.997057	
2		\$1,798.795794		\$22.484947	\$1,825.777731		\$22.822222	\$1,853.164397		\$23.164555	\$1,880.961863	\$23.512023	
<b>INSTRUCTOR GUARD - HEAD</b>	<b>1221</b>												
1		\$2,020.196231		\$25.252453	\$2,050.499174		\$25.631240	\$2,081.256662		\$26.015708	\$2,112.475512	\$26.405944	
2		\$2,077.713552		\$25.971419	\$2,108.879255		\$26.360991	\$2,140.512444		\$26.756406	\$2,172.620131	\$27.157752	
3		\$2,136.898878		\$26.711236	\$2,168.952361		\$27.111905	\$2,201.486646		\$27.518583	\$2,234.508946	\$27.931362	
4		\$2,197.800576		\$27.472507	\$2,230.767585		\$27.884595	\$2,264.229099		\$28.302864	\$2,298.192535	\$28.727407	
<b>INSTRUCTOR GUARD - IN CHARGE</b>	<b>1220</b>												
1		\$1,852.491102		\$23.156139	\$1,880.278469		\$23.503481	\$1,908.482646		\$23.856033	\$1,937.109886	\$24.213874	
2		\$1,941.983426		\$24.274793	\$1,971.113177		\$24.638915	\$2,000.679875		\$25.008498	\$2,030.690073	\$25.383626	
<b>KENNEL ASSISTANT</b>	<b>117</b>												
1		\$1,446.568861		\$18.082111	\$1,468.267394		\$18.353342	\$1,490.291405		\$18.628643	\$1,512.645776	\$18.908072	
2		\$1,497.198772		\$18.714985	\$1,519.656754		\$18.995709	\$1,542.451605		\$19.280645	\$1,565.588379	\$19.569855	
3		\$1,549.600728		\$19.370009	\$1,572.844739		\$19.660559	\$1,596.437410		\$19.955468	\$1,620.383971	\$20.254800	
4		\$1,603.836754		\$20.047959	\$1,627.894305		\$20.348679	\$1,652.312720		\$20.653909	\$1,677.097411	\$20.963718	
5		\$1,659.971041		\$20.749638	\$1,684.870607		\$21.060883	\$1,710.143666		\$21.376796	\$1,735.795821	\$21.697448	
<b>LABOURER 1</b>	<b>1411</b>												
1		\$1,449.775640		\$18.122196	\$1,471.522275		\$18.394028	\$1,493.595109		\$18.669939	\$1,515.999036	\$18.949988	
<b>LABOURER 2</b>	<b>1412</b>												
1		\$1,673.506597		\$20.918832	\$1,698.609196		\$21.232615	\$1,724.088334		\$21.551104	\$1,749.949659	\$21.874371	
2		\$1,897.237307		\$23.715466	\$1,925.695867		\$24.071198	\$1,954.581305		\$24.432266	\$1,983.900025	\$24.798750	
<b>LABOURER - SKILLED</b>	<b>1413</b>												
1		\$1,970.322702		\$24.629034	\$1,999.877543		\$24.998469	\$2,029.875706		\$25.373446	\$2,060.323842	\$25.754048	
<b>LEGAL ASSISTANT 1</b>	<b>2281</b>												
1		\$1,861.440348	\$26.592005		\$1,889.361953	\$26.990885		\$1,917.702382	\$27.395748		\$1,946.467918	\$27.806685	
2		\$1,934.525721	\$27.636082		\$1,963.543607	\$28.050623		\$1,992.996761	\$28.471382		\$2,022.891712	\$28.898453	
3		\$2,013.577439	\$28.765392		\$2,043.781101	\$29.196873		\$2,074.437818	\$29.634826		\$2,105.554385	\$30.079348	
4		\$2,089.659556	\$29.852279		\$2,121.004449	\$30.300064		\$2,152.819516	\$30.754565		\$2,185.111809	\$31.215883	
5		\$2,165.216194	\$30.931660		\$2,197.694437	\$31.395635		\$2,230.659854	\$31.866569		\$2,264.119752	\$32.344568	
<b>LEGAL ASSISTANT 2</b>	<b>2282</b>												
1		\$2,168.697330	\$30.981390		\$2,201.227790	\$31.446111		\$2,234.246207	\$31.917803		\$2,267.759900	\$32.396570	
2		\$2,249.240444	\$32.132006		\$2,282.979051	\$32.613986		\$2,317.223737	\$33.103196		\$2,351.982093	\$33.599744	
3		\$2,339.210052	\$33.417286		\$2,374.298203	\$33.918546		\$2,409.912676	\$34.427324		\$2,446.061366	\$34.943734	

**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		\$2,163.557900	\$30.907970		\$2,200.338384	\$31.433405		\$2,222.341768	\$31.747740		\$2,255.676895	\$32.223956	
2		\$2,250.945930	\$32.156370		\$2,289.212011	\$32.703029		\$2,312.104131	\$33.030059		\$2,346.785693	\$33.525510	
3		\$2,320.010532	\$33.143008		\$2,359.450711	\$33.706439		\$2,383.045218	\$34.043503		\$2,418.790896	\$34.554156	
<b>LIBRARIAN - COMPUTER</b>	<b>1445</b>												
1		\$1,588.488464	\$22.692692		\$1,615.492768	\$23.078468		\$1,631.647696	\$23.309253		\$1,656.122411	\$23.658892	
2		\$1,666.010059	\$23.800144		\$1,694.332230	\$24.204746		\$1,711.275552	\$24.446794		\$1,736.944685	\$24.813496	
3		\$1,746.350623	\$24.947866		\$1,776.038584	\$25.371980		\$1,793.798970	\$25.625700		\$1,820.705955	\$26.010085	
4		\$1,823.872132	\$26.055316		\$1,854.877958	\$26.498257		\$1,873.426738	\$26.763239		\$1,901.528139	\$27.164688	
5		\$1,907.031837	\$27.243312		\$1,939.451378	\$27.706448		\$1,958.845892	\$27.983513		\$1,988.228580	\$28.403265	
6		\$2,019.790499	\$28.854150		\$2,054.126937	\$29.344671		\$2,074.668206	\$29.638117		\$2,105.788229	\$30.082689	
<b>LIBRARIAN - GRADE 1</b>	<b>1441</b>												
1		\$2,200.225620	\$31.431795		\$2,237.629456	\$31.966135		\$2,260.005751	\$32.285796		\$2,293.905837	\$32.770083	
2		\$2,308.755955	\$32.982228		\$2,348.004806	\$33.542926		\$2,371.484854	\$33.878355		\$2,407.057127	\$34.386530	
3		\$2,372.182709	\$33.888324		\$2,412.509815	\$34.464426		\$2,436.634913	\$34.809070		\$2,473.184437	\$35.331206	
4		\$2,442.657011	\$34.895100		\$2,484.182180	\$35.488317		\$2,509.024002	\$35.843200		\$2,546.659362	\$36.380848	
5		\$2,504.674322	\$35.781062		\$2,547.253785	\$36.389340		\$2,572.726323	\$36.753233		\$2,611.317218	\$37.304532	
6		\$2,565.282106	\$36.646887		\$2,608.891902	\$37.269884		\$2,634.980821	\$37.642583		\$2,674.505533	\$38.207222	
<b>LIBRARIAN - GRADE 2</b>	<b>1442</b>												
1		\$2,565.282106	\$36.646887		\$2,608.891902	\$37.269884		\$2,634.980821	\$37.642583		\$2,674.505533	\$38.207222	
2		\$2,627.299418	\$37.532849		\$2,671.963508	\$38.170907		\$2,698.683143	\$38.552616		\$2,739.163390	\$39.130906	
3		\$2,696.364019	\$38.519486		\$2,742.202207	\$39.174317		\$2,769.624229	\$39.566060		\$2,811.168592	\$40.159551	
4		\$2,749.924511	\$39.284636		\$2,796.673228	\$39.952475		\$2,824.639960	\$40.351999		\$2,867.009559	\$40.957279	
5		\$2,817.579674	\$40.251138		\$2,865.478528	\$40.935408		\$2,894.133313	\$41.344762		\$2,937.545313	\$41.964933	
<b>LIBRARY - SERVICE ASSISTANT 1</b>	<b>1453</b>												
1		\$1,075.436298	\$15.363376		\$1,093.718715	\$15.624553		\$1,104.655902	\$15.780799		\$1,121.225741	\$16.017511	
2		\$1,128.996636	\$16.128523		\$1,148.189579	\$16.402708		\$1,159.671475	\$16.566735		\$1,177.066547	\$16.815236	
3		\$1,245.983680	\$17.799767		\$1,267.165403	\$18.102363		\$1,279.837057	\$18.283387		\$1,299.034613	\$18.557637	
4		\$1,364.380576	\$19.491151		\$1,387.575046	\$19.822501		\$1,401.450796	\$20.020726		\$1,422.472558	\$20.321037	
5		\$1,479.957997	\$21.142257		\$1,505.117283	\$21.501675		\$1,520.168456	\$21.716692		\$1,542.970983	\$22.042443	
6		\$1,599.764363	\$22.853777		\$1,626.960357	\$23.242291		\$1,643.229961	\$23.474714		\$1,667.878410	\$23.826834	
<b>LIBRARY - SERVICE ASSISTANT 2</b>	<b>1454</b>												
1		\$1,368.608818	\$19.551555		\$1,391.875168	\$19.883931		\$1,405.793920	\$20.082770		\$1,426.880829	\$20.384012	
2		\$1,465.863370	\$20.940905		\$1,490.783047	\$21.296901		\$1,505.690877	\$21.509870		\$1,528.276240	\$21.832518	
3		\$1,580.031557	\$22.571879		\$1,606.892093	\$22.955601		\$1,622.961014	\$23.185157		\$1,647.305429	\$23.532935	
4		\$1,687.152366	\$24.102177		\$1,715.833956	\$24.511914		\$1,732.992296	\$24.757033		\$1,758.987180	\$25.128388	
5		\$1,792.863562	\$25.612337		\$1,823.342243	\$26.047746		\$1,841.575665	\$26.308224		\$1,869.199300	\$26.702847	
<b>LIBRARY - SERVICE ASSISTANT 3</b>	<b>1455</b>												
1		\$1,646.277120	\$23.518245		\$1,674.263831	\$23.918055		\$1,691.006469	\$24.157235		\$1,716.371566	\$24.519594	
2		\$1,726.617854	\$24.665969		\$1,755.970358	\$25.085291		\$1,773.530062	\$25.336144		\$1,800.133013	\$25.716186	
3		\$1,811.186847	\$25.874098		\$1,841.977023	\$26.313957		\$1,860.396793	\$26.577097		\$1,888.302745	\$26.975754	
4		\$1,892.936976	\$27.041957		\$1,925.116905	\$27.501670		\$1,944.368074	\$27.776687		\$1,973.533595	\$28.193337	
5		\$1,971.868088	\$28.169544		\$2,005.389845	\$28.648426		\$2,025.443743	\$28.934911		\$2,055.825399	\$29.368934	
<b>LIBRARY - SERVICE ASSISTANT 4</b>	<b>1456</b>												
1		\$1,870.385159	\$26.719788		\$1,902.181707	\$27.174024		\$1,921.203524	\$27.445765		\$1,950.021577	\$27.857451	
2		\$1,939.449934	\$27.706428		\$1,972.420583	\$28.177437		\$1,992.144789	\$28.459211		\$2,022.026961	\$28.886099	
3		\$2,007.105268	\$28.672932		\$2,041.226058	\$29.160372		\$2,061.638319	\$29.451976		\$2,092.562894	\$29.893756	
4		\$2,078.988839	\$29.699841		\$2,114.331649	\$30.204738		\$2,135.474965	\$30.506785		\$2,167.507089	\$30.964387	
5		\$2,160.738930	\$30.867699		\$2,197.471492	\$31.392450		\$2,219.446207	\$31.706374		\$2,252.737900	\$32.181970	
<b>LIBRARY - SERVICE ASSISTANT 5</b>	<b>1457</b>												
1		\$2,046.570743	\$29.236725		\$2,081.362446	\$29.733749		\$2,102.176070	\$30.031087		\$2,133.708711	\$30.481553	
2		\$2,125.501779	\$30.364311		\$2,161.635309	\$30.880504		\$2,183.251662	\$31.189309		\$2,216.000437	\$31.657149	
3		\$2,200.204409	\$31.431492		\$2,237.607884	\$31.965827		\$2,259.983963	\$32.285485		\$2,293.883722	\$32.769767	
4		\$2,276.316562	\$32.518808		\$2,315.013944	\$33.071628		\$2,338.164083	\$33.402344		\$2,373.236544	\$33.903379	
5		\$2,351.019360	\$33.585991		\$2,390.986689	\$34.156953		\$2,414.896556	\$34.498522		\$2,451.120004	\$35.016000	

**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		\$2,289.512048	\$32.707315		\$2,323.854729	\$33.197925		\$2,358.712550	\$33.695894		\$2,394.093238	\$34.201332	
2		\$2,381.987478	\$34.028393		\$2,417.717290	\$34.538818		\$2,453.983049	\$35.056901		\$2,490.792795	\$35.582754	
3		\$2,455.072759	\$35.072468		\$2,491.898850	\$35.598555		\$2,529.277333	\$36.132533		\$2,567.216493	\$36.674521	
<b>LIBRARIAN - COMPUTER</b>	<b>1445</b>												
1		\$1,680.964247	\$24.013775		\$1,706.178711	\$24.373982		\$1,731.771392	\$24.739591		\$1,757.747963	\$25.110685	
2		\$1,762.998855	\$25.185698		\$1,789.443838	\$25.563483		\$1,816.285496	\$25.946936		\$1,843.529778	\$26.336140	
3		\$1,848.016544	\$26.400236		\$1,875.736792	\$26.796240		\$1,903.872844	\$27.198183		\$1,932.430937	\$27.606156	
4		\$1,930.051061	\$27.572158		\$1,959.001827	\$27.985740		\$1,988.386854	\$28.405526		\$2,018.212657	\$28.831609	
5		\$2,018.052009	\$28.829314		\$2,048.322789	\$29.261754		\$2,079.047631	\$29.700680		\$2,110.233345	\$30.146191	
6		\$2,137.375052	\$30.533929		\$2,169.435678	\$30.991938		\$2,201.977213	\$31.456817		\$2,235.006871	\$31.928670	
<b>LIBRARIAN - GRADE 1</b>	<b>1441</b>												
1		\$2,328.314425	\$33.261635		\$2,363.239141	\$33.760559		\$2,398.687728	\$34.266968		\$2,434.668044	\$34.780972	
2		\$2,443.162984	\$34.902328		\$2,479.810429	\$35.425863		\$2,517.007585	\$35.957251		\$2,554.762699	\$36.496610	
3		\$2,510.282204	\$35.861174		\$2,547.936437	\$36.399092		\$2,586.155484	\$36.945078		\$2,624.947816	\$37.499255	
4		\$2,584.859252	\$36.926561		\$2,623.632141	\$37.480459		\$2,662.986623	\$38.042666		\$2,702.931422	\$38.613306	
5		\$2,650.486976	\$37.864100		\$2,690.244281	\$38.432061		\$2,730.597945	\$39.008542		\$2,771.556914	\$39.593670	
6		\$2,714.623116	\$38.780330		\$2,755.342463	\$39.362035		\$2,796.672600	\$39.952466		\$2,838.622689	\$40.551753	
<b>LIBRARIAN - GRADE 2</b>	<b>1442</b>												
1		\$2,714.623116	\$38.780330		\$2,755.342463	\$39.362035		\$2,796.672600	\$39.952466		\$2,838.622689	\$40.551753	
2		\$2,780.250841	\$39.717869		\$2,821.954604	\$40.313637		\$2,864.283923	\$40.918342		\$2,907.248182	\$41.532117	
3		\$2,853.336121	\$40.761945		\$2,896.136163	\$41.373374		\$2,939.578205	\$41.993974		\$2,983.671878	\$42.623884	
4		\$2,910.014702	\$41.571639		\$2,953.664923	\$42.195213		\$2,997.969897	\$42.828141		\$3,042.939445	\$43.470564	
5		\$2,981.608493	\$42.594407		\$3,026.332620	\$43.233323		\$3,071.727609	\$43.881823		\$3,117.803523	\$44.540050	
<b>LIBRARY - SERVICE ASSISTANT 1</b>	<b>1453</b>												
1		\$1,138.044127	\$16.257773		\$1,155.114789	\$16.501640		\$1,172.441511	\$16.749164		\$1,190.028134	\$17.000402	
2		\$1,194.722545	\$17.067465		\$1,212.643383	\$17.323477		\$1,230.833034	\$17.583329		\$1,249.295530	\$17.847079	
3		\$1,318.520132	\$18.836002		\$1,338.297934	\$19.118542		\$1,358.372403	\$19.405320		\$1,378.747989	\$19.696400	
4		\$1,443.809646	\$20.625852		\$1,465.466791	\$20.935240		\$1,487.448793	\$21.249268		\$1,509.760525	\$21.568008	
5		\$1,566.115548	\$22.373079		\$1,589.607281	\$22.708675		\$1,613.451390	\$23.049306		\$1,637.653161	\$23.395045	
6		\$1,692.896586	\$24.184237		\$1,718.290035	\$24.547001		\$1,744.064386	\$24.915206		\$1,770.225352	\$25.288934	
<b>LIBRARY - SERVICE ASSISTANT 2</b>	<b>1454</b>												
1		\$1,448.284041	\$20.689772		\$1,470.008302	\$21.000119		\$1,492.058427	\$21.315120		\$1,514.439303	\$21.634847	
2		\$1,551.200384	\$22.160005		\$1,574.468390	\$22.492406		\$1,598.085416	\$22.829792		\$1,622.056697	\$23.172239	
3		\$1,672.015010	\$23.885929		\$1,697.095235	\$24.244218		\$1,722.551664	\$24.607881		\$1,748.389939	\$24.976999	
4		\$1,785.371988	\$25.505314		\$1,812.152568	\$25.887894		\$1,839.334857	\$26.276212		\$1,866.924880	\$26.670355	
5		\$1,897.237290	\$27.103390		\$1,925.695849	\$27.509941		\$1,954.581287	\$27.922590		\$1,983.900006	\$28.341429	
<b>LIBRARY - SERVICE ASSISTANT 3</b>	<b>1455</b>												
1		\$1,742.117139	\$24.887388		\$1,768.248896	\$25.260699		\$1,794.772629	\$25.639609		\$1,821.694218	\$26.024203	
2		\$1,827.135008	\$26.101929		\$1,854.542033	\$26.493458		\$1,882.360163	\$26.890859		\$1,910.595565	\$27.294222	
3		\$1,916.627286	\$27.380390		\$1,945.376695	\$27.791096		\$1,974.557345	\$28.207962		\$2,004.175705	\$28.631082	
4		\$2,003.136599	\$28.616237		\$2,033.183648	\$29.045481		\$2,063.681403	\$29.481163		\$2,094.636624	\$29.923380	
5		\$2,086.662780	\$29.809468		\$2,117.962722	\$30.256610		\$2,149.732163	\$30.710459		\$2,181.978145	\$31.171116	
<b>LIBRARY - SERVICE ASSISTANT 4</b>	<b>1456</b>												
1		\$1,979.271901	\$28.275313		\$2,008.960980	\$28.699443		\$2,039.095395	\$29.129934		\$2,069.681826	\$29.566883	
2		\$2,052.357365	\$29.319391		\$2,083.142725	\$29.759182		\$2,114.389866	\$30.205570		\$2,146.105714	\$30.658653	
3		\$2,123.951337	\$30.342162		\$2,155.810607	\$30.797294		\$2,188.147766	\$31.259254		\$2,220.969982	\$31.728143	
4		\$2,200.019695	\$31.428853		\$2,233.019990	\$31.900286		\$2,266.515290	\$32.378790		\$2,300.513019	\$32.864472	
5		\$2,286.528969	\$32.664700		\$2,320.826904	\$33.154670		\$2,355.639308	\$33.651990		\$2,390.973898	\$34.156770	
<b>LIBRARY - SERVICE ASSISTANT 5</b>	<b>1457</b>												
1		\$2,165.714342	\$30.938776		\$2,198.200057	\$31.402858		\$2,231.173058	\$31.873901		\$2,264.640654	\$32.352009	
2		\$2,249.240444	\$32.132006		\$2,282.979051	\$32.613986		\$2,317.223737	\$33.103196		\$2,351.982093	\$33.599744	
3		\$2,328.291978	\$33.261314		\$2,363.216358	\$33.760234		\$2,398.664603	\$34.266637		\$2,434.644572	\$34.780637	
4		\$2,408.835092	\$34.411930		\$2,444.967618	\$34.928109		\$2,481.642132	\$35.452030		\$2,518.866764	\$35.983811	
5		\$2,487.886804	\$35.541240		\$2,525.205106	\$36.074359		\$2,563.083183	\$36.615474		\$2,601.529431	\$37.164706	



**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>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		\$11.952424 \$13.305528			\$12.155615 \$13.531722			\$12.277171 \$13.667039 \$13.500000 \$14.000000		
<b>LOCKSMITH</b> 1	1478	\$2,361.895041		\$29.523688	\$2,402.047257	\$30.025591	\$2,426.067730		\$30.325847	\$2,462.458746		\$30.780734	
<b>MACHINIST</b> 1	1511	\$2,608.460629		\$32.605758	\$2,652.804460	\$33.160056	\$2,679.332505		\$33.491656	\$2,719.522493		\$33.994031	
<b>MACHINIST - LEADING</b> 1	1512	\$2,698.667727		\$33.733347	\$2,744.545078	\$34.306813	\$2,771.990529		\$34.649882	\$2,813.570387		\$35.169630	
<b>MAINTENANCE WORKER 1</b> 1 2 3 4 5 6	1561	\$1,723.798960 \$1,812.596257 \$1,880.251505 \$1,956.363745 \$2,042.342248 \$2,129.730365	\$21.547487 \$22.657453 \$23.503144 \$24.454547 \$25.529278 \$26.621630	\$1,753.103542 \$1,843.410393 \$1,912.215781 \$1,989.621929 \$2,077.062066 \$2,165.935781	\$21.913794 \$23.042630 \$23.902697 \$24.870274 \$25.963276 \$27.074197	\$1,770.634577 \$1,861.844497 \$1,931.337939 \$2,009.518148 \$2,097.832687 \$2,187.595139	\$22.132932 \$23.273056 \$24.141724 \$25.118977 \$26.222909 \$27.344939	\$1,797.194096 \$1,889.772164 \$1,960.308008 \$2,039.660920 \$2,129.300177 \$2,220.409066	\$22.464926 \$23.622152 \$24.503850 \$25.495762 \$26.616252 \$27.755113				
<b>MAINTENANCE WORKER 2</b> 1 2 3 4 5	1562	\$1,880.251505 \$1,956.363745 \$2,042.342248 \$2,129.730365 \$2,215.708865	\$23.503144 \$24.454547 \$25.529278 \$26.621630 \$27.696361	\$1,912.215781 \$1,989.621929 \$2,077.062066 \$2,165.935781 \$2,253.375916	\$23.902697 \$24.870274 \$25.963276 \$27.074197 \$28.167199	\$1,931.337939 \$2,009.518148 \$2,097.832687 \$2,187.595139 \$2,275.909675	\$24.141724 \$25.118977 \$26.222909 \$27.344939 \$28.448871	\$1,960.308008 \$2,039.660920 \$2,129.300177 \$2,220.409066 \$2,310.048320	\$24.503850 \$25.495762 \$26.616252 \$27.755113 \$28.875604				
<b>MAINTENANCE WORKER - COLLECTION SYSTEMS</b> 1	1537	\$2,231.213111		\$27.890164	\$2,269.143734	\$28.364297	\$2,291.835171		\$28.647940	\$2,326.212699		\$29.077659	
<b>MAINTENANCE WORKER - FLEET</b> 1 2 3 4	1535	\$2,126.911307 \$2,193.157067 \$2,259.402723 \$2,329.877052	\$26.586391 \$27.414463 \$28.242534 \$29.123463	\$2,163.068799 \$2,230.440737 \$2,297.812569 \$2,369.484962	\$27.038360 \$27.880509 \$28.722657 \$29.618562	\$2,184.699487 \$2,252.745144 \$2,320.790695 \$2,393.179812	\$27.308744 \$28.159314 \$29.009884 \$29.914748	\$2,217.469979 \$2,286.536321 \$2,355.602555 \$2,429.077509	\$27.718375 \$28.581704 \$29.445032 \$30.363469				
<b>MAINTENANCE WORKER - GENERAL</b> 1	1548	\$1,861.928276		\$23.274103	\$1,893.581057	\$23.669763	\$1,912.516868		\$23.906461	\$1,941.204621		\$24.265058	
<b>MAINTENANCE WORKER - SHOP - STREETS AND TRANSPORTATION</b> 1 2 3 4 5 6	1574	\$1,661.781611 \$1,746.350648 \$1,812.596404 \$1,880.251555 \$1,956.363745 \$2,042.342173	\$20.772270 \$21.829383 \$22.657455 \$23.503144 \$24.454547 \$25.529277	\$1,690.031898 \$1,776.038609 \$1,843.410543 \$1,912.215831 \$1,989.621929 \$2,077.061990	\$21.125399 \$22.200483 \$23.042632 \$23.902698 \$24.870274 \$25.963275	\$1,706.932217 \$1,793.798995 \$1,861.844648 \$1,931.337989 \$2,009.518148 \$2,097.832610	\$21.336653 \$22.422487 \$23.273058 \$24.141725 \$25.118977 \$26.222908	\$1,732.536200 \$1,820.705980 \$1,889.772318 \$1,960.308059 \$2,039.660920 \$2,129.300099	\$21.656703 \$22.758825 \$23.622154 \$24.503851 \$25.495762 \$26.616251				
<b>MAINTENANCE WORKER - SKILLED "A"</b> 1	1549	\$1,928.174132		\$24.102177	\$1,960.953092	\$24.511914	\$1,980.562623		\$24.757033	\$2,010.271062		\$25.128388	
<b>MAINTENANCE WORKER - SKILLED "A"-SEWER</b> 1	1580	\$1,928.174054		\$24.102176	\$1,960.953013	\$24.511913	\$1,980.562543		\$24.757032	\$2,010.270981		\$25.128387	
<b>MAINTENANCE WORKER - SKILLED - B1 (SEWER) 1 - With Provincial Certification</b>	1539	\$2,154.140832		\$26.926760	\$2,190.761226	\$27.384515	\$2,212.668838		\$27.658360	\$2,245.858871		\$28.073236	
<b>MAINTENANCE WORKER-SKILLED "B"-GRADE 1 1</b>	1550	\$2,154.140832		\$26.926760	\$2,190.761226	\$27.384515	\$2,212.668838		\$27.658360	\$2,245.858871		\$28.073236	
<b>MAINTENANCE WORKER-SKILLED "B"-GRADE 2 1 - With Provincial Certification</b>	1551	\$2,311.987311		\$28.899841	\$2,351.291095	\$29.391139	\$2,374.804006		\$29.685050	\$2,410.426066		\$30.130326	
<b>MAINTENANCE WORKER-SKILLED "C"-GRADE 1 1 - With Provincial Certification</b>	1552	\$2,432.693508		\$30.408669	\$2,474.049298	\$30.925616	\$2,498.789791		\$31.234872	\$2,536.271638		\$31.703395	
<b>MAINTENANCE WORKER-SKILLED "C"-GRADE 2 1 - With Provincial Certification</b>	1553	\$2,543.082874		\$31.788536	\$2,586.315283	\$32.328941	\$2,612.178436		\$32.652230	\$2,651.361113		\$33.142014	

**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		\$15.225000 \$15.732500			\$15.453375 \$15.968488			\$15.685176 \$16.208015		
<b>LOCKSMITH</b> 1	1478	\$2,499.395627		\$31.242445	\$2,536.886561		\$31.711082	\$2,574.939859		\$32.186748	\$2,613.563957	\$32.669549	
<b>MACHINIST</b> 1	1511	\$2,760.315330		\$34.503942	\$2,801.720060		\$35.021501	\$2,843.745861		\$35.546823	\$2,886.402049	\$36.080026	
<b>MACHINIST - LEADING</b> 1	1512	\$2,855.773943		\$35.697174	\$2,898.610552		\$36.232632	\$2,942.089710		\$36.776121	\$2,986.221056	\$37.327763	
<b>MAINTENANCE WORKER 1</b> 1 2 3 4 5 6	1561	\$1,824.152007 \$1,918.118746 \$1,989.712628 \$2,070.255834 \$2,161.239680 \$2,253.715202		\$22.801900 \$23.976484 \$24.871408 \$25.878198 \$27.015496 \$28.171440	\$1,851.514287 \$1,946.890527 \$2,019.558317 \$2,101.309672 \$2,193.658275 \$2,287.520930		\$23.143929 \$24.336132 \$25.244479 \$26.266371 \$27.420728 \$28.594012	\$1,879.287001 \$1,976.093885 \$2,049.851692 \$2,132.829317 \$2,226.563149 \$2,321.833744		\$23.491088 \$24.701174 \$25.623146 \$26.660366 \$27.832039 \$29.022922	\$1,907.476306 \$2,005.735293 \$2,080.599467 \$2,164.821757 \$2,259.961596 \$2,356.661250	\$23.843454 \$25.071691 \$26.007493 \$27.060272 \$28.249520 \$29.458266	
<b>MAINTENANCE WORKER 2</b> 1 2 3 4 5	1562	\$1,989.712628 \$2,070.255834 \$2,161.239680 \$2,253.715202 \$2,344.699045		\$24.871408 \$25.878198 \$27.015496 \$28.171440 \$29.308738	\$2,019.558317 \$2,101.309672 \$2,193.658275 \$2,287.520930 \$2,379.869531		\$25.244479 \$26.266371 \$27.420728 \$28.594012 \$29.748369	\$2,049.851692 \$2,132.829317 \$2,226.563149 \$2,321.833744 \$2,415.567574		\$25.623146 \$26.660366 \$27.832039 \$29.022922 \$30.194595	\$2,080.599467 \$2,164.821757 \$2,259.961596 \$2,356.661250 \$2,451.801088	\$26.007493 \$27.060272 \$28.249520 \$29.458266 \$30.647514	
<b>MAINTENANCE WORKER - COLLECTION SYSTEMS</b> 1	1537	\$2,361.105889		\$29.513824	\$2,396.522477		\$29.956531	\$2,432.470314		\$30.405879	\$2,468.957369	\$30.861967	
<b>MAINTENANCE WORKER - FLEET</b> 1 2 3 4	1535	\$2,250.732029 \$2,320.834366 \$2,390.936593 \$2,465.513672		\$28.134150 \$29.010430 \$29.886707 \$30.818921	\$2,284.493009 \$2,355.646881 \$2,426.800642 \$2,502.496377		\$28.556163 \$29.445586 \$30.335008 \$31.281205	\$2,318.760404 \$2,390.981584 \$2,463.202652 \$2,540.033823		\$28.984505 \$29.887270 \$30.790033 \$31.750423	\$2,353.541810 \$2,426.846308 \$2,500.150692 \$2,578.134330	\$29.419273 \$30.335579 \$31.251884 \$32.226679	
<b>MAINTENANCE WORKER - GENERAL</b> 1	1548	\$1,970.322690		\$24.629034	\$1,999.877530		\$24.998469	\$2,029.875693		\$25.373446	\$2,060.323828	\$25.754048	
<b>MAINTENANCE WORKER - SHOP - STREETS AND TRANSPORTATION</b> 1 2 3 4 5 6	1574	\$1,758.524243 \$1,848.016570 \$1,918.118903 \$1,989.712680 \$2,070.255834 \$2,161.239600		\$21.981553 \$23.100207 \$23.976486 \$24.871409 \$25.878198 \$27.015495	\$1,784.902107 \$1,875.736819 \$1,946.890687 \$2,019.558370 \$2,101.309672 \$2,193.658194		\$22.311276 \$23.446710 \$24.336134 \$25.244480 \$26.266371 \$27.420727	\$1,811.675639 \$1,903.872871 \$1,976.094047 \$2,049.851746 \$2,132.829317 \$2,226.563067		\$22.645945 \$23.798411 \$24.701176 \$25.623147 \$26.660366 \$27.832038	\$1,838.850774 \$1,932.430964 \$2,005.735458 \$2,080.599522 \$2,164.821757 \$2,259.961513	\$22.985635 \$24.155387 \$25.071693 \$26.007494 \$27.060272 \$28.249519	
<b>MAINTENANCE WORKER - SKILLED "A"</b> 1	1549	\$2,040.425128		\$25.505314	\$2,071.031505		\$25.887894	\$2,102.096978		\$26.276212	\$2,133.628433	\$26.670355	
<b>MAINTENANCE WORKER - SKILLED "A"-SEWER</b> 1	1580	\$2,040.425046		\$25.505313	\$2,071.031422		\$25.887893	\$2,102.096893		\$26.276211	\$2,133.628346	\$26.670354	
<b>MAINTENANCE WORKER - SKILLED - B1 (SEWER) 1 - With Provincial Certification</b>	1539	\$2,279.546754		\$28.494334	\$2,313.739955		\$28.921749	\$2,348.446054		\$29.355576	\$2,383.672745	\$29.795909	
<b>MAINTENANCE WORKER-SKILLED "B"-GRADE 1</b> 1	1550	\$2,279.546754		\$28.494334	\$2,313.739955		\$28.921749	\$2,348.446054		\$29.355576	\$2,383.672745	\$29.795909	
<b>MAINTENANCE WORKER-SKILLED "B"-GRADE 2</b> 1 - With Provincial Certification	1551	\$2,446.582457		\$30.582281	\$2,483.281194		\$31.041015	\$2,520.530412		\$31.506630	\$2,558.338368	\$31.979230	
<b>MAINTENANCE WORKER-SKILLED "C"-GRADE 1</b> 1 - With Provincial Certification	1552	\$2,574.315713		\$32.178946	\$2,612.930449		\$32.661631	\$2,652.124406		\$33.151555	\$2,691.906272	\$33.648828	
<b>MAINTENANCE WORKER-SKILLED "C"-GRADE 2</b> 1 - With Provincial Certification	1553	\$2,691.131530		\$33.639144	\$2,731.498503		\$34.143731	\$2,772.470981		\$34.655887	\$2,814.058046	\$35.175726	

**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	\$2,704.632051		\$33.807901	\$2,750.610796		\$34.382635	\$2,778.116904		\$34.726461	\$2,819.788658
MECHANIC - HEATING 1 - With Gas Fitter "B" 2 - With Gas Fitter "A"	1627	\$2,539.395991 \$2,714.171926		\$31.742450 \$33.927149	\$2,582.565723 \$2,760.312849		\$32.282072 \$34.503911	\$2,608.391380 \$2,787.915977		\$32.604892 \$34.848950	\$2,647.517251 \$2,829.734717		\$33.093966 \$35.371684
MECHANIC - JOURNEY INDUSTRIAL 1	1631	\$2,752.554517		\$34.406931	\$2,799.347944		\$34.991849	\$2,827.341423		\$35.341768	\$2,869.751544		\$35.871894
MECHANIC - LEAD HEAVY DUTY EQUIPMENT** 1 1 - Effective January 1 2023	1637	\$2,794.839111		\$34.935489	\$2,842.351376		\$35.529392	\$2,870.774890		\$35.884686	\$2,913.836513 \$2,993.836480		\$36.422956 \$37.422956
MECHANIC - LEADING JOURNEY INDUSTRIAL 1	1632	\$2,859.675377		\$35.745942	\$2,908.289858		\$36.353623	\$2,937.372757		\$36.717159	\$2,981.433348		\$37.267917
MECHANIC - LIGHT VEHICLE** 1 1 - Effective January 1 2023	1635	\$2,472.603796		\$30.907547	\$2,514.638061		\$31.432976	\$2,539.784442		\$31.747306	\$2,577.881209 \$2,657.881200		\$32.223515 \$33.223515
MECHANIC - REFRIGERATION 1	1641	\$2,657.792502		\$33.222406	\$2,702.974975		\$33.787187	\$2,730.004725		\$34.125059	\$2,770.954796		\$34.636935
METER READER 1 2 3 4 5	1671	\$1,698.428155 \$1,782.997215 \$1,829.510071 \$1,899.984371 \$1,957.773274	\$24.263259 \$25.471389 \$26.135858 \$27.142634 \$27.968190		\$1,727.301434 \$1,813.308168 \$1,860.611742 \$1,932.284105 \$1,991.055420	\$24.675735 \$25.904402 \$26.580168 \$27.604059 \$28.443649		\$1,744.574448 \$1,831.441250 \$1,879.217859 \$1,951.606946 \$2,010.965974	\$24.922492 \$26.163446 \$26.845969 \$27.880099 \$28.728085		\$1,770.743065 \$1,858.912869 \$1,907.406127 \$1,980.881050 \$2,041.130464	\$25.296330 \$26.555898 \$27.248659 \$28.298301 \$29.159007	
METER READER - COMMERCIAL 1 2 3 4 5	1673	\$1,698.428155 \$1,782.997215 \$1,829.510071 \$1,899.984371 \$1,957.773274	\$24.263259 \$25.471389 \$26.135858 \$27.142634 \$27.968190		\$1,727.301434 \$1,813.308168 \$1,860.611742 \$1,932.284105 \$1,991.055420	\$24.675735 \$25.904402 \$26.580168 \$27.604059 \$28.443649		\$1,744.574448 \$1,831.441250 \$1,879.217859 \$1,951.606946 \$2,010.965974	\$24.922492 \$26.163446 \$26.845969 \$27.880099 \$28.728085		\$1,770.743065 \$1,858.912869 \$1,907.406127 \$1,980.881050 \$2,041.130464	\$25.296330 \$26.555898 \$27.248659 \$28.298301 \$29.159007	
NURSE - OCCUPATIONAL HEALTH 1 2 3 4 5 6	1676	\$2,892.058826 \$2,993.280885 \$3,098.045715 \$3,206.474931 \$3,318.701555 \$3,434.856109	\$41.315126 \$42.761156 \$44.257796 \$45.806785 \$47.410022 \$49.069373		\$2,941.223826 \$3,044.166660 \$3,150.712492 \$3,260.985005 \$3,375.119481 \$3,493.248663	\$42.017483 \$43.488095 \$45.010178 \$46.585500 \$48.215993 \$49.903552		\$2,970.636064 \$3,074.608327 \$3,182.219617 \$3,293.594855 \$3,408.870676 \$3,528.181150	\$42.437658 \$43.922976 \$45.460280 \$47.051355 \$48.698153 \$50.402588		\$3,015.195605 \$3,120.727452 \$3,229.952911 \$3,342.998778 \$3,460.003736 \$3,581.103867	\$43.074223 \$44.581821 \$46.142184 \$47.757125 \$49.428625 \$51.158627	
OCCUPATIONAL THERAPIST 1 2 3 4 5 6	1679	\$2,405.986519 \$2,513.108457 \$2,607.543689 \$2,721.712486 \$2,844.334977 \$2,915.056829	\$34.371236 \$35.901549 \$37.250624 \$38.881607 \$40.633357 \$41.643669		\$2,446.888290 \$2,555.831301 \$2,651.871932 \$2,767.981598 \$2,892.688672 \$2,964.612795	\$34.955547 \$36.511876 \$37.883885 \$39.542594 \$41.324124 \$42.351611		\$2,471.357173 \$2,581.389614 \$2,678.390651 \$2,795.661414 \$2,921.615559 \$2,994.258923	\$35.305102 \$36.876994 \$38.262724 \$39.938020 \$41.737365 \$42.775127		\$2,508.427531 \$2,620.110458 \$2,718.566511 \$2,837.596335 \$2,965.439792 \$3,039.172807	\$35.834679 \$37.430149 \$38.836664 \$40.537091 \$42.363426 \$43.416754	
OFFICER 1 - REAL ESTATE 1 2 3 4 5	1831	\$1,658.962507 \$1,743.531654 \$1,835.148180 \$1,947.906841 \$2,071.941463	\$23.699464 \$24.907595 \$26.216403 \$27.827241 \$29.599164		\$1,687.164870 \$1,773.171692 \$1,866.345699 \$1,981.021257 \$2,107.164468	\$24.102355 \$25.331024 \$26.662081 \$28.300304 \$30.102350		\$1,704.036519 \$1,790.903409 \$1,885.009156 \$2,000.831470 \$2,128.236113	\$24.343379 \$25.584334 \$26.928702 \$28.583307 \$30.403373		\$1,729.597067 \$1,817.766960 \$1,913.284293 \$2,030.843942 \$2,160.159655	\$24.708530 \$25.968099 \$27.332633 \$29.012056 \$30.859424	
OFFICER 2 - REAL ESTATE 1 2 3 4	1832	\$2,071.941463 \$2,194.566556 \$2,318.601091 \$2,446.864124	\$29.599164 \$31.350951 \$33.122873 \$34.955202		\$2,107.164468 \$2,231.874187 \$2,358.017310 \$2,488.460814	\$30.102350 \$31.883917 \$33.685962 \$35.549440		\$2,128.236113 \$2,254.192929 \$2,381.597483 \$2,513.345422	\$30.403373 \$32.202756 \$34.022821 \$35.904935		\$2,160.159655 \$2,288.005823 \$2,417.321445 \$2,551.045603	\$30.859424 \$32.685797 \$34.533164 \$36.443509	
OFFICER 3 - REAL ESTATE 1 2 3 4	1833	\$2,446.864124 \$2,527.204774 \$2,617.411601 \$2,707.618681	\$34.955202 \$36.102925 \$37.391594 \$38.680267		\$2,488.460814 \$2,570.167255 \$2,661.907598 \$2,753.648199	\$35.549440 \$36.716675 \$38.027251 \$39.337831		\$2,513.345422 \$2,595.868928 \$2,688.526674 \$2,781.184681	\$35.904935 \$37.083842 \$38.407524 \$39.731210		\$2,551.045603 \$2,634.806962 \$2,728.854574 \$2,822.902451	\$36.443509 \$37.640099 \$38.983637 \$40.327178	

**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	\$2,943.285470		\$36.791068	\$2,987.434752		\$37.342934	\$3,072.246240		\$38.403078	\$3,158.329920
MECHANIC - HEATING 1 - With Gas Fitter "B" 2 - With Gas Fitter "A"	1627	\$2,687.230010 \$2,872.180738		\$33.590375 \$35.902259	\$2,727.538460 \$2,915.263449		\$34.094231 \$36.440793	\$2,768.451537 \$2,958.992401		\$34.605644 \$36.987405	\$2,809.978310 \$3,003.377287		\$35.124729 \$37.542216
MECHANIC - JOURNEY INDUSTRIAL 1	1631	\$2,912.797817		\$36.409973	\$2,956.489784		\$36.956122	\$3,000.837131		\$37.510464	\$3,045.849688		\$38.073121
MECHANIC - LEAD HEAVY DUTY EQUIPMENT** 1 1 - Effective January 1 2023	1637	\$3,038.744027		\$37.984300	\$3,084.325187		\$38.554065	\$3,170.590080		\$39.632376	\$3,258.148960		\$40.726862
MECHANIC - LEADING JOURNEY INDUSTRIAL 1	1632	\$3,026.154848		\$37.826936	\$3,071.547171		\$38.394340	\$3,117.620379		\$38.970255	\$3,164.384685		\$39.554809
MECHANIC - LIGHT VEHICLE** 1 1 - Effective January 1 2023	1635	\$2,697.749418		\$33.721868	\$2,738.215659		\$34.227696	\$2,819.288880		\$35.241111	\$2,901.578240		\$36.269728
MECHANIC - REFRIGERATION 1	1641	\$2,812.519118		\$35.156489	\$2,854.706905		\$35.683836	\$2,897.527509		\$36.219094	\$2,940.990422		\$36.762380
METER READER 1 2 3 4 5	1671	\$1,797.304211 \$1,886.796562 \$1,936.017219 \$2,010.594266 \$2,071.747421	\$25.675774 \$26.954237 \$27.657389 \$28.722775 \$29.596392		\$1,824.263774 \$1,915.098510 \$1,965.057477 \$2,040.753180 \$2,102.823632	\$26.060911 \$27.358550 \$28.072250 \$29.153617 \$30.040338		\$1,851.627731 \$1,943.824988 \$1,994.533339 \$2,071.364478 \$2,134.365986	\$26.451825 \$27.768928 \$28.493333 \$29.590921 \$30.490943		\$1,879.402147 \$1,972.982363 \$2,024.451339 \$2,102.434945 \$2,166.381476	\$26.848602 \$28.185462 \$28.920733 \$30.034785 \$30.948307	
METER READER - COMMERCIAL 1 2 3 4 5	1673	\$1,797.304211 \$1,886.796562 \$1,936.017219 \$2,010.594266 \$2,071.747421	\$25.675774 \$26.954237 \$27.657389 \$28.722775 \$29.596392		\$1,824.263774 \$1,915.098510 \$1,965.057477 \$2,040.753180 \$2,102.823632	\$26.060911 \$27.358550 \$28.072250 \$29.153617 \$30.040338		\$1,851.627731 \$1,943.824988 \$1,994.533339 \$2,071.364478 \$2,134.365986	\$26.451825 \$27.768928 \$28.493333 \$29.590921 \$30.490943		\$1,879.402147 \$1,972.982363 \$2,024.451339 \$2,102.434945 \$2,166.381476	\$26.848602 \$28.185462 \$28.920733 \$30.034785 \$30.948307	
NURSE - OCCUPATIONAL HEALTH 1 2 3 4 5 6	1676	\$3,060.423539 \$3,167.538364 \$3,278.402205 \$3,393.143760 \$3,511.903792 \$3,634.820425	\$43.720336 \$45.250548 \$46.834317 \$48.473482 \$50.170054 \$51.926006		\$3,106.329892 \$3,215.051439 \$3,327.578238 \$3,444.040916 \$3,564.582349 \$3,689.342731	\$44.376141 \$45.929306 \$47.536832 \$49.200585 \$50.922605 \$52.704896		\$3,152.924840 \$3,263.277211 \$3,377.491912 \$3,495.701530 \$3,618.051084 \$3,744.682872	\$45.041783 \$46.618246 \$48.249884 \$49.938593 \$51.686444 \$53.495470		\$3,200.218713 \$3,312.226369 \$3,428.154291 \$3,548.137053 \$3,672.321850 \$3,800.853115	\$45.717410 \$47.317520 \$48.973633 \$50.687672 \$52.461741 \$54.297902	
OCCUPATIONAL THERAPIST 1 2 3 4 5 6	1679	\$2,546.053944 \$2,659.412115 \$2,759.345009 \$2,880.160280 \$3,009.921389 \$3,084.760399	\$36.372199 \$37.991602 \$39.419214 \$41.145147 \$42.998877 \$44.068006		\$2,584.244753 \$2,699.303297 \$2,800.735184 \$2,923.362684 \$3,055.070210 \$3,131.031805	\$36.917782 \$38.561476 \$40.010503 \$41.762324 \$43.643860 \$44.729026		\$2,623.008424 \$2,739.792846 \$2,842.746212 \$2,967.213124 \$3,100.896263 \$3,177.997282	\$37.471549 \$39.139898 \$40.610660 \$42.388759 \$44.298518 \$45.399961		\$2,662.353550 \$2,780.889739 \$2,885.387405 \$3,011.721321 \$3,147.409707 \$3,225.667241	\$38.033622 \$39.726996 \$41.219820 \$43.024590 \$44.962996 \$46.080961	
OFFICER 1 - REAL ESTATE 1 2 3 4 5	1831	\$1,755.541023 \$1,845.033464 \$1,941.983557 \$2,061.306601 \$2,192.562050	\$25.079157 \$26.357621 \$27.742622 \$29.447237 \$31.322315		\$1,781.874138 \$1,872.708966 \$1,971.113310 \$2,092.226200 \$2,225.450481	\$25.455345 \$26.752985 \$28.158762 \$29.888946 \$31.792150		\$1,808.602250 \$1,900.799600 \$2,000.680010 \$2,123.609593 \$2,258.832238	\$25.837175 \$27.154280 \$28.581143 \$30.337280 \$32.269032		\$1,835.731284 \$1,929.311594 \$2,030.690210 \$2,155.463737 \$2,292.714722	\$26.224733 \$27.561594 \$29.009860 \$30.792339 \$32.753067	
OFFICER 2 - REAL ESTATE 1 2 3 4	1832	\$2,192.562050 \$2,322.325910 \$2,453.581267 \$2,589.311287	\$31.322315 \$33.176084 \$35.051161 \$36.990161		\$2,225.450481 \$2,357.160799 \$2,490.384986 \$2,628.150956	\$31.792150 \$33.673726 \$35.576928 \$37.545014		\$2,258.832238 \$2,392.518211 \$2,527.740761 \$2,667.573220	\$32.269032 \$34.178832 \$36.110582 \$38.108189		\$2,292.714722 \$2,428.405984 \$2,565.656872 \$2,707.586818	\$32.753067 \$34.691514 \$36.652241 \$38.679812	
OFFICER 3 - REAL ESTATE 1 2 3 4	1833	\$2,589.311287 \$2,674.329066 \$2,769.787393 \$2,865.245988	\$36.990161 \$38.204701 \$39.568391 \$40.932086		\$2,628.150956 \$2,714.444002 \$2,811.334204 \$2,908.224678	\$37.545014 \$38.777771 \$40.161917 \$41.546067		\$2,667.573220 \$2,755.160662 \$2,853.504217 \$2,951.848048	\$38.108189 \$39.359438 \$40.764346 \$42.169258		\$2,707.586818 \$2,796.488072 \$2,896.306780 \$2,996.125769	\$38.679812 \$39.949830 \$41.375811 \$42.801797	

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

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

CLASSIFICATION	Class Code	EFFECTIVE DATE MARCH 1, 2023 - 1.50%			EFFECTIVE DATE DECEMBER 31, 2023 - 1.50%			EFFECTIVE DATE 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		\$2,029.984204		\$25,374803	\$2,060.433967		\$25,755425	\$2,091.340477		\$26,141756	\$2,122.710584		\$26,533882
2		\$2,131.408898		\$26,642611	\$2,163.380031		\$27,042250	\$2,195.830731		\$27,447884	\$2,228.768192		\$27,859602
3		\$2,214.935038		\$27,686688	\$2,248.159064		\$28,101988	\$2,281.881450		\$28,523518	\$2,316.109672		\$28,951371
OFFICER - ANIMAL SERVICE 2	1781												
1		\$2,293.986753		\$28,674834	\$2,328.396554		\$29,104957	\$2,363.322502		\$29,541531	\$2,398.772340		\$29,984654
OFFICER - BICYCLE RECOVERY	1790												
1		\$2,188.087383	\$31,258391		\$2,220.908694	\$31,727267		\$2,254.222324	\$32,203176		\$2,288.035659	\$32,686224	
OFFICER - BYLAW ENFORCEMENT	1795												
1		\$2,096.645253	\$29,952075		\$2,128.094932	\$30,401356		\$2,160.016356	\$30,857377		\$2,192.416601	\$31,320237	
2		\$2,184.005472	\$31,200078		\$2,216.765554	\$31,668079		\$2,250.017037	\$32,143101		\$2,283.767293	\$32,625247	
3		\$2,275.005699	\$32,500081		\$2,309.130784	\$32,987583		\$2,343.767746	\$33,482396		\$2,378.924262	\$33,984632	
4		\$2,355.873787	\$33,655340		\$2,391.211894	\$34,160170		\$2,427.080072	\$34,672572		\$2,463.486273	\$35,192661	
5		\$2,437.042981	\$34,814900		\$2,473.598626	\$35,337123		\$2,510.702605	\$35,867180		\$2,548.363144	\$36,405188	
6		\$2,499.819027	\$35,711700		\$2,537.316312	\$36,247376		\$2,575.376057	\$36,791087		\$2,614.006698	\$37,342953	
OFFICER - PROJECTS 1	1818												
1		\$2,226.867311	\$31,812390		\$2,260.270321	\$32,289576		\$2,294.174376	\$32,773920		\$2,328.586992	\$33,265528	
2		\$2,337.241213	\$33,389160		\$2,372.299831	\$33,889998		\$2,407.884328	\$34,398348		\$2,444.002593	\$34,914323	
3		\$2,443.140447	\$34,902006		\$2,479.787554	\$35,425536		\$2,516.984367	\$35,956920		\$2,554.739133	\$36,496273	
4		\$2,562.463581	\$36,606623		\$2,600.900535	\$37,155722		\$2,639.914043	\$37,713058		\$2,679.512754	\$38,278754	
5		\$2,684.769794	\$38,353854		\$2,725.041341	\$38,929162		\$2,765.916961	\$39,513099		\$2,807.405715	\$40,105796	
6		\$2,811.550581	\$40,165008		\$2,853.723840	\$40,767483		\$2,896.529698	\$41,378996		\$2,939.977643	\$41,999681	
OFFICER - ZONING DEVELOPMENT	681												
1		\$2,308.902103	\$32,984316		\$2,343.535635	\$33,479081		\$2,378.688670	\$33,981267		\$2,414.369000	\$34,490986	
2		\$2,477.445894	\$35,392084		\$2,514.607582	\$35,922965		\$2,552.326696	\$36,461810		\$2,590.611596	\$37,008737	
3		\$2,546.056696	\$36,372239		\$2,584.247546	\$36,917822		\$2,623.011259	\$37,471589		\$2,662.356428	\$38,033663	
4		\$2,674.329066	\$38,204701		\$2,714.444002	\$38,777771		\$2,755.160662	\$39,359438		\$2,796.488072	\$39,949830	
5		\$2,795.143603	\$39,930623		\$2,837.070757	\$40,529582		\$2,879.626818	\$41,137526		\$2,922.821220	\$41,754589	
6		\$2,914.466827	\$41,635240		\$2,958.183829	\$42,259769		\$3,002.556586	\$42,893666		\$3,047.594935	\$43,537071	
ENFORCEMENT SERVICES OFFICER-IN-TRAINING	1817												
1		\$1,892.762719	\$27,039467		\$1,921.154160	\$27,445059		\$1,949.971472	\$27,856735		\$1,979.221044	\$28,274586	
2		\$1,988.221135	\$28,403159		\$2,018.044452	\$28,829206		\$2,048.315119	\$29,261645		\$2,079.039846	\$29,700569	
3		\$2,070.255834	\$29,575083		\$2,101.309672	\$30,018710		\$2,132.829317	\$30,468990		\$2,164.821757	\$30,926025	
4		\$2,158.256510	\$30,832236		\$2,190.630358	\$31,294719		\$2,223.489813	\$31,764140		\$2,256.842160	\$32,240602	
5		\$2,252.223616	\$32,174623		\$2,286.006970	\$32,657242		\$2,320.297075	\$33,147101		\$2,355.101531	\$33,644308	
6		\$2,340.224288	\$33,431776		\$2,375.327652	\$33,933252		\$2,410.957567	\$34,442251		\$2,447.121931	\$34,958885	
OPERATOR - COMMUNICATIONS LEAD	1896			42 Hours		42 Hours			42 Hours			42 Hours	
1		\$3,461.438772		\$41,207604	\$3,513.360354		\$41,825719	\$3,566.060759		\$42,453104	\$3,619.551670		\$43,089901
In accordance with Supplementary Agreement: Communications salary rates paid may be higher than shown.													
OPERATOR - COMPUTER	1857												
1		\$1,754.049527	\$25,057850		\$1,780.360270	\$25,433718		\$1,807.065674	\$25,815224		\$1,834.171659	\$26,202452	
2		\$1,843.541972	\$26,336314		\$1,871.195102	\$26,731359		\$1,899.263029	\$27,132329		\$1,927.751974	\$27,539314	
3		\$1,897.237290	\$27,103390		\$1,925.695849	\$27,509941		\$1,954.581287	\$27,922590		\$1,983.900006	\$28,341429	
4		\$2,024.018166	\$28,914545		\$2,054.378438	\$29,348263		\$2,085.194115	\$29,788487		\$2,116.472027	\$30,235315	
5		\$2,122.459753	\$30,320854		\$2,154.296649	\$30,775666		\$2,186.611099	\$31,237301		\$2,219.410265	\$31,705861	
6		\$2,232.833470	\$31,897621		\$2,266.325972	\$32,376085		\$2,300.320862	\$32,861727		\$2,334.825675	\$33,354653	
OPERATOR - COMPUTER SENIOR	1950												
1		\$2,018.052009	\$28,829314		\$2,048.322789	\$29,261754		\$2,079.047631	\$29,700680		\$2,110.233345	\$30,146191	
2		\$2,123.951337	\$30,342162		\$2,155.810607	\$30,797294		\$2,188.147766	\$31,259254		\$2,220.969982	\$31,728143	
3		\$2,216.426584	\$31,663237		\$2,249.672983	\$32,138185		\$2,283.418078	\$32,620258		\$2,317.669349	\$33,109562	
4		\$2,328.291978	\$33,261314		\$2,363.216358	\$33,760234		\$2,398.664603	\$34,266637		\$2,434.644572	\$34,780637	
5		\$2,443.140447	\$34,902006		\$2,479.787554	\$35,425536		\$2,516.984367	\$35,956920		\$2,554.739133	\$36,496273	
OPERATOR - CONTROL	1905												
1		\$2,459.547385		\$30,744342	\$2,496.440596		\$31,205507	\$2,533.887205		\$31,673590	\$2,571.895513		\$32,148694
OPERATOR - EQUIPMENT 2 - EMERGENCY SERVICES	1886												
1		\$2,077.265320		\$25,965817	\$2,108.424300		\$26,355304	\$2,140.050665		\$26,750633	\$2,172.151425		\$27,151893

**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	\$1,861.928276		\$23,274.103	\$1,893.581057		\$23,669.763	\$1,912.516868		\$23,906.461	\$1,941.204621
OPERATOR - EQUIPMENT GRADE 2 1	1882	\$1,962.987530		\$24,537.344	\$1,996.358318		\$24,954.479	\$2,016.321901		\$25,204.024	\$2,046.566730		\$25,582.084
OPERATOR - EQUIPMENT GRADE 3 1	1883	\$2,040.509278		\$25,506.366	\$2,075.197936		\$25,939.974	\$2,095.949915		\$26,199.374	\$2,127.389164		\$26,592.365
OPERATOR - EQUIPMENT 3 - AUTOMATED 1	1887	\$2,005.695618		\$25,071.195	\$2,039.792444		\$25,497.406	\$2,060.190368		\$25,752.380	\$2,091.093224		\$26,138.665
OPERATOR - EQUIPMENT GRADE 4 1	1884	\$2,167.362628		\$27,092.033	\$2,204.207793		\$27,552.597	\$2,226.249871		\$27,828.123	\$2,259.643619		\$28,245.545
OPERATOR - EQUIPMENT GRADE 5 1	1885	\$2,247.703296		\$28,096.291	\$2,285.914252		\$28,573.928	\$2,308.773395		\$28,859.667	\$2,343.404996		\$29,292.562
OPERATOR - FLOOD PUMPING STATION 1	1898	\$1,956.363745		\$24,454.547	\$1,989.621929		\$24,870.274	\$2,009.518148		\$25,118.977	\$2,039.660920		\$25,495.762
OPERATOR - NETWORK 1	1923	\$1,988.781930	\$28,411.170		\$2,022.591223	\$28,894.160		\$2,042.817135	\$29,183.102		\$2,073.459392	\$29,620.848	
2		\$2,087.445747	\$29,820.654		\$2,122.932325	\$30,327.605		\$2,144.161648	\$30,630.881		\$2,176.324073	\$31,090.344	
3		\$2,193.157028	\$31,330.815		\$2,230.440697	\$31,863.439		\$2,252.745104	\$32,182.073		\$2,286.536281	\$32,664.804	
4		\$2,284.773467	\$32,639.621		\$2,323.614616	\$33,194.495		\$2,346.850762	\$33,526.439		\$2,382.053523	\$34,029.336	
5		\$2,382.027931	\$34,028.970		\$2,422.522406	\$34,607.463		\$2,446.747630	\$34,953.538		\$2,483.448844	\$35,477.841	
6		\$2,475.053810	\$35,357.912		\$2,517.129725	\$35,958.996		\$2,542.301022	\$36,318.586		\$2,580.435537	\$36,863.365	
OPERATOR - NETWORK 2 1	1924	\$2,379.208962	\$33,988.699		\$2,419.655514	\$34,566.507		\$2,443.852069	\$34,912.172		\$2,480.509850	\$35,435.855	
2		\$2,475.053810	\$35,357.912		\$2,517.129725	\$35,958.996		\$2,542.301022	\$36,318.586		\$2,580.435537	\$36,863.365	
3		\$2,610.364220	\$37,290.917		\$2,654.740412	\$37,924.863		\$2,681.287816	\$38,304.112		\$2,721.507133	\$38,878.673	
4		\$2,725.941935	\$38,942.028		\$2,772.282948	\$39,604.042		\$2,800.005777	\$40,000.083		\$2,842.005864	\$40,600.084	
5		\$2,851.385999	\$40,734.086		\$2,899.859561	\$41,426.665		\$2,928.858157	\$41,840.831		\$2,972.791029	\$42,468.443	
OPERATOR - PRINTING MACHINE - GRADE 1 1	1931	\$1,075.436248	\$15,363.375		\$1,093.718664	\$15,624.552		\$1,104.655851	\$15,780.798		\$1,121.225689	\$16,017.510	
2		\$1,128.996567	\$16,128.522		\$1,148.189509	\$16,402.707		\$1,159.671404	\$16,566.734		\$1,177.066475	\$16,815.235	
3		\$1,258.669128	\$17,980.988		\$1,280.066503	\$18,286.664		\$1,292.867168	\$18,469.531		\$1,312.260176	\$18,746.574	
4		\$1,393.979623	\$19,913.995		\$1,417.677277	\$20,252.533		\$1,431.854050	\$20,455.058		\$1,453.331861	\$20,761.884	
OPERATOR - PRINTING MACHINE - GRADE 2 1	1932	\$1,393.979623	\$19,913.995		\$1,417.677277	\$20,252.533		\$1,431.854050	\$20,455.058		\$1,453.331861	\$20,761.884	
2		\$1,516.604719	\$21,665.782		\$1,542.386999	\$22,034.100		\$1,557.810869	\$22,254.441		\$1,581.178032	\$22,588.258	
3		\$1,646.277191	\$23,518.246		\$1,674.263903	\$23,918.056		\$1,691.006542	\$24,157.236		\$1,716.371640	\$24,519.959	
OPERATOR - PRINTING MACHINE - GRADE 3 1	1933	\$1,601.173779	\$22,873.911		\$1,628.393733	\$23,262.768		\$1,644.677670	\$23,495.395		\$1,669.347835	\$23,847.826	
2		\$1,666.010059	\$23,800.144		\$1,694.332230	\$24,204.746		\$1,711.275552	\$24,446.794		\$1,736.944685	\$24,813.496	
3		\$1,746.350623	\$24,947.866		\$1,776.038584	\$25,371.980		\$1,793.798970	\$25,625.700		\$1,820.705955	\$26,010.085	
4		\$1,823.872132	\$26,055.316		\$1,854.877958	\$26,498.257		\$1,873.426738	\$26,763.239		\$1,901.528139	\$27,164.688	
5		\$1,907.031837	\$27,243.312		\$1,939.451378	\$27,706.448		\$1,958.845892	\$27,983.513		\$1,988.228580	\$28,403.265	
OPERATOR - PRINTING MACHINE - GRADE 4 1	1934	\$1,907.031837	\$27,243.312		\$1,939.451378	\$27,706.448		\$1,958.845892	\$27,983.513		\$1,988.228580	\$28,403.265	
2		\$2,008.514622	\$28,693.066		\$2,042.659371	\$29,180.848		\$2,063.085965	\$29,472.657		\$2,094.032254	\$29,914.746	
3		\$2,125.501779	\$30,364.311		\$2,161.635309	\$30,880.504		\$2,183.251662	\$31,189.309		\$2,216.004377	\$31,657.149	
OPERATOR - PUMPING STATION 1	1941	\$1,790.044754		\$22,375.559	\$1,820.475515		\$22,755.944	\$1,838.680270		\$22,983.503	\$1,866.260474		\$23,328.256
2		\$1,880.251555		\$23,503.144	\$1,912.215831		\$23,902.698	\$1,931.337989		\$24,141.725	\$1,960.308059		\$24,503.851
3		\$1,966.230180		\$24,577.877	\$1,999.656093		\$24,995.701	\$2,019.652654		\$25,245.658	\$2,049.947444		\$25,624.343
4		\$2,042.342173		\$25,529.277	\$2,077.061990		\$25,963.275	\$2,097.832610		\$26,222.908	\$2,129.300099		\$26,616.251
5		\$2,145.234488		\$26,815.431	\$2,181.703474		\$27,271.293	\$2,203.520509		\$27,544.006	\$2,236.573317		\$27,957.166
6		\$2,366.523607		\$29,581.545	\$2,406.754508		\$30,084.431	\$2,430.820253		\$30,385.276	\$2,467.284384		\$30,841.055

**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	\$1,970.322690		\$24.629034	\$1,999.877530		\$24.998469	\$2,029.875693		\$25.373446	\$2,060.323828
OPERATOR - EQUIPMENT GRADE 2 1	1882	\$2,077.265231		\$25.965815	\$2,108.424209		\$26.355303	\$2,140.050572		\$26.750632	\$2,172.151331		\$27.151892
OPERATOR - EQUIPMENT GRADE 3 1	1883	\$2,159.300001		\$26.991250	\$2,191.689501		\$27.396119	\$2,224.564844		\$27.807061	\$2,257.933317		\$28.224166
OPERATOR - EQUIPMENT 3 - AUTOMATED 1	1887	\$2,122.459622		\$26.530745	\$2,154.296516		\$26.928706	\$2,186.610964		\$27.332637	\$2,219.410128		\$27.742627
OPERATOR - EQUIPMENT GRADE 4 1	1884	\$2,293.538273		\$28.669228	\$2,327.941347		\$29.099267	\$2,362.860467		\$29.535756	\$2,398.303374		\$29.978792
OPERATOR - EQUIPMENT GRADE 5 1	1885	\$2,378.556071		\$29.731951	\$2,414.234412		\$30.177930	\$2,450.447928		\$30.630599	\$2,487.204647		\$31.090058
OPERATOR - FLOOD PUMPING STATION 1	1898	\$2,070.255834		\$25.878198	\$2,101.309672		\$26.266371	\$2,132.829317		\$26.660366	\$2,164.821757		\$27.060272
OPERATOR - NETWORK 1	1923	\$2,104.561283	\$30.065161		\$2,136.129702	\$30.516139		\$2,168.171648	\$30.973881		\$2,200.694223	\$31.438489	
2		\$2,208.968934	\$31.556699		\$2,242.103468	\$32.030050		\$2,275.735020	\$32.510500		\$2,309.871045	\$32.998158	
3		\$2,320.834325	\$33.154776		\$2,355.646840	\$33.652098		\$2,390.981543	\$34.156879		\$2,426.846266	\$34.669232	
4		\$2,417.784326	\$34.539776		\$2,454.051091	\$35.057873		\$2,490.861857	\$35.583741		\$2,528.224785	\$36.117497	
5		\$2,520.700577	\$36.010008		\$2,558.511086	\$36.550158		\$2,596.888752	\$37.098411		\$2,635.842083	\$37.654887	
6		\$2,619.142070	\$37.416315		\$2,658.429201	\$37.977560		\$2,698.305639	\$38.547223		\$2,738.780224	\$39.125432	
OPERATOR - NETWORK 2 1	1924	\$2,517.717498	\$35.967393		\$2,555.483260	\$36.506904		\$2,593.815509	\$37.054507		\$2,632.722742	\$37.610325	
2		\$2,619.142070	\$37.416315		\$2,658.429201	\$37.977560		\$2,698.305639	\$38.547223		\$2,738.780224	\$39.125432	
3		\$2,762.329740	\$39.461853		\$2,803.764686	\$40.053781		\$2,845.821156	\$40.654588		\$2,888.508473	\$41.264407	
4		\$2,884.635952	\$41.209085		\$2,927.905491	\$41.827221		\$2,971.824073	\$42.454630		\$3,016.401434	\$43.091449	
5		\$3,017.382894	\$43.105470		\$3,062.643637	\$43.752052		\$3,108.583292	\$44.408333		\$3,155.212041	\$45.074458	
OPERATOR - PRINTING MACHINE - GRADE 1 1	1931	\$1,138.044074	\$16.257772		\$1,155.114735	\$16.501639		\$1,172.441456	\$16.749164		\$1,190.028078	\$17.000401	
2		\$1,194.722472	\$17.067464		\$1,212.643309	\$17.323476		\$1,230.832959	\$17.583328		\$1,249.295453	\$17.847078	
3		\$1,331.944079	\$19.027773		\$1,351.923240	\$19.313189		\$1,372.202089	\$19.602887		\$1,392.785120	\$19.896930	
4		\$1,475.131839	\$21.073312		\$1,497.258817	\$21.389412		\$1,519.717699	\$21.710253		\$1,542.513464	\$22.035907	
OPERATOR - PRINTING MACHINE - GRADE 2 1	1932	\$1,475.131839	\$21.073312		\$1,497.258817	\$21.389412		\$1,519.717699	\$21.710253		\$1,542.513464	\$22.035907	
2		\$1,604.895702	\$22.927081		\$1,628.969138	\$23.270988		\$1,653.403675	\$23.620053		\$1,678.204730	\$23.974353	
3		\$1,742.117215	\$24.887389		\$1,768.248973	\$25.260700		\$1,794.772708	\$25.639610		\$1,821.694299	\$26.024204	
OPERATOR - PRINTING MACHINE - GRADE 3 1	1933	\$1,694.388053	\$24.205544		\$1,719.803874	\$24.568627		\$1,745.600932	\$24.937156		\$1,771.784946	\$25.311214	
2		\$1,762.998855	\$25.185698		\$1,789.443838	\$25.563483		\$1,816.285496	\$25.946936		\$1,843.529778	\$26.336140	
3		\$1,848.016544	\$26.400236		\$1,875.736792	\$26.796240		\$1,903.872844	\$27.198183		\$1,932.430937	\$27.606156	
4		\$1,930.051061	\$27.572158		\$1,959.001827	\$27.985740		\$1,988.386854	\$28.405526		\$2,018.212657	\$28.831609	
5		\$2,018.052009	\$28.829314		\$2,048.322789	\$29.261754		\$2,079.047631	\$29.700680		\$2,110.233345	\$30.146191	
OPERATOR - PRINTING MACHINE - GRADE 4 1	1934	\$2,018.052009	\$28.829314		\$2,048.322789	\$29.261754		\$2,079.047631	\$29.700680		\$2,110.233345	\$30.146191	
2		\$2,125.442738	\$30.363468		\$2,157.324379	\$30.818920		\$2,189.684245	\$31.281204		\$2,222.529509	\$31.750422	
3		\$2,249.240444	\$32.132006		\$2,282.979051	\$32.613986		\$2,317.223737	\$33.103196		\$2,351.982093	\$33.599744	
OPERATOR - PUMPING STATION 1	1941	\$1,894.254381		\$23.678180	\$1,922.668197		\$24.033352	\$1,951.508220		\$24.393853	\$1,980.780843		\$24.759761
2		\$1,989.712680		\$24.871409	\$2,019.558370		\$25.244480	\$2,049.851746		\$25.623147	\$2,080.595522		\$26.007494
3		\$2,080.696656		\$26.008708	\$2,111.907106		\$26.398839	\$2,143.585713		\$26.794821	\$2,175.739499		\$27.196744
4		\$2,161.239600		\$27.015495	\$2,193.658194		\$27.420727	\$2,226.563067		\$27.832038	\$2,259.961513		\$28.249519
5		\$2,270.121917		\$28.376524	\$2,304.173746		\$28.802172	\$2,338.736352		\$29.234204	\$2,373.817397		\$29.672717
6		\$2,504.293650		\$31.303671	\$2,541.858055		\$31.773226	\$2,579.985926		\$32.249824	\$2,618.685715		\$32.733571



## 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	\$2,607.051237		\$32,588140	\$2,651.371108		\$33,142139	\$2,677.884819		\$33,473560	\$2,718.053091
PARK PATROL OFFICER 1 2 3 4	402	\$2,211.480244 \$2,298.868460 \$2,387.665867 \$2,476.463374		\$27,643503 \$28,735856 \$29,845823 \$30,955792	\$2,249.075408 \$2,337.949224 \$2,428.256187 \$2,518.563251		\$28,113443 \$29,224365 \$30,353202 \$31,482041	\$2,271.566162 \$2,361.328716 \$2,452.538749 \$2,543.748884		\$28,394577 \$29,516609 \$30,656734 \$31,796861	\$2,305.639654 \$2,396.748647 \$2,489.326830 \$2,581.905117		\$28,820496 \$29,959358 \$31,116585 \$32,273814
PASSENGER INFO TRAVEL ASSISTANT - TRANSIT 1 2 3 4 5	2049	\$1,592.394039 \$1,648.127831 \$1,705.812304 \$1,765.515736 \$1,827.308785	\$22,748486 \$23,544683 \$24,368747 \$25,221653 \$26,104411		\$1,619.464738 \$1,676.146004 \$1,734.811113 \$1,795.529504 \$1,858.373034	\$23,135211 \$23,944943 \$24,783016 \$25,650421 \$26,548186		\$1,635.659385 \$1,692.907464 \$1,752.159224 \$1,813.484799 \$1,876.956764	\$23,366563 \$24,184392 \$25,030846 \$25,906926 \$26,813668		\$1,660.194276 \$1,718.301076 \$1,778.441612 \$1,840.687071 \$1,905.111115	\$23,717061 \$24,547158 \$25,406309 \$26,295530 \$27,215873	
PERSONNEL ASSISTANT 1 1 2 3 4 5 6	2050	\$1,815.415311 \$1,907.031837 \$2,007.105268 \$2,094.493125 \$2,200.204409 \$2,308.734658	\$25,934504 \$27,243312 \$28,672932 \$29,921330 \$31,431492 \$32,981924		\$1,846.277371 \$1,939.451378 \$2,041.226058 \$2,130.099508 \$2,237.607884 \$2,347.983147	\$26,375391 \$27,706448 \$29,160372 \$30,429993 \$31,965827 \$33,542616		\$1,864.740145 \$1,958.845892 \$2,061.638319 \$2,151.400503 \$2,259.983963 \$2,371.462978	\$26,639145 \$27,983513 \$29,451976 \$30,734293 \$32,285485 \$33,878043		\$1,892.711247 \$1,988.228580 \$2,092.562894 \$2,183.671511 \$2,293.883722 \$2,407.034923	\$27,038732 \$28,403265 \$29,893756 \$31,195307 \$32,769767 \$34,386213	
PLAN EXAMINER 1 1 2 3 4 5 6	682	\$1,792.863562 \$1,885.889440 \$1,966.363745 \$2,042.342248 \$2,129.730365 \$2,219.937189	\$25,612337 \$26,941278 \$27,948054 \$29,176318 \$30,424720 \$31,713388		\$1,823.342243 \$1,917.949560 \$1,989.621929 \$2,077.062066 \$2,165.935781 \$2,257.676121	\$26,047746 \$27,399279 \$28,423170 \$29,672315 \$30,941940 \$32,252516		\$1,841.575665 \$1,937.129056 \$2,009.518148 \$2,097.832687 \$2,187.595139 \$2,280.252882	\$26,308224 \$27,673272 \$28,707402 \$29,969038 \$31,251359 \$32,575041		\$1,869.199300 \$1,966.185992 \$2,039.660920 \$2,129.300177 \$2,220.409066 \$2,314.456675	\$26,702847 \$28,088371 \$29,138013 \$30,418574 \$31,720130 \$33,063667	
PLAN EXAMINER 2 1 2 3 4 5 6	683	\$2,186.109563 \$2,293.230461 \$2,359.476093 \$2,475.053810 \$2,589.222086 \$2,697.752251	\$31,230137 \$32,760435 \$33,706801 \$35,357912 \$36,988887 \$38,539318		\$2,223.273426 \$2,332.215379 \$2,399.587187 \$2,517.129725 \$2,633.238861 \$2,743.614039	\$31,761049 \$33,317363 \$34,279817 \$35,958996 \$37,617698 \$39,194486		\$2,245.506160 \$2,355.537533 \$2,423.583059 \$2,542.301022 \$2,659.571250 \$2,771.050179	\$32,078659 \$33,650536 \$34,622615 \$36,318586 \$37,993875 \$39,586431		\$2,279.188752 \$2,390.870596 \$2,459.936805 \$2,580.435537 \$2,699.464819 \$2,812.615932	\$32,559839 \$34,155294 \$35,141954 \$36,863365 \$38,563783 \$40,180228	
PLAN EXAMINER 3 1 2 3 4 5 6	684	\$2,697.752251 \$2,787.959333 \$2,914.812839 \$3,044.485312 \$3,137.511278 \$3,229.127716	\$38,539318 \$39,827990 \$41,640183 \$43,492647 \$44,821590 \$46,130396		\$2,743.614039 \$2,835.354642 \$2,964.364657 \$3,096.241562 \$3,190.848970 \$3,284.022887	\$39,194486 \$40,505066 \$42,348067 \$44,232022 \$45,583557 \$46,914613		\$2,771.050179 \$2,863.708188 \$2,994.008304 \$3,127.203978 \$3,222.757460 \$3,316.863116	\$39,586431 \$40,910117 \$42,771547 \$44,674343 \$46,039392 \$47,383759		\$2,812.615932 \$2,906.663811 \$3,038.918429 \$3,174.112038 \$3,271.098822 \$3,366.616063	\$40,180228 \$41,523769 \$43,413120 \$45,344458 \$46,729983 \$48,094515	
PLUMBER TRADES - PIPEFITTER 1 2 - With Contractor's Licence	2069	\$2,744.097711 \$2,881.302598		\$34,301221 \$36,016282	\$2,790.747372 \$2,930.284742		\$34,884342 \$36,628559	\$2,818.654846 \$2,959.587589		\$35,233186 \$36,994845	\$2,860.934669 \$3,003.981403		\$35,761683 \$37,549768
POOL SUPERVISOR 1 2 3 4	2363	\$2,265.040785 \$2,377.799335 \$2,484.920220 \$2,596.742975		\$28,313010 \$29,722492 \$31,061503 \$32,459287	\$2,303.546478 \$2,418.221924 \$2,527.163864 \$2,640.887606		\$28,794331 \$30,227774 \$31,589548 \$33,011095	\$2,326.581943 \$2,442.404143 \$2,552.435503 \$2,667.296482		\$29,082274 \$30,530052 \$31,905444 \$33,341206	\$2,361.480672 \$2,479.040205 \$2,590.722036 \$2,707.305929		\$29,518508 \$30,988003 \$32,384025 \$33,841324
RAKER 1	2111	\$2,032.052335		\$25,400654	\$2,066.597225		\$25,832465	\$2,087.263197		\$26,090790	\$2,118.572145		\$26,482152
REGISTERED VETERINARY TECHNICIAN 1 2 3 4 5 6	118	\$1,608.221172 \$1,673.057336 \$1,740.712685 \$1,811.186915 \$1,883.070535 \$1,956.363745		\$20,102765 \$20,913217 \$21,758909 \$22,639836 \$23,538382 \$24,454547	\$1,635.560932 \$1,701.499311 \$1,770.304801 \$1,841.977093 \$1,915.082734 \$1,989.621929		\$20,444512 \$21,268741 \$22,128810 \$23,024714 \$23,938534 \$24,870274	\$1,651.916541 \$1,718.514304 \$1,788.007849 \$1,860.396864 \$1,934.233561 \$2,009.518148		\$20,648957 \$21,481429 \$22,350098 \$23,254961 \$24,177920 \$25,118977	\$1,676.695289 \$1,744.292019 \$1,814.827967 \$1,888.302817 \$1,963.247064 \$2,039.660920		\$20,958691 \$21,803650 \$22,685350 \$23,603785 \$24,540588 \$25,495762

**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		\$2,758.823887		\$34,485299	\$2,800.206245		\$35,002578	\$2,842.209339		\$35,527617	\$2,884.842479		\$36,060531
<b>PARK PATROL OFFICER</b>	<b>402</b>												
1		\$2,340.224249		\$29,252803	\$2,375.327613		\$29,691595	\$2,410.957527		\$30,136969	\$2,447.121890		\$30,589024
2		\$2,432.699877		\$30,408748	\$2,469.190375		\$30,864880	\$2,506.228231		\$31,327853	\$2,543.821654		\$31,797771
3		\$2,526.666732		\$31,583334	\$2,564.566733		\$32,057084	\$2,603.035234		\$32,537940	\$2,642.080763		\$33,026010
4		\$2,620.633694		\$32,757921	\$2,659.943199		\$33,249290	\$2,699.842347		\$33,748029	\$2,740.339982		\$34,254250
<b>PASSENGER INFO TRAVEL ASSISTANT - TRANSIT</b>	<b>2049</b>												
1		\$1,685.097190	\$24,072817		\$1,710.373648	\$24,433909		\$1,736.029253	\$24,800418		\$1,762.069692	\$25,172424	
2		\$1,744.075592	\$24,915366		\$1,770.236726	\$25,289096		\$1,796.790277	\$25,668433		\$1,823.742131	\$26,053459	
3		\$1,805.118236	\$25,787403		\$1,832.195010	\$26,174214		\$1,859.677935	\$26,566828		\$1,887.573104	\$26,965330	
4		\$1,868.297377	\$26,689963		\$1,896.321838	\$27,090312		\$1,924.766666	\$27,496667		\$1,953.638166	\$27,909117	
5		\$1,933.687782	\$27,624111		\$1,962.693099	\$28,038473		\$1,992.133495	\$28,459050		\$2,022.015497	\$28,885936	
<b>PERSONNEL ASSISTANT 1</b>	<b>2050</b>												
1		\$1,921.101916	\$27,444313		\$1,949.918445	\$27,855978		\$1,979.167222	\$28,273817		\$2,008.854730	\$28,697925	
2		\$2,018.052009	\$28,829314		\$2,048.322789	\$29,261754		\$2,079.047631	\$29,700680		\$2,110.233345	\$30,146191	
3		\$2,123.951337	\$30,342162		\$2,155.810607	\$30,797294		\$2,188.147766	\$31,259254		\$2,220.969982	\$31,728143	
4		\$2,216.426584	\$31,663237		\$2,249.672983	\$32,138185		\$2,283.418078	\$32,620258		\$2,317.669349	\$33,109562	
5		\$2,328.291978	\$33,261314		\$2,363.216358	\$33,760234		\$2,398.664603	\$34,266637		\$2,434.644572	\$34,780637	
6		\$2,443.140447	\$34,902006		\$2,479.787554	\$35,425536		\$2,516.984367	\$35,956920		\$2,554.739133	\$36,496273	
<b>PLAN EXAMINER 1</b>	<b>682</b>												
1		\$1,897.237290	\$27,103390		\$1,925.695849	\$27,509941		\$1,954.581287	\$27,922590		\$1,983.900006	\$28,341429	
2		\$1,995.678782	\$28,509697		\$2,025.613964	\$28,937342		\$2,055.998173	\$29,371402		\$2,086.838146	\$29,819174	
3		\$2,070.255834	\$29,575083		\$2,101.309672	\$30,018710		\$2,132.829317	\$30,468990		\$2,164.821757	\$30,926025	
4		\$2,161.239680	\$30,874853		\$2,193.658275	\$31,337975		\$2,226.563149	\$31,808045		\$2,259.961596	\$32,285166	
5		\$2,253.715202	\$32,195931		\$2,287.520930	\$32,678870		\$2,321.833744	\$33,169053		\$2,356.661250	\$33,666589	
6		\$2,349.173525	\$33,559622		\$2,384.411128	\$34,063016		\$2,420.177295	\$34,573961		\$2,456.479954	\$35,092571	
<b>PLAN EXAMINER 2</b>	<b>683</b>												
1		\$2,313.376583	\$33,048237		\$2,348.077232	\$33,543960		\$2,383.298390	\$34,047120		\$2,419.047866	\$34,557827	
2		\$2,426.733655	\$34,667624		\$2,463.134660	\$35,187638		\$2,500.081680	\$35,715453		\$2,537.582905	\$36,251184	
3		\$2,496.835857	\$35,669084		\$2,534.288395	\$36,204120		\$2,572.302721	\$36,747182		\$2,610.887262	\$37,298389	
4		\$2,619.142070	\$37,416315		\$2,658.429201	\$37,977560		\$2,698.305639	\$38,547223		\$2,738.780224	\$39,125432	
5		\$2,739.956791	\$39,142240		\$2,781.056143	\$39,729373		\$2,822.771985	\$40,325314		\$2,865.113565	\$40,930194	
6		\$2,854.805171	\$40,782931		\$2,897.627249	\$41,394675		\$2,941.091658	\$42,015595		\$2,985.208033	\$42,645829	
<b>PLAN EXAMINER 3</b>	<b>684</b>												
1		\$2,854.805171	\$40,782931		\$2,897.627249	\$41,394675		\$2,941.091658	\$42,015595		\$2,985.208033	\$42,645829	
2		\$2,950.263768	\$42,146625		\$2,994.517725	\$42,778825		\$3,039.435491	\$43,420507		\$3,085.027023	\$44,071815	
3		\$3,084.502205	\$44,064317		\$3,130.769738	\$44,725282		\$3,177.731284	\$45,396161		\$3,225.397253	\$46,077104	
4		\$3,221.723719	\$46,024625		\$3,270.049575	\$46,714994		\$3,319.100319	\$47,415719		\$3,368.886824	\$48,126955	
5		\$3,320.165304	\$47,430933		\$3,369.967784	\$48,142397		\$3,420.517301	\$48,864533		\$3,471.825061	\$49,597501	
6		\$3,417.115304	\$48,815933		\$3,468.372034	\$49,548172		\$3,520.397615	\$50,291395		\$3,573.203579	\$51,045765	
<b>PLUMBER TRADES - PIPEFITTER</b>	<b>2069</b>												
1		\$2,903.848689		\$36,298109	\$2,947.406419		\$36,842580	\$2,991.617515		\$37,395219	\$3,036.491778		\$37,956147
2 - With Contractor's Licence		\$3,049.041124		\$38,113014	\$3,094.776741		\$38,684709	\$3,141.198392		\$39,264980	\$3,188.316368		\$39,853955
<b>POOL SUPERVISOR</b>	<b>2363</b>												
1		\$2,396.902882		\$29,961286	\$2,432.856425		\$30,410705	\$2,469.349271		\$30,866866	\$2,506.389510		\$31,329869
2		\$2,516.225808		\$31,452823	\$2,553.969195		\$31,924615	\$2,592.278733		\$32,403484	\$2,631.162914		\$32,889536
3		\$2,629.582867		\$32,869786	\$2,669.026610		\$33,362833	\$2,709.062009		\$33,863275	\$2,749.697939		\$34,371224
4		\$2,747.915518		\$34,348944	\$2,789.134251		\$34,864178	\$2,830.971265		\$35,387141	\$2,873.435834		\$35,917948
<b>RAKER</b>	<b>2111</b>												
1		\$2,150.350727		\$26,879384	\$2,182.605988		\$27,282575	\$2,215.345078		\$27,691813	\$2,248.575254		\$28,107191
<b>REGISTERED VETERINARY TECHNICIAN</b>	<b>118</b>												
1		\$1,701.845718		\$21,273071	\$1,727.373404		\$21,592168	\$1,753.284005		\$21,916050	\$1,779.583265		\$22,244791
2		\$1,770.456399		\$22,130705	\$1,797.013245		\$22,462666	\$1,823.968444		\$22,799606	\$1,851.327971		\$23,141600
3		\$1,842.050387		\$23,025630	\$1,869.681143		\$23,371014	\$1,897.726360		\$23,721580	\$1,926.192255		\$24,077403
4		\$1,916.627359		\$23,957842	\$1,945.376769		\$24,317210	\$1,974.557421		\$24,681968	\$2,004.175782		\$25,052197
5		\$1,992.695770		\$24,908697	\$2,022.586207		\$25,282328	\$2,052.925000		\$25,661563	\$2,083.718875		\$26,046486
6		\$2,070.255834		\$25,878198	\$2,101.309672		\$26,266371	\$2,132.829317		\$26,660366	\$2,164.821757		\$27,060272

## 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		\$1,649.096158		\$20,613702	\$1,677.130793		\$20,964135	\$1,693.902101		\$21,173776	\$1,719.310633	\$21,491383	
2		\$1,746.350623		\$21,829383	\$1,776.038584		\$22,200482	\$1,793.798970		\$22,422487	\$1,820.705955	\$22,758824	
3		\$1,812.596257		\$22,657453	\$1,843.410393		\$23,042630	\$1,861.844497		\$23,273056	\$1,889.772164	\$23,622152	
4		\$1,880.251505		\$23,503144	\$1,912.215781		\$23,902697	\$1,931.337939		\$24,141724	\$1,960.308008	\$24,503850	
5		\$1,956.363745		\$24,454547	\$1,989.621929		\$24,870274	\$2,009.518148		\$25,118977	\$2,039.660920	\$25,495762	
6		\$2,042.342248		\$25,529278	\$2,077.062066		\$25,963276	\$2,097.832687		\$26,222909	\$2,129.300177	\$26,616252	
SAFETY TECHNICIAN I	1633												
1		\$1,907.031837	\$27,243312		\$1,939.451378	\$27,706448		\$1,958.845892	\$27,983513		\$1,988.228580	\$28,403265	
2		\$2,007.105268	\$28,672932		\$2,041.226058	\$29,160372		\$2,061.638319	\$29,451976		\$2,092.562894	\$29,893756	
3		\$2,094.493125	\$29,921330		\$2,130.099508	\$30,429993		\$2,151.400503	\$30,734293		\$2,183.671511	\$31,195307	
4		\$2,200.204409	\$31,431492		\$2,237.607884	\$31,965827		\$2,259.983963	\$32,285485		\$2,293.883722	\$32,769767	
SAFETY TECHNICIAN II	1634												
1		\$2,265.040775	\$32,357725		\$2,303.546468	\$32,907807		\$2,326.581933	\$33,236885		\$2,361.480662	\$33,735438	
2		\$2,358.066651	\$33,686666		\$2,398.153784	\$34,259340		\$2,422.135322	\$34,601933		\$2,458.467352	\$35,120962	
3		\$2,476.463250	\$35,378046		\$2,518.563125	\$35,979473		\$2,543.748756	\$36,339268		\$2,581.904987	\$36,884357	
SECTION WORKER - RAILWAY GRADE 1	2221												
1		\$1,709.704029		\$21,371300	\$1,738.768997		\$21,734612	\$1,756.156687		\$21,951959	\$1,782.499037	\$22,281238	
SECTION WORKER - RAILWAY GRADE 2	2222												
1		\$1,861.928253		\$23,274103	\$1,893.581033		\$23,669763	\$1,912.516843		\$23,906461	\$1,941.204596	\$24,265057	
SENIOR COMMUNICATIONS OPERATOR (SCO)	1895			42 Hours			42 Hours			42 Hours		42 Hours	
1 - After 5 Years Service as CO		\$3,097.994977		\$36,880893	\$3,150.660892		\$37,507868	\$3,182.167501		\$37,882946	\$3,229.900014	\$38,451191	
2 - After 6 Years Service as CO		\$3,191.231994		\$37,990857	\$3,245.482938		\$38,636702	\$3,277.937767		\$39,023069	\$3,327.106834	\$39,608415	
In accordance with Supplementary Agreement: Communications salary rates paid may be higher than shown.													
SERVICER - BUILDING GRADE 1	2231												
1		\$1,861.928288		\$23,274104	\$1,893.581069		\$23,669763	\$1,912.516880		\$23,906461	\$1,941.204633	\$24,265058	
2 - With 5th Class Power Engineering		\$1,901.393896		\$23,767424	\$1,933.717592		\$24,171470	\$1,953.054768		\$24,413185	\$1,982.350590	\$24,779382	
SERVICER - BUILDING GRADE 2	2232												
1 - With 5th Class Power Engineering		\$1,957.773337	\$24,472167	\$1,991.055484	\$2,010.966039	\$24,888194	\$2,010.966039	\$25,137075	\$2,041.130530	\$25,514132			
2 - With 4th Class Power Engineering		\$2,005.695716	\$25,071196	\$2,039.792543	\$2,060.190468	\$25,497407	\$2,060.190468	\$25,752381	\$2,091.093325	\$26,138667			
1- CENTRAL CONTROL ONLY - with 5th Class Power Engineering		\$2,036.084149	\$25,451052	\$2,070.697580	\$2,091.404556	\$25,883720	\$2,091.404556	\$26,142557	\$2,122.775624	\$26,534695			
2 - CENTRAL CONTROL ONLY - with 4th Class Power Engineering		\$2,085.923633	\$26,074045	\$2,121.384335	\$2,142.598178	\$26,517304	\$2,142.598178	\$26,782477	\$2,174.737151	\$27,184214			
SERVICER - BUILDING GRADE 3	2233												
1		\$2,215.708815	\$27,696360	\$2,253.375865	\$28,167198	\$2,275.909624	\$28,167198	\$28,448870	\$2,310.048268	\$28,875603			
SERVICER - TRAFFIC GRADE 1	2251												
1 - First Four Months		\$1,585.669493	\$19,820869	\$1,612.625874	\$20,157823	\$1,628.752133	\$20,157823	\$20,359402	\$1,653.183415	\$20,664793			
2		\$1,861.928253	\$23,274103	\$1,893.581033	\$23,669763	\$1,912.516843	\$23,669763	\$23,906461	\$1,941.204596	\$24,265057			
3		\$1,956.363745	\$24,454547	\$1,989.621929	\$24,870274	\$2,009.518148	\$24,870274	\$25,118977	\$2,039.660920	\$25,495762			
SERVICER - TRAFFIC GRADE 2	2252												
1		\$2,042.342248	\$25,529278	\$2,077.062066	\$25,963276	\$2,097.832687	\$25,963276	\$26,222909	\$2,129.300177	\$26,616252			
2		\$2,129.730365	\$26,621630	\$2,165.935781	\$27,074197	\$2,187.595139	\$27,074197	\$27,344939	\$2,220.409066	\$27,755113			
SERVICER - TRAFFIC LANE LINER OPERATOR	2255												
1		\$2,229.803621	\$27,872545	\$2,267.710283	\$28,346379	\$2,290.387386	\$28,346379	\$28,629842	\$2,324.743197	\$29,059290			
SERVICER - TRAFFIC SIGNALS	2260												
1		\$2,647.926412	\$33,099080	\$2,692.941161	\$33,661765	\$2,719.870573	\$33,661765	\$33,998382	\$2,760.668632	\$34,508358			
2		\$2,769.141749	\$34,614272	\$2,816.217159	\$35,202714	\$2,844.379331	\$35,202714	\$35,554742	\$2,887.045021	\$36,088063			
3		\$2,898.814257	\$36,235178	\$2,948.094099	\$36,851176	\$2,977.575040	\$36,851176	\$37,219688	\$3,022.238666	\$37,777983			
SPECIALIST - RELOCATION	2270												
1		\$1,775.949837	\$25,370712	\$1,806.140984	\$25,802014	\$1,824.202394	\$26,060034	\$26,060034	\$1,851.565430	\$26,450935			
2		\$1,857.699842	\$26,538569	\$1,889.280739	\$26,989725	\$1,908.173546	\$27,259622	\$27,259622	\$1,936.796149	\$27,668516			
3		\$1,936.630966	\$27,666157	\$1,969.553692	\$28,136481	\$1,989.249229	\$28,417846	\$28,417846	\$2,019.087967	\$28,844114			
4		\$2,024.018994	\$28,914557	\$2,058.427317	\$29,406105	\$2,079.011590	\$29,700166	\$29,700166	\$2,110.196764	\$30,145668			
5		\$2,128.320836	\$30,404583	\$2,164.502290	\$30,921461	\$2,186.147313	\$31,230676	\$31,230676	\$2,218.939523	\$31,699136			

**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	\$1,745.100292		\$21.813754	\$1,771.276796		\$22.140960	\$1,797.845948		\$22.473074	\$1,824.813637		\$22.810170	
2	\$1,848.016544		\$23.100207	\$1,875.736792		\$23.446710	\$1,903.872844		\$23.798411	\$1,932.430937		\$24.155387	
3	\$1,918.118746		\$23.976484	\$1,946.890527		\$24.336132	\$1,976.093885		\$24.701174	\$2,005.735293		\$25.071691	
4	\$1,989.712628		\$24.871408	\$2,019.558317		\$25.244479	\$2,049.851692		\$25.623146	\$2,080.599467		\$26.007493	
5	\$2,070.255834		\$25.878198	\$2,101.309672		\$26.266371	\$2,132.829317		\$26.660366	\$2,164.821757		\$27.060272	
6	\$2,161.239680		\$27.015496	\$2,193.658275		\$27.420728	\$2,226.563149		\$27.832039	\$2,259.961596		\$28.249520	
SAFETY TECHNICIAN I	1633												
1	\$2,018.052009	\$28.829314		\$2,048.322789	\$29.261754		\$2,079.047631	\$29.700680		\$2,110.233345	\$30.146191		
2	\$2,123.951337	\$30.342162		\$2,155.810607	\$30.797294		\$2,188.147766	\$31.259254		\$2,220.969982	\$31.728143		
3	\$2,216.426584	\$31.663237		\$2,249.672983	\$32.138185		\$2,283.418078	\$32.620258		\$2,317.669349	\$33.109562		
4	\$2,328.291978	\$33.261314		\$2,363.216358	\$33.760234		\$2,398.664603	\$34.266637		\$2,434.644572	\$34.780637		
SAFETY TECHNICIAN II	1634												
1	\$2,396.902872	\$34.241470		\$2,432.856415	\$34.755092		\$2,469.349261	\$35.276418		\$2,506.389500	\$35.805564		
2	\$2,495.344362	\$35.647777		\$2,532.774527	\$36.182493		\$2,570.766145	\$36.725231		\$2,609.327637	\$37.276109		
3	\$2,620.633562	\$37.437622		\$2,659.943065	\$37.999187		\$2,699.842211	\$38.569174		\$2,740.339844	\$39.147712		
SECTION WORKER - RAILWAY GRADE 1	2221												
1	\$1,809.236523		\$22.615457	\$1,836.375071		\$22.954688	\$1,863.920697		\$23.299009	\$1,891.879507		\$23.648494	
SECTION WORKER - RAILWAY GRADE 2	2222												
1	\$1,970.322665		\$24.629033	\$1,999.877505		\$24.998469	\$2,029.875668		\$25.373446	\$2,060.323803		\$25.754048	
SENIOR COMMUNICATIONS OPERATOR (SCO)	1895												
1 - After 5 Years Service as CO	\$3,278.348514		42 Hours \$39.027959	\$3,327.523742		42 Hours \$39.613378	\$3,377.436598		42 Hours \$40.207579	\$3,428.098147		42 Hours \$40.810692	
2 - After 6 Years Service as CO	\$3,377.013437		\$40.202541	\$3,427.668639		\$40.805579	\$3,479.083669		\$41.417663	\$3,531.269924		\$42.038928	
In accordance with Supplementary Agreement: Communications salary rates paid may be higher than shown.													
SERVICER - BUILDING GRADE 1	2231												
1	\$1,970.322702		\$24.629034	\$1,999.877543		\$24.998469	\$2,029.875706		\$25.373446	\$2,060.323842		\$25.754048	
2 - With 5th Class Power Engineering	\$2,012.085849		\$25.151073	\$2,042.267137		\$25.528339	\$2,072.901144		\$25.911264	\$2,103.994661		\$26.299933	
SERVICER - BUILDING GRADE 2	2232												
1 - With 5th Class Power Engineering	\$2,071.747488		\$25.896844	\$2,102.823700		\$26.285296	\$2,134.366056		\$26.679576	\$2,166.381547		\$27.079769	
2 - With 4th Class Power Engineering	\$2,122.459725		\$26.530747	\$2,154.296621		\$26.928708	\$2,186.611070		\$27.332638	\$2,219.410236		\$27.742628	
1- CENTRAL CONTROL ONLY - with 5th Class Power Engineering	\$2,154.617258		\$26.932716	\$2,186.936517		\$27.336706	\$2,219.740565		\$27.746757	\$2,253.036673		\$28.162958	
2 - CENTRAL CONTROL ONLY - with 4th Class Power Engineering	\$2,207.358208		\$27.591978	\$2,240.468581		\$28.005857	\$2,274.075610		\$28.425945	\$2,308.186744		\$28.852334	
SERVICER - BUILDING GRADE 3	2233												
1	\$2,344.698992		\$29.308737	\$2,379.869477		\$29.748368	\$2,415.567519		\$30.194594	\$2,451.801032		\$30.647513	
SERVICER - TRAFFIC GRADE 1	2251												
1 - First Four Months	\$1,677.981166		\$20.974765	\$1,703.150883		\$21.289386	\$1,728.698146		\$21.608727	\$1,754.628618		\$21.932858	
2	\$1,970.322665		\$24.629033	\$1,999.877505		\$24.998469	\$2,029.875668		\$25.373446	\$2,060.323803		\$25.754048	
3	\$2,070.255834		\$25.878198	\$2,101.309672		\$26.266371	\$2,132.829317		\$26.660366	\$2,164.821757		\$27.060272	
SERVICER - TRAFFIC GRADE 2	2252												
1	\$2,161.239680		\$27.015496	\$2,193.658275		\$27.420728	\$2,226.563149		\$27.832039	\$2,259.961596		\$28.249520	
2	\$2,253.715202		\$28.171440	\$2,287.520930		\$28.594012	\$2,321.833744		\$29.022922	\$2,356.661250		\$29.458266	
SERVICER - TRAFFIC LANE LINER OPERATOR	2255												
1	\$2,359.614345		\$29.495179	\$2,395.008560		\$29.937607	\$2,430.933688		\$30.386671	\$2,467.397693		\$30.842471	
SERVICER - TRAFFIC SIGNALS	2260												
1	\$2,802.078661		\$35.025983	\$2,844.109841		\$35.551373	\$2,886.771489		\$36.084644	\$2,930.073061		\$36.625913	
2	\$2,930.350696		\$36.629384	\$2,974.305956		\$37.178824	\$3,018.920545		\$37.736507	\$3,064.204353		\$38.302554	
3	\$3,067.572246		\$38.344653	\$3,113.585830		\$38.919823	\$3,160.289617		\$39.503620	\$3,207.693961		\$40.096175	
SPECIALIST - RELOCATION	2270												
1	\$1,879.338911	\$26.847699		\$1,907.528995	\$27.250414		\$1,936.141930	\$27.659170		\$1,965.184059	\$28.074058		
2	\$1,965.848091	\$28.083544		\$1,995.335812	\$28.504797		\$2,025.265849	\$28.932369		\$2,055.644837	\$29.366355		
3	\$2,049.374287	\$29.276776		\$2,080.114901	\$29.715927		\$2,111.316625	\$30.161666		\$2,142.986374	\$30.614091		
4	\$2,141.849715	\$30.597853		\$2,173.977461	\$31.056821		\$2,206.587123	\$31.522673		\$2,239.685930	\$31.995513		
5	\$2,252.223616	\$32.174623		\$2,286.006970	\$32.657242		\$2,320.297075	\$33.147101		\$2,355.101531	\$33.644308		

## 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	2301										
1		\$1,861.928276	\$26.598975	\$23.274103	\$1,893.581057	\$27.051158	\$23.669763	\$1,912.516868	\$27.321670	\$23.906461	\$1,941.204621	\$27.731495	\$24.265058
STOREKEEPER 2	2304												
1		\$1,901.393898	\$27.162770	\$23.767424	\$1,933.717594	\$27.624537	\$24.171470	\$1,953.054770	\$27.900782	\$24.413185	\$1,982.350592	\$28.319294	\$24.779382
STOREKEEPER 3	2305												
1		\$2,005.695742	\$28.652796	\$25.071197	\$2,039.792570	\$29.139894	\$25.497407	\$2,060.190496	\$29.431293	\$25.752381	\$2,091.093353	\$29.872762	\$26.138667
STOREKEEPER 4	2306												
1		\$2,156.510312	\$30.807290	\$26.956379	\$2,193.170987	\$31.331014	\$27.414637	\$2,215.102697	\$31.644324	\$27.688784	\$2,248.329237	\$32.118989	\$28.104115
STUDENT - 35HR	1415												
1		\$1,099.397374	\$15.705677		\$1,118.087129	\$15.972673		\$1,129.268000	\$16.132400		\$1,146.207020	\$16.374386	
STUDENT - 40HR*	1415												
1		\$1,099.397374		\$13.742467	\$1,118.087129		\$13.976089	\$1,129.268000		\$14.115850	\$1,146.207020		\$14.327588
1 - Effective January 1 2023											\$1,200.000000		\$15.000000
SUPERVISOR - BYLAW ENFORCEMENT OPERATIONS	4574												
1		\$2,423.403961	\$34.620057		\$2,464.601828	\$35.208598		\$2,489.247846	\$35.560684		\$2,526.586564	\$36.094094	
2		\$2,508.223097	\$35.831759		\$2,550.862890	\$36.440898		\$2,576.371519	\$36.805307		\$2,615.017092	\$37.357387	
3		\$2,596.010906	\$37.085870		\$2,640.143091	\$37.716330		\$2,666.544522	\$38.093493		\$2,706.542690	\$38.664896	
4		\$2,686.871288	\$38.383876		\$2,732.548100	\$39.036401		\$2,759.873581	\$39.426765		\$2,801.271685	\$40.018167	
5		\$2,780.911781	\$39.727311		\$2,828.187281	\$40.402675		\$2,856.469154	\$40.806702		\$2,899.316191	\$41.418803	
SUPERVISOR - LABORATORY	2359												
1		\$2,456.874747	\$35.098211		\$2,498.641618	\$35.694880		\$2,523.628034	\$36.051829		\$2,561.482455	\$36.592607	
2		\$2,542.865362	\$36.326648		\$2,586.094073	\$36.944201		\$2,611.955014	\$37.313643		\$2,651.134339	\$37.873348	
3		\$2,631.865651	\$37.598081		\$2,676.607367	\$38.237248		\$2,703.373441	\$38.619621		\$2,743.924043	\$39.198915	
4		\$2,723.980948	\$38.914014		\$2,770.288624	\$39.575552		\$2,797.991510	\$39.971307		\$2,839.961383	\$40.570877	
5		\$2,819.320281	\$40.276004		\$2,867.248726	\$40.960696		\$2,895.921213	\$41.370303		\$2,939.360031	\$41.990858	
TECHNICAL ASSISTANT	2421												
1		\$1,525.061664	\$21.786595	\$19.063271	\$1,550.987712	\$22.156967	\$19.387346	\$1,566.497589	\$22.378537	\$19.581220	\$1,589.995053	\$22.714215	\$19.874938
2		\$1,601.173757	\$22.873911	\$20.014672	\$1,628.393711	\$23.262767	\$20.354921	\$1,644.677648	\$23.495395	\$20.558471	\$1,669.347813	\$23.847826	\$20.866848
3		\$1,666.010088	\$23.800144	\$20.825126	\$1,694.332259	\$24.204747	\$21.179153	\$1,711.275582	\$24.446794	\$21.390945	\$1,736.944716	\$24.813496	\$21.711809
4		\$1,746.350669	\$24.947867	\$21.829382	\$1,776.038630	\$25.371980	\$22.200482	\$1,793.799016	\$25.625700	\$22.422488	\$1,820.706001	\$26.010086	\$22.758825
5		\$1,823.872159	\$26.055317	\$22.798402	\$1,854.877986	\$26.498257	\$23.185975	\$1,873.426766	\$26.763240	\$23.417835	\$1,901.528167	\$27.164688	\$23.769102
6		\$1,907.031758	\$27.243311	\$23.837897	\$1,939.451298	\$27.706447	\$24.243141	\$1,958.845811	\$27.983512	\$24.485573	\$1,988.228498	\$28.403264	\$24.852856
TECHNICAL ASSISTANT - ENTOMOLOGY	2425												
1		\$1,525.061566		\$19.063270	\$1,550.987613		\$19.387345	\$1,566.497489		\$19.581219	\$1,589.994951		\$19.874937
2		\$1,601.173757		\$20.014672	\$1,628.393711		\$20.354921	\$1,644.677648		\$20.558471	\$1,669.347813		\$20.866848
3		\$1,666.010099		\$20.825126	\$1,694.332271		\$21.179153	\$1,711.275594		\$21.390945	\$1,736.944728		\$21.711809
4		\$1,746.350573		\$21.829382	\$1,776.038533		\$22.200482	\$1,793.798918		\$22.422486	\$1,820.705902		\$22.758824
5		\$1,823.872279		\$22.798403	\$1,854.878108		\$23.185976	\$1,873.426889		\$23.417836	\$1,901.528292		\$23.769104
6		\$1,907.031953		\$23.837899	\$1,939.451496		\$24.243144	\$1,958.846011		\$24.485575	\$1,988.228701		\$24.852859
TECHNICAL ASSISTANT - FORESTRY	2427												
1		\$1,525.061566		\$19.063270	\$1,550.987613		\$19.387345	\$1,566.497489		\$19.581219	\$1,589.994951		\$19.874937
2		\$1,601.173757		\$20.014672	\$1,628.393711		\$20.354921	\$1,644.677648		\$20.558471	\$1,669.347813		\$20.866848
3		\$1,666.010099		\$20.825126	\$1,694.332271		\$21.179153	\$1,711.275594		\$21.390945	\$1,736.944728		\$21.711809
4		\$1,746.350573		\$21.829382	\$1,776.038533		\$22.200482	\$1,793.798918		\$22.422486	\$1,820.705902		\$22.758824
5		\$1,823.872279		\$22.798403	\$1,854.878108		\$23.185976	\$1,873.426889		\$23.417836	\$1,901.528292		\$23.769104
6		\$1,907.031953		\$23.837899	\$1,939.451496		\$24.243144	\$1,958.846011		\$24.485575	\$1,988.228701		\$24.852859
TECHNICAL WRITER/ADMINISTRATOR	2802												
1		\$2,076.814741	\$29.668782		\$2,112.120592	\$30.173151		\$2,133.241798	\$30.474883		\$2,165.240425	\$30.932006	
2		\$2,149.509335	\$30.707276		\$2,186.050994	\$31.229300		\$2,207.911504	\$31.541593		\$2,241.030177	\$32.014717	
3		\$2,224.731588	\$31.781880		\$2,262.552025	\$32.322172		\$2,285.177545	\$32.645394		\$2,319.455208	\$33.135074	
4		\$2,302.603027	\$32.894329		\$2,341.747278	\$33.453533		\$2,365.164751	\$33.788068		\$2,400.642222	\$34.294889	
5		\$2,383.196565	\$34.045665		\$2,423.710907	\$34.624442		\$2,447.948016	\$34.970686		\$2,484.667236	\$35.495246	
6		\$2,466.609417	\$35.237277		\$2,508.541777	\$35.836311		\$2,533.627195	\$36.194674		\$2,571.631603	\$36.737594	
TECHNICIAN - ELECTRONIC	2518												
1		\$2,108.588029		\$26.357350	\$2,144.434025		\$26.805425	\$2,165.878365		\$27.073480	\$2,198.366540		\$27.479582
2		\$2,215.708815		\$27.696360	\$2,253.375865		\$28.167198	\$2,275.909624		\$28.448870	\$2,310.048268		\$28.875603
3		\$2,293.230397		\$28.665380	\$2,332.215314		\$29.152691	\$2,355.537467		\$29.444218	\$2,390.870529		\$29.885882

**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		\$1,970.322690	\$28.147467	\$24.629034	\$1,999.877530	\$28.569679	\$24.998469	\$2,029.875693	\$28.998224	\$25.373446	\$2,060.323828	\$29.433198	\$25.754048
STOREKEEPER 2	2304												
1		\$2,012.085851	\$28.744084	\$25.151073	\$2,042.267139	\$29.175245	\$25.528339	\$2,072.901146	\$29.612874	\$25.911264	\$2,103.994663	\$30.057067	\$26.299933
STOREKEEPER 3	2305												
1		\$2,122.459753	\$30.320854	\$26.530747	\$2,154.296649	\$30.775666	\$26.928708	\$2,186.611099	\$31.237301	\$27.332639	\$2,219.410265	\$31.705861	\$27.742628
STOREKEEPER 4	2306												
1		\$2,282.054176	\$32.600774	\$28.525677	\$2,316.284989	\$33.089786	\$28.953562	\$2,351.029264	\$33.586132	\$29.387866	\$2,386.294703	\$34.089924	\$29.828684
STUDENT - 35HR	1415												
1		\$1,163.400125	\$16.620002		\$1,180.851127	\$16.869302		\$1,198.563894	\$17.122341		\$1,216.542352	\$17.379176	
STUDENT - 40HR*	1415												
1		\$1,218.000000		\$15.225000	\$1,236.270000		\$15.453375	\$1,254.814050		\$15.685176	\$1,273.636261		\$15.920453
1 - Effective January 1 2023													
SUPERVISOR - BYLAW ENFORCEMENT OPERATIONS	4574												
1		\$2,564.485362	\$36.635505		\$2,602.952642	\$37.185038		\$2,641.996932	\$37.742813		\$2,681.626886	\$38.308956	
2		\$2,654.242348	\$37.917748		\$2,694.055983	\$38.486514		\$2,734.466823	\$39.063812		\$2,775.483825	\$39.649769	
3		\$2,747.140830	\$39.244869		\$2,788.347942	\$39.833542		\$2,830.173161	\$40.431045		\$2,872.625758	\$41.037511	
4		\$2,843.290760	\$40.618439		\$2,885.940121	\$41.227716		\$2,929.229223	\$41.846132		\$2,973.167661	\$42.473824	
5		\$2,942.805934	\$42.040085		\$2,986.948023	\$42.670686		\$3,031.752243	\$43.310746		\$3,077.228527	\$43.960408	
SUPERVISOR - LABORATORY	2359												
1		\$2,599.904692	\$37.141496		\$2,638.903262	\$37.698618		\$2,678.486811	\$38.264097		\$2,718.664113	\$38.838059	
2		\$2,690.901354	\$38.441448		\$2,731.264874	\$39.018070		\$2,772.233847	\$39.603341		\$2,813.817355	\$40.197391	
3		\$2,785.082904	\$39.786899		\$2,826.859148	\$40.383702		\$2,869.262035	\$40.989458		\$2,912.300966	\$41.604300	
4		\$2,882.560804	\$41.179440		\$2,925.799216	\$41.797132		\$2,969.686204	\$42.424089		\$3,014.231497	\$43.060450	
5		\$2,983.450431	\$42.620720		\$3,028.202187	\$43.260031		\$3,073.625220	\$43.908932		\$3,119.729598	\$44.567566	
TECHNICAL ASSISTANT	2421												
1		\$1,613.844979	\$23.054928	\$20.173062	\$1,638.052654	\$23.400752	\$20.475658	\$1,662.623444	\$23.751763	\$20.782793	\$1,687.562796	\$24.108040	\$21.094535
2		\$1,694.388030	\$24.205543	\$21.179850	\$1,719.803850	\$24.568626	\$21.497548	\$1,745.600908	\$24.937156	\$21.820011	\$1,771.784922	\$25.311213	\$22.147312
3		\$1,762.998887	\$25.185698	\$22.037486	\$1,789.443870	\$25.563484	\$22.368048	\$1,816.285528	\$25.946936	\$22.703569	\$1,843.529811	\$26.336140	\$23.044123
4		\$1,848.016591	\$26.400237	\$23.100207	\$1,875.736840	\$26.796241	\$23.446711	\$1,903.872893	\$27.198184	\$23.798411	\$1,932.430986	\$27.606157	\$24.155387
5		\$1,930.051090	\$27.572158	\$24.125639	\$1,959.001856	\$27.985741	\$24.487523	\$1,988.386884	\$28.405527	\$24.854836	\$2,018.212687	\$28.831610	\$25.227659
6		\$2,018.051925	\$28.829313	\$25.225649	\$2,048.322704	\$29.261753	\$25.604034	\$2,079.047545	\$29.700679	\$25.988094	\$2,110.233258	\$30.146189	\$26.377916
TECHNICAL ASSISTANT - ENTOMOLOGY	2425												
1		\$1,613.844875		\$20.173061	\$1,638.052548		\$20.475657	\$1,662.623336		\$20.782792	\$1,687.562686		\$21.094534
2		\$1,694.388030		\$21.179850	\$1,719.803850		\$21.497548	\$1,745.600908		\$21.820011	\$1,771.784922		\$22.147312
3		\$1,762.998899		\$22.037486	\$1,789.443882		\$22.368049	\$1,816.285540		\$22.703569	\$1,843.529823		\$23.044123
4		\$1,848.016491		\$23.100206	\$1,875.736738		\$23.446709	\$1,903.872789		\$23.798410	\$1,932.430881		\$24.155386
5		\$1,930.051216		\$24.125640	\$1,959.001984		\$24.487525	\$1,988.387014		\$24.854838	\$2,018.212819		\$25.227660
6		\$2,018.052132		\$25.225652	\$2,048.322914		\$25.604036	\$2,079.047758		\$25.988097	\$2,110.233474		\$26.377918
TECHNICAL ASSISTANT - FORESTRY	2427												
1		\$1,613.844875		\$20.173061	\$1,638.052548		\$20.475657	\$1,662.623336		\$20.782792	\$1,687.562686		\$21.094534
2		\$1,694.388030		\$21.179850	\$1,719.803850		\$21.497548	\$1,745.600908		\$21.820011	\$1,771.784922		\$22.147312
3		\$1,762.998899		\$22.037486	\$1,789.443882		\$22.368049	\$1,816.285540		\$22.703569	\$1,843.529823		\$23.044123
4		\$1,848.016491		\$23.100206	\$1,875.736738		\$23.446709	\$1,903.872789		\$23.798410	\$1,932.430881		\$24.155386
5		\$1,930.051216		\$24.125640	\$1,959.001984		\$24.487525	\$1,988.387014		\$24.854838	\$2,018.212819		\$25.227660
6		\$2,018.052132		\$25.225652	\$2,048.322914		\$25.604036	\$2,079.047758		\$25.988097	\$2,110.233474		\$26.377918
TECHNICAL WRITER/ADMINISTRATOR	2802												
1		\$2,197.719031	\$31.395986		\$2,230.684816	\$31.866926		\$2,264.145088	\$32.344930		\$2,298.107264	\$32.830104	
2		\$2,274.645630	\$32.494938		\$2,308.765314	\$32.982362		\$2,343.396794	\$33.477097		\$2,378.547746	\$33.979254	
3		\$2,354.247036	\$33.632101		\$2,389.560742	\$34.136582		\$2,425.404153	\$34.648631		\$2,461.785215	\$35.168360	
4		\$2,436.651855	\$34.809312		\$2,473.201633	\$35.331452		\$2,510.299657	\$35.861424		\$2,547.954152	\$36.399345	
5		\$2,521.937245	\$36.027675		\$2,559.766304	\$36.568090		\$2,598.162799	\$37.116611		\$2,637.135241	\$37.673361	
6		\$2,610.206077	\$37.288658		\$2,649.359168	\$37.847988		\$2,689.099556	\$38.415708		\$2,729.436049	\$38.991944	
TECHNICIAN - ELECTRONIC	2518												
1		\$2,231.342038		\$27.891775	\$2,264.812169		\$28.310152	\$2,298.784352		\$28.734804	\$2,333.266117		\$29.165826
2		\$2,344.698992		\$29.308737	\$2,379.869477		\$29.748368	\$2,415.567519		\$30.194594	\$2,451.801032		\$30.647513
3		\$2,426.733587		\$30.334170	\$2,463.134591		\$30.789182	\$2,500.081610		\$31.251020	\$2,537.582834		\$31.719785









**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>TECHNICIAN - LABORATORY 3</b>	<b>2483</b>	\$2,158.256510	\$30.832236		\$2,190.630358	\$31.294719		\$2,223.489813	\$31.764140		\$2,256.842160
1		\$2,252.223616	\$32.174623		\$2,286.006970	\$32.657242		\$2,320.297075	\$33.147101		\$2,355.101531	\$33.644308	
2		\$2,340.224288	\$33.431776		\$2,375.327652	\$33.933252		\$2,410.957567	\$34.442251		\$2,447.121931	\$34.958885	
3		\$2,423.750484	\$34.625007		\$2,460.106741	\$35.144382		\$2,497.008342	\$35.671548		\$2,534.463467	\$36.206621	
4		\$2,496.835857	\$35.669084		\$2,534.288395	\$36.204120		\$2,572.302721	\$36.747182		\$2,610.887262	\$37.298389	
<b>TECHNICIAN - LABORATORY - SENIOR</b>	<b>2510</b>	\$2,423.750484	\$34.625007		\$2,460.106741	\$35.144382		\$2,497.008342	\$35.671548		\$2,534.463467	\$36.206621	
1		\$2,529.649628	\$36.137852		\$2,567.594372	\$36.679920		\$2,606.108288	\$37.230118		\$2,645.199912	\$37.788570	
2		\$2,620.633562	\$37.437622		\$2,659.943065	\$37.999187		\$2,699.842211	\$38.569174		\$2,740.339844	\$39.147712	
3		\$2,731.007463	\$39.014392		\$2,771.972575	\$39.599608		\$2,813.552164	\$40.193602		\$2,855.755446	\$40.796506	
4		\$2,841.381364	\$40.591162		\$2,884.002084	\$41.200030		\$2,927.262115	\$41.818030		\$2,971.171047	\$42.445301	
<b>TECHNICIAN - MARKET RESEARCH</b>	<b>2484</b>	\$1,921.101916	\$27.444313		\$1,949.918445	\$27.855978		\$1,979.167222	\$28.273817		\$2,008.854730	\$28.697925	
1		\$2,018.052009	\$28.829314		\$2,048.322789	\$29.261754		\$2,079.047631	\$29.700680		\$2,110.233345	\$30.146191	
2		\$2,123.951337	\$30.342162		\$2,155.810607	\$30.797294		\$2,188.147766	\$31.259254		\$2,220.969982	\$31.728143	
3		\$2,216.426584	\$31.663237		\$2,249.672983	\$32.138185		\$2,283.418078	\$32.620258		\$2,317.669349	\$33.109562	
4		\$2,328.291978	\$33.261314		\$2,363.216358	\$33.760234		\$2,398.664603	\$34.266637		\$2,434.644572	\$34.780637	
5		\$2,443.140447	\$34.902006		\$2,479.787554	\$35.425536		\$2,516.984367	\$35.956920		\$2,554.739133	\$36.496273	
<b>TECHNICIAN - RECREATION B*</b>	<b>2502</b>	\$1,218.000000		\$15.225000	\$1,236.270000		\$15.453375	\$1,254.814050		\$15.685176	\$1,273.636261		\$15.920453
1													
1 - Effective January 1 2023													
<b>TECHNICIAN - RECREATION C</b>	<b>2503</b>	\$1,434.860236		\$17.935753	\$1,456.383140		\$18.204789	\$1,478.228887		\$18.477861	\$1,500.402320		\$18.755029
1													
<b>TECHNICIAN - RECREATION D</b>	<b>2504</b>	\$1,551.200384		\$19.390005	\$1,574.468390		\$19.680855	\$1,598.085416		\$19.976068	\$1,622.056697		\$20.275709
1		\$1,636.218071		\$20.452726	\$1,660.761342		\$20.759517	\$1,685.672762		\$21.070910	\$1,710.957853		\$21.386973
2		\$1,722.727252		\$21.534091	\$1,748.568161		\$21.857102	\$1,774.796683		\$22.184959	\$1,801.418633		\$22.517733
3		\$1,812.219507		\$22.652744	\$1,839.402800		\$22.992535	\$1,866.993842		\$23.337423	\$1,894.998750		\$23.687484
<b>TECHNICIAN - RECREATION E</b>	<b>2509</b>	\$1,913.644267		\$23.920553	\$1,942.348931		\$24.279362	\$1,971.484165		\$24.643552	\$2,001.056427		\$25.013205
1		\$2,007.611188		\$25.095140	\$2,037.725356		\$25.471567	\$2,068.291236		\$25.853640	\$2,099.315605		\$26.241445
2		\$2,104.561283		\$26.307016	\$2,136.129702		\$26.701621	\$2,168.171648		\$27.102146	\$2,200.694223		\$27.508678
3		\$2,205.985852		\$27.574823	\$2,239.075640		\$27.988446	\$2,272.661775		\$28.408272	\$2,306.751702		\$28.834396
4		\$2,325.308989		\$29.066362	\$2,360.188624		\$29.502358	\$2,395.591453		\$29.944893	\$2,431.525325		\$30.394067
<b>BUILDING SYSTEM SPECIALIST</b>	<b>2543</b>	\$3,027.823714	\$43.254624		\$3,073.241070	\$43.903444		\$3,119.339686	\$44.561996		\$3,166.129781	\$45.230425	
1		\$3,157.587577	\$45.108394		\$3,204.951391	\$45.785020		\$3,253.025662	\$46.471795		\$3,301.821047	\$47.168872	
<b>TECHNOLOGIST - ELECTRONIC</b>	<b>2519</b>	\$2,566.938153		\$32.086727	\$2,605.442225		\$32.568028	\$2,644.523858		\$33.056548	\$2,684.191716		\$33.552396
1		\$2,693.719031		\$33.671488	\$2,734.124816		\$34.176560	\$2,775.136688		\$34.689209	\$2,816.763738		\$35.209547
2		\$2,830.940544		\$35.386757	\$2,873.404652		\$35.917558	\$2,916.505722		\$36.456322	\$2,960.253308		\$37.003166
3		\$2,923.415971		\$36.542700	\$2,967.267211		\$37.090840	\$3,011.776219		\$37.647203	\$3,056.952862		\$38.211911
4		\$3,027.823714		\$37.847796	\$3,073.241070		\$38.415513	\$3,119.339686		\$38.991746	\$3,166.129781		\$39.576622
5		\$3,157.587577		\$39.469845	\$3,204.951391		\$40.061892	\$3,253.025662		\$40.662821	\$3,301.821047		\$41.272763
<b>TECHNOLOGIST - GRADE 1</b>	<b>2531</b>	\$1,897.237290	\$27.103390	\$23.715466	\$1,925.695849	\$27.509941	\$24.071198	\$1,954.581287	\$27.922590	\$24.432266	\$1,983.900006	\$28.341429	\$24.798750
1		\$1,995.678782	\$28.509697	\$24.945985	\$2,025.613964	\$28.937342	\$25.320175	\$2,055.998173	\$29.371402	\$25.699977	\$2,086.838146	\$29.811974	\$26.085477
2		\$2,070.255834	\$29.575083	\$25.878198	\$2,101.309672	\$30.018710	\$26.266371	\$2,132.829317	\$30.468990	\$26.660366	\$2,164.821757	\$30.926025	\$27.060272
3		\$2,161.239680	\$30.874853	\$27.015496	\$2,193.658275	\$31.337975	\$27.420728	\$2,226.563149	\$31.808045	\$27.832039	\$2,259.961596	\$32.285166	\$28.249520
4		\$2,253.715202	\$32.195931	\$28.171440	\$2,287.520930	\$32.678870	\$28.594012	\$2,321.833744	\$33.169053	\$29.022922	\$2,356.661250	\$33.666589	\$29.458266
5		\$2,349.173525	\$33.559622	\$29.364669	\$2,384.411128	\$34.063016	\$29.805139	\$2,420.177295	\$34.573961	\$30.252216	\$2,456.479954	\$35.092571	\$30.705999
<b>TECHNOLOGIST - GRADE 2</b>	<b>2532</b>	\$2,426.733655	\$34.667624	\$30.334171	\$2,463.134660	\$35.187638	\$30.789183	\$2,500.081680	\$35.715453	\$31.251021	\$2,537.582905	\$36.251184	\$31.719786
1		\$2,496.835857	\$35.669084	\$31.210448	\$2,534.288395	\$36.204120	\$31.678605	\$2,572.302721	\$36.747182	\$32.153784	\$2,610.887262	\$37.298389	\$32.636091
2		\$2,619.142070	\$37.416315	\$32.739276	\$2,658.429201	\$37.977560	\$33.230365	\$2,698.305639	\$38.547223	\$33.728820	\$2,738.780224	\$39.125432	\$34.234753
3		\$2,739.956791	\$39.142240	\$34.249460	\$2,781.056143	\$39.729373	\$34.763202	\$2,822.771985	\$40.325314	\$35.284650	\$2,865.113565	\$40.930194	\$35.813920
4		\$2,854.805171	\$40.782931	\$35.685065	\$2,897.627249	\$41.394675	\$36.220341	\$2,941.091658	\$42.015595	\$36.763646	\$2,985.208033	\$42.645829	\$37.315100

**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
		TECHNOLOGIST - GRADE 3	2533										
1		\$2,589.222086	\$36.988887	\$32.365276	\$2,633.238861	\$37.617698	\$32.915486	\$2,659.571250	\$37.993875	\$33.244641	\$2,699.464819	\$38.563783	\$33.743310
2		\$2,697.752251	\$38.539318	\$33.721903	\$2,743.614039	\$39.194486	\$34.295175	\$2,771.050179	\$39.586431	\$34.638127	\$2,812.615932	\$40.180228	\$35.157699
3		\$2,787.959333	\$39.827990	\$34.849492	\$2,835.354642	\$40.505066	\$35.441933	\$2,863.708188	\$40.910117	\$35.796352	\$2,906.663811	\$41.523769	\$36.333298
4		\$2,914.812839	\$41.640183	\$36.435160	\$2,964.364657	\$42.348067	\$37.054558	\$2,994.008304	\$42.771547	\$37.425104	\$3,038.918429	\$43.413120	\$37.986480
5		\$3,044.485312	\$43.492647	\$38.056066	\$3,096.241562	\$44.232022	\$38.703020	\$3,127.203978	\$44.674343	\$39.090050	\$3,174.112038	\$45.344458	\$39.676400
TECHNOLOGIST - SR ELECTRONIC	2520												
1		\$3,034.617872		\$37.932723	\$3,086.206376		\$38.577580	\$3,117.068440		\$38.963356	\$3,163.824467		\$39.547806
2		\$3,140.829516		\$39.260369	\$3,194.223618		\$39.927795	\$3,226.165854		\$40.327073	\$3,274.558342		\$40.931979
TRAINER - E-LEARNING	3002												
1		\$2,124.092425	\$30.344178		\$2,160.201996	\$30.860029		\$2,181.804016	\$31.168629		\$2,214.531076	\$31.636158	
2		\$2,208.661314	\$31.552304		\$2,246.208556	\$32.088694		\$2,268.670642	\$32.409581		\$2,302.700702	\$32.895724	
3		\$2,297.458871	\$32.820841		\$2,336.515672	\$33.378795		\$2,359.880829	\$33.712583		\$2,395.279041	\$34.218272	
4		\$2,389.075220	\$34.129646		\$2,429.689499	\$34.709850		\$2,453.986394	\$35.056948		\$2,490.796190	\$35.582803	
TRAINER - JOINT COMMITTEE PROGRAM	3003												
1		\$2,124.092425	\$30.344178		\$2,160.201996	\$30.860029		\$2,181.804016	\$31.168629		\$2,214.531076	\$31.636158	
2		\$2,208.661314	\$31.552304		\$2,246.208556	\$32.088694		\$2,268.670642	\$32.409581		\$2,302.700702	\$32.895724	
3		\$2,297.458871	\$32.820841		\$2,336.515672	\$33.378795		\$2,359.880829	\$33.712583		\$2,395.279041	\$34.218272	
4		\$2,389.075220	\$34.129646		\$2,429.689499	\$34.709850		\$2,453.986394	\$35.056948		\$2,490.796190	\$35.582803	
TRAINER-RESPECTFUL WORKPLACE	3001												
1		\$2,338.333872	\$33.404770		\$2,378.085548	\$33.972651		\$2,401.866403	\$34.312377		\$2,437.894399	\$34.827063	
2		\$2,429.950311	\$34.713576		\$2,471.259466	\$35.303707		\$2,495.972061	\$35.656744		\$2,533.411642	\$36.191595	
3		\$2,527.204774	\$36.102925		\$2,570.167255	\$36.716675		\$2,595.868928	\$37.083842		\$2,634.806962	\$37.640099	
4		\$2,589.222419	\$36.988892		\$2,633.239200	\$37.617703		\$2,659.571592	\$37.993880		\$2,699.465166	\$38.563788	
5		\$2,658.288845	\$37.975555		\$2,703.479755	\$38.621139		\$2,730.514553	\$39.007351		\$2,771.472271	\$39.592461	
TRAINWORKER	2566												
1		\$2,239.670055		\$27.995876	\$2,277.744446		\$28.471806	\$2,300.521890		\$28.756524	\$2,335.029718		\$29.187871
TREE CLIMBER	2621												
1				\$26.075453			\$26.518736			\$26.783923			\$27.185682
UTILITY 1 - FIRST 4 MONTHS	2651												
1		\$1,370.018359		\$17.125229	\$1,393.308671		\$17.416358	\$1,407.241758		\$17.590522	\$1,428.350384		\$17.854380
UTILITY 1 - AFTER 4 MONTHS	2650												
1		\$1,581.441085		\$19.768014	\$1,608.325583		\$20.104070	\$1,624.408839		\$20.305110	\$1,648.774972		\$20.609687
2		\$1,792.863578		\$22.410795	\$1,823.342259		\$22.791778	\$1,841.575682		\$23.019696	\$1,869.199317		\$23.364991
UTILITY 2	2652												
1		\$1,861.928276		\$23.274103	\$1,893.581057		\$23.669763	\$1,912.516868		\$23.906461	\$1,941.204621		\$24.265058
UTILITY 3	2653												
1		\$1,901.393913		\$23.767424	\$1,933.717610		\$24.171470	\$1,953.054786		\$24.413185	\$1,982.350608		\$24.779383
UTILITY 4	2634												
1		\$2,005.695716		\$25.071196	\$2,039.792543		\$25.497407	\$2,060.190468		\$25.752381	\$2,091.093325		\$26.138667
UTILITY A	2641												
1		\$1,792.863636		\$22.410795	\$1,823.342318		\$22.791779	\$1,841.575741		\$23.019697	\$1,869.199377		\$23.364992
UTILITY B	2642												
1		\$1,861.928276		\$23.274103	\$1,893.581057		\$23.669763	\$1,912.516868		\$23.906461	\$1,941.204621		\$24.265058
UTILITY C	2643												
1		\$1,901.393814		\$23.767423	\$1,933.717509		\$24.171469	\$1,953.054684		\$24.413184	\$1,982.350504		\$24.779381
UTILITY D	2644												
1		\$2,005.695716		\$25.071196	\$2,039.792543		\$25.497407	\$2,060.190468		\$25.752381	\$2,091.093325		\$26.138667
VALUATION OFFICER	68												
1		\$2,172.779831	\$31.039712		\$2,209.717088	\$31.567387		\$2,231.814259	\$31.883061		\$2,265.291473	\$32.361307	
2		\$2,273.928651	\$32.484695		\$2,312.585438	\$33.036935		\$2,335.711292	\$33.367304		\$2,370.746961	\$33.867814	
3		\$2,441.332214	\$34.876174		\$2,482.834862	\$35.469069		\$2,507.663211	\$35.823760		\$2,545.278159	\$36.361117	
4		\$2,587.812559	\$36.968751		\$2,631.805373	\$37.597220		\$2,658.123427	\$37.973192		\$2,697.995278	\$38.542790	
5		\$2,744.265276	\$39.203790		\$2,790.917786	\$39.870254		\$2,818.826964	\$40.268957		\$2,861.109368	\$40.872991	
6		\$2,911.993868	\$41.599912		\$2,961.497764	\$42.307111		\$2,991.112742	\$42.730182		\$3,035.979433	\$43.371135	
WASTE WATER TREATMENT - OPERATOR IN TRAINING	1953												
1		\$1,864.239647		\$23.302996	\$1,895.931721		\$23.699147	\$1,914.891038		\$23.936138	\$1,943.614404		\$24.295180
WASTE WATER TREATMENT OPERATOR - 1A	1954												
1		\$1,953.995555		\$24.424944	\$1,987.213479		\$24.840168	\$2,007.085614		\$25.088570	\$2,037.191898		\$25.464899

## 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
		TECHNOLOGIST - GRADE 3	2533										
1		\$2,739.956791	\$39,142240	\$34,249460	\$2,781.056143	\$39,729373	\$34,763202	\$2,822.771985	\$40,325314	\$35,284650	\$2,865.113565	\$40,930194	\$35,813920
2		\$2,854.805171	\$40,782931	\$35,685065	\$2,897.627249	\$41,394675	\$36,220341	\$2,941.091658	\$42,015595	\$36,763646	\$2,985.208033	\$42,645829	\$37,315100
3		\$2,950.263768	\$42,146625	\$36,878297	\$2,994.517725	\$42,778825	\$37,431472	\$3,039.435491	\$43,420507	\$37,992944	\$3,085.027023	\$44,071815	\$38,562838
4		\$3,084.502205	\$44,064317	\$38,556278	\$3,130.769738	\$44,725282	\$39,134622	\$3,177.731284	\$45,396161	\$39,721641	\$3,225.397253	\$46,077104	\$40,317466
5		\$3,221.723719	\$46,024625	\$40,271546	\$3,270.049575	\$46,714994	\$40,875620	\$3,319.100319	\$47,415719	\$41,488754	\$3,368.886824	\$48,126955	\$42,111085
TECHNOLOGIST - SR ELECTRONIC	2520												
1		\$3,211.281834		\$40,141023	\$3,259.451062		\$40,743138	\$3,308.342828		\$41,354285	\$3,357.967970		\$41,974600
2		\$3,323.676717		\$41,545959	\$3,373.531868		\$42,169148	\$3,424.134846		\$42,801686	\$3,475.496869		\$43,443711
TRAINER - E-LEARNING	3002												
1		\$2,247.749042	\$32,110701		\$2,281.465278	\$32,592361		\$2,315.687257	\$33,081247		\$2,350.422566	\$33,577465	
2		\$2,337.241213	\$33,389160		\$2,372.299831	\$33,889998		\$2,407.884328	\$34,398348		\$2,444.002593	\$34,914323	
3		\$2,431.208227	\$34,731546		\$2,467.676350	\$35,252519		\$2,504.691495	\$35,781307		\$2,542.261867	\$36,318027	
4		\$2,528.158133	\$36,116545		\$2,566.080505	\$36,658293		\$2,604.571713	\$37,208167		\$2,643.640289	\$37,766290	
TRAINER - JOINT COMMITTEE PROGRAM	3003												
1		\$2,247.749042	\$32,110701		\$2,281.465278	\$32,592361		\$2,315.687257	\$33,081247		\$2,350.422566	\$33,577465	
2		\$2,337.241213	\$33,389160		\$2,372.299831	\$33,889998		\$2,407.884328	\$34,398348		\$2,444.002593	\$34,914323	
3		\$2,431.208227	\$34,731546		\$2,467.676350	\$35,252519		\$2,504.691495	\$35,781307		\$2,542.261867	\$36,318027	
4		\$2,528.158133	\$36,116545		\$2,566.080505	\$36,658293		\$2,604.571713	\$37,208167		\$2,643.640289	\$37,766290	
TRAINER-RESPECTFUL WORKPLACE	3001												
1		\$2,474.462815	\$35,349469		\$2,511.579757	\$35,879711		\$2,549.253453	\$36,417906		\$2,587.492255	\$36,964175	
2		\$2,571.412817	\$36,734469		\$2,609.984009	\$37,285486		\$2,649.133769	\$37,844768		\$2,688.870776	\$38,412440	
3		\$2,674.329066	\$38,204701		\$2,714.444002	\$38,777771		\$2,755.160662	\$39,359438		\$2,796.488072	\$39,949830	
4		\$2,739.957143	\$39,142245		\$2,781.056500	\$39,729379		\$2,822.772348	\$40,325319		\$2,865.113933	\$40,930199	
5		\$2,813.044355	\$40,186348		\$2,855.240020	\$40,789143		\$2,898.068620	\$41,400980		\$2,941.539649	\$42,021995	
TRAINWORKER	2566												
1		\$2,370.055164		\$29,625690	\$2,405.605991		\$30,070075	\$2,441.690081		\$30,521126	\$2,478.315432		\$30,978943
TREE CLIMBER	2621												
1				\$27,593467			\$28,007369			\$28,427480			\$28,853892
UTILITY 1 - FIRST 4 MONTHS	2651												
1		\$1,449.775640		\$18,122196	\$1,471.522275		\$18,394028	\$1,493.595109		\$18,669939	\$1,515.999036		\$18,949988
UTILITY 1 - AFTER 4 MONTHS	2650												
1		\$1,673.506597		\$20,918832	\$1,698.609196		\$21,232615	\$1,724.088334		\$21,551104	\$1,749.949659		\$21,874371
2		\$1,897.237307		\$23,715466	\$1,925.695867		\$24,071198	\$1,954.581305		\$24,432266	\$1,983.900025		\$24,798750
UTILITY 2	2652												
1		\$1,970.322690		\$24,629034	\$1,999.877530		\$24,998469	\$2,029.875693		\$25,373446	\$2,060.323828		\$25,754048
UTILITY 3	2653												
1		\$2,012.085867		\$25,151073	\$2,042.267155		\$25,528339	\$2,072.901162		\$25,911265	\$2,103.994679		\$26,299933
UTILITY 4	2634												
1		\$2,122.459725		\$26,530747	\$2,154.296621		\$26,928708	\$2,186.611070		\$27,332638	\$2,219.410236		\$27,742628
UTILITY A	2641												
1		\$1,897.237368		\$23,715467	\$1,925.695929		\$24,071199	\$1,954.581368		\$24,432267	\$1,983.900089		\$24,798751
UTILITY B	2642												
1		\$1,970.322690		\$24,629034	\$1,999.877530		\$24,998469	\$2,029.875693		\$25,373446	\$2,060.323828		\$25,754048
UTILITY C	2643												
1		\$2,012.085762		\$25,151072	\$2,042.267048		\$25,528338	\$2,072.901054		\$25,911263	\$2,103.994570		\$26,299932
UTILITY D	2644												
1		\$2,122.459725		\$26,530747	\$2,154.296621		\$26,928708	\$2,186.611070		\$27,332638	\$2,219.410236		\$27,742628
VALUATION OFFICER	68												
1		\$2,299.270845	\$32,846726		\$2,333.759908	\$33,339427		\$2,368.766307	\$33,839519		\$2,404.297802	\$34,347111	
2		\$2,406.308165	\$34,375831		\$2,442.402787	\$34,891468		\$2,479.038829	\$35,414840		\$2,516.224411	\$35,946063	
3		\$2,583.457331	\$36,906533		\$2,622.209191	\$37,460131		\$2,661.542329	\$38,022033		\$2,701.465464	\$38,592364	
4		\$2,738.465207	\$39,120932		\$2,779.542185	\$39,707746		\$2,821.235318	\$40,303362		\$2,863.553848	\$40,907912	
5		\$2,904.026009	\$41,486086		\$2,947.586399	\$42,108377		\$2,991.800195	\$42,740003		\$3,036.677198	\$43,381103	
6		\$3,081.519124	\$44,021702		\$3,127.741911	\$44,682027		\$3,174.658040	\$45,352258		\$3,222.277911	\$46,032542	
WASTE WATER TREATMENT - OPERATOR IN TRAINING	1953												
1		\$1,972.768620		\$24,659608	\$2,002.360149		\$25,029502	\$2,032.395551		\$25,404944	\$2,062.881484		\$25,786019
WASTE WATER TREATMENT OPERATOR - 1A	1954												
1		\$2,067.749776		\$25,846872	\$2,098.766023		\$26,234575	\$2,130.247513		\$26,628094	\$2,162.201226		\$27,027515

**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	\$2,038.593052		\$25.482413	\$2,073.249134		\$25.915614	\$2,093.981625		\$26.174770	\$2,125.391349
WASTE WATER TREATMENT OPERATOR - 2A 1	1956	\$2,113.905402		\$26.423818	\$2,149.841794		\$26.873022	\$2,171.340212		\$27.141753	\$2,203.910315		\$27.548879
WASTE WATER TREATMENT OPERATOR - 2B 1	1957	\$2,213.978040		\$27.674726	\$2,251.615667		\$28.145196	\$2,274.131824		\$28.426648	\$2,308.243801		\$28.853048
WASTE WATER TREATMENT OPERATOR - 3A 1 - With Provincial Certification	1958	\$2,373.887884		\$29.673599	\$2,414.243978		\$30.178050	\$2,438.386418		\$30.479830	\$2,474.962214		\$30.937028
WASTE WATER TREATMENT OPERATOR - 3B 1 - With Provincial Certification	1959	\$2,482.213983		\$31.027675	\$2,524.411621		\$31.555145	\$2,549.655737		\$31.870697	\$2,587.900573		\$32.348757
WASTE WATER TREATMENT OPERATOR 4 1 - With Provincial Certification	1960	\$2,769.020023		\$34.612750	\$2,816.093363		\$35.201167	\$2,844.254297		\$35.553179	\$2,886.918111		\$36.086476
WATER TREATMENT OPERATOR - IT 1	2901	\$1,946.079729		\$24.325997	\$1,979.163084		\$24.739539	\$1,998.954715		\$24.986934	\$2,028.939036		\$25.361738
WATER TREATMENT OPERATOR - 1A 1	2902	\$2,039.775994		\$25.497200	\$2,074.452186		\$25.930652	\$2,095.196708		\$26.189959	\$2,126.624659		\$26.582808
WATER TREATMENT OPERATOR - 1B 1	2903	\$2,128.087267		\$26.601091	\$2,164.264751		\$27.053309	\$2,185.907399		\$27.323842	\$2,218.696010		\$27.733700
WATER TREATMENT OPERATOR - 2A 1	2904	\$2,206.705866		\$27.583823	\$2,244.219866		\$28.052748	\$2,266.662065		\$28.333276	\$2,300.661996		\$28.758275
WATER TREATMENT OPERATOR - 2B 1	2905	\$2,311.171724		\$28.889647	\$2,350.461643		\$29.380771	\$2,373.966259		\$29.674578	\$2,409.575753		\$30.119697
WATER TREATMENT OPERATOR - 3A 1	2906	\$2,452.254435		\$30.653180	\$2,493.942760		\$31.174285	\$2,518.882188		\$31.486027	\$2,556.665421		\$31.958318
WATER TREATMENT OPERATOR - 3A 2		\$2,478.101594		\$30.976270	\$2,520.229321		\$31.502867	\$2,545.431614		\$31.817895	\$2,583.613088		\$32.295164
WATER TREATMENT OPERATOR - 3B 1	2907	\$2,565.335947		\$32.066699	\$2,608.946658		\$32.611833	\$2,635.036125		\$32.937952	\$2,674.561667		\$33.432021
WATER TREATMENT OPERATOR - 3B 2		\$2,591.183205		\$32.389790	\$2,635.233319		\$32.940416	\$2,661.585652		\$33.269821	\$2,701.509437		\$33.768868
WATER TREATMENT OPERATOR - 4 1	2908	\$2,847.501366		\$35.593767	\$2,895.908889		\$36.198861	\$2,924.867978		\$36.560850	\$2,968.740998		\$37.109262
WATER TREATMENT OPERATOR - 4 2		\$2,890.580035		\$36.132250	\$2,939.719896		\$36.746499	\$2,969.117095		\$37.113964	\$3,013.653851		\$37.670673
WEB SERVICES SPECIALIST 1	2783	\$1,943.998035	\$27.771401		\$1,977.046002	\$28.243514		\$1,996.816462	\$28.525949		\$2,026.768709	\$28.953839	
WEB SERVICES SPECIALIST 2		\$2,012.037965	\$28.743400		\$2,046.242610	\$29.232037		\$2,066.705036	\$29.524358		\$2,097.705612	\$29.967223	
WEB SERVICES SPECIALIST 3		\$2,082.459295	\$29.749419		\$2,117.861103	\$30.255159		\$2,139.039714	\$30.557710		\$2,171.125310	\$31.016076	
WEB SERVICES SPECIALIST 4		\$2,155.345371	\$30.790648		\$2,191.986242	\$31.314089		\$2,213.906104	\$31.627230		\$2,247.114696	\$32.101639	
WEB SERVICES SPECIALIST 5		\$2,230.782458	\$31.868321		\$2,268.705760	\$32.410082		\$2,291.392818	\$32.734183		\$2,325.763710	\$33.225196	
WEB SERVICES SPECIALIST 6		\$2,308.859844	\$32.983712		\$2,348.110461	\$33.544435		\$2,371.591566	\$33.879880		\$2,407.165439	\$34.388078	
WEIGH SCALES OPERATOR-REFUSE DISPOSAL 1	2722	\$1,928.174132		\$24.102177	\$1,960.953092		\$24.511914	\$1,980.562623		\$24.757033	\$2,010.271062		\$25.128388
WELDER 1	2731	\$2,607.051237		\$32.588140	\$2,651.371108		\$33.142139	\$2,677.884819		\$33.473560	\$2,718.053091		\$33.975664
WELDER - LEADING 1	2734	\$2,700.077121		\$33.750964	\$2,745.978432		\$34.324730	\$2,773.438216		\$34.667978	\$2,815.039789		\$35.187997
WELDER - PRESSURE VESSEL 1	2741	\$2,628.687561		\$32.858595	\$2,673.375250		\$33.417191	\$2,700.109003		\$33.751363	\$2,740.610638		\$34.257633
WORKER - COMMUNITY DEVELOPMENT 1 1	2765	\$1,966.230092	\$28.089001		\$1,999.656004	\$28.566514		\$2,019.652564	\$28.852179		\$2,049.947352	\$29.284962	
WORKER - COMMUNITY DEVELOPMENT 1 2		\$2,069.122408	\$29.558892		\$2,104.297489	\$30.061393		\$2,125.340464	\$30.362007		\$2,157.220571	\$30.817437	
WORKER - COMMUNITY DEVELOPMENT 1 3		\$2,139.596624	\$30.565666		\$2,175.969767	\$31.085282		\$2,197.729465	\$31.396135		\$2,230.695407	\$31.867077	
WORKER - COMMUNITY DEVELOPMENT 1 4		\$2,208.661314	\$31.552304		\$2,246.208556	\$32.088694		\$2,268.670642	\$32.409581		\$2,302.700702	\$32.895724	
WORKER - COMMUNITY DEVELOPMENT 1 5		\$2,276.316562	\$32.518808		\$2,315.013944	\$33.071628		\$2,338.164083	\$33.402344		\$2,373.236544	\$33.903379	
WORKER - COMMUNITY DEVELOPMENT 1 6		\$2,353.838157	\$33.626259		\$2,393.853406	\$34.197906		\$2,417.791940	\$34.539885		\$2,454.058819	\$35.057983	
WORKER - COMMUNITY DEVELOPMENT 2 1	2766	\$2,270.678623	\$32.438266		\$2,309.280160	\$32.989717		\$2,332.372962	\$33.319614		\$2,367.358556	\$33.819408	
WORKER - COMMUNITY DEVELOPMENT 2 2		\$2,334.105377	\$33.344363		\$2,373.785168	\$33.911217		\$2,397.523020	\$34.250329		\$2,433.485865	\$34.764084	
WORKER - COMMUNITY DEVELOPMENT 2 3		\$2,404.579679	\$34.351138		\$2,445.457534	\$34.935108		\$2,469.912109	\$35.284459		\$2,506.960791	\$35.813726	
WORKER - COMMUNITY DEVELOPMENT 2 4		\$2,466.596990	\$35.237100		\$2,508.529139	\$35.836131		\$2,533.614430	\$36.194492		\$2,571.618646	\$36.737409	
WORKER - COMMUNITY DEVELOPMENT 2 5		\$2,527.204774	\$36.102925		\$2,570.167255	\$36.716675		\$2,595.868928	\$37.083842		\$2,634.806962	\$37.640099	

**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	\$2,157.272219		\$26,965903	\$2,189.631302		\$27,370391	\$2,222.475772		\$27,780947	\$2,255.812909
WASTE WATER TREATMENT OPERATOR - 2A 1	1956	\$2,236.968970		\$27,962112	\$2,270.523505		\$28,381544	\$2,304.581358		\$28,807267	\$2,339.150078		\$29,239376
WASTE WATER TREATMENT OPERATOR - 2B 1	1957	\$2,342.867458		\$29,285843	\$2,378.010470		\$29,725131	\$2,413.680627		\$30,171008	\$2,449.885836		\$30,623573
WASTE WATER TREATMENT OPERATOR - 3A 1 - With Provincial Certification	1958	\$2,512.086647		\$31,401083	\$2,549.767947		\$31,872099	\$2,588.014466		\$32,350181	\$2,626.834683		\$32,835434
WASTE WATER TREATMENT OPERATOR - 3B 1 - With Provincial Certification	1959	\$2,626.719082		\$32,833989	\$2,666.119868		\$33,326498	\$2,706.111666		\$33,826396	\$2,746.703341		\$34,333792
WASTE WATER TREATMENT OPERATOR 4 1 - With Provincial Certification	1960	\$2,930.221883		\$36,627774	\$2,974.175211		\$37,177190	\$3,018.787839		\$37,734848	\$3,064.069657		\$38,300871
WATER TREATMENT OPERATOR - IT 1	2901	\$2,059.373122		\$25,742164	\$2,090.263719		\$26,128296	\$2,121.617675		\$26,520221	\$2,153.441940		\$26,918024
WATER TREATMENT OPERATOR - 1A 1	2902	\$2,158.524029		\$26,981550	\$2,190.901889		\$27,386274	\$2,223.765417		\$27,797068	\$2,257.121898		\$28,214024
WATER TREATMENT OPERATOR - 1B 1	2903	\$2,251.976450		\$28,149706	\$2,285.756097		\$28,571951	\$2,320.042438		\$29,000530	\$2,354.843075		\$29,435538
WATER TREATMENT OPERATOR - 2A 1	2904	\$2,335.171926		\$29,189649	\$2,370.199505		\$29,627494	\$2,405.752498		\$30,071906	\$2,441.838785		\$30,522985
WATER TREATMENT OPERATOR - 2B 1	2905	\$2,445.719389		\$30,571492	\$2,482.405180		\$31,030065	\$2,519.641258		\$31,495516	\$2,557.435877		\$31,967948
WATER TREATMENT OPERATOR - 3A 1	2906	\$2,595.015402		\$32,437693	\$2,633.940633		\$32,924258	\$2,673.449742		\$33,418122	\$2,713.551488		\$33,919394
WATER TREATMENT OPERATOR - 3A 2	2906	\$2,622.367284		\$32,779591	\$2,661.702793		\$33,271285	\$2,701.628335		\$33,770354	\$2,742.152760		\$34,276910
WATER TREATMENT OPERATOR - 3B 1	2907	\$2,714.680092		\$33,933501	\$2,755.400293		\$34,442504	\$2,796.731297		\$34,959141	\$2,838.682266		\$35,483528
WATER TREATMENT OPERATOR - 3B 2	2907	\$2,742.032079		\$34,275401	\$2,783.162560		\$34,789532	\$2,824.909998		\$35,311375	\$2,867.283648		\$35,841046
WATER TREATMENT OPERATOR - 4 1	2908	\$3,013.272113		\$37,665901	\$3,058.471195		\$38,230890	\$3,104.348263		\$38,804353	\$3,150.913487		\$39,386419
WATER TREATMENT OPERATOR - 4 2	2908	\$3,058.858659		\$38,235733	\$3,104.741539		\$38,809269	\$3,151.312662		\$39,391408	\$3,198.582352		\$39,982279
WEB SERVICES SPECIALIST 1	2783	\$2,057.170240	\$29,388146		\$2,088.027794	\$29,828968		\$2,119.348211	\$30,276403		\$2,151.138434	\$30,730549	
WEB SERVICES SPECIALIST 2	2783	\$2,129.171196	\$30,416731		\$2,161.108764	\$30,872982		\$2,193.525395	\$31,336077		\$2,226.428276	\$31,806118	
WEB SERVICES SPECIALIST 3	2783	\$2,203.692190	\$31,481317		\$2,236.747573	\$31,953537		\$2,270.298787	\$32,432840		\$2,304.353269	\$32,919332	
WEB SERVICES SPECIALIST 4	2783	\$2,280.821416	\$32,583163		\$2,315.033737	\$33,071911		\$2,349.759243	\$33,567989		\$2,385.005632	\$34,071509	
WEB SERVICES SPECIALIST 5	2783	\$2,360.650166	\$33,723574		\$2,396.059918	\$34,229427		\$2,432.000817	\$34,742869		\$2,468.480829	\$35,264012	
WEB SERVICES SPECIALIST 6	2783	\$2,443.272921	\$34,903899		\$2,479.922015	\$35,427457		\$2,517.120845	\$35,958869		\$2,554.877658	\$36,498252	
WEIGH SCALES OPERATOR-REFUSE DISPOSAL 1	2722	\$2,040.425128		\$25,505314	\$2,071.031505		\$25,887894	\$2,102.096978		\$26,276212	\$2,133.628433		\$26,670355
WELDER 1	2731	\$2,758.823887		\$34,485299	\$2,800.206245		\$35,002578	\$2,842.209339		\$35,527617	\$2,884.842479		\$36,060531
WELDER - LEADING 1	2734	\$2,857.265386		\$35,715817	\$2,900.124367		\$36,251555	\$2,943.626233		\$36,795328	\$2,987.780626		\$37,347258
WELDER - PRESSURE VESSEL 1	2741	\$2,781.719798		\$34,771497	\$2,823.445595		\$35,293070	\$2,865.797279		\$35,822466	\$2,908.784238		\$36,359803
WORKER - COMMUNITY DEVELOPMENT 1 1	2765	\$2,080.696562	\$29,724237		\$2,111.907010	\$30,170100		\$2,143.585615	\$30,622652		\$2,175.739399	\$31,081991	
WORKER - COMMUNITY DEVELOPMENT 1 2	2765	\$2,189.578880	\$31,279698		\$2,222.422563	\$31,748894		\$2,255.758901	\$32,225127		\$2,289.595285	\$32,708504	
WORKER - COMMUNITY DEVELOPMENT 1 3	2765	\$2,264.155838	\$32,345083		\$2,298.118176	\$32,830260		\$2,332.589949	\$33,322714		\$2,367.578798	\$33,822554	
WORKER - COMMUNITY DEVELOPMENT 1 4	2765	\$2,337.241213	\$33,389160		\$2,372.299831	\$33,889998		\$2,407.884328	\$34,398348		\$2,444.002593	\$34,914323	
WORKER - COMMUNITY DEVELOPMENT 1 5	2765	\$2,408.835092	\$34,411930		\$2,444.967618	\$34,928109		\$2,481.642132	\$35,452030		\$2,518.866764	\$35,983811	
WORKER - COMMUNITY DEVELOPMENT 1 6	2765	\$2,490.869701	\$35,583853		\$2,528.232747	\$36,117611		\$2,566.156238	\$36,659375		\$2,604.648582	\$37,209265	
WORKER - COMMUNITY DEVELOPMENT 2 1	2766	\$2,402.868934	\$34,326699		\$2,438.911968	\$34,841600		\$2,475.495648	\$35,364224		\$2,512.628083	\$35,894687	
WORKER - COMMUNITY DEVELOPMENT 2 2	2766	\$2,469.988153	\$35,285545		\$2,507.037975	\$35,814828		\$2,544.643545	\$36,352051		\$2,582.813198	\$36,897331	
WORKER - COMMUNITY DEVELOPMENT 2 3	2766	\$2,544.565203	\$36,350931		\$2,582.733681	\$36,896195		\$2,621.474686	\$37,449638		\$2,660.796806	\$38,011383	
WORKER - COMMUNITY DEVELOPMENT 2 4	2766	\$2,610.192926	\$37,288470		\$2,649.345820	\$37,847797		\$2,689.086007	\$38,415514		\$2,729.422297	\$38,991747	
WORKER - COMMUNITY DEVELOPMENT 2 5	2766	\$2,674.329066	\$38,204701		\$2,714.444002	\$38,777771		\$2,755.160662	\$39,359438		\$2,796.488072	\$39,949830	

**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	\$1,861.928276		\$23,274103	\$1,893.581057		\$23,669763	\$1,912.516868		\$23,906461	\$1,941.204621		\$24,265058
WORKER - METER SERVICE 2 1	2773	\$2,005.695675		\$25,071196	\$2,039.792501		\$25,497406	\$2,060.190426		\$25,752380	\$2,091.093282		\$26,138666
WORKER - SEWER MAINTENANCE 1	2771	\$1,918.307631		\$23,978845	\$1,950.918861		\$24,386486	\$1,970.428050		\$24,630351	\$1,999.984471		\$24,999806
WORKER-SOCIAL 3-SOCIAL SERVICES 1	2788	\$2,527.204774	\$36.102925		\$2,570.167255	\$36.716675		\$2,595.868928	\$37.083842		\$2,634.806962	\$37.640099	
2		\$2,589.222086	\$36.988887		\$2,633.238861	\$37.617698		\$2,659.571250	\$37.993875		\$2,699.464819	\$38.563783	
3		\$2,658.286687	\$37.975524		\$2,703.477561	\$38.621108		\$2,730.512337	\$39.007319		\$2,771.470022	\$39.592429	
4		\$2,711.847179	\$38.740674		\$2,757.948581	\$39.399265		\$2,785.528067	\$39.793258		\$2,827.310988	\$40.390157	
5		\$2,779.502342	\$39.707176		\$2,826.753882	\$40.382198		\$2,855.021421	\$40.786020		\$2,897.846742	\$41.397811	
WORKER - WATER SUPPLY 1	2775	\$2,289.001993		\$28,612525	\$2,327.915027		\$29,098938	\$2,351.194177		\$29,389927	\$2,386.462090		\$29,830776
WORK MANAGEMENT TECHNICIAN 1	2465	\$2,242.252175	\$32.032174		\$2,280.370462	\$32.576721		\$2,303.174167	\$32.902488		\$2,337.721780	\$33.396025	
2		\$2,323.577383	\$33.193963		\$2,363.078199	\$33.758260		\$2,386.708981	\$34.095843		\$2,422.509616	\$34.607280	
3		\$2,407.852211	\$34.397889		\$2,448.785699	\$34.982653		\$2,473.273556	\$35.332479		\$2,510.372659	\$35.862467	

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

CLASSIFICATION	Class Code	EFFECTIVE DATE MARCH 1, 2023 - 1.50%			EFFECTIVE DATE DECEMBER 31, 2023 - 1.50%			EFFECTIVE DATE 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	\$1,970.322690		\$24,629034	\$1,999.877530		\$24,998469	\$2,029.875693		\$25.373446	\$2,060.323828		\$25.754048
WORKER - METER SERVICE 2 1	2773	\$2,122.459681		\$26.530746	\$2,154.296576		\$26.928707	\$2,186.611025		\$27.332638	\$2,219.410190		\$27.742627
WORKER - SEWER MAINTENANCE 1	2771	\$2,029.984238		\$25.374803	\$2,060.434002		\$25.755425	\$2,091.340512		\$26.141756	\$2,122.710620		\$26.533883
WORKER-SOCIAL 3-SOCIAL SERVICES 1	2788	\$2,674.329066	\$38.204701		\$2,714.444002	\$38.777771		\$2,755.160662	\$39.359438		\$2,796.488072	\$39.949830	
2		\$2,739.956791	\$39.142240		\$2,781.056143	\$39.729373		\$2,822.771985	\$40.325314		\$2,865.113565	\$40.930194	
3		\$2,813.042072	\$40.186315		\$2,855.237703	\$40.789110		\$2,898.066269	\$41.400947		\$2,941.537263	\$42.021961	
4		\$2,869.720653	\$40.996009		\$2,912.766463	\$41.610949		\$2,956.457960	\$42.235114		\$3,000.804829	\$42.868640	
5		\$2,941.314443	\$42.018778		\$2,985.434160	\$42.649059		\$3,030.215672	\$43.288795		\$3,075.668907	\$43.938127	
WORKER - WATER SUPPLY 1	2775	\$2,422.259021		\$30.278238	\$2,458.592906		\$30.732411	\$2,495.471800		\$31.193398	\$2,532.903877		\$31.661298
WORK MANAGEMENT TECHNICIAN 1	2465	\$2,372.787607	\$33.896966		\$2,408.379421	\$34.405420		\$2,444.505112	\$34.921502		\$2,481.172689	\$35.445324	
2		\$2,458.847260	\$35.126389		\$2,495.729969	\$35.653285		\$2,533.165919	\$36.188085		\$2,571.163408	\$36.730906	
3		\$2,548.028249	\$36.400404		\$2,586.248673	\$36.946410		\$2,625.042403	\$37.500606		\$2,664.418039	\$38.063115	

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

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